



INZAG Germany GmbH



Ministry of Roads and Highways  
Ghana Highway Authority  
REPUBLIC OF GHANA

## Resettlement Action Plan for Section 2 – Shai-Osudoku District - Afienva to Akuse Junction

Upgrading of Eastern Corridor Road – Lot 1 –  
Design and Construction of Ashaiman  
Roundabout to Akosombo Junction

20 March 2023

Project No.: 0603871



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20 March 2023

## Resettlement Action Plan for Section 2 – Shai-Osudoku District - Afienya to Akuse Junction

Upgrading of Eastern Corridor Road – Lot 1 – Design and Construction of Ashaiman Roundabout to Akosombo Junction



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## Acronyms and Abbreviations

Name	Description
Aol	Area of Influence
ASR	Assisted Self-Resettlement
CFF	Community Feedback Forum
CLO	Community Liaison Officer
DCMP	Design Change Management Procedure
ECR	Eastern Corridor Road
EHS	Environmental Health and Safety
EPA	Environmental Protection Agency

EPC	Engineering, Procurement and Construction
ERM	Environmental Resources Management
E&S	Environmental and Social
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
EUR	Euro
GHA	Ghana Highway Authority
GHS	Ghanaian Cedi
GIS	Geographic Information System
GRM	Grievance Redress Mechanism
IFC	International Finance Corporation
LC	Lands Commission
LSP	Livelihood Restoration Plan
LVD	Land Valuation Division
M&E	Monitoring and Evaluation
MRH	Ministry of Roads and Highways
N2	National Highway 2
PAP	Project Affected Person
PAH	Project Affected Household
PK	Project Kilometre
PS	Performance Standard
RAP	Resettlement Action Plan
RAS	Rapid Asset Survey
RF	Resettlement Framework
RPF	Resettlement Policy Framework
RoW	Right of Way
RSC	Resettlement Steering Committee
SEP	Stakeholder Engagement Plan



## 1. INTRODUCTION

### 1.1 Background

This Resettlement Action Plan (RAP) was prepared under the Project “Upgrading of Eastern Corridor Road – Lot 1 – Design and Construction of Ashaiman Roundabout to Akosombo Junction” (hereinafter “the Project”).

The Ghana Ministry of Roads and Highways (MRH), through the Ghana Highway Authority (GHA), is implementing a strategy to upgrade the existing two-lane Eastern Corridor Road (ECR) to improve connections within the country and increase transit and trade between Ghana and its land-locked neighbours. The 773 kilometre ECR is classified as a National Route and begins at the Tema motorway roundabout in the Greater Accra Region and terminates in Kulungugu at the Burkina Faso border. The ECR is considered critical infrastructure, especially with regard to movement of freight within Ghana and to neighbouring Burkina Faso, Niger, and Mali.

Upgrade of the ECR has been divided into seven lots. The current Project relates to rehabilitation works in Lot 1, which comprises 64 kilometres of the National Highway 2 (N2) route from the Ashaiman Roundabout in Tema to the Akosombo Junction south of the bridge crossing the Volta River.

Lot 1 has been divided into three sections (see Table 1.1 below). This RAP was prepared for Section 2 (Zones 4, 5, and 6).

**Table 1.1 Division of Lot 1 in Sections**

Section	Zone	Start (KP)	End (KP)
Section 1	Zone 1	0+752	5+300
	Zone 2	5+300	10+000
	Zone 3	10+000	14+925
Section 2	Zone 4	15+900	23+400
	Zone 5	23+400	35+000
	Zone 6	35+000	47+175
Section 3	Zone 7	47+200	57+700
	Zone 8	57+700	64+500

The GHA, the entity managing the ECR rehabilitation works, tendered the construction services under Engineering, Procurement and Construction (EPC) contract models. The contract for Lot 1 has been awarded to INZAG Germany GmbH (hereinafter referred to as the ‘client’ or ‘INZAG’). INZAG contracted Environmental Resources Management GmbH (hereinafter referred to as ‘ERM’) as its environmental and social consultant.

Financing of the construction and upgrading of the entire ECR was included in the national budget of the State of Ghana for the year 2020 in November 2019 and has been categorized as a “Priority Project”. The Lot 1 Project will be co-financed by international lenders, with the loan agreement signed between the Government of Ghana through the Ministry of Finance.<sup>1</sup> Therefore, in addition to meeting national requirements, the Project must be compliant with the environmental and social requirements of international lenders. This includes the preparation of an environmental and social impact

<sup>1</sup> Note: for this project, Ramboll UK Ltd. (“Ramboll”) have been engaged by lenders to independently verify the RAP process and outcome to ensure adherence to the IFC Performance Standards.

assessment (ESIA) and a Resettlement Action Plan (RAP) and related documents, for which INZAG has engaged ERM. The ESIA was completed in 2021.

This RAP document has been developed based on the GHA Resettlement Framework (2017) as well as the International Finance Corporation (IFC) Performance Standards (PS) of 2012; in particular, IFC PS5 relates to resettlement issues.

This document builds upon the Resettlement Framework developed during the ESIA and presents the RAP for Section 2 of the Project. Separate RAP documents will be prepared for Sections 1 and 3.

## 1.2 RAP Overview

This document comprises the following sections:

1. Introduction - presents the purpose of the document;
2. Project Description - provides an overview of the main Project elements;
3. Legal and Institutional Framework - outlines applicable national legislative framework, international standards, and corporate policies, and identifies any relevant gaps and gap-filling measures;
4. Data Collection – describes the methodology used for the development of the document;
5. Existing Conditions – summarizes the socioeconomic context and baseline information relevant to resettlement;
6. Stakeholder Engagement – presents the consultation and negotiation process to be followed with Project-affected Persons (PAPs) and Project-affected households (PAHs), key stakeholders, and government actors in determining an appropriate resettlement program;
7. Impacts of Land Acquisition - provides an overview of expected physical and economic displacement;
8. Eligibility and Entitlements - presents the eligibility and entitlements principles and criteria;
9. Livelihood Restoration– outlines the process for planning, design, and implementation of livelihood restoration programs and proposed measures;
10. Assistance to Vulnerable People and Groups – outlines a conceptual program to minimize and mitigate risks to vulnerable households throughout the resettlement process;
11. Grievance Management - outlines a conceptual process for receiving and addressing Project-related grievances;
12. Monitoring and Evaluation – outlines a conceptual process for monitoring and evaluation of the resettlement process and outcomes; and
13. Implementation – outlines the next steps required for implementing this plan. Presents a high-level plan for implementing relevant organizational arrangements.

## 2. PROJECT DESCRIPTION

### 2.1 Project Overview

Lot 1 of ECR comprises 64 kilometres of the N2 route from the Ashaiman Roundabout in Tema to the Akosombo Junction south of the bridge crossing the Volta River (Figure 2-1 below). The Project falls within the Greater Accra Region and the Eastern Region, crossing the following seven rural and municipal districts: Ashaiman Municipality, Kpone Katamanso Municipality, Ningo Prampram Municipality, Shai Osudoku District, Yilo Krobo Municipality, Lower Manya Krobo Municipality, and Asuogyaman District. The area of study cuts across Shai Osudoku District and Yilo Krobo Municipality.

#### *Shai Osudoku District*

The Shai Osudoku District was carved out of the former Dangme West District on 15th March 2012 as a result of a re-demarcation exercise undertaken in the context of decentralisation reforms in the country. The district's administrative capital is Dodowa and it spans a land area of 968.36 square kilometres. Of the total 3,245 square kilometres covered by the Greater Accra Region, the Shai Osudoku District represents 29.84 percent of the land. Geographically, the presence of the 22 kilometre stretch of the Volta River is advantageous for the fishing industry, while being close to Accra and the Tema Metropolis benefits businesses, particularly for exports.

The population of the district is 105,610 with 53,136 males (50.3 percent) and 52,474 females (49.7 percent). Persons aged 15-64 years constitute the majority of people in the district (56.7 percent). The population density of the district is 112.1 persons per square kilometre and a 6.8 percent annual population change.<sup>2</sup>

Agriculture is the mainstay of the district economy, employing 58.6 percent of the working population. The district is predominantly rural with 76.7 percent of the populace living in rural communities with the remaining 23.3 percent residing in urban and peri-urban settings. The district has about 250 communities/settlements, some of which are rapidly becoming urbanised because of their proximity to Accra, the national capital.

#### *Yilo Krobo Municipality*

The Yilo Krobo Municipality is one of 26 municipalities/districts in the Eastern Region. It covers an estimated 805 square kilometres, constituting 4.2 percent of the total land area of the Eastern Region. The municipality has about 230 settlements, of which only Somanya, the municipal capital, and Nkurakan have populations above 5,000. The municipality is divided into seven Zonal Councils namely, Somanya, Oterkpolu, Boti, Nkurakan, Nsutapong, Klo-Agogo, and Obawale.

According to the 2021 Population and Housing Census General Report, Yilo Krobo has a total population of 122,705, comprised of 59,656 males (48.6 percent) and 63,049 females (51.4 percent). The population density of the district is 238.4 persons per square kilometre and a 3.2 percent annual population change.

About 30.92 percent of the population lives in urban centres whilst 69.8 percent lives in rural areas, potentially attributed to the rural predominance within the municipality. Consistent with the population breakdowns, people of all ages tend to live in the rural areas as opposed to the urban areas. The main occupation in the municipality is farming, which may contribute to the high percentage of population located in rural areas.

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<sup>2</sup> Source: Ghana Population and Housing Census General Report Vol 3A, 2021.



**Figure 2-1 Overall Road Alignment**

As described in Chapter 1, Lot 1 has been divided into three sections, which are comprised of eight zones. The three sections, as displayed in Figure 2.2 are:







- **Section 1** (Km 0 – Km 14 +925 - Ashaiman Roundabout to Afienya): This section is located in the south, close to Accra, and is characterised as a heavily **urbanised area** with **densely populated, large communities**. Section 1's proximity to the greater Accra region yields favourable access to infrastructure and services and includes prominent commercial buildings and activities in



**Section 2** (Km 15 +900 – Km 47 +175 - Afienva to Akuse Junction): This section covers the middle portion of Lot 1 and has primarily semi-urban and rural characteristics. It is therefore **less densely populated** compared to Section 1. This area is characterized by residential and commercial activities as well as agriculture, forest, and wildlife reserves. The road footprint for this section will be 27.8 metres wide.

**Section 3** (Km 47 +200- Km 64+500– Akuse Junction to Atimpoku Junction): This section includes the northern part of Lot 1 and similar to Section 1, is characterised mostly by a semi-urban landscape, with a **dense population and commercial flows**. The road footprint will be 17.5metres wide in this section.



-  Project Area (1km)    
  Regions    
 **Settlements in the Aol**  
**Proposed Highway ECR Lot1**    
  District    
  Peri-urban  
 Section 1    
  District Centerpoint    
  Urban 1  
 Section 2    
  Urban 2  
 Section 3    
  Rural

Source: ERM 2020

## Figure 2-2 Division of Lot 1 in 3 Sections

The Project involves the improvement and partial widening of the existing two-lane road to four-lane (2x) and six-lane (3x3) carriageway at different locations and related civil engineering tasks. These are presented in Table 2-1 below.

**Table 2.1 Lot 1 Main Civil Engineering Tasks**

Task	Details
Length of New Road	64 km <sup>3</sup>
Cross Sections	2x2 Lanes + Local Lane: Project kilometre (PK) 0+760 to 6+320; 2x3 Lanes: PK 6+320 to PK 13+430 2x2 Lanes: PK 13+430 to PK 53+700 2x1 Lanes: PK 53+700 to PK 64+700;
Roundabouts	2 (Ashaiman roundabout and Kpong roundabout)
Interchange	1 (Asutsuare interchange)
Junctions	6 (at grade type)
Road Bridges	3 (next to existing bridges)
Fly-Over	1
Overpasses/Pedestrian Crossing Bridges	11 Steel structures with stairs and ramps designed in three different types according to the width of the road.
Toll Booth	1 Area x 4 Booths at PK: 11+400 (existing toll booth)
Underpasses	Not Applicable
Service Stations/Rest Areas	Not Applicable
Fencing	Not Applicable
Lighting	Applicable for urban and densely populated areas

An overview of key broad elements for Section 2 is given below:

- **Cross Section:** As indicated in Table 2.1 above, a 2x2 lane is planned for the entirety of Section 2.
- **Junctions and Intersections:** Asutsuare Interchange (Km33+500) to connect with Odumase Krobo road, Doryum Junction (Km23+463) and Akuse Junction (Km46+940) to provide a left-turn lane and minimize the interfering with N2 capacity.
- **Bridge:** one bridge will be constructed at (Km 49+713) with a length of 40 metres and width 24.2 metres.
- **Fly-Over:** the current design includes one fly-over at Asutsuare Junction (Km 33+500)

Note: The Tema-Mpakadan railway line, which is currently under construction, crosses the existing corridor at Afiencya (Zone 2 of the road alignment). AFCONS, the firm working on the railway construction, has entered an agreement with GHA that they will also construct the roadway sections between PK 14+925 to PK 15+900 and PK 61+225 to PK 62+225. Any displacement in these specific sections will be managed based on the RAP established by AFCONS for the railway project. To ensure

3Updated design information was relayed from GHA to INZAG on 29.09.2020, as a result of the final negotiations between both parties that lead to the Design and Build Contract Signature on the 18th of September 2020.

PK 14+925 to PK 15+900 and PK 61+225 to PK 62+225 were removed from the scope of the Project – these stretches belong to the Scope of works for the Tema – Mpakadan Railway Project/Afcons Infrastructure Limited of India/EXIM Bank of India/Railway Development Authority - under Construction.



adequate management of displacement related impacts and respectful handling of any grievances, INZAG and GHA have included AFCONS as an important stakeholder and will continue to engage with them throughout the stakeholder engagement process.

## 2.2 Project Alternatives

GHA considered five project alternatives, as summarized below.

1. “Do nothing” scenario (routine and periodic maintenance);
2. Rehabilitation of existing road scenario;
3. Alternative route/corridor scenario;
4. Alternative mode of transport scenario (e.g. rail and air); and
5. Upgrade and rehabilitate.

The scenarios were assessed based on cost implications, engineering intervention, route alignment, maintenance policies, and environmental and social assessments of impacts on rehabilitation and new construction.

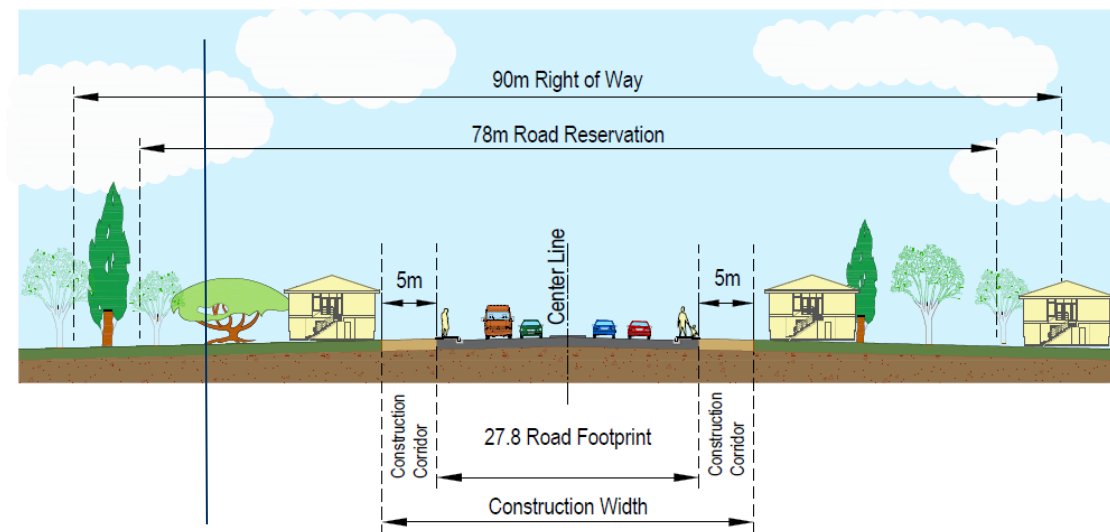
As detailed in the ESIA, alternative five – the “upgrade and rehabilitate” scenario - was considered the preferred option. This alternative was considered on the basis that the road is currently inadequate to handle existing traffic volume. As such, the objective of the Project is to increase the capacity of the road to accommodate existing and projected traffic volume and to meet the design standards of the N2 road in line with other ECR lots currently under construction. Under this scenario, work involves upgrading at least the first 53 kilometre of Lot 1 from a single carriageway to a dual carriageway. The remaining stretch will be rehabilitated by improving the drainage system, alignment, pavement, and installation of road furniture to the standard of a national road. This scenario improves the capacity, safety, riding comfort, time, and vehicle-operating cost and, with the well-defined road reservation along the initial stretch, achieves the overall objectives of the Project.

## 2.3 Land Requirements and Restrictions in Section 2

The alignment of the expanded roadway will be within the existing 90 metre N2 right of way (RoW). A number of corridors will be established within the 90 metre RoW with different land use and access restrictions.

An illustrative sketch of the cross section of Section 2 is given in Figure 2-3 below. Restrictions associated with the different components of the roadway are described further in Table 2.2.

## 2x2 Lanes



Source: ERM 2020

**Figure 2-3 Cross Section of Section 2 – 2x2 Lanes**

**Table 2.2 Land Restrictions by the Project during Construction and Operation**

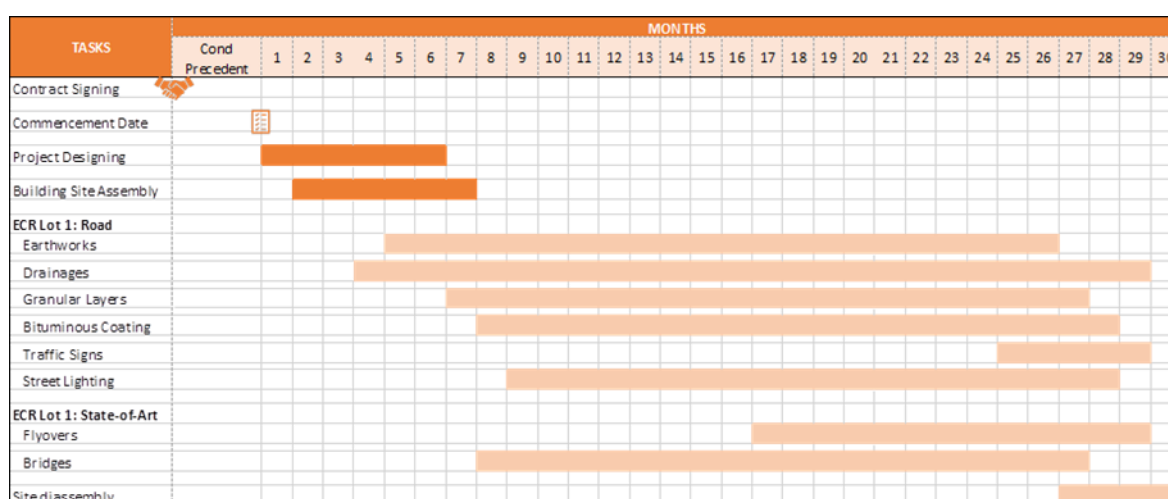
Component	Width	Description	Project Activities	Restrictions	
				Construction Phase	Operation Phase
Existing RoW	90m (45m either side of the road centreline)	Corridor established as required by the national planning standards for roads (refer to ‘Zoning Guidelines and Planning Standards’ 2011). The RoW of 45m either side of the centreline. Acquisition of land rights by GHA (for the development of the N2 route was completed in the 1990s. This corridor is comprised of four sub-corridors, each with different restrictions as follows:			
A - Road Reservation	78m (39m either side of the centreline)	Includes the Road Footprint and Construction Corridor. All construction activities will be implemented within this corridor. INZAG will try to limit the ground disturbance width to a maximum of 65m to the extent possible to avoid and to minimize the environmental and social impacts by implementing smart design solutions and construction techniques. This width of 65m represents the widest lane width (55m – see below) plus the 10m (5m on each side of the road footprint) construction corridor.			
B - Construction Width (road footprint and construction corridor)	Road footprint between 24m and 55m depending on lane count + two construction corridors of 5m either side of the road footprint.	The Construction Width includes: <ul style="list-style-type: none"><li>The road footprint of the road including the pavement layers, the sidewalk layers, the earthworks layers, the embankments and the drainages service lanes; and</li><li>Construction corridor - five metres (5m) on either side of the road footprint which includes construction areas plus access roads. This is also to be cleared to facilitate the construction activities. In some areas (e.g., Shai Hills Resource Reserve), the centreline of the road can be changed, or the construction corridor will occur only in one side of the road, in order to reduce the impact on the environment.</li></ul> Details about the two components are included below:			
		Between 24m and 55m to establish the pavement layers, the sidewalk layers, the earthworks layers, the embankments and the drainages and the construction area on either side of the road. The existing road will be extended and widened. Additional lanes will be added (max. width of 45 m in first 14km, 2x2 lanes + 2x1 Local Lane).	<u>Construction:</u> Land clearance. Removal of all trees and crops. Removal of all houses and structures. <u>Operation:</u> None	No new trees or crops. No new houses/structures. No entry for pedestrians in areas under construction (for safety reasons.)  No business activities. Low speed limits for vehicles crossing sections	No construction of new permanent houses or structures. No new crops or permanent plantations. No permanent business activities. Permits for temporary activities may be obtained (e.g., commercial activities, street vendors). Trees and vegetation will be reinstated to its original status or additionally planted to possibly use the corridor as recreational space and maintain a safety buffer. However, Project-Affected Persons (PAPs) will not be permitted to re-occupy land for land-based economic activities.
C – Areas outside the construction width but within the RoW	Maximum of 65m to 90m.	Remaining area of the right of way where both houses/structures and trees/crops are allowed. The Project has stated intent to not clear land beyond maximum 65m construction corridor.	<u>Construction:</u> None. <u>Operation:</u> None.	None.	None.

## 2.4 Project Schedule and Phases

The MRH, through the Ministry of Finance, aims to reach financial closure in the first half of 2022, after which detailed Project design and construction will begin. The construction period is planned for 30 months, with the first six months dedicated to detailed engineering design. INZAG hopes to achieve first land access in the second half of 2022 to enable land clearance in advance of construction.

INZAG has indicated that Project public disclosure commenced in Q4 of 2020. The EPA issued an Environmental Permit on the basis of the approved ESIA and Resettlement Framework, with preparation of RAP(s) as a permit condition. The final construction license has been issued.

The provisional construction schedule is presented in Figure 2-4 below.



Source: INZAG 2020

**Figure 2-4 Draft Construction Program**

## 2.5 Project Efforts to Reduce Displacement

The Project will comply with the national laws and apply international environmental and social standards.

According to international best practice requirements of the IFC Environmental Health and Safety (EHS) Guidelines, the Project has identified and incorporated general mitigation measures applicable to the Project's design, construction, and operation phases. The identified measures for all EHS topics have been tailored to the Project's scope and are integrated by INZAG into their Environmental and Social Management Plan (ESMP). Table 2.3 presents the international best practice requirements related to land acquisition and resettlement to be applied during the Project's design, construction, and operation phases, and the Project's response to these requirements.

Note: while references are made throughout this document to 'land acquisition', there is in fact no actual acquisition occurring as all of the lands in question are already owned by GHA. Nevertheless, there is economic displacement of informal inhabitants of these lands as a result of the Project's reclaiming and clearing of lands for construction purposes. The reclaiming of the land from its current inhabitants / users obligates the Project to undertake similar steps in terms of identification of impacts and compensation as those that would be taken in the case of actual land acquisition. Therefore, to maintain consistency with the terminology used in the IFC standards, this document refers to the process of land reclamation and clearing by the Project as 'land acquisition'.

**Table 2.3 Best Practice Guidelines for Design of Motorways**

Subject	International Best Practice	Lot 1 Incorporated Mitigation Measures
<b>Design Phase</b>		
Socioeconomic	<p>Consult with provincial and local administrations about the implications of changes in regional accessibility and the implications for local development plans and zoning policies;</p> <p>Early consultation with local people and businesses which may be affected by the Project has been taking place and will continue in accordance with the Project Stakeholder Engagement Plan;</p> <p>Minimisation of severance impacts is one of the main issues which will be addressed by appropriate design of the Project.</p>	<p>Stakeholder engagement activities have been undertaken to date to obtain relevant information about accessibility requirements as well as implications for local development plans. In addition, focused group discussions (FGDs) in communities were conducted in the course of the ESIA and Resettlement Framework development. A Project specific SEP has been developed.</p> <p>INZAG is still in the process of finalizing the Project design, which includes the assessment of severance impacts, and incorporation of relevant mitigation measures (e.g. sufficient access roads/crossings at relevant locations).<sup>4</sup></p>
Displacement of Existing Land Use, Property and People	<p>Minimise the area of land take, expropriation, and demolition required for the Project during the next stage of design works;</p> <p>If additional locations are identified - through public consultation, comments, or the planned census - where the issue of severance affects people significantly, it will be assessed where additional passages can be incorporated in the design.</p>	<p>While land take could be within the entire 90m RoW, INZAG aims to limit impact (land acquisition / clearing) to the area within the road reservation (78m), as indicated above.</p> <p>INZAG commits to assessing further severance impacts (in addition to the process outlined in the row above) when they are flagged during consultation meetings.</p>
<b>Construction Phase</b>		
Socioeconomic	<p>All roads that will be crossed by the motorway will be maintained through appropriate design solutions to ensure the continued free passage.</p>	<p>INZAG is planning a number of pedestrian bridges along Lot 1 to allow safe crossing options. In addition, to ensure the continued free passage of vehicles using roads that will be crossed by the motorway, INZAG incorporated U-turn options at relevant intersections. This allows road users to cross the motorway in a safe manner when only being able to turn right onto the motorway. Details will be included in the design plans.</p>
Displacement of Existing Land Use, Property and People	<p>For every crossed road and frequently used access road, an underpass or bridge is planned to ensure and maintain the passage through the Motorway acting as barrier.</p>	<p>Refer to above.</p>
<b>Operational Phase</b>		
Socioeconomic	<p>Deliver long term local community benefits through promoting local employment (including job training) and purchasing local goods and services during the operation of the motorway to the extent possible. Measures will include the facilitation of access to alternative employment for people</p>	<p>This RAP outlines relevant livelihood restoration measures that will be implemented during RAP implementation.</p>

<sup>4</sup> See Section 2.6 ('Document Revision')

Subject	International Best Practice	Lot 1 Incorporated Mitigation Measures
	affected by the loss of jobs through the Project;	

In addition, INZAG has adopted a 'Smart Design Solution' approach to identify the most environmentally and socially sensitive sections along the road alignment and find optimum solutions. Regarding displacement risks, INZAG has and will continue to proactively assess and mitigate key displacement risks by conducting micro alignments of the road within the 90 metre RoW.

## 2.6 Document Revision

Given that the executive design of certain components of the Project has not yet been concluded, INZAG may request ERM to update the pertinent section of this document to reflect such decisions, should they have substantive implications for the conclusions / recommendations herein.



### 3. LEGAL AND INSTITUTIONAL FRAMEWORK

The Project land acquisition and compensation process will adhere to the legislative requirements of Ghana and applicable international standards including the IFC Environmental and Social Performance Standards (PS). This chapter provides the legal background and legislative process in Ghana with respect to land acquisition, resettlement and livelihood restoration, and a comparison with international resettlement standards. As noted above, under the current Project design, all affected lands fall within the 90 metre RoW already owned by GHA. There is therefore no land acquisition planned at the present time (but rather reclamation and clearing of lands owned by GHA). This chapter outlines the full range of laws relevant for land acquisition, resettlement, and livelihood restoration as this RAP and the intended actions of the Project / GHA nevertheless seek to align with provisions relating to these laws. Where this is not the case, a footnote clarification is made.

#### 3.1 National Legislation and Regulations

##### 3.1.1 *The Constitution of Ghana*

Land acquisition and resettlement processes in Ghana must adhere to the Constitution of Ghana (hereafter ‘the Constitution’). All power and authority to invoke relevant laws and procedures is vested in the Constitution, which gives authority for the actions taken.

The 1992 Constitution gives maximum protection to individual property rights. Private properties are only to be taken where there are compelling reasons for the state to interfere with such rights. Article 20 establishes that no property “shall be compulsorily taken possession of or acquired by the State” unless it is, among various purposes, “to promote the public benefit” (Clause 1).

The Constitution also provides that where private lands are surrendered for public good, the affected owners must not be made worse off. It states, “Acquisition of property by the State shall only be made under a law which makes provision for (a) the prompt payment of fair and adequate compensation; and (b) a right of access to the High Court by any person who has an interest in or right over the property.” Further, “where a compulsory acquisition or possession of land affected by the State in accordance with Article 20 Clause 1 of this article involves displacement of any inhabitants, the State shall resettle the displaced inhabitants on suitable alternative land with due regard for their economic well-being and social and cultural values.”

##### 3.1.2 *Resettlement Policy Framework for Road Sector Operations*

The Resettlement Policy Framework (RPF) for Road Sector Operations<sup>5</sup> was prepared and disclosed in March 2017 by the Ministry of Roads and Highways, Ghana Highway Authority, and the Department of Urban and Feeder Roads. The Road Sector Operations RPF serves as an update to the version from 2007 and incorporates the World Bank Safeguards Policies, including the policy on Involuntary Resettlement, OP 4.12<sup>6</sup>. The RPF aims to clarify the policies, principles, institutional arrangements and procedures that will govern the mitigation of adverse social impacts induced by all road project operations under the Ghana Highway Authority (GHA), the Department of Urban Roads (DUR) and the Department of Feeder Roads (DFR).

Specifically, the Road Section Operations RPF outlines measures to ensure:

- All types of losses are identified, clearly defined, and properly categorized to reflect the nature of the loss;

<sup>5</sup> <http://documents1.worldbank.org/curated/en/971831491459138212/pdf/SFG3238-RP-P151026-Box402900B-PUBLIC-Disclosed-4-5-2017.pdf>

<sup>6</sup> In August 2016, the World Bank adopted a new set of environment and social policies called the Environmental and Social Framework (ESF), which replaces a number of Operational Policies (OP) and Bank Procedures (BP) including OP 4.12 that has been incorporated in the Ghana RPF for Road Sector Operations. Details and gaps relating to IFC PS5 are outlined in Chapter 3.4 of this document

- A standard or uniform measure for defining eligibility and entitlement in order to have a fair basis for assessing compensation for the loss or impact suffered;
- Compliance with provisions under the World Bank Operational Policies OP 4.12: that resettlement activity would be conceived and executed as development programs, providing sufficient investment resources to enable the Project-Affected Persons (PAP) to share in project benefits;
- Displaced persons will be compensated for their losses at full replacement cost, provided relocation assistance, and disturbance allowance prior to the beginning of civil works;
- A comprehensive database, based on which values will be assessed, validated in the event of disputes, and more importantly, serve as the database for monitoring and evaluation of the resettlement instrument; and
- The PAPs would be consulted and given the chance of participating in the design, implementation and monitoring of the resettlement.

### **3.1.3 Overview of Other Relevant Legislative Requirements**

In addition to the requirements set out in the Constitution of Ghana and the Road Sector Operations RPF, the following legislative requirements related to land acquisition, livelihood restoration, and resettlement are relevant to this Project:

- National Land Policy, 1999;
- Land Use and Spatial Planning Act, 2016 (Act 925);
- Land Act, 2020 (Act 1036);
- Office of the Administrator of Stool Lands Act, 1994 (Act 481); and
- The Lands Commission Act, 2008 (Act 767).

The main elements of the aforementioned documents are summarized in Table 3.

**Table 3.1 Summary of Legal Land Elements in Ghana**

Reference Document	Summary of Relevance to Resettlement
National Land Policy, 1999	<ul style="list-style-type: none"> <li>■ Provides a framework that enables the opinions of all identifiable stakeholders to be part of the decision-making process, in order to address some of the fundamental problems associated with Ghana's land management and ensure equity in land allocation, including: <ul style="list-style-type: none"> <li>○ Inadequate land administration system;</li> <li>○ Conflicts over land use (boundaries, ownership);</li> <li>○ Expropriation of large tracts of land by the state;</li> <li>○ Absence of consultation with landowners and non-payment of compensation.</li> </ul> </li> </ul>
Land Use and Spatial Planning Act, 2016 (Act 925)	<ul style="list-style-type: none"> <li>■ Establishes the Land Use and Spatial Planning Authority and the Land Use and Spatial Planning Development Fund.</li> <li>■ The objectives of the Authority are to (i) provide for sustainable development of land and human settlements through a decentralised planning system; (ii) ensure judicious use of land; and (iii) enhance the attainment of Ghana's decentralisation program and in particular create an enabling environment for District Assemblies to better perform the spatial planning and human settlements management functions.</li> <li>■ The Authority also provides guidelines in respect of zoning schemes affecting (a) agriculture; (b) the purchase of the whole of a partially affected agricultural unit; (c) mining; (d) utilities including gridlines, pipelines, telephone lines, and masts; (e) highways; (f) outdoor advertisement; (g) environment; (h) conservation; (i) security; (j) creation of green belts; and (k) national, regional, district, and local parks.</li> <li>■ Approval of special projects, including major stadia, resettlement schemes, and dams.</li> </ul>
Land Act, 2020 (Act 1036)	<ul style="list-style-type: none"> <li>■ The Land Act, 2020 (Act 1036) became effective in Ghana on 23rd December, 2020. Act 1036 revises and consolidates previous enactments on land into a single law. The Act repeals the following legislations: Land Development (Protection of Purchasers) Act, 1960 (Act 2); Farm Lands (Protection) Act, 1962 (Act 107); Land Registry Act, 1962 (Act 122) among others.</li> <li>■ The Lands Act, 2020 (Act 1036) vests in the State the authority to compulsorily acquire land for public purposes via an Executive Instrument as indicated under Section 233 of Chapter Seven of the Lands Act. It stipulates that the State shall ensure the prompt payment of fair and adequate compensation for the acquisition. It also declares that the Lands Commission shall act on behalf of the State with regard to the compulsory acquisition of land under the Act. The procedure for the compulsory acquisition is established in the Act, from Sections 233 to 267.</li> <li>■ To comply with the dictates of the Constitution on payment of prompt, fair and adequate compensation, the Act requires that funds are made available for payment of compensation before acquisition process commences (Section 238).</li> <li>■ Section 244 provides that consultations are held with owners, occupiers, traditional authorities and community leaders of lands to be affected by the acquisition. It further requires the publishing of the report of the consultation. The Act also makes provision for the payment of interest on delayed compensation, acknowledging the various land interest holders in the payment of compensation.</li> </ul>

Reference Document	Summary of Relevance to Resettlement
	<ul style="list-style-type: none"> <li>■ The law (Section 250) gives responsibility for the persons whose right or interest in that land is affected in any manner to within a period not exceeding six months<sup>7</sup> from the date of the publication of the Executive Instrument, submit in writing to the Lands Commission his or her concerns with regard to: <ul style="list-style-type: none"> <li>○ The claim or interest of that person in the land;</li> <li>○ The manner in which the claim or interest of that person has been affected by the instrument of declaration; and</li> <li>○ The amount of compensation claimed and the basis for the calculation of the compensation</li> </ul> </li> <li>■ The basis for the assessment of compensation and other considerations for compensation determination are provided in detail under Sections 255 and 256 respectively, and these include: <ul style="list-style-type: none"> <li>○ Market value considerations;</li> <li>○ Any improvement to the property of the claimant as a result of the acquisition;</li> <li>○ Any damage sustained or likely to be sustained by the claimant as a result of the acquisition;</li> <li>○ Any damage sustained or likely to be sustained by the claimant by reason of the acquisition adversely affecting the other property of the claimant, in any other manner;</li> <li>○ The need of the claimant to change residence or place of business and reasonable expenses incurred as a result of the change;</li> <li>○ An undertaking by the State, person or corporation on whose behalf the acquisition is made, to construct roads, drains, walls, fences, or provide other facilities benefiting any part of the land left un-acquired;</li> <li>○ Any other cost that is necessary for the compulsory acquisition; and</li> <li>○ The resettlement of a displaced claimant on the suitable alternative land.</li> </ul> </li> <li>■ Section 265 provides for the Resettlement of displaced Inhabitants and the preparation of a Land and Resettlement Plan.</li> </ul>
The Lands Commission Act, 2008 (Act 767)	<ul style="list-style-type: none"> <li>■ Establishment of the Lands Commission to integrate the operations of public service land institutions in order to secure effective and holistic land administration and to provide for related matters.</li> <li>■ Promotes the judicious use of land by the society and ensure that land use is in accordance with sustainable management principles, the maintenance of a sound ecosystem; and land development is effected in conformity with the nation's development goals.</li> </ul>

<sup>7</sup> Note that although this RAP provides an ample timeframe for stakeholders to dispute their compensation agreements or launch a grievance about any other part of the resettlement process, it does not adhere to this six month timeline as the Project owns the affected lands and therefore is not invoking the Executive Instrument referred to in this law.

### 3.1.4 Land Tenure

Ghana's various land tenure systems can be broadly categorized in two groups: private land and public land.

**Private land** is held by families or groups who are members of the community. The land includes mostly customary tenure such as stool land and family land. Stool land is communal land held by traditional communities or confederation of communities, including stools, skins, and families. This type of land is characterized by varying tenure and management systems. Customary tenure is based on local practices and norms, which are flexible and vary according to location. This type of tenure is typically unwritten and managed by a traditional ruler (the Paramount Chief or Local Chief), a council of elders, or family or lineage heads. The principles stem from rights established through first clearance of land, conquest or settlement.

**Public land** is owned by government or has been acquired by the government for public use (specifically for infrastructure development). This includes national statutory land tenure such as state land and vested land. The statutory land tenure system is based on officially documented statutes and regulations, formalized in a legal system that is rooted in colonial law. These laws define processes and consequences for non-compliance. Government structures and individuals delegated with relevant authority deal with the administration of this legal system. The state-recognized land rights are allocated and confirmed through the issue of titles or other forms of registration of ownership.

Ghanaian law (Lands Act, 2020 (Act 1036)) recognizes the following six interests in land:

- **Allodial interest** is the highest interest recognized by customary law. It is equivalent to freehold title. Allodial titles are normally vested in stools or skins, and also in families or individuals, depending on areas and ethnic groups.
- **Customary law freehold** is a perpetuity interest vested in members of the community that holds the allodial title. Customary law freehold implies that the holder can occupy the land and derive economic use of it.
- **Customary tenancies** arise where a stool, skin, clan, or family that holds the allodial title or a person who holds a customary freehold or usufructuary interest reached a specific agreement. The tenant may occupy the land and derive economic use of it under the agreed terms and conditions.
- **Common law freehold** is an interest that results from sale or gift to a non-member of the community that holds the allodial title by the custodian of this title.
- **Leasehold** is a right to occupy and develop the land granted for a certain period (up to 99 years for Ghanaian citizens and 50 for non-Ghanaian), usually against the payment of a rent.
- **Usufructuary interest** refers to the interest acquired by the indigene of the stool land area by virtue of being a member of the family/clan. It is inheritable and can be passed from generation to generation without consent from the custodian of the stool.

## 3.2 Applicable Procedures and Responsibilities

### 3.2.1 Institutional Framework

The RPF for Road Sector Operations provides information on organizational roles and responsibilities for administering land, for information provision and other resettlement related procedures.

Table 3.2 summarizes the responsibilities of the different institutions in the government of Ghana related to resettlement activities.

**Table 3.2 Institutional Responsibilities**

Authority	Role and Responsibility
Ministry of Roads and Highways	<ul style="list-style-type: none"> <li>Overall responsibility for the road sector: policy formulation, sector coordination and oversight, and sector performance monitoring and evaluation of road infrastructure development and maintenance, and road maintenance financing;</li> <li>Coordinates and guides implementing agencies.</li> </ul>
Ghana Highway Authority	<ul style="list-style-type: none"> <li>Administration, control, development, and maintenance of trunk roads and related facilities;</li> <li>Environmental and Social Management Unit (EMU): oversight on environmental and social issues and direct responsibility together with the GHA's Valuation Section, for resettlement operations;</li> <li>Road Safety, Environment, and Social Officer: direct responsibility to coordinate resettlement issues (land acquisition of the Project RoW alignment);</li> <li>Approval of the design documents prepared by INZAG;</li> <li>Supervision of the construction works carried out by INZAG, monitoring the construction progress, and approving the Interim Payment Certificates of the Project;</li> <li>Operation and maintenance of the road.</li> </ul>
Lands Commission (Integrates 4 of the public sector land agencies: Survey and Mapping Division [SMD], Land Registration Division [LRD], Land Valuation Division [LVD] and the Public and Vested Lands Management Division [PVLMD])	<ul style="list-style-type: none"> <li>Reviews application for land acquisition (including feasibility, interim valuation, proof of ability to provide compensation, and stakeholder consultation records);</li> <li>SMD defines the RoW;</li> <li>LVD provides compensation valuation, processes compensation claims related to land acquisition, provide clearance for Project to request release of funds by Ministry of finance.</li> </ul>
Ministry of Finance	<ul style="list-style-type: none"> <li>Release compensation funds upon receipt of approval from the Lands Commission.</li> </ul>
Land Use and Spatial Planning Authority (LUSPA)	<ul style="list-style-type: none"> <li>Regulate land use planning on a national level;</li> <li>Provide standards to be applied in relation land and permitting for private projects.</li> </ul>
Municipal Assemblies	<ul style="list-style-type: none"> <li>Assist in the relocation of PAPs;</li> <li>Regulate land use at the Municipal level;</li> <li>Confirm the legality of documentation of PAPs;</li> <li>Grievance Resolution;</li> <li>Information dissemination.</li> </ul>



Authority	Role and Responsibility
Environmental Protection Agency (EPA)	<ul style="list-style-type: none"> <li>■ Review and approval of all Project's environmental and social related documentation;</li> <li>■ Provision of Project approval – Environmental Permit (conditional);</li> <li>■ Approval of the RAP;</li> <li>■ Monitoring of the resettlement operations.</li> </ul>
Utility Agencies Comprises state and private institutions: <ul style="list-style-type: none"> <li>■ Ghana Water Company Ltd.;</li> <li>■ Electricity Company of Ghana;</li> <li>■ Vodafone;</li> <li>■ MTN;</li> <li>■ Airteltigo.</li> </ul>	<ul style="list-style-type: none"> <li>■ Disconnection and reconnection of PAPs before and after resettlement.</li> </ul>
Attorney General's department	<ul style="list-style-type: none"> <li>■ Drafting of the Executive Instrument;</li> <li>■ Resolution of dispute;</li> <li>■ Advise on legal process;</li> <li>■ Representation of State in court.</li> </ul>

### 3.2.2 Land Requirements

The Zoning Guidelines and Planning Standards of the Ministry of Environment, Science and Technology include specific guidelines regarding road reservation requirements. According to Zoning Guidelines and Planning Standards, motorways/expressways are required to maintain a RoW area of 90 metres.

Therefore, this Project is required to maintain a RoW of 90 metres. Nevertheless, the Project has committed to limited impacts to the 65m construction width (see Section Land Requirements and Restrictions in Section 2).

### 3.2.3 Expropriation Process

#### Procedure for Compulsory Acquisition of RoW

In Ghana, right-of-way acquisition for road projects follows a three-stage process namely, Before Approval; Approval Processing; and After Approval - Field Implementation.

#### i) Before Approval

This stage involves the preparation of site plan(s) of the intended acquisition area, preparation of feasibility report, preparation of interim valuation report, gathering of evidence of ability to pay compensation, and conducting and compiling report on consultations with stakeholders (including PAPs) on the acquisition.

The above package is submitted in the form of an application to the Lands Commission office in the region where the RoW to be acquired is located.

#### ii) Approval Processing

This stage encompasses the submission of the application package by the Regional Lands Commission (RLC) for the consideration of the Site Advisory Committee (SAC), approval of the decision of the SAC by the Regional Minister, submission of the approved plan to the RLC office for processing and preparation of draft Executive Instrument, approval of plan and draft Executive Instrument I by the Ministry responsible for Lands, submission of plan and draft Executive Instrument to the Attorney General's office for legal clearance, submission of the Executive Instrument to Assembly Press for gazetting, and publication of the Executive Instrument by the Lands Commission in the national dailies.

#### iii) After Approval – Field Implementation

This stage entails setting out the acquired RoW by the Survey and Mapping Division (SMD) of the Lands Commission or a licensed surveyor, measuring affected properties by the LVD of the Lands Commission to, and completion of other processes leading to payment of due compensation and the eventual demolition of properties within the acquisition corridor.

Source: *Ghana Resettlement Policy Framework for Road Sector Operations (2017), Chapter 4.2*

## 3.3 International Resettlement Standards

In addition to adhering to the legislative framework of Ghana, the Project is committed to implementing all Project-related activities in accordance with the following international standards:

- IFC PS;
- OECD Common Approaches;
- Equator Principles – version IV (EP 4);
- International Labor Organization standards;
- IFC General Environmental Health and Safety (EHS) Guidelines (IFC General EHS Guidelines);

- World Bank Group and IFC Environmental, Health and Safety Guidelines for Toll Roads and Other relevant sector-specific World Bank Group Environmental, Health and Safety guidelines; and

Industry international best practice. The IFC PS provide overarching requirements and set the standard to be applied by the Project.

### 3.3.1 IFC Environmental and Social Performance Standards

The IFC PS<sup>8</sup> provide internationally recognized standards for a range of environmental and social risks and set requirements for environmental and social impact management including resettlement. The most relevant of these for this RAP document is IFC PS5: *Land Acquisition and Involuntary Resettlement*, which is consistent with the World Bank Environmental and Social Framework and the Ghana RPF for Road Sector Operations.

IFC PS5 seeks to provide a framework for responsible and transparent management of physical and economic displacement. This Standard defines different types of involuntary resettlement, explains the need for negotiated settlements (as opposed to expropriation), highlights the requirement to improve living conditions at resettlement sites, and outlines different approaches replacing collective assets and compensation entitlements. The main objective of PS5 is ‘to avoid or at least minimize involuntary physical and economic resettlement wherever possible’.

If resettlement cannot be avoided, a Project must:

- Minimize displacement by exploring alternative project designs;
- Avoid forced evictions;
- Anticipate, avoid, and minimize adverse social and/or economic impacts from land acquisition or restrictions on land use;
- Improve, or restore, the living conditions, livelihoods, and standards of living of displaced persons;
- Provide security of tenure; and
- Provide compensation for loss of assets at full replacement cost: the value of assets and property must not be depreciated and should include all taxes;
- Favour land based/ in kind replacement over cash transactions;
- Ensure that resettlement activities are implemented with appropriate disclosure of information, consultation, and the informed participation of those affected;
- Recognize all affected people (i.e., those with and without legal rights, traditional, and customary rights);
- Provide special assistance/plans for ‘vulnerable’ people; and

Consider impacts to host community. PS5 is also clear on a number of parameters regarding a Resettlement Planning exercise. The following are relevant to the Project:

**Table 3.3 Core Requirements of IFC PS5**

Theme	Description
Project Design	Paragraph seven of PS5 states “the client will consider feasible alternative project designs to avoid or at least minimize physical or economic displacement, while balancing environmental, social, and financial costs and benefits.”

<sup>8</sup> IFC Performance Standards (2012); available at:

[https://www.ifc.org/wps/wcm/connect/Topics\\_Ext\\_Content/IFC\\_External\\_Corporate\\_Site/Sustainability-At-IFC/Policies-Standards/Performance-Standards](https://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/Sustainability-At-IFC/Policies-Standards/Performance-Standards)

Theme	Description
Resettlement and Livelihood Restoration Planning	Paragraph 12 of PS5 states that “where involuntary resettlement is unavoidable, either as a result of a negotiated settlement or expropriation, a census will be carried out to collect appropriate socioeconomic baseline data to identify the persons who will be displaced by the project, determine who will be eligible for compensation and assistance, and discourage ineligible persons, such as opportunistic settlers from claiming benefits.”
Economic Displacement	Paragraph 25 of PS5 states “in the case of projects involving economic displacement only, the client will develop a Livelihood Restoration Plan to compensate affected persons and/or communities and offer other assistance that meet the objectives of this Performance Standard. The Livelihood Restoration Plan will establish the entitlements of affected persons and/or communities and will ensure that these are provided in a transparent, consistent, and equitable manner. The mitigation of economic displacement will be considered complete when affected persons or communities have received compensation and other assistance according to the requirements of the Livelihood Restoration Plan and are deemed to have been provided with adequate opportunity to re-establish their livelihoods”.
Compensation	PS5’s Paragraph 27 states that, “Economically displaced persons who face loss of assets or access to assets will be compensated for such loss at full replacement cost [...] in cases affecting persons with legal rights or claims to land which are recognized or recognizable under national law of equal or greater value will be provided, or, where appropriate, cash compensation at full replacement cost.”
Livelihood Restoration	Paragraph 28 of PS5 states, “In addition to compensation for lost assets, if any [...] economically displaced persons whose livelihoods or income levels are adversely affected will also be provided opportunities to improve, or at least restore, their means of income-earning capacity, production levels, and standards of living.”

In addition to the requirements of IFC PS5 outlined above, PS1 and PS8 are pertinent to the Project and provide specific requirements applicable to management of displacement. A summary is provided below:

**Table 3.4: Relevance of IFC PS to the Project**

Performance Standard	Relevance to the Project
<i>IFC PS1 Assessment and Management of Environmental and Social Risks and Impacts</i>	Provides means to manage the environmental and social performance of the ECR Lot 1 Project, including topics such as: communication between GHA, the resettlement team and local communities directly affected by the Project. The management system shall be developed in accordance to the size and nature of the Project activities, promoting sound and sustainable environmental and social performance as well as improved financial outcomes.
<i>IFC PS8 Cultural Heritage</i>	In accordance to this PS; the Project is required to avoid significant damage to any cultural heritage. It includes properties and sites of archaeological, historical, cultural, artistic and religious significance as well as unique environmental features and cultural knowledge, innovations and practices of communities who adhere to traditional lifestyles, which are protected for current and future generations.

### 3.4 Comparative Analysis of National Requirements and International Standards

The Project will follow Ghanaian legislation and will implement additional measures as necessary to achieve outcomes that are consistent with the applicable International Standards, in particular the IFC Performance Standards.

Table 3.5 identifies gaps between Ghanaian legislation and IFC PS5, and details Project measures to fill the gaps.

**Table 3.5 Gap Assessment between National and IFC Standards**

Topic	Requirements of IFC PS5	National Requirement	Gaps	Actions to Align with International Standards
Resettlement planning and documentation	In the case of physical displacement, a RAP that covers, at a minimum, the applicable requirements of IFC PS5, regardless of the number of people affected, will be developed. The RAP will be designed to mitigate the negative impacts of displacement, identify development opportunities, develop a resettlement budget and schedule and establish the entitlements of all categories of affected persons (including host communities).	In consultation with the affected inhabitants, prepare a land acquisition and resettlement plan covering (a) the land to be acquired (b) the persons who will suffer any loss of assets, income or sources of livelihood; (c) the persons to be displaced and the place where those persons are to be resettled; (d) the arrangements to be made to facilitate resettlement and integration; (e) the manner and form in which compensation is to be assessed and paid; (f) the heads of compensation payable; (g) an estimate of the compensation payable and of the resettlement expenses; (h) an Environmental Impact Assessment; (i) the procedures to be followed in executing the plan; (j) the arrangements for the involvement of the persons affected	None	This RAP complies with national and international standards. Where gaps exist between Ghanaian law and international resettlement standards, alternative measures to achieve outcomes consistent with objectives of international resettlement standards have been applied.



Topic	Requirements of IFC PS5	National Requirement	Gaps	Actions to Align with International Standards
		by the acquisition and resettlement; and (k) what opportunities there will be to challenge the execution of the plan and payment of compensation.		
Consultation	<p>A Stakeholder Engagement Plan will be developed and tailored to the characteristics and interests of the affected communities to address the project risks, impacts, and development stage</p> <p>The project will undertake and document a process of consultation in a manner that provides the affected communities with an understanding of the risks, impacts, and opportunities presented by resettlement, and which enables them to express their views and the Project to consider and respond to them.</p> <p>The consultation process will be undertaken in a manner that is inclusive and culturally appropriate. The Project will tailor its consultation process to the language preferences of the affected communities, their decision-making process, and the needs of disadvantaged or vulnerable groups.</p>	A compulsory acquisition of land shall not be undertaken by the State without consultations with the persons of interest (The Lands Act (Act 1036), 2020; Statutory Wayleaves Act, 1963, (Act 186).	PS5 specifically provides measures for engagement that are culturally appropriate and attend to the needs of disadvantaged or vulnerable groups. Ghanaian legislation does not provide specific details regarding stakeholder groups i.e., men, women, disadvantaged, and vulnerable groups.	<p>Measures for stakeholder engagement are detailed in Chapter 6 of this RAP. The engagement process has been designed to be culturally appropriate and attend to the needs of disadvantaged or vulnerable groups.</p> <p>Stakeholder engagement activities will be tracked and monitored through resettlement planning and implementation in order to gauge effectiveness; corrective measures will be incorporated as necessary.</p>

Topic	Requirements of IFC PS5	National Requirement	Gaps	Actions to Align with International Standards
	Consultation should capture men's and women's views and concerns. All households and communities will be informed early in the planning process about their options and rights regarding displacement and compensation.			
Disclosure	The Project will complete and publicly disclose the RAP to affected communities as early as possible in the Project cycle. The Project will provide periodic reports that describe progress with the implementation of the RAP. Documents to be disclosed will be in a format that is accessible to the affected communities. The Project's Grievance Mechanism will be disclosed (see below).	The Lands Commission shall prepare and publish a report of consultation in respect of the proposed acquisition. A copy of this report shall be made available to the traditional authority and the District Assembly of the area in which the land is situated and upon request to any person who has an interest or claims to have an interest in the land.	None	This RAP will be disclosed at the district level. A non-technical summary will be disclosed to affected communities in English and other appropriate local languages. During resettlement planning, stakeholder meetings will be held at regular intervals based on project progress and updates will be publicized via newspaper and radio announcements as detailed in separate Stakeholder Engagement Plan and Chapter 6. The Grievance Redress Mechanism described in Chapter 11 will be shared with stakeholders during preliminary engagements and will continue to be applied throughout RAP implementation.
Vulnerable Groups	Vulnerable groups will be identified from the start of Project development and offered tailored assistance throughout the resettlement process.	No specific information provided on need to identify and support vulnerable groups/individuals.	None	Chapter 10 describes at a high-level vulnerable groups identified through the ESIA studies and socioeconomic survey described in Chapters 4 and 5. The Monitoring

Topic	Requirements of IFC PS5	National Requirement	Gaps	Actions to Align with International Standards
				and Evaluation Framework described in Chapter 12 includes robust measures to track emerging vulnerability.
Grievance Mechanism	<p>The Project will establish a grievance mechanism to receive and facilitate the resolution of the affected communities' concerns and grievances about the Project's environmental and social performance.</p> <p>The grievance mechanism should address concerns promptly, using an understandable and transparent process that is culturally appropriate and readily accessible to all segments of the affected communities, and at no cost and without retribution.</p> <p>The Project will inform the affected communities about the mechanism in the course of its community engagement process.</p>	The Land Act provides for the use of Alternative Dispute Resolution (Section 254 of Act 1036) and Access to Court of Law (Article 20 of 1992 Constitution of Ghana, and Section 254 of Act 1036).	None	The Project will establish a grievance mechanism that will be disclosed to all affected communities (Chapter 11).
Monitoring	The Project will establish procedures to monitor and measure the effectiveness of resettlement and use dynamic mechanisms, such as inspections and audits, where relevant, to verify compliance and progress toward the desired outcomes.	There is no specific legal requirement to undertake monitoring of the resettlement process.	Monitoring by an independent specialist is an additional IFC requirement to meet international good practice.	The Monitoring Framework described in Chapter 12, includes external audits to measure the effectiveness and progress of RAP implementation.

## DISTRICT - AFENYA TO AKUSE JUNCTION

Upgrading of Eastern Corridor Road – Lot 1 – Design and Construction  
of Ashaiman Roundabout to Akosombo Junction

Topic	Requirements of IFC PS5	National Requirement	Gaps	Actions to Align with International Standards
	The Project will retain qualified and experienced external experts to verify its monitoring information. The Project will document monitoring results, implement corrective and preventive actions, and follow up on these actions to ensure their effectiveness.			
Eligibility	Displaced persons may be classified as persons who: (i) have formal legal rights to the land or assets they occupy or use; (ii) do not have formal legal rights to land or assets but have a claim to land that is recognised or recognisable under the national laws; or (iii) have no recognisable legal right or claim to the land or assets they occupy or use.	Those without granted, customary, derivative or otherwise, recognizable formal rights are not entitled to compensation.	None	The Project will compensate those without recognizable land rights for non-land assets (Chapter 8).
Census and Asset Inventory	A census and asset inventory will be carried out in order to collect appropriate data to identify the persons who will be displaced by the project, establish the losses they will experience, determine who will be eligible for compensation, and assistance, and prevent ineligible persons, such as opportunistic settlers, from claiming benefits.	Any Project to acquire land is expected to conduct a land valuation and asset inventory through the Survey and Mapping Division of the Lands Commission:	None	This RAP includes the completion of a full asset inventory as well as a socioeconomic survey of all affected households.

Topic	Requirements of IFC PS5	National Requirement	Gaps	Actions to Align with International Standards
Cut-off Date	A cut-off date for eligibility should be established. Information regarding the cut-off date will be well documented and disseminated throughout the Project area. The Project is not required to compensate or assist those who encroach on the project area after the cut-off date for eligibility, provided the cut-off date has been clearly established and made public.	Cut-off date for eligibility for compensation requirement is not provided for directly in legislative or constitutional provisions. The issue of when valuation of affected properties will commence is the responsibility of the Lands Commission.	No specific provisions are included with regard to the communication with affected communities about the cut-off date.	Project cut-off dates are based on the day of Rapid Asset Survey (RAS) and communicated during sensitization consultations at the community level (Chapters 4 and 8).
Compensation and Benefits for Displaced Persons	Adverse social and economic impacts from land acquisition or restrictions on land use will be minimised by providing compensation for loss of assets at replacement cost to help the displaced improve or restore their standards of living or livelihoods. Replacement cost is defined as the market value of the assets plus transaction costs and should not take into account depreciation. Where livelihoods are land-based or where land is collectively owned, the client will, where feasible, offer the displaced land-based compensation.	Under Ghanaian regulations, compensation needs to be 'fair and adequate' (1992 Constitution of Ghana, Article 20 and Section 233 of Lands Act (Act 1036) of 2020).  The basis of compensation shall be market value, including improvement to the land, damages sustained because of acquisition, cost associated with change of residence or business as a result of the acquisition, resettlement assistance, other costs as necessary (Sections 255 and 256 and 256 of Lands Act (Act 1036) of 2020)	Ghanaian law suggests a a compensation approach based on a market value approach as opposed to full replacement cost, as required by the IFC. The market value approach allows for the depreciation of structures, which is not aligned with IFC PS5.	Chapter 8 outlines the type of entitlements to be applied for the Project. This includes compensation at full replacement cost, relocation assistance, and transitional support.
Improve or Restore Conditions/Livelihoods	Means of income earning capacity, productivity levels and associated	There are no specific laws or regulations specifying support for	No requirements are set with the specific intent to restore	All Project related resettlement planning will be conducted under

Topic	Requirements of IFC PS5	National Requirement	Gaps	Actions to Align with International Standards
and Provide Associated Transitional Support	livelihoods and standards of living of affected communities must be improved or at least restored to pre-project levels. Provide transitional support based on reasonable estimates of the time required to restore income earning capacity, productivity levels and associated livelihoods and standards of living.	livelihood restoration and transition and moving allowances	or improve livelihood activities to pre-project levels in Ghanaian Law, whereas IFC PS5 requires this.	the standard and expectation of restoring or improving livelihoods and associated standards of living to pre-project levels. The Entitlements Framework will include transitional resettlement support such as moving allowances as well as a livelihood restoration program. A comprehensive livelihood restoration strategy, including measures for re-establishing existing livelihoods are included in this RAP (Chapter 9). This strategy includes measures to address the particular needs of vulnerable households.
Replacement Housing	In the case of physically displaced persons, the client will offer the choice of replacement property of equal or higher value, security of tenure, equivalent or better characteristics, and advantages of location or cash compensation where appropriate. Compensation in kind should be considered in lieu of cash.	In situations where inhabitants are displaced, the state is to resettle all on "suitable land with due regards for their economic wellbeing and social and cultural values".	There is partial alignment between Ghanaian legislation and the IFC on the provision of replacement housing. PS5 however mandates that replacement housing and resettlement sites should offer improved living conditions in situations with locational advantages.	Cash as well as in-kind compensation measures will be developed to improve living conditions.
Security of Tenure	Security of tenure will be provided to all those displaced by the Project.	There is no provision to offer security of land tenure as part of the compensation allowance provided under Ghanaian Law.	Security of tenure is not specifically addressed in Ghanaian legislation.	The Project will support households to obtain occupancy rights, depending on the location of the land, for all new housing and land parcels obtained (Chapter 8).



## DISTRICT - AFENYA TO AKUSE JUNCTION

Upgrading of Eastern Corridor Road – Lot 1 – Design and Construction  
of Ashaiman Roundabout to Akosombo Junction

Topic	Requirements of IFC PS5	National Requirement	Gaps	Actions to Align with International Standards
				The monitoring and evaluation plan will be used to ensure security of tenure and the extent to which replacement structures are an improvement over living conditions prior to the Project (Chapter 12).

## 4. DATA COLLECTION

### 4.1 Rapid Asset Survey

Resettlement data collection began with a Rapid Asset Survey (RAS) between 29 March and 29 April 2021 to quickly identify and mark all structures falling within the Lot 1 road reservation.

The RAS was completed by a team of four GHA valuers who met with each individual structure owner, marked each structure with a Project-specific identification code, and photographed each structure. As each team met with individual owners, the implications of the cut-off date were explained.

### 4.2 Definitive Surveys

A full resettlement Asset Inventory Survey for Section 2 of Lot 1 was completed between 18 October and 28 October 2021. This covered Zones 4, 5 and 6, PK 15 +900 – 47 +175.

The objective of the Asset Inventory Survey was to collect:

- Structure details (internal and external measurement, record of all materials);
- Detailed structure sketches;
- Photographic records;
- GPS coordinates; and
- Sign off by structure owners or their mandate.

The survey team also used this opportunity to collect basic demographic information from affected individuals (i.e., conducted the socioeconomic survey mentioned throughout this RAP). The surveying was implemented by five teams, each comprising a valuator, a land surveyor, and a social surveyor. In addition, a community liaison officer from the affected communities was present to observe the overall process, assist in identifying asset owners/users, and resolving any emerging conflicts over ownership.

### 4.3 Mapping and Spatial Reference Data

The land surveyors georeferenced all affected structures and fields. The data gathered were used to produce a strip map that will be used for verification of affected properties.

### 4.4 Data Storage and Analysis

The survey team used the Survey 123 application for data collection and later uploaded to Microsoft Access for storage and management. Data gathered were analysed using computer software applications (i.e., Microsoft Access and Microsoft Excel) and subsequent findings were compiled and summarized as presented in Chapter 5 of this report. GHA interacted with community leaders and Assembly leadership in all the affected communities before enumerators and valuers undertook their activities.

## 5. EXISTING CONDITIONS

### 5.1 Introduction

This section presents an overview of existing socioeconomic conditions in the Project Area of Influence (AoI).<sup>9</sup> Drawing on the research methodology described in Chapter 4 ('Data Collection'), this section presents primary and secondary data on population demographics and distribution, education, economy, health, land tenure, and infrastructure conditions at the national / regional level, within the Project AoI (which includes Section 1, Section 2, and Section 3), and specific to Section 2, when available.

### 5.2 Overview of the Area of Influence (AoI)

As described in Chapter 1, Lot 1 of the ECR Project comprises 64 kilometres of the national route. Lot 1 is further divided into three sections according to the main features and characteristics of the type of land use and landscapes. This socioeconomic baseline focuses on Section 2 of Lot 1, which is situated as follows:

- **Section 2** (Km 15 +900 – Km 47 +175): Afienva to Akuse Junction: Section 2 is characterized by primarily semi-urban and rural characteristics, thus considered a less densely populated area. Residential and commercial activities are common in the area, in addition to agriculture, and forest and wildlife reserves. The road footprint in Section 2 will be 27.8 meters wide (refer to Chapter 1, Figure 2-2 and Table 2-1).

One of the key primary data sources for this section, the socioeconomic census, involved interviewing 146 affected properties in Section 2. Of those interviewed, the majority (89 households) resided in Shai Osudoku District, followed by the Lower Manya Krobo District with 38 households. The remaining 19 households were distributed among the Greater Accra District, Yilo Krobo District, Upper Manya Krobo District, and Tema.

### 5.3 Administrative Structure

Ghana is divided into 16 administrative regions<sup>10</sup>, which are further divided into six metropolises, 109 municipalities and 145 districts. The Greater Accra Region and Eastern Region – where the Project is located – are comprised of districts, municipalities, and metropolises. The governing bodies at each of these levels include a traditional authority and Ghana's official government, who manage their respective level in conjunction with each other.

### 5.4 Population

According to the Ghana 2021 Population and Housing Census, Ghana has a population of approximately 30.8 million people, of which 50.7 percent is female and 49.3 percent is male.<sup>11</sup> The Greater Accra Region has the highest population in Ghana with 5,446,237 people, comprising nearly 18 percent of total population while the Eastern Region represents about 9.5 percent with a population of 2,917,039. Ghana's average household size is 3.6 people per household. Both the Greater Accra Region and the Eastern Region have average household sizes of 3.2 people per household, but population density varies significantly between the two. There are approximately

9 The final data presented in Chapter 7 of this document ('Impacts of Land Acquisition') as well as presented in the final compensation calculation database (submitted separately from this RAP) may differ slightly as a result of some data cleaning that occurred subsequent to the drafting of this baseline. However, these slight variations have little bearing on the depiction of the general socioeconomic conditions in the Project AoI presented in this Chapter.

10 Ghana Districts, available here <http://www.ghanaDistricts.com/Home/AllDistricts> and accessed on 10 March 2020

11 Ghana 2021 Population and Housing Census, Volume 1: Preliminary Report. (2021). Retrieved 13 May 2022, from [https://census2021.statsghana.gov.gh/gssmain/fileUpload/reportthelist/PRINT\\_COPY\\_VERSION\\_FOUR%2022ND\\_SEPT\\_AT\\_8\\_30AM.pdf](https://census2021.statsghana.gov.gh/gssmain/fileUpload/reportthelist/PRINT_COPY_VERSION_FOUR%2022ND_SEPT_AT_8_30AM.pdf)

1,678.3 people per square kilometer in the Greater Accra Region whereas the Eastern Region only has around 151 people per square kilometer. A portion of Section 2 crosses the Greater Accra region, and the area's population density will have implications for the effects of resettlement activity for the Project.

Among the seven districts that comprise Lot 1 Aol, Ashaiman has the highest population at 235,465, while Shai Osudoku has the lowest at 64,000 people. Population numbers for the 33 identified communities in the Aol range from around 1,000 to 48,000 inhabitants. Ashaiman also has the highest population density with approximately 12,855 people per square kilometer, demonstrating the metropolitan nature of the district. Conversely, other districts like Shai Osudoku have the lowest population density (69.47 people/km<sup>2</sup>) in accordance with their rural settlement patterns.

## 5.5 Ethnicity and Religion

Ghana's four main ethnic groups, which together constitute nearly 86 percent of the population, are the Akan (49.1 percent), Ewe (12.7 percent), Mole-Dagbani (16.5 percent), and the Ga-Dangme (8 percent)<sup>12</sup>. Within Lot 1, the dominant ethnic group is Ga-Dangme, which is largely found in the Greater Accra Region. Shai Osudoku, one of the three districts in Section 2, is consistent with Lot 1 with a predominantly Ga-Dangme ethnic majority, while the other two districts, Yilo Krobo and Lower Manya Krobo, differ in that approximately 60 percent of the ethnic makeup is Krobo.

Additionally, an estimated 71 percent of the nation's population is Christian, 18 percent is Muslim, 5 percent adheres to traditionalist beliefs, and 6 percent belongs to another religious group or do not have religious beliefs<sup>13</sup>. The religious makeup in Section 2 and the rest of the Aol is consistent with national trends, as Christianity is the prominent religion among the Aol districts.

## 5.6 Education

Ghana offers three levels of education, and, per the national Constitution, attendance is compulsory up to the end of the secondary level (i.e., Grade 9). Primary and secondary education is free for students and as of 2010 the national youth literacy rate was 71 percent. In 2017, more than 84 percent of Ghanaian children attended elementary education, and secondary education was 23 percent.<sup>14</sup> In addition to youth, approximately 79 percent of Ghana's working-age population is literate. As of 2014, over 60 percent of working-age women and 77 percent of working-age men had attended at least some secondary education.<sup>15</sup>

Within the Project Aol, less than half of the population has attended primary school and less than 1 percent has enrolled in tertiary education. In comparison to the national average for tertiary education enrollment of 21 percent, tertiary education in the Project Aol is lower than the national average. Literacy rates range significantly from 43 percent to 83 percent in the Aol. Similarly, ranges in Section 2 notably differ with 48 percent literacy in the Shai Osudoku District, 61.5 percent in the Lower Manya Krobo District, and 79 percent in Yilo Krobo. All districts have higher literacy rates in both English and Ghanaian than in any other language.

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12 Langer, A., & Ukiwo, U. (2007). Ethnicity, Religion and the State in Ghana and Nigeria: Perceptions from the Street. Center For Research On Inequality, Human Security, And Ethnicity. Retrieved from <https://assets.publishing.service.gov.uk/media/57a08bf440f0b652dd00ff6/wp34.pdf>

13 Ghana 2020 International Religious Freedom Report. (2020). Retrieved 13 May 2022, from <https://www.state.gov/wp-content/uploads/2021/05/240282-GHANA-2020-INTERNATIONAL-RELIGIOUS-FREEDOM-REPORT.pdf>

14 Kamran, M., Liang, Y., & Trines, S. (2019). Education in Ghana. Retrieved 13 May 2022, from <https://wenr.wes.org/2019/04/education-in-ghana>

15 Education in Ghana. (2014). Retrieved 13 May 2022, from <https://dhsprogram.com/pubs/pdf/OF32/OF32.pdf>

## 5.7 Land Tenure and Land Use

Ghana's legal system is pluralistic, meaning customary and statutory systems governing land overlap.<sup>16</sup> Most land in Ghana is held informally under customary tenure systems.<sup>17</sup> Consistent with national trends, customary land tenure is the dominant land tenure system for all sections in Lot 1, including Section 2.

Nationally, over 68 percent of land is used for agriculture and 15 percent is used as permanent or natural pastures. Within the Aol, a mix of residential and agricultural land use in low to medium density urban areas represents approximately 26 percent of land use. Seasonal vegetation and brush are also common (15 percent) as is purely agricultural land (9 percent). High-density residential and commercial areas comprise about 14 percent of the Lot 1. Land use in Section 2 is largely for residential and commercial purposes, but agriculture, pastures, mixed vegetation, forest and wildlife reserves, and sacred sites are also present.

## 5.8 Economy and Livelihoods

Ghana's economy is simultaneously characterized by impressive growth and inconsistent employment opportunities. Over the past 30 years, due to price and production increases of gold, cocoa, and oil and gas, Ghana's real gross domestic product (GDP) growth quadrupled, extreme poverty dropped by half, and the country moved to a Lower Middle-Income status<sup>18</sup>. From 2007 to 2017, Ghana's GDP grew at an average annual rate of 7.2 percent, largely due to non-agricultural sector growth. The economic development caused by non-agricultural growth, though important, demonstrates discrepancies between industries of focus and employment throughout the country. Agriculture employs approximately 40 percent of the population but the industry's contributions to national GDP have averaged around 3 percent since 2010. Ghana's farm productivity is generally considered to be low, and rural livelihoods and incomes suffer consequently. As of 2017, rural poverty rates were the highest for self-employed people in agriculture<sup>19</sup>.

Households in the Project Aol follow similar trends, in which rural areas have higher poverty levels<sup>20</sup>, likely due to higher rates of agricultural livelihoods than in urbanized areas. The Greater Accra Region has the lowest poverty rate in Ghana overall but, within the region, poverty is concentrated in the Ningo Prampram and Shai Osudoku Districts (both located within Section 2), with poverty rates of 31.2 percent and 55.1 percent, respectively. Additionally, Shai Osudoku is considered to have the highest levels of income inequality in the Aol at a rate of 40.1 percent, the only district with inequality above the regional average of 37.6 percent. Conversely, the Lower Manya Krobo (Section 2) in the Eastern Region shows lower levels of poverty.<sup>21</sup>

The majority of settlements in Section 2, as with all of the Aol, are highly dependent on agriculture as a primary livelihood activity. Many households practice subsistence farming on individual landholdings of less than two hectares. Major crops produced in the Aol include maize, cassava, tomatoes, onions, pepper, okra, watermelon. Vegetables like cabbage, carrots, green pepper, spring onions, cucumber, lettuce, cabbage, cauliflower, *ayoyo*, and *gboma* are also cultivated. Fruit trees including mango,

16 The U.S. Department of Justice defines legal pluralism as "a situation in which two or more legal systems coexist in the same social field."

17 Ghana. (2020). Retrieved 15 May 2022, from [https://land-links.org/country-profile/ghana/#:~:text=Most%20of%20Ghana%27s%20land%20is,settlers\)%20or%20other%20customary%20authorities.](https://land-links.org/country-profile/ghana/#:~:text=Most%20of%20Ghana%27s%20land%20is,settlers)%20or%20other%20customary%20authorities.)

18 Srivastava, S., & Pawlowska, A. (2020). Ghana: Balancing economic growth and depletion of resources. Retrieved 16 May 2022, from <https://blogs.worldbank.org/africacan/ghana-balancing-economic-growth-and-depletion-resources>.

19 Aberman, N., & Radhika, L. (2019). Employment, diversifying rural livelihoods, and youth: Lessons for Ghana from the 2019 Global Food Policy Report. Retrieved 16 May 2022, from <https://www.ifpri.org/blog/employment-diversifying-rural-livelihoods-and-youth-lessons-ghana-2019-global-food-policy>.

20 Poverty levels are defined as households with incomes falling under the generally accepted indicator of poverty (<GHS 9.00 per day).

21 Poverty incidence is defined as, "the proportion of families/individuals with per capita income/expenditure less than the per capita poverty threshold to the total number of families/individuals". <https://psa.gov.ph/content/poverty-incidence-pi>

citrus, and pawpaw can be found in certain areas. Rice cultivation is also present in areas where a water body supports cultivation (primarily in Section 2), and plantains and yams are grown in Asuogyaman District (Section 3). Animal husbandry is overall not a common livelihood strategy in the Aol and is thus considered supplemental (i.e., not a primary source of income). Animals reared include cattle, sheep, goats, pigs, poultry, and grass cutters. Although fishing is an important source of food, agriculture remains the primary livelihood source in the Aol along with commerce and trade. Forestry and timber sale is practiced but does not constitute a major livelihood source anywhere within the Project Aol.

In addition to agriculture, settlements in the Aol have a dependency on trade and commerce as a livelihood, either as a primary source of income or as a supplemental activity. These activities are mainly practiced on the side of the road. Commercial activities include street vending and hawking. Temporary structures along the side of the road are utilized for food vending and are often operated by women. Similar to commerce and trade, the provision of services such as transportation (taxi and minibus) and beauty services is also very common in peri-urban and urban areas, as well as land and property rental. Tourism facilities are available in some municipalities and include hotels, resorts, nature tourism attractions and restaurants, as well as festivals and ceremonial facilities.

## 5.9 Health

Ghana's health care system is variable throughout the country. Urban areas are generally well-served with hospitals, clinics, and pharmacies. Conversely, rural areas often have little or no modern healthcare services. People in these areas either rely on traditional medicine or travel significant distances to receive access to medical services.<sup>22</sup>

The main health concerns at the national level are malaria, lower respiratory infections, neonatal disorders, heart disease, strokes, HIV/AIDS, tuberculosis, diarrheal diseases, and diabetes.<sup>23</sup> The most persistent health issues within the Project Aol are nearly identical to those of the national level with a few additions; namely, anemia, gastrointestinal problems, typhoid fever, urinary tract infections / waist pains, cholera, and skin and joint issues. The primary contributors to the health problems in the Aol are poor sanitation and waste management. Specifically, stagnant water in villages, stemming from blocked drains, results in consistent malaria, diarrhea, and cholera outbreaks.

As previously mentioned, anemia is a significant health issue facing the Aol, largely due to poor food security and nutritional status in the area. The districts in Section 2 – Shai Osudoku, Yilo Krobo, and Lower Many Krobo – all face food security issues. In Shai Osudoku, for example, nutritional challenges stemming from high poverty incidence, despite a number of social intervention programs, is a challenge in the district, despite a variety of food programs. Lower Many Krobo faces similar challenges. Despite the majority of the population being farmers, people in the district cannot afford to purchase varied food groups (e.g., meat or dairy) to complement the carbohydrate consumption that comprises the majority of their diet. As a result, malnourishment is common amongst women and children in the district.

## 5.10 Vulnerable Groups

As described in Chapter 10 ('Vulnerable Households'), the IFC defines vulnerable groups as those who, "by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage, or social status, may be more adversely affected by resettlement than others, and who may be limited in their ability to claim or take advantage of resettlement assistance and related development

22 Ghana – Country Commercial Guide. Retrieved 16 May 2022, from <https://www.trade.gov/country-commercial-guides/ghana-healthcare>.

23 CDC in Ghana. Retrieved 16 May 2022, from <https://www.cdc.gov/globalhealth/countries/ghana/default.htm>.



benefits”.<sup>24</sup> In addition to the currently observed poverty level of about 29 percent in Ghana, approximately 56 percent of Ghanaian households are vulnerable to falling below the poverty line. Falling below the poverty line may be caused by, among other things, changing pre-existing conditions in a way that reduces access to socioeconomic or environmental resources, or Project-induced hardships such as physical or economic displacement. People or households with certain characteristics are considered more likely to already live in, or at some point live in poverty.<sup>25</sup> Namely, the elderly, children and orphans, women (particularly female-headed households), disabled people, or households already living below the poverty line. All of these vulnerability characteristics are found in the Project Aol.

Elderly people in the Project area have generally poor health and are often unable to work, further contributing to lack of income and reliance on family members. Children are also a noticeable vulnerable group in the Project Aol, specifically in Section 2. In the Lower Many Krobo District in Section 2, there are approximately 400 orphaned children living on the streets, many of whom lost one or both of their parents to HIV/AIDS which has a high prevalence in the District.

Similarly, women in all districts of the Aol face low economic participation and representation. According to field survey results, the share of female headed households is particularly high on Section 2 of the proposed road, as this Section is characterized by rural settlements. In Shai Osudoku District, female headed households represent about 57 percent of total households, and nearly three quarters about of Lower Many Krobo District's households.

People with disabilities comprise a generally low portion of the population in the Project Aol (up to 2 percent) with the exception of Atimpoku and New Akrade Districts in Section 3. Although people with disabilities generally receive disability funds from the government, the district authorities conducting the socioeconomic census highlighted the need to involve disabled PAPs in the Stakeholder Engagement process (see Chapter 5).

Finally, households in the Aol with little access to alternative livelihood activities and / or are on a very low income will experience a greater level of vulnerability to resettlement impacts than those with access to alternative resources, including savings. High poverty levels are present in the districts of Greater Accra mostly in Ningo Pramram District and Shai Osudoku District, whereas the districts of Lower Many Krobo District and Asuogyaman District in the Eastern Region show lower levels of poverty incidence. Ashaiman District also suffers urban poverty, with about 70% of the population living with less than one dollar a day. In Ashaiman District, consultative process identified the poor as commercial sexual workers, truck pushers, street sellers, and casual labourers. These groups of people are identified in all communities across the District.

## 5.11 Infrastructure and Public Utilities

Compared to other low-income countries in Africa, Ghana is considered to have an advanced infrastructure platform. Ghana has successfully increased household access to telephone, power, and water services and a high share of the country's roads, both paved and unpaved, are in good or fair condition.<sup>26</sup> In the Project Aol, the majority of the road network is comprised of gravel roads, with a small percentage of tarred, bitumen, or asphalted road. While the paved road network in Section 1 is generally of better quality with around 30 percent composed of tarred, bitumen, or asphalted roads,

24 IFC Performance Standards – Handbook for Preparing a Resettlement Action Plan. Retrieved 16 May 2022, from <https://www.ifc.org/wps/wcm/connect/ee19f150-f505-41db-891f-6ef5557195b6/ResettlementHandbook.PDF?MOD=AJPERES&CACHEID=ROOTWORKSPACE-ee19f150-f505-41db-891f-6ef5557195b6-jkD0CRL>.

6ef5557195b6-ResettlementHandbook.PDF?MOD=AJPERES&CACHEID=ROOTWORKSPACE-ee19f150-f505-41db-891f-6ef5557195b6-jkD0CRL.

25 Novigon, J., Novigon, J., Mussa, R., & Chiwaula, L. (2012). Health and vulnerability to poverty in Ghana: evidence from the Ghana Living Standards Survey Round 5. Health Economics Review, 2(11). doi: <https://dx.doi.org/10.1186%2F2191-1991-2-11>

26 Ghana's Infrastructure: A Continental Perspective. Retrieved 16 May 2022, from

<https://openknowledge.worldbank.org/bitstream/handle/10986/27760/623880WP0P12420ry0report0Image0Bank.pdf?sequence=1&isAllowed=y>.

the gravel roads in the section are typically in poor condition, causing traffic congestion, high vehicle maintenance costs, and accidents.

Additionally, the Ghana Water Company Limited (GWCL) supplies potable water for domestic, industrial, institutional, and commercial purposes in the Greater Accra Region. The GWCL has two major lines from the Kpong waterworks to communities west of the ECR from Kpong to Tema. Most communities along this alignment depend, to some extent, on the Kpong water supply. In particular, the communities of Asuogyaman District (Section 3) reportedly depend largely on the Kpong water supply while the communities of Kpone Katamanso (Section 1) rely on both the Kpong dam and the Oyibi water system. Water supply lines from the Kpong Water Works Facility also run along Ashaiman communities (Section 1) for distribution to the Tema enclave south of the road. In addition, the communities of Shai Osudoku District (Section 2) rely on a mix of water sources, including dams, for irrigation.

Electricity supply is provided by the Power Distribution Services in the southern regions of Ghana. Due to this electricity provision, Section 1 and Section 3 typically have favorable connection rates (90% of the communities are connected to the grid), while the communities in Section 2 have connection rates closer to 30%. Communities connected to the grid may also experience frequent power outages.

There are a host of utilities service lines, mainly electricity, that run along the communities of Ashaiman District in Section 1. In Section 2, some low high-tension wires managed by Ghana Grid Company (GRIDCO) are also observed along the road. Electricity pylons are also observed along the road alignment carrying power from the Akosombo Dam.

Finally, fibre optic cables are buried along the ECR. The six major service network companies in the country are Vodafone, MTN and Tigo, Airtel, Expresso and Glo. Network access is typically better in communities in Sections 1 and 3 than in Section 2.

## 6. STAKEHOLDER ENGAGEMENT

This chapter describes stakeholder engagement activities undertaken to date and outlines the engagement strategy to be enacted in support of resettlement planning and implementation.

It is noted that much resettlement-related stakeholder engagement is being undertaken within a broader Project stakeholder engagement process. This process is described in the Project ESIA (updated by ERM in 2021). The Project has also, most recently, undertaken resettlement-specific engagement outside of the ESIA project engagement.

### 6.1 Stakeholder Engagement Principles

Resettlement stakeholder engagement is the broad, inclusive, and continuous process of relationship building between a project proponent and its resettlement stakeholders. The objectives of land acquisition and resettlement related engagement include the following:

- Establish and maintain a constructive, ongoing relationship with those to be displaced, as well as other resettlement stakeholders, based on mutual understanding, respect and trust;
- Ensure that engagement activities are undertaken in a manner that is inclusive, culturally appropriate, and tailored to the language preferences and decision-making processes of those displaced, and the needs of vulnerable groups therein;
- Engage with those displaced as a group, via an informed, structured consultation and participation process. This is to establish the general terms and conditions that will guide the resettlement and livelihood restoration process;
- Undertake good faith negotiations with individually affected households on the basis of the general terms and conditions established through the group engagement described above;
- Mitigate the risks of asymmetry of information and bargaining power in the engagement/negotiations process through effective disclosure of timely, relevant and understandable, information, capacity building, and third-party appointments;
- Ensure that all engagement activities are free of intimidation or coercion, and all participants are fully aware of their rights according to national law and international standards; and
- Work towards creating broad community support for the resettlement and Project as a whole.

### 6.2 Resettlement Stakeholders

Resettlement stakeholders include any individuals, groups, and/or organizations who hold a legitimate interest in the resettlement process.

For resettlement planning, the most important stakeholders are those persons and households directly affected by the Project including:

- Individuals and households with primary residential structures and / or other structures within the Project footprint, i.e., those physically displaced by the Project;
- Individuals and households with productive assets, user rights, or established livelihoods within the Project footprint, i.e., those economically displaced by the Project.

Other key resettlement stakeholders identified by the Project including, but not limited to, regional, district, and other communal level stakeholders:

- District assemblies / municipal councils; and
- Local authorities: paramount chiefs, traditional authorities (i.e. chiefs and sub-chiefs), and traditional councils.

Communities for Section 2 are provided in Table 6.1 according to region, district/municipality, paramountcy, traditional authority, community, and sub-community.

**Table 6.1 Overview of Communities in Section 2**

Region	District/Municipality	Paramountcy	Traditional Authority	Communities	Sub-Settlements
Greater Accra	Shai Osu Doku MC	Shai TA		Shai Hills	Teye Kwame
					Waterworks
				Asutsuare Junction	
		Shai TA	Doryumu TA	Muete	
				Doryumu	Philipkope
Eastern	Yilo Krobo MC	Konor	Okwenya TA	Okwenya	Abusa Kope
			Agamakope TA		Agamakope
			Adelakope TA		Adelakope
	Manyia Krobo	Odumase Krobo	Akuse TA	Akuse Junction	Manyia dzo Kpanya

## 6.3 Process of Stakeholder Engagement

The engagement approach for the launch of formal resettlement planning has been, and will continue to be, tailored to the needs of the key stakeholders identified above.

The key steps in the engagement program are as follows:

1. Initial engagements meetings were held with relevant local authorities at the district/municipal level to inform them of the expected scope of displacement and introduce the principles that will guide the resettlement process. These meetings were used as an opportunity to endorse the cut-off date declaration.
2. Establishment of relevant consultation forums. The Resettlement Steering Committee (RSC) and Community Feedback Forum (CFF) are to act as forums through which the Project will plan and implement resettlement activities with appropriate disclosure of information, consultation, and informed participation of those affected. The establishment of these forums will be undertaken during the entitlement planning and ongoing engagement with Communities through the RSC will be undertaken throughout RAP implementation. This will be coordinated with ongoing engagement for work streams outside of the resettlement process to promote stakeholder consultation on other Project aspects (i.e., local employment, community development, community safety).<sup>27</sup>
3. RAP engagement and disclosure.

### 6.3.1 Initial Engagement

The RAP team and GHA representatives held consultation meetings with key municipal assembly officials (including the MCE and MCD), traditional authorities, opinion leaders, police service, Forestry

<sup>27</sup> The establishment of the RSC is in progress. A list of potential participants has been generated, and is undergoing validation by the communities and other relevant stakeholders.

Commission representatives, and PAPs during 2021 ESIA consultations as well as during RAP-specific ‘pre-disclosure’ consultations held in November 2022.

**Table 6.2 Overview of Engagement Activities Held to Date**

Date	Venue	District/Municipality	Attendance
28 <sup>th</sup> July, 2021	Six Day Mission Church	Yilo Krobo Municipality	46
2 <sup>nd</sup> August, 2021	Assemblies of God Church, Doryumu	Shai Osudoku Municipal Assembly	58
4 <sup>th</sup> November, 2022	Six Day Mission Church	Yilo Krobo Municipality	70
4 <sup>th</sup> November, 2022	Assemblies of God Church, Doryumu	Shai Osudoku Municipal Assembly	33

### 6.3.1.1 Key messages

Key messages reflected in all stakeholder engagement activities to date include:

- The RAP is being prepared in relation to the acquisition of the RoW to enable the MRH, through the GHA, to execute its plan to upgrade the existing 2-lane ECR to a four-lane and six-lane carriageway at different locations, and related civil engineering tasks.
- The resettlement process will be carried out according to requirements documented in the RFP for Road Sector Operations prepared by the MRH as well as the Project RPF (2020) developed in line with international best practices defined by the IFC PS.
- The completion of the RAS between 29 March and 30 April 2021, represented a cut-off date for eligibility for compensation to ensure that only those who have a legitimate interest are compensated.
- An Asset Inventory Survey and a socioeconomic census of affected households was completed between 18 October and 28 October 2021 that included a total of 146 households (the entirety of affected households in Section 2 of Lot 1).
- Following completion of resettlement planning, a RAP document (i.e., this current document) that integrates survey results as well as the inputs provided by stakeholders is being developed and will be disclosed to the relevant stakeholders.
- A mechanism has been put in place for the project to systematically register, investigate, and resolve any grievances or concerns related to resettlement and where the Project cannot reach an accepted resolution in response to a grievance, the Project may escalate the issue to the RSC to support the determination of an appropriate resolution (see Chapter 11).

### 6.3.1.2 Issues and Concerns

Common issues and concerns raised by stakeholders, together with the response provided, are outlined below.

#### Yilo Krobo Municipality

RAP related issues:

- Stakeholders asked how PAPs without title documents will be treated. It was explained that with regards to developed properties, traditional authorities, opinion leaders and the Assembly could testify for the PAPs. Compensations will be considered based on their confirmation of the relevant

individual's legitimate interest in the affected assets. With respect to undeveloped properties however, documentation is a compulsory eligibility requirement for compensation.

- In response to concerns regarding potential damages beyond the 90 metre RoW, GHA explained the project is not expected to extend beyond the RoW and, as such, damages are unlikely. However, in the event of residual damages stemming from the Project, the grievance redress system will be employed and considered for compensation.
- PAPs wanted to know where the measurement for the 90 metre RoW begins. GHA responded that the distance is taken from the centre of the existing road width (45 metres on each side).
- Stakeholders inquired about people - within a certain proximity to the RoW - whose properties or livelihoods will be affected by noise and other safety issues in the aftermath of the Project. GHA explained that when such reports are received, safety assessments are conducted to inform the appropriate decision. PAPs will be compensated when they are found eligible, and damages will be compensated for accordingly.
- PAPs asked whether GHA will provide valuers for the valuation exercise, to which GHA confirmed they will and that it is unnecessary for PAPs to engage private valuers.
- Stakeholders asked whether compensations will be made before the Project commences and inquired about the duration and start date of the Project. GHA affirmed that compensations will be made before the Project commences, according to national laws and IFC principles.
- Stakeholders asked whether original owners or the users of land will be compensated. GHA explained that because the RoW belongs to the Government, land will not be compensated for. Rather, users will be paid for their structures and crops. However, if landowners can provide documentary proof and LVD search confirms ownership, compensation for land will be provided.
- PAPs inquired about the fate of absentee owners<sup>28</sup> during the survey. GHA responded that they could go to the Municipal Assembly to seek redress.<sup>29</sup>
- Traditional leaders raised the need for the GHA to consult them during compensations.
- The Assembly demanded a clear outline of how local content will be incorporated in the project to ensure community members are employed for the duration of the project. The GHA responded that there are plans to ensure local employment by the contractor.
- The Assembly suggested the Project should mimic the railway project's model of compensation; where there was budgetary allocation and compensations were settled before project commencement.
- The community also suggested three community liaison officers should be deployed on for ease of information sharing and project. GHA assured stakeholders that community liaisons have been planned for, and their contacts will be shared when available. An Assembly man was nominated in the interim to liaise between PAPs and the Project in the interim.

### *Shai Osudoku Municipality*

RAP related issues:

- Traditional authority inquired whether compensations will be provided for previous government land-take for which compensations were not honoured in the past. GHA responded that in the event of such situation, the community could petition the Lands Commission. GHA further explained that

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28 Absentee owners relate to structures / fields in the Project Aol whose owners were neither present during the socioeconomic census and asset surveys nor identifiable through other means.

29 GHA has since also indicated that a list of structures / fields without identified owners (i.e. people who were not present during the socioeconomic census) can be given to the local Assembly to help identify structure / field owners who were not present or identified during the socioeconomic census.



current compensations will not cover land. However, allodial rights may be compensated for to cover surface values rather than commercial prices.

- PAPs inquired as to whether the compensation will be applied if the Project extends beyond the 90 metre RoW. The GHA explained that Government acquired the 90 metre RoW long ago and made the necessary compensations. If the road has to be developed beyond the 90 metre RoW in the future, a fresh acquisition will be conducted and compensations will be duly provided.
- The community asked about the status of the construction camp at Doryumu, as proposed to the contractor during the ESIA engagement. GHA responded that the suggestion was noted, noted but the decision will not be confirmed until the contractor is on the ground.
- Community members inquired about the start date of the project and demanded assurance that the project will not be abandoned if government changes occur. The GHA responded that the contract is on a design-build basis, so the onus lies on the contractor to finish the project.
- Stakeholders inquired about how local content will be incorporated in the project to ensure community members are employed for the duration of the project. GHA responded that there are plans to ensure local employment by the contractor.
- The community suggested that three community liaison officers should be deployed for ease of information sharing and transparency on the project. GHA assured the stakeholders that community liaisons have been planned and their contacts will be shared when available. Assembly members are to serve as liaisons in the interim.
- PAPs were encouraged to start securing their documentations for compensation.

## 6.3.2 Establishment of Consultation Fora and Ongoing Engagement

### 6.3.2.1 Resettlement Steering Committee

Land acquisition and resettlement typically involve collective negotiations with key stakeholders and/or their representatives to determine compensation entitlements and eligibility and resettlement plans. The Project adopted a two-tiered approach to stakeholder engagement and participation to reach collective agreements on key aspects of land acquisition and resettlement. This is to ensure appropriate involvement and participation of stakeholders, particularly those directly affected, in resettlement planning and implementation.

The RSC will be established in each district and serve as the primary mechanism through which information and feedback regarding key resettlement decisions are made (see Section 6.4 below for roles and responsibilities). The RSC is composed of representatives from key district/municipal/metropolitan departments and traditional authorities with responsibility for land acquisition and resettlement along with representatives of the resettlement team, GHA, relevant government authorities, and support of the EPC Contractor (where required). The RSC will review and endorse common principles and procedures based on those outlined in the Project RFP, ensure resettlement planning and implementation meets the requirements of national and international standards, and facilitate necessary government approvals.<sup>30</sup>

### 6.3.2.2 Community Feedback Forums (CFF)

The CFF are comprised of representatives from each affected community and functions to represent the interests of the land-affected PAPs. The CFFs will convene in Project-affected communities to facilitate the flow of information and meaningful involvement of PAPs directly impacted by land access and resettlement. The CFFs will be organized to ensure PAPs from all of the affected settlements are

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<sup>30</sup> The establishment of the RSC is in progress. A list of potential participants has been generated, and is undergoing validation by the communities and other relevant stakeholders.

fully informed of Project progress and issues throughout the resettlement process and are able to raise and resolve issues and concerns as necessary. Unit committees, and local land leadership structures (traditional councils) will also play a pivotal role in the CFFs, to ensure transparency in the engagement process. During the development of the RAP, establishing targeted forums with key groups within affected communities (e.g. youth, women, marginalized groups) will allow these groups to participate more fully in the resettlement planning process and the decisions that will affect them.<sup>31</sup>

All of these forums will complement individual and household-level engagement. In addition, specific stakeholder engagement will be established with AFCONS to ensure relevant management of resettlement in the two sections out of scope of INZAG's activities.

### 6.3.2.3 Ongoing Engagement

Engagement will continue throughout the resettlement planning process to build trust and transparency. The RSC will be giving monthly updates to GHA and INZAG throughout the resettlement, development, and implementation process. This may include in-person meetings for major updates, soliciting feedback on key decisions, or distributing letters where activities are minimal or do not require discussion. Monthly engagements will also be used to update stakeholders on other Project activities and timelines, the local employment and procurement process, health and safety risks of Project activities, related management procedures, and generally ensure lines of communication remain open.

More in-depth sessions to discuss key topics that arise from the entitlement planning, RAP disclosure process, and impacts from the surveys may be organized as needed. Additionally, other forms of engagement, including additional in-person meetings, focus group discussion with affected households, technical services, and/or special interest groups may be held as appropriate.

The resettlement team will develop messaging for each upcoming meeting and in response to Project progress. All messaging will be approved by INZAG and GHA in advance of disclosure to ensure Project messaging consistency, accountability, and accuracy.

### 6.3.3 RAP Engagement and Disclosure

As outlined in Section 13.4.1, GHA conducted RAP engagement (i.e., high-level overview of the entitlement framework and compensation approach, as well as relevant project timelines and processes) with affected communities, local authorities, and any relevant organizations<sup>32</sup>). The RAP pre-disclosure meetings were held on November 4<sup>th</sup>, 2022. The first meeting was located at the Assemblies of God Church – Christ Transformation Centre in Doryumu, while the second occurred in Adelakope at the Six-Day Mission Stool, Stump Baptist Church. Seventy (70) community members attended the Doryumu meeting and 33 were at the Adelakope meeting. These meetings informed the stakeholders about the Project, the RAP activities, entitlement and eligibility, disturbance allowances, livelihood resettlement programs, the grievance mechanism, and how payments will be allotted to PAPs. The meetings are discussed in greater detail in Section 13.4.1.

Upon approval of the final RAP, GHA will conduct formal disclosure. This will consist of formal print and radio notifications, production and distribution of a hard-copy technical summary of the RAP, as well as engagement of the RSC and CFFs for validation. See Section 13.4.1 for details.

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31 Establishment of the CFFs will be completed following validation and operationalization of the RSC.

32 Relevant organizations should include any social services providers or institutions whose services will be impacted by the land acquisition activities or whose assistance is likely to be required for RAP or livelihood restoration implementation, e.g. agricultural organizations, local banks for account set-up and financial management training.

## 6.4 Roles and Responsibilities

### 6.4.1 GHA Environmental Management Unit (EMU)

Overall stakeholder engagement activities fall under the responsibility of the GHA EMU, who oversees and monitors resettlement engagements and liaise closely with the RSC on planned activities. GHA is responsible for overseeing social performance issues and follow up of the Project SEP. However, per below, Associated Consultants (ACON) will play an important role in implementing such activities on the ground.

### 6.4.2 INZAG

INZAG will provide oversight and monitoring on resettlement planning and implementation activities. Additionally, INZAG will liaise with GHA and ACON to ensure the construction schedule and timelines are maintained and adjusted where required. INZAG will also provide a Community Liaison Officer (CLO) to conduct ongoing engagement, grievance receipt, and monitor resettlement progress. Finally, INZAG will ensure that Project's employees are informed and trained on the SEP and provide resources to ensure stakeholders' interests are represented and considered.

### 6.4.3 Associated Consultants (ACON)

ACON, as the social and environmental consultant to GHA, will assist with stakeholder engagement throughout the RAP implementation process, and will be responsible for providing a CLO to conduct ongoing engagement, grievance receipt, and monitor resettlement progress. ACON is also a participant in overseeing social performance issues and follow up of the SEP, in cooperation with INZAG and GHA.

### 6.4.4 Lands Commission/Land Valuation Department (LVD)

The LVD (part of the Lands Commission) is the government agency authorized to process compensation claims on compulsory acquisitions for government projects. The LVD will be involved in the collection and authentication of documentation on affected persons and properties as reflected in this RAP. The LVD will also validate the assessment of loss and compensation payable to PAPs to ensure that payments are made to all eligible PAPs at full replacement cost, as required by the Land Act (2021) and IFC PS5 (see Chapter 3). Once approved, the LVD will forward the authorized compensation valuation list to the GHA (the implementing agency) for processing of payment. The GHA will then release funds for compensation payments to the entitled households.

### 6.4.5 Community Liaison Officers (CLOs) (INZAG and ACON)

Community-based CLOs are the day-to-day interface between the Project and communities. The officers will be provided by INZAG and ACON, and will report directly to GHA regarding any on-ground issues. CLOs are responsible for facilitating community meetings and other stakeholder engagement activities and receiving grievances. Other responsibilities include:

- Lead the day-to-day implementation of Project's Stakeholder Engagement Plan (SEP), based on communication from the GHA;
- Collect, record, and report to GHA any grievances related to the Project or Project activities as part of the implementation of the community grievance mechanism;
- Maintain proactive contact with affected communities through regular community visits to monitor opinions and provide updates on Project activities;
- Ensure community awareness of Project activities, seek community feedback, and report community concerns to GHA; and
- Support communication and engagement efforts with affected communities and households as part of the development and implementation of the Project's RAP.

#### **6.4.6 Resettlement Steering Committee**

As mentioned above, the RSC is a forum through which the Project plans and implements the resettlement activities with the appropriate disclosure of information, consultation, and informed participation with representatives from GHA, INZAG, ACON, district/municipal bodies, traditional authorities, and community representatives.

Specific roles and responsibilities of the RSC are;

- Establish and maintain mutually beneficial relationships between the Project, neighbouring communities, and other stakeholders;
- Ensure a continuous information exchange between the Project and affected communities;
- Support reaching a mutually agreed resolution to resettlement related-grievances in conformance with the Project's GRM;
- Coordinate the consultation process for communities living within the footprint of the Project in a manner that is fair, just, and culturally appropriate;
- Assist with the identification and validation of vulnerability amongst the affected population; and
- Monitor and evaluate the implementation of the resettlement process.

## 7. IMPACTS OF LAND ACQUISITION

This chapter provides an overview of identified impacts of Project related land acquisition in Section 2 based on the data collected through the asset inventory and socioeconomic census conducted in October 2021.

### 7.1 Summary of Affected Assets

Below is shown a summary of the extent of physical and economic displacement in Section 2, the details of which are elaborated upon in subsequent sections. The below numbers indicate the number of asset losses to be compensated rather than the number of PAPs. The number of individual PAPs owning and / or using these assets is likely lower (as some PAPs have multiple assets) and the number of PAHs affected is likely even lower, as several PAPs may be members of the same household.

- Potential<sup>33</sup> Physical Displacement: two (2) residential structure owners / users
- Economic Displacement:
  - 158 commercial structures
  - 53 agricultural fields

### 7.2 Impacts to Land-based Productive Assets (Agricultural Land, Crops, and Trees)

A total of 8.52 hectares of agricultural land will be acquired for the purpose of developing the Project (see Table 7.1). In Section 2, the largest percentage of affected agricultural land (40 percent) is located in Shai Osu Doku Municipality, followed by Lower Manya Krobo District (29 percent). The average affected agricultural plot size is 0.16 hectares per household.

**Table 7.1 Land-based Productive Assets**

District	Affected Number of Crops	Affected Area in ha
Asougyaman District	1	0.08
Kpone Katamanso Municipality	1	0.59
Lower Manya Krobo District	26	2.46
Ningo Prampram District	1	0.32
Shai Osu Doku Municipality	11	3.43
Yilo Krobo Municipality	9	1.10
No information	4	0.53
<b>Total</b>	<b>53</b>	<b>8.52</b>

Maize is the most commonly cultivated crop, covering nearly 75 percent of all affected agricultural land (see Table 7.2). Okra constitutes 13 percent of cultivated land, with the remaining area a mix of the remaining crops in small quantities.

<sup>33</sup> At the writing of this RAP, there are two PAPs who claim to be living in their commercial structures. Thus, they may face potential physical displacement. However, final determination of physical displacement will be determined by the Project during the compensation agreement presentation, and their compensation adjusted accordingly. This determination will revolve around whether the PAPs have alternative residences or not.



**Table 7.2 Impacts to Crops**

Crop Type	Area in ha
Cassava	1.13
Cocoyam	0,37
Corn/Maize	6.36
Okra	0.32
Orange	0.13
Other	0.05
Plantain	0.05
Sugar Cane	0.09
<b>Total</b>	<b>8.52</b>



**Figure 7-1 Typical Maize Field**

A total of 849 trees will be impacted by the Project. Approximately 81 percent are acacia trees, 10 percent are plantain trees, and nearly 6 percent are cocoa trees and mango trees (3 percent each). Around 1 percent each are coconut, oil palm, raffia, and teak trees. Nearly all of the trees assessed (91.6 percent) have reached a mature stage in their economic life, while 7.8 percent are considered small, and only 0.6 percent are in a medium economic stage. See Table 7.3 and 7.4.

**Table 7.3 Impacts to Trees**

Tree Type	Number of Productive Trees
Acacia	696
Cocoa	24
Coconut	2
Mango	23
Oil Palm	2
Plantain	85
Raffia	2
Teak	15



<b>Total</b>	<b>849</b>

**Table 7.4 Stage in the Economic Life of the Crop**

Stage	% of Affected Trees
Small	8%
Medium	1%
Matured	92%

### 7.3 Impacts to Structures

A total of 158 structures are affected by the Project. Nearly 45 percent of all structures are classified as containers. In addition, 19 table stands, 15 wooden structures, and 12 sheds were identified, along with seventeen other types of structures (refer to Table 7.5).

**Table 7.5 Impact to Structures**

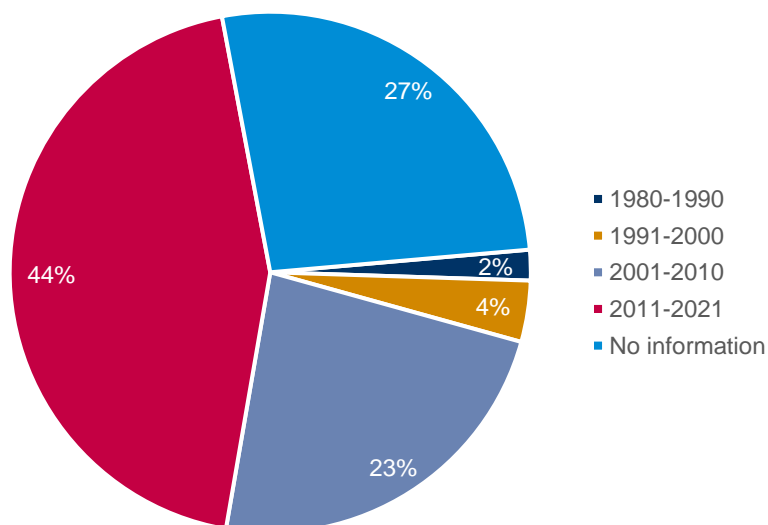
Structure Type	Count of Structure
Concrete platform	2
Container	69
Driveway	1
Filling station (frontage)	6
Frontage	4
Kiosk	3
Mass concrete floor	2
Mass swish Building	1
Pavement/Lawn	2
Sandcrete block	2
Sandcrete Building	1
Sandcrete Foundation	1
Sandcrete store	5
Sandcrete structure	7
Screeded floor	1
Shed	12
Table Stand	19
Vulcanizing Shop	1
Wiremesh Fencewall	2
Wooden Kiosk	2
Wooden Structure	15

Structure Type	Count of Structure
Total	158



**Figure 7-2 Typical Structures Identified in Section 2**

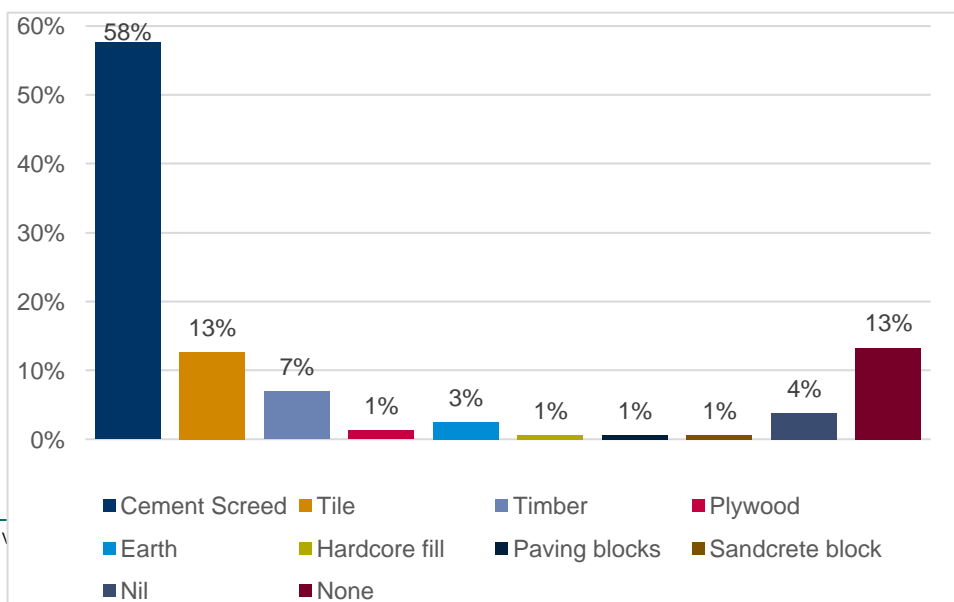
The majority of structures are complete built structures, with only seven structures identified as incomplete or under construction. Nearly 70 percent of structures have been built in the last 10 years (44 percent) or the last 20 years (23 percent). See Figure 7-3.



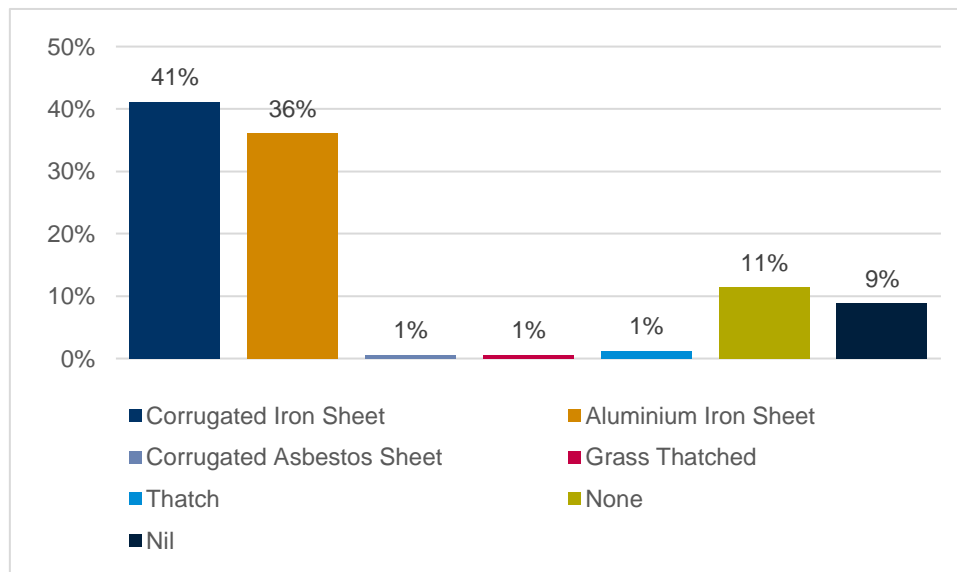
**Figure 7-3 Year Structure Was Built**

The identified structures consist of the following building materials (Figure 7-4 to Figure 7-8).

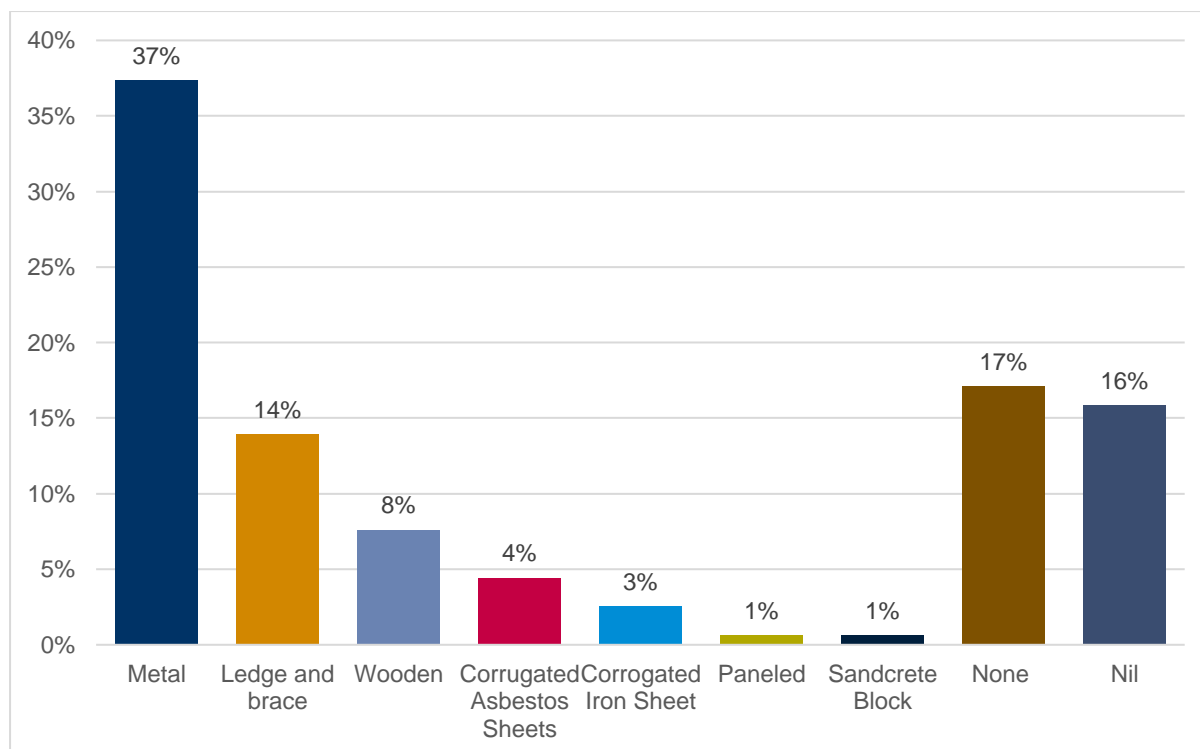
- 58 percent of all structures have a cement screed floor, 13 percent have tile, and 13 percent have no specific floor material;
- 41 percent of structures have a corrugated iron roof, 36 percent have aluminon iron sheet; and
- Nearly 40 percent of structures have a metal door, 14 percent have a ledge and brace, and 17 percent have no door.



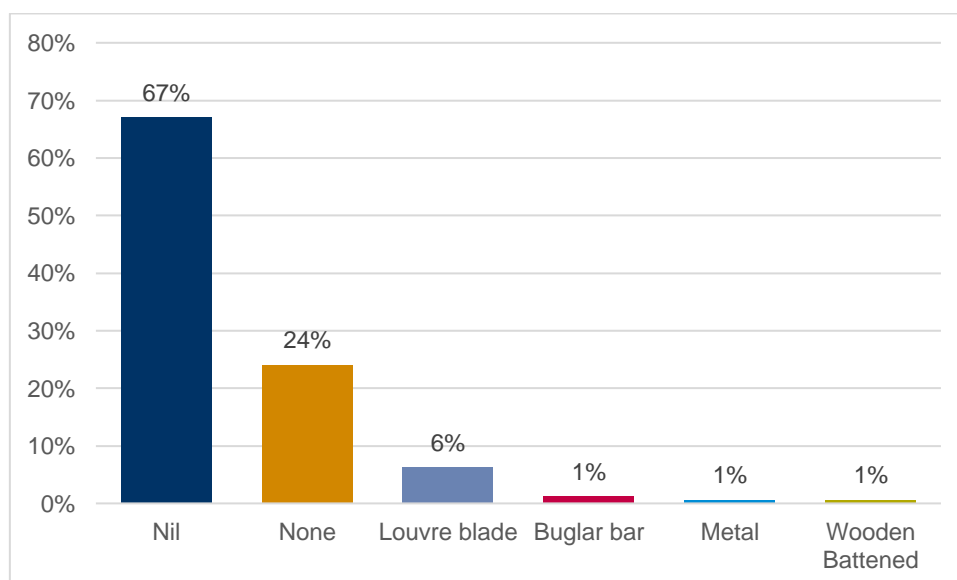
**Figure 7-4 Type of Floor Material**



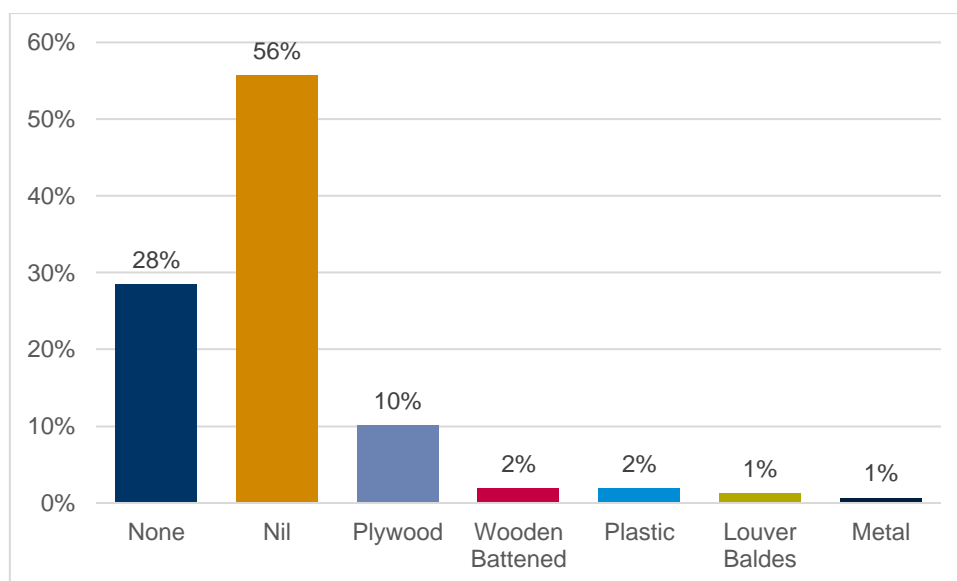
**Figure 7-5 Type of Roof Material**



**Figure 7-6 Type of Door Material**



**Figure 7-7 Type of Window Material**



**Figure 7-8 Type of Ceiling Material**

## 7.4 Impacts to Commercial Structures and Commercial Activities

Around half of all business owners are female and half are male. Most affected businesses (40 percent) were established less than five years ago, with only nine percent of businesses being older than 20 years. See Table 7.6.

**Table 7.6 Age of Affected Business**

Age of Business in Years	percent
>20	9%
16-20	13%
11 - 15	15%
6 - 10	23%
<5	40%

The majority of impacted businesses are located in Shai Osu Doku Municipality (54% percent), followed by Lower Manya Krobo District (27 percent). See Table 7.7.

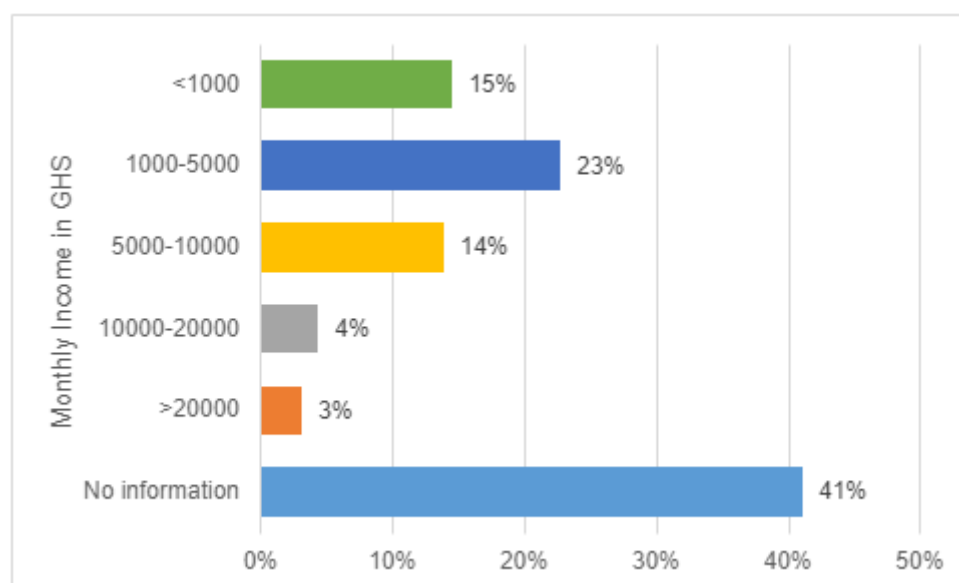
**Table 7.7 Location of Affected Businesses**

District	Percent of Businesses
Lower Manya Krobo District	27%
Shai Osu Doku Municipality	54%
Yilo Krobo Municipality	4%

No information	15%
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A small number of businesses captured through the asset inventory have part-time and full-time employees in addition to the asset owner(s). See Chapter 8 for compensation approach for employees.

Approximately 15 percent of business operators earned less than 1,000 Ghanaian Cedis (GHS per month. Around 23 percent of all business operators earn between ) GHS 1,000 and GHS 5,000 per month, 14 percent earn between GHS 5,000 and 10,000 per month, 4 percent earn between GHS 10,000 and 20,000 per month, and 3 percent earn more than GHA 20,000.<sup>34</sup> See Figure 7-9.



**Figure 7-9 Distribution of Monthly Income**

Around 50 percent of all businesses record monthly expenses of less than GHS 1,000. The average monthly business expenses amount to GHS 4,000.<sup>35</sup>

Eighty-five percent of impacted businesses do not use any machinery.

## 7.5 Impacts to Cultural Heritage

According to the asset inventory carried out in October 2021, one affected structure was identified as a religious building. The building is located in Lower Manya Krobo, Akuse Junction and is reportedly being used for prayers. Built in 2005, the building is 50 percent complete and described as sandcrete block, unrendered up to a height of 1.4m, and roofed with corrugated iron sheets. The structure does not have any electricity or plumbing connections. Additionally, a shed for selling meat produce is attached to the religious building. Both structures combined cover an area of 27m<sup>2</sup> and consist of sandcrete block walls, corrugated iron sheet roof, and cement floor. GHA has advised that this structure is to be considered commercial, with the corresponding compensation outlined in Chapter 8. However, the Project will validate this with users of the building, to determine if it should be considered a matter of cultural heritage and compensated as such.

<sup>34</sup> It is important to note that the data on income is not reliable, and that a small percentage of PAPs reported income.

<sup>35</sup> It is important to note that a very small percentage of survey respondents chose to state their monthly income. This therefore may not be indicative of actual average income levels in the Project area.





**Figure 7-10 Religious Building and Attached Shed**

## 8. ELIGIBILITY AND ENTITLEMENTS

This chapter defines the eligibility criteria, and description of the types of entitlements to be made available as part of the resettlement process. It is critical to note the following two qualifiers:

1. As stated in Chapter 1, this RAP is written to the IFC PS and thus aspires to ensure all lost assets are replaced at full replacement cost (defined previously). GHA has formally stated the alignment of their base compensation values (i.e., no allowances, top-ups, or incentives as outlined below) with the concept of full replacement cost.<sup>36</sup>
2. The discussion of eligibility and entitlements in this chapter is designed to be applied equally to all sections of Lot 1 (Section 2, which is the focus of this RAP, plus Sections 1 and 3 which will be covered in future RAPs). Therefore, some of the eligibility criteria may not apply to Section 2 (e.g., land compensation), but will be pertinent for the following sections. However, in the interest of complete transparency and consistency in approach, all three RAPs (Sections 1, 2, and 3) will contain the same eligibility and entitlement approach, as such each RAP may include definitions for eligibility and entitlements that are not relevant to that Section.

### 8.2 Eligibility Criteria

According to the IFC PS5, eligible entitlement groups may be classified as persons who:

- Have formal legal rights to the land or assets they occupy or use;
- Do not have formal legal rights to land or assets, but have a claim to land that is recognised or recognisable under the national laws; or
- Have no recognisable legal right or claim to the land or assets they occupy or use.

Therefore, regardless of land ownership status, all PAPs are entitled to compensation for the structures that they own and occupy and for any improvements to the land under international resettlement standards. Moreover, the IFC PS require livelihood improvement or, at a minimum, livelihood restoration as part of the resettlement process. This may include improvements to existing livelihood activities such as agricultural production, providing access to new income-earning opportunities, or enhancing natural resources deemed critical for income and/or subsistence. The IFC PS also lay out a number of criteria for determining and delimiting eligibility. The following sections provide details on the IFC PS as they relate to this Project. Cumulative summary of all entitlements and eligibility described below are provided in Table 8.2 Entitlement Matrix.

To ensure entitled PAPs receive the entitlements they are due as outlined in this RAP, the Project will require all PAPs to produce proof of eligibility and national identification. Proof of eligibility must entail the presentation of any documentation that provides evidence the PAP is eligible for compensation such as formal legal documents like structure titles or receipts for any improvements made to land. The Project may, in some rare instances, need to consider confirmation on behalf of local authorities and neighbours familiar with the PAP as evidence of ownership. The Project may, in some rare instances, need to consider confirmation on behalf of local authorities and neighbours familiar with the PAP as evidence of ownership. In addition, the PAP must also produce an accepted national identification. Acceptable identifications may include the Ghana National identify card, official passport, driver's license, or birth certificate.

#### 8.2.1 Cut-off Date

A cut-off date for compensation eligibility is used to define the assets eligible for compensation and to provide an empirical baseline to limit opportunistic activity (i.e., to prove ineligibility, and limit the potential for speculation). Up to and including that date, immovable assets will be considered eligible

<sup>36</sup> Any difference between GHA / LVD rates and the full replacement cost will be reflected in terms of a 'top-up' amount in the RAP entitlement framework and budget.

for compensation. Immoveable assets established after the cut-off date will not be considered eligible, nor will persons occupying the Project Aol after the cut-off date be eligible for compensation/resettlement assistance.

The cut-off date was established after an initial RAS that occurred from 30 March to 29 April 2021 by GHA (EMU and Valuation Section). The cut-off date, 30 April 2021, was when the LVD completed the verification process and assigned an asset code to the affected structures. The cut-off date was publicised and made known to the PAPs, and communication made that any construction or improvement of property after this date is deemed ineligible for compensation.

### 8.2.2 Definitive Surveys

As outlined in Chapter 4, a socioeconomic census and full resettlement asset inventory was administered between 18 and 28 October 2021 for all affected households to identify eligible persons.

The census and surveys had the following objectives:

- Construct a detailed demographic and socioeconomic profile of each affected household;
- Identify the specific impacts of land acquisition on each household, including a detailed, legal description of affected immoveable assets;
- Establish beneficiaries and eligibility for entitlements;
- Provide a baseline for monitoring and evaluation; and
- Serve as the basis for individual agreements.

In accordance with standard practice, registered surveyors and valuers were responsible for ensuring that:

- Every crop/economic tree survey is confirmed by the responsible farmer, or his/her designate and documented by the survey team with support from agronomists and other professionals;
- Every land survey is witnessed and confirmed by the responsible landholder, or his/her designate and documented by the survey team with support from accredited land surveyors; and
- Every structure survey is confirmed by the responsible owner, or his/her designate.

## 8.3 Entitlements

Entitlement policies define the specific type of compensation to be made available to those affected by specific displacement impacts. Entitlements generally fall into the following categories:

- In-kind compensation, which involves the planning, design and development of replacement assets and livelihood activities to compensate for those lost to the Project; and
- Cash compensation, which involves the payment of cash to compensate for assets, lost to the Project, at agreed replacement rates of the lost asset (this option will include appropriate financial management counselling).

In general, the owner (whether customary or formal) of a particular asset (land, structures or trees/crops) will be compensated for its loss in full (i.e., at full replacement cost, meaning not discounting for depreciation). Users will be also compensated for the loss of their specific interest in that asset (e.g., lost income for a commercial structure) for a period of time and helped to re-establish the asset if they choose to do so.

Where cash compensation is provided, to the greatest extent possible, it will be paid into a joint bank account between an affected household head and their spouse (where relevant) (see Chapter 10). During the resettlement implementation process, the Project will engage with local banks to allow PAPs to set up co-signed bank accounts, and to receive financial literacy training prior to receiving funds (see Chapter 9).

### 8.3.1 Valuation

Guidance for the property valuation was derived from the Project RPF, written by ERM in 2020 and approved by INZAG and GHA. LVD has undertaken a comprehensive analysis of the replacement value of affected land, crops, and structures. Compensation rates for land and structures are established to provide PAPs with compensation equivalent to full replacement cost, with no deduction for depreciation of affected structures. Compensation rates for crops and trees will be established to provide PAPs with cash compensation equivalent to full replacement cost.<sup>37</sup> Additional support will be provided through the Livelihood Support Program (LSP), as described in Chapter 9.

### 8.3.2 Loss of Structures

#### 8.3.2.1 Residential Structures

##### *Owner Occupied*

For households losing a primary residential structure (i.e., the structure in which they reside), IFC PS5 requires provision of adequate housing<sup>38</sup> and a degree of security of tenure to displaced persons at resettlement sites. The typical preference is for housing to be provided in-kind at a dedicated resettlement site serviced with appropriate levels of infrastructure and social services to ensure that no PAH is rendered homeless.

However, given that Project impacts are linear in nature, it is preferable that resettlement of physically displaced households be managed under a program of Assisted Self-Resettlement (ASR) to allow PAPs the ability to relocate within their existing communities (see Section 8.3.2.3).

Physically displaced PAPs who participate in the ASR program are provided with cash compensation to allow them to resettle themselves in a house of similar quality to their original structure (at a minimum quality standard) or to move into a secondary residence already in their possession. Under the ASR program, PAPs with no alternative lands upon which to resettle will also be provided adequate compensation to purchase or rent an empty residential parcel and construct a new residence.

ASR compensation packages are calculated based on the replacement value of the impacted residence, or the value of a house that meets a minimum quality standard within the current real estate market.

The Project will follow up with households regularly to ensure that the replacement housing is of an acceptable quality and that it meets certain minimum criteria, including the minimum requirements (outlined below in Section 8.3.2.3).

PAPs will be required to rebuild their houses to meet this minimum size and standard. The Project will guide the process and provide direct support to households in order to ensure that compensation is budgeted and that funds are allocated appropriately for house purchase and repairs. Once the repairs and/or construction works are finalized, PAPs receive any remaining funds in cash.

All other residential structures and residential ancillary structures will be compensated in cash at full replacement cost. This includes, but is not limited to, rental structures, seasonal structures, secondary residential structures, unoccupied structures, incomplete structures, ruins, animal enclosures, fences

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<sup>37</sup> Ghana's Land Act, 2020 (Act 1036) establishes that the basis of assessment of compensation is 'market value', including other incidences/allowances. Market value in addition to the allowances amount to the full replacement cost as required by IFC PS5. Also see table 3-2 (Gap Assessment between National and IFC standards) for detailed commentary. As mentioned, ERM has not yet been able to independently verify that GHA / LCD approaches to valuation align with full replacement cost.

<sup>38</sup> Adequate housing can be measured by quality, safety, size, number of rooms, affordability, habitability, cultural appropriateness, accessibility, security of tenure, and locational characteristics as well as access to employment options, markets, and other means of livelihood and basic services.

and walls, wells and boreholes, and food storage structures. The expectation is that PAPs will rebuild these structures on their own.

PAPs will also have the right to salvage materials from any structures and will be compensated for transaction costs for both the original and replacement structures (obtaining deeds, payment of liens / taxes / fees, permits / approvals, title transfer / registration, inheritance documents, notarization, other transaction costs).

### *Non-titleholding Occupants (Tenants / Renters / Lessees)*

Tenants will be provided with assistance in finding new accommodation and securing a lease agreement that provides them with at least the same security of tenure as they currently have or at least 12 months of tenancy agreement. They will also be provided with compensation to cover transfer costs associated with moving their personal belongings.

#### *8.3.2.2 Commercial Structures*

PAPs losing permanent commercial structures will receive cash compensation at full replacement cost, plus compensation for lost income and a disturbance allowance. Further, PAPs will have the right to salvage materials and will be provided with assistance (either compensation for actual incurred costs or in-kind assistance through the ASM program) to re-establish their structure in a new location and to transfer its contents.<sup>39</sup>

PAPs whose temporary commercial structures are impacted will receive compensation for income disruption as well as a disturbance allowance. They will also be provided with assistance (either compensation for actual incurred costs or in-kind assistance through the ASM program) to move their structure to a new location and given the opportunity to apply for temporary commercial operations permits within certain areas of the road reservation (see Table 1.1).<sup>40</sup>

#### *8.3.2.3 Assisted Self – Resettlement (ASR) Program*

PAPs eligible for compensation for loss of or impacts to structures (residential, non-residential, and business structures) will also receive limited logistical support from the Project to support rebuilding and resettling. In addition to the disturbance allowance outlined in Table 8.2 Entitlement Matrix (designed in part to cover the cost of demolition and reestablishment of structures) and the transfer and transaction costs indicated elsewhere in this Chapter and in Table 8.2 Entitlement Matrix, the Project will arrange for and cover the cost of the disconnection and reconnection of utilities for all structures, where relevant, and engage with local authorities to identify new trading / commercial zones and to acquire commercial licenses for affected businesses. Additional support will be determined for vulnerable households on an as-needed basis (particularly in the case of physically displaced vulnerable households, whom the Project will need to ensure are able to secure replacement land on which to construct their new residences). GHA will determine the need for these services during individual compensation agreement negotiations.

It is noted that ancillary structures in a homestead compound not used as housing will not be eligible for rebuild support. This includes foundations and incomplete buildings, all of which will be compensated at full replacement cost as mentioned above.

PAPs participating in ASR will benefit from the following advantages:

- Flexible process for households to choose the location of their replacement structure within their communities by securing in-fill replacement plots that meet household requirements in terms of size, location, and proximity to services;

<sup>39</sup> Transfer costs will be based on either incurred demonstrated costs, or in-kind assistance. For the purposes of this RAP and its budget in Table 13.1, a flat rate has been assumed.

<sup>40</sup> Ibid.

- In-fill replacement plots will not require infrastructure investments or site development thereby reducing costs;
- Affected households will have greater flexibility in the design of their replacement housing within the budget of their compensation package; and
- Builders will be contracted directly by the Project-affected household based on their own previous experience and local knowledge.

Commercial self-build structures must be functionally equivalent to the previous structure and meet the needs of the commercial business.

Residential self-build structures must meet the following:

- Total internal area of the same size or larger than the original resettlement house;
- At least one internal partition (two rooms minimum);
- Concrete or block foundation at least 25 centimetres (two rows of blocks);
- Concrete floor at least 5 centimetres thick and at least 25 centimetres above ground level;
- Walls made of cement, cement based mortared brick, or cement plastered walls over clay mortared brick with a minimum height of 2.7 metres;
- Outside erosion protection edge of at least 5 centimetres thick and 50 centimetres wide;
- Metal roofing with an overhang of at least 25 centimetres and treated wood or metal beams;
- Windows of at least 50 centimetres by 50 centimetres for all rooms;
- Adequate sanitary systems (latrine and shower); and
- Located within a maximum distance of social services including clinic (5 kilometres), school (3 kilometres) and water point (1 kilometre).

### 8.3.3 Loss of Land

#### 8.3.3.1 General Considerations

In general, only those whose land is held under formal or customary ownership are eligible to receive compensation for the value of the land itself. Those who hold legitimate interest in Project-affected land without evidence of formal or customary ownership do so as customary users (i.e., renters). Customary users will not be eligible to receive compensation for land, though compensation will be granted for improvements to the land (i.e., structures, crops, trees) regardless of tenure status given that improvements were existing at the time of the cut-off date. Nevertheless, physically displaced households – regardless of their land tenure status – must be provided with sufficient means to not only rebuild their residence through the ASR Program, but also to purchase land sufficient to support that residence.

#### 8.3.3.2 Residential Land

The majority of households that are physically displaced will receive cash compensation to enable them to purchase an alternative residence (and land on which to build that residence) that meets a minimum standard within their existing community through the ASR Program (see Section 8.3.2.3). The checklist criteria for housing standards developed as part of the ASR package will ensure that physically displaced PAPs with no alternative residences or lands receive sufficient compensation to allow them to purchase or rebuild a house on a plot of land (either purchased or rented) at a size comparable to



their original area with a minimum area of at least 500 square metres.<sup>41</sup> This applies to any physically displaced PAH, regardless of their land ownership status.

Plots should provide space to accommodate future expansion of the residential structure.

Non-resident owners of residential structures, including landlords, whose land is impacted by the Project will be compensated in cash at full replacement cost for any land for which they have rights as described above.

### 8.3.3.3 Agricultural Land

Agricultural landholders with rights to the land they occupy or use will be entitled to compensation. While providing replacement land in-kind instead of cash compensation is the preferred compensation option for the Project (according to IFC PS5), the process of identifying and securing replacement land is not viable and will lead to Project delays. Other compensation options will be explored and PAPs losing agricultural land will be given cash compensation at full replacement cost. However, the Project will offer additional assistance identifying replacement land for vulnerable populations.

Regardless of tenure status, the Project will also assist all households who lose access to agricultural land through livelihood support programs, including measures to increase productivity of residual landholdings, or measures to transition PAPs to alternative livelihoods.

Agricultural tenants using land for productive purposes will be provided with cash compensation for loss of crops / trees and further support through access to the livelihood support program.

### 8.3.4 Loss of Productive Assets<sup>42</sup> (i.e., Crops and Trees)

The Project will compensate for all eligible improvements to the land identified and valued in the asset inventory. Compensation payments for crops, trees, and other agricultural assets will be awarded at full replacement cost, according to the valuation approach detailed throughout this RAP.

The value of perennial crops and economic trees will therefore include compensation for production lost during the time it will take for replacement crops and trees to reach the same maturity/productivity level as the plants being lost. The value of perennial crops and economic trees will also account for the costs associated with re-establishing the asset (seeds, seedlings, labour and materials).

### 8.3.5 Loss of Business, Rental, and Employment Income

Impacted businesses are entitled to compensation for the loss of income resulting from the resettlement process. This includes the loss of rental income for commercial rental structures and rental rooms, loss of income to businesses, and loss of revenue for infrastructure services such as water and power. Compensation for lost revenue will be calculated by determining the average monthly revenue for the impacted business and multiplying this rate by the duration of time that the business will be impacted. If accurate records of revenue are not available, compensation for lost income will be calculated at three months of monthly minimum wage for Ghana.<sup>43</sup> It is important to note that the actual disruption to commercial operations as a result of road construction is estimated to be significantly less than three months (approximately 2-4 weeks); therefore, many commercial businesses will be able to re-establish roadside sooner than this three month period. However, three months has been chosen to account for

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41 Based on national planning standards, which require a minimum plot size of 500m<sup>2</sup> for a low density residential area, 235m<sup>2</sup> (minimum) & 450m<sup>2</sup> (maximum) for a medium density area and 110 m<sup>2</sup> (minimum) & 230m<sup>2</sup> (maximum) for high density residential area.

42 In the GHA database and valuation approach, the term 'fields' is used to describe land-based productive activities on affected lands.

43 The total compensation calculation dataset provided alongside this RAP assumes the minimum of three months of minimum wage for all PAPs at this moment, as formal evidence of income was not collected during the socioeconomic survey. Therefore, the total compensation amount per household may increase if the PAP can demonstrate earned income. The PAP will be given an opportunity to provide this evidence during compensation negotiations (see Table 13.1). Should PAPs not be able to prove their income but believe the proposed rate of three months of minimum wage to be insufficient, they can access the Project's grievance mechanism to resolve the dispute.



potential contingencies / delays that would extend the displacement time beyond the anticipated 2-4 weeks. The use of minimum wage as a baseline (absent income data) is appropriate given the small-scale and informal nature of most of the affected businesses, the relatively low skill levels required to establish and operate them, and the generous timeline indicated above; however, should GHA discover through review of provided income documentation that this amount is insufficient, an adjustment to the basic compensation amount can be made.

For the employees of impacted businesses, an allowance for lost income (three months of minimum monthly wage) will be applied to cover the period of unemployment resulting from disturbances to businesses. While paying compensation directly to workers would be preferable, the names of many employees were not collected and verified during census / survey activities for Section 2; rather, business owners indicated the number of employees they had. The Project will therefore pay compensation for employees to the business owners, with the explicit expectation that the business owner will transfer the compensation to their employees. To increase likelihood of such transfers occurring in a timely manner, compensation agreements for businesses with employees will state the number of employees, employee names (if available), and the precise amount to be transferred to each employee along with an appropriate time frame for business owners to do so (i.e., within two weeks of receipt of compensation). By signing their compensation agreements, business owners will therefore also be committing to transfer designated funds to employees as stipulated. This arrangement will be socialized amongst all PAPs during disclosure and other engagement opportunities, thus increasing accountability for the business owners, and community members will be given the chance to utilize the Project's GRM to address any perceived entitlements relating to employment. Informal businesses (i.e., business operating without a license) will be entitled to compensation for income losses and a disturbance allowance and to support through the LSP and will be considered as eligible for vulnerable support measures described in Chapter 10.

### **8.3.6 Loss of Infrastructure and Services**

The Project will compensate the responsible managing government entity/private owner at full replacement cost of the affected facility. Replacement infrastructure will be replaced in-kind, at equal or greater quality than the infrastructure lost. Input from local government will be required prior to the design of institutional assets, as these entities will be assuming responsibility for the management of these facilities.

In addition, privately owned institutions may be considered as a source of income for some individuals, and as such will be eligible for compensation as a business.

Where only access is lost, the Project will work with PAPs to determine if a new access route can be used and compensation for the inconvenience will be applied. This compensation will take the form of compensation for actual incurred costs (in time or money) by those managing such facilities, in keeping with the IFC mandate to ensure all affected parties are no worse off than before resettlement / land acquisition. The specifics of compensation will depend on the facility, but examples could include: compensation for lost income due to restricted facility use during construction phase or costs incurred to rent equivalent space for patrons' use for the duration of impacts and transportation to alternative facility.

### **8.3.7 Loss of Cultural Heritage**

For the loss of access to cultural heritage resources, the Project will liaise with the Ghana Museums & Monuments Board to agree upon a strategy for archaeological mitigation. In addition, arrangements will be made in consultation with local communities to allow continued access.

In the event of impacts to significant cultural heritage, discussions will be held with each affected community and/or PAH. The cost of moving a grave or shrine to a site preferred by the owner will be determined. The compensation will be agreed upon with the individual or entity that owns the grave or

shrine and they will be responsible for the relocation of the graves or shrines. Where access only is lost, the Project will work with affected PAP to determine if a new access route can be used.

### 8.3.8 Other Support and Allowances

In addition to compensation for impacts to assets, PAPs will also be eligible for the other forms of support and allowance outlined in Table 8.1, depending on their specific circumstances and displacement impacts.

**Table 8.1 Entitlements Summary**

Item	Eligibility	Value
Disturbance allowance	All affected PAPs	15% of total asset compensation value (if relevant) or 3 months' minimum wage, whichever is higher.
Vulnerability allowance	Vulnerable households (as defined in RAP).	From 5% to 15% of total household compensation amount (prior to allowances), depending on # of vulnerability indicators. See Chapter 10.
Vulnerability Support Program	Vulnerable households (as defined in RAP).	N / A (not paid at household level)
Financial management training	All PAPs receiving cash compensation.	N / A (not paid at household level)
Agricultural support program	All PAPs losing agricultural land / assets.	N / A (not paid at household level)
Business training program	All PAPs losing commercial businesses or business income.	N / A (not paid at household level)

## 8.4 Payment and Delivery

GHA will assist those who receive a compensation cheque with all necessary banking arrangements. This includes making available fees for transport to the nearest Ghana Commercial Bank branch and facilitating any necessary procedures.

For compensation amounts under GHS 5000, payment may be paid through mobile money or cash, without need for a bank account. For cheques over GHS 5000, those affected will need to deposit the cheque into an existing bank account of their choice, excluding the Ghana Commercial Bank. If they do not already have a bank account, GHA will assist them in setting one up and will cover all related charges.

The principles and provisions applicable to payment of cash<sup>44</sup> (as opposed to in-kind) compensation are as follows:

- Compensation is paid before impacts;
- Compensation is calculated and paid in Ghanaian GHS;

<sup>44</sup> For the sake of simplicity, the term "cash compensation" (in contrast with in-kind compensation) is used throughout this RAP to encompass all forms of monetary transfer, whether they be giving of physical cash, deposit of funds into a bank account, or transfer of funds via cheque or money order.

- Compensation is always paid in its entirety to the eligible recipient determined by the census. No compensation is paid to proxies except in cases mentioned in the next point;
- In cases where the eligible recipient identified by the census dies or cannot be found, the Project will rely on a decision by the appropriate justice authority to be able to pay compensation to another individual;
- Payment of large amounts may be made in several instalments to mitigate the risk of cash misuse by people who are not used to handling significant amounts of cash, and to replicate lost income streams over a period of time, subject to the Project obtaining formal agreement from the relevant affected individual;
- Any payment in excess of GHS 1,000 is transferred directly into a savings account in the name of the eligible person. These accounts accrue a modest interest, do not have withdrawal limits, and do not bear management expenses. Six monthly or yearly instalments over periods of two to three years can be considered;
- In the case where eligible PAPs are not prepared to open such accounts they will be compensated by mobile money or cash payment.;
- Payments of less than GHS 1,000 will be made by mobile money or made in cash.

The Project will work with relevant banks to facilitate money management sessions, which will be delivered by BAC when bank accounts are opened and payments are made. Money management training and awareness programs are implemented for all PAPs receiving compensation with a specific focus on vulnerable people.

## 8.5 Entitlement Matrix

The Entitlement Matrix outlined in Table 8.2 Entitlement Matrix is based on IFC PS5 and requirements stipulated by Ghanaian law. This approach has been reviewed and endorsed by GHA and INZAG.

Table 8.2 Entitlement Matrix

No.	Type of Loss	PAH Category and Eligibility	Entitlements	Details
1	<b>Loss of residential Structures</b> Primary residential structures (i.e., housing), ancillary structures for residential use (e.g., storage sheds), and productive non-commercial structures (e.g., livestock sheds, fencing, irrigation systems, etc.)	<b>PAH category:</b> Owner  <b>Eligibility:</b> Be the owner of the structure(s)	<b>Compensation</b> Cash payment of full replacement cost of the structure(s) being lost.  For partial structures <sup>45</sup> , full replacement cost for materials.  PAH can recover salvageable material with no deduction to entitlement / valuation of structures.  Transfer costs (dismantling, packing, and moving of salvageable goods / materials and personal belongings) to alternative residence at flat rate agreed upon by RSC and Project.  Transaction costs for both the original and replacement structures (obtaining deeds, payment of liens / taxes / fees, permits / approvals, title transfer / registration, inheritance documents, notarization, other transaction costs).  <b>Restoration</b> Disturbance allowance (15% of total structure value or 3 months minimum wage, whichever is higher). <sup>46,47</sup>  Support to rebuild through Assisted Self-Resettlement (ASR) Program (see Section 8.3.2.3).	Construction of primary residential structures to be finished before resettlement. If not possible, then the Project will assist the PAH in finding appropriate temporary accommodations and provide an allowance for transfer costs and rent sufficient to cover costs until their residential structure construction is completed, or until a reasonable amount of time has been allowed for PAH to rebuild (6 months).  PAPs will be encouraged to put replacement structures in both male and female names.

45 Partial structures are any residential or non-residential (i.e., productive) ancillary or primary structure that is not complete, i.e., not fully built to specifications required for it to serve the purpose that it is designed to serve. For example, a livestock enclosure is considered complete when it is built up sufficiently to contain livestock. The Project commits to ensure replacement structures (or cash equivalent) for any complete primary residential structure meet a basic minimum standard as outlined in Note #1.

46 Three months is the amount of time which ERM anticipates PAPs will require in order to demonstrably re-establish their livelihoods.

47 PAPs may fall under multiple criteria that include disturbance allowances. However, PAPs are only eligible for one disturbance allowance per household.

No.	Type of Loss	PAH Category and Eligibility	Entitlements	Details
		<p><b>PAH category:</b> Non-titleholding occupant (i.e. renters, leasers, tenants)</p> <p><b>Eligibility:</b> Be renting structure(s) based on formal or informal agreements.</p>	<p><b>Compensation</b> Transfer costs (dismantling, packing, and moving of moveable goods / assets to alternative rental structure at flat rate agreed upon by RSC and Project.)<sup>48</sup></p> <p><b>Restoration</b> Assistance to re-establish an equivalent rental situation in the Project area (must be established in advance of construction).</p> <p>Disturbance allowance (3 months minimum wage).</p> <p>Participation in a livelihoods support program of their choosing.</p>	Project will assist PAH to identify an appropriate equivalent rental arrangement in the Project area in advance of construction. New agreement must have at least the same security of tenure as they currently have or at least 12 months of tenancy agreement.
	<p><b>Loss of Commercial Structures</b> Mixed commercial-residential and commercial (kiosk, road-site stand, restaurant, shop, etc.).</p>	<p><b>PAH category:</b> Owner</p> <p><b>Eligibility:</b> Be the owner of the mixed or purely commercial structure(s)</p>	<p><b>Compensation</b> Cash payment of full replacement cost of the structure(s) being lost.</p> <p>PAH can recover salvageable material with no deduction to entitlement / valuation of structures.</p> <p>Transfer costs (dismantling, packing, and moving of moveable goods / assets to new / alternative structure at flat rate agreed upon by RSC and Project)<sup>49</sup></p> <p><b>Restoration</b> Disturbance allowance (15% of total structure value or 3 months minimum wage, whichever is higher).</p>	<p>Owners of temporary (i.e. moveable) commercial structures (tents, etc.) will be provided with a disturbance allowance (3 months minimum wage) and will be given the opportunity to re-establish their operations per the restrictions addressed in Section 2.3.<sup>51</sup></p> <p>If the residential aspect of a mixed (commercial-residential) structure is the PAH's primary / sole residence, the structure will be eligible for compensation and other entitlements per the criteria for residential structures. If it is not the primary / sole residence, the structure will be valued as a commercial structure.</p>

48 Transfer costs will be based on either incurred demonstrated costs, or in-kind assistance. For the purposes of this RAP and its budget in Table 13.1, a flat rate has been assumed.

49 Ibid

51 Note: only businesses operating previously with a permit will be provided with Project assistance to re-establish their business.

No.	Type of Loss	PAH Category and Eligibility	Entitlements	Details
			Support to rebuild through Assisted Self-Resettlement (ASR) Program (see Section 8.3.2.3) including in-kind assistance disconnecting / reconnecting utilities and securing new commercial licenses in designated commercial areas. <sup>50</sup>  Participation in a livelihoods support program of their choosing.	
		<b>PAH category:</b> Non-titleholding occupant (i.e. renters, leasers, tenants)  <b>Eligibility:</b> Be renting commercial structure(s) based on formal or informal agreements	<b>Compensation</b> Transfer costs (dismantling, packing, and moving of moveable goods / assets to alternative rental structure at flat rate agreed upon by RSC and Project).  <b>Restoration</b> Assistance to re-establish an equivalent rental situation in the Project area (must be established in advance of construction).  Disturbance allowance (3 months minimum wage).  Participation in a livelihoods support program of their choosing.	
2	Loss of land <sup>52</sup>	<b>PAH category:</b> Owners  <b>Eligibility:</b> Be holder of granted or customary rights to the land, or other recognizable claim to land	<b>Compensation</b> Cash payment of equivalent value (i.e., full replacement cost) for value of land.  Transaction costs for both the original and replacement properties (obtaining deeds, payment of liens / taxes / fees, permits / approvals, title transfer / registration, inheritance documents, notarization, disconnecting / reconnecting utilities, other transaction costs).  <b>Restoration</b>	The checklist criteria for housing standards developed as part of the ASR package will ensure that PAPs are able to purchase a detached house on a plot of a size comparable to the original area with a minimum area of at least 500 square metres. This applies to any physically displaced PAH, regardless of their land ownership status.

<sup>50</sup> Ibid.

<sup>52</sup> A third potential category of local government/ traditional leaders or land users, authorized by local government/ traditional leaders, may be found to exist in Sections 3 and 1 – if that is the case, they will be added to this matrix in subsequent RAPs.

No.	Type of Loss	PAH Category and Eligibility	Entitlements	Details
			Disturbance allowance (15% of total land value or 3 months minimum wage, whichever is higher).  Participation in a livelihoods support program of their choosing.	
		<b>PAH category:</b> Non-titleholding land users with land-use agreement (i.e. sharecropping, tenancy, rental, leasing)  <b>Eligibility:</b> Be renting or otherwise authorized to use the property for productive activities.	<b>Compensation</b> Cash payment for improvements to land as per below (loss of agricultural fields, business, or rental income, as appropriate).  Cash payment for loss of income (at minimum wage) for three months if an appropriate arrangement to re-establish production cannot be made in advance of resettlement.  <b>Restoration</b> Disturbance allowance (15% of value of improvements to the land [i.e. crops / trees], or 3 months minimum wage, whichever is higher).  Assistance re-establishing similar land-use agreement on original displaced land owner’s new lands or, if not possible, on alternative lands in the area.  Participation in a livelihoods support program of their choosing.	
		<b>PAH category:</b> Non-titleholding land users without land-use agreement (squatters)  <b>Eligibility:</b> Be undertaking an economic activity on the property that the PAH is not renting or otherwise authorized to use.	<b>Compensation</b> Cash payment for improvements to land as per below (loss of agricultural fields, business, or rental income, as appropriate).  Cash payment for loss of income (at minimum wage) for three months if an appropriate arrangement to re-establish production cannot be made in advance of resettlement.  <b>Restoration</b> Disturbance allowance (15% of value of improvements to the land [i.e. crops / trees], or 3 months minimum wage, whichever is higher).	



No.	Type of Loss	PAH Category and Eligibility	Entitlements	Details
			Participation in a livelihoods support program of their choosing.	
3	<b>Loss of productive assets</b> (Crops, trees, animal husbandry, etc.)	<b>PAH category:</b> Owner of asset (productive improvements)  <b>Eligibility:</b> Be the owner of the land and of non-movable productive assets located on the property	<b>Compensation</b> Payment at full replacement cost for productive, non-transferable assets (e.g., crops, trees).  Payment for the transfer of livestock, if applicable. <b>Restoration</b> Disturbance allowance (15% of compensation for lost assets, or 3 months minimum wage, whichever is higher).  Participation in livelihoods support program of their choosing.	
	<b>Loss of business income</b> Formal and informal business ventures including street vending, industry, and / or services.	<b>PAH category:</b> PAH with commercial economic activity disrupted by land acquisition  <b>Eligibility:</b> Earning income from non-agricultural economic activities on lands to be acquired by the Project.	<b>Compensation</b> Payments for lost wages / income due to loss of economic activity for a period of three months (at minimum wage or, if PAH can provide evidence, average demonstrated income).  <b>Restoration</b> Disturbance allowance (15% of compensation for lost assets, or 3 months minimum wage, whichever is higher).  Participation in livelihoods support program (Business Support Program, Financial Management Training).	This category applies to livelihoods that are non-agricultural in nature but that nevertheless require or depend upon land (i.e., PAH that needs physical space for a shop or other form of business). PAPs that do not own the land on which they currently pursue economic activities are entitled to assistance from the Project to establish an alternative arrangement that can support their livelihoods (for example, renting / leasing land on which they can conduct their business or facilitating alternative source of livelihoods through participation in livelihoods support programming – see Chapter 9.
	<b>Loss of rental / leasing income</b> Landlord (i.e., residential, commercial, and ancillary	<b>PAH category:</b> PAH owning rented-out structure disrupted by land acquisition	<b>Compensation</b> Payments for lost income due to loss of economic activity for a period of three months (at minimum wage).  <b>Restoration</b>	

No.	Type of Loss	PAH Category and Eligibility	Entitlements	Details
	structure owners with renters)	<b>Eligibility:</b> Be able to demonstrate income received from rental activities on lands to be acquired by the Project (in the case of informal rental, landlord’s word plus verification from neighbours will suffice).	Disturbance allowance (3 months minimum wage).  Participation in livelihoods support program (Business Support Program, Financial Management Training).	
	<b>Loss of employment income</b>	<b>PAH category:</b> PAH earning formal or informal income through employment by a business disrupted by land acquisition  <b>Eligibility:</b> Be able to demonstrate employment income (in the case of informal employment, business owner’s word plus verification from neighbours will suffice).	<b>Compensation</b> Payments for lost wages / income due to loss of economic activity for a period of three months (at minimum wage).  <b>Restoration</b> Disturbance allowance (3 months minimum wage).  Participation in livelihoods support program (Business Support Program, Financial Management Training).	
5	<b>Vulnerability</b>	<b>PAH category:</b> All categories  <b>Eligibility:</b> All PAPs recognized by the census as subject to physical and / or economic displacement and	<b>Restoration</b> Participation in Vulnerable Support Program.  From 5% to 15% of total compensation amount depending on number of vulnerability indicators (for all land / assets, prior to allowances) up to a maximum of 3 months of minimum wage per indicator. <sup>53</sup>	Affected PAPs with one or more household member (PAP) with pre-existing forms of vulnerability. Project will consider additional / elevated allowances for cases of extreme or multiple vulnerabilities on a case-by-case basis.

<sup>53</sup> The provision of the different rates (5%, 10%, or 15% for total compensation amount up to a maximum of three, six, or to nine months minimum wage respectively) is dependent on the number of vulnerability indicators the PAP has. The provisions correspond with the number of vulnerability indicators (e.g., PAPs with three or more vulnerability indicators will be entitled to 15% of total compensation or nine months minimum wage, whichever is lower). The logic of putting a limit (of 3 months minimum wage per indicator) on vulnerability payments is to avoid excessively high vulnerability payments to PAPs with very expensive asset compensation values.

No.	Type of Loss	PAH Category and Eligibility	Entitlements	Details
		for whom the participatory identification and screening process or recommendation by the RSC indicates one or more forms of vulnerability within the household.		PAPs likely to be made more vulnerable through land acquisition – for example, physically displaced PAPs with no alternative residence and physically or economically displaced PAPs with no secure land tenure will also be considered for additional assistance. See Chapter 10 for details.
6	Loss of Infrastructure and Services	<p><b>PAH category:</b> Owner / managing infrastructure authority</p> <p><b>Eligibility:</b> Government entity or private owner of social infrastructure or services (i.e., school, community centre, health clinic, etc.) whose operations are affected by Project activities.</p>	<p><b>Compensation</b> Full replacement cost of the affected facility / replacement infrastructure.</p> <p>Privately-owned institutions may be considered as a source of income for some individuals, who will consequently be eligible for compensation as a business.</p>	
7	Loss of Cultural Heritage	<p><b>PAH category:</b> Owner / caretaker of cultural heritage resources (e.g., archaeological, historical, cultural, artistic, and religious sites)</p> <p><b>Eligibility:</b> Owner / caretaker of cultural heritage resources (e.g., archaeological, historical, cultural, artistic, and religious sites)</p>	<p><b>Compensation</b> Compensation, exhumation, and relocation in accordance with cultural norms and regulatory requirements.</p> <p>If damaged during construction, compensation for full value.</p>	Where temporary loss unimpacted by construction, the Project is to sign an agreement with the PAH to leave in situ.

## 9. LIVELIHOOD SUPPORT PROGRAM

The IFC refers to ‘livelihoods’ as the full range of activities that individuals, families, and communities engage in to make a living. This includes wage-based income, agriculture, fishing, foraging, other natural resource-based livelihoods, petty trade, and bartering.

This chapter is based on the understanding of the livelihoods presented in Chapter 5 and considers:

- A summary of the impacts to livelihoods resulting from Project land take and access restrictions in order to identify the kinds of livelihood restoration support that may be required; and
- The approach that will be undertaken for preparing a Livelihood Support Program (LSP).

Livelihood programs may need to evolve over time as the Project gains experience through implementation of the RAP and its livelihoods programs. Implementation of the LSP will continue until all PAPs have restored their livelihoods or have been given sufficient opportunity to do so.

### 9.1 Impacts to Livelihoods

Based on the findings of Section 5 and 7, a summary of key livelihoods in the Project AoI (all of Lot 1) include the following:

- Agriculture; and
- Services, commerce, and trade.

Project land acquisition requirements will displace a number of these livelihood strategies, requiring meaningful livelihood support focused on:

- Entrepreneurship and business skills for informal traders;
- Agricultural, animal husbandry, and forestry improvement and diversification; and
- ‘Value-Added’ opportunities (i.e., maize /cassava processing).

In addition to the provision of livelihood restoration programs, the Project will also consider opportunities for engagement in alternative livelihoods, particularly where opportunities for training and employment with the Project are available.

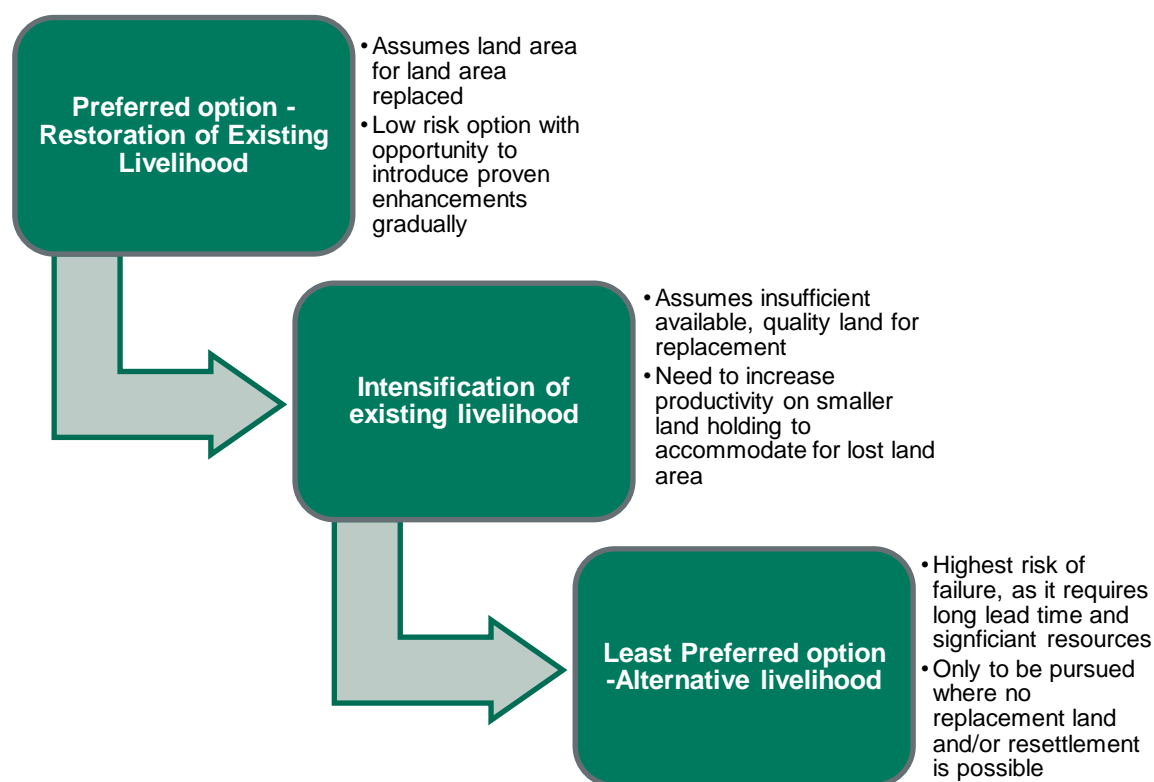
For many households, the livelihood impacts of the Project may be relatively minor, such as temporary loss of access, the loss of a small percentage of a land plot or a modest reduction in available grazing area. However, some households may experience losses that are greater and / or more difficult to restore. It is anticipated that the most severely impacted households will meet the following conditions:

- Where households permanently lose access to a significant percentage or all of the land that they use for agriculture, and agriculture is the main livelihood for the household; and
- Where households lose commercial land use (both formal and informal) and their primary income is commercial enterprise.

### 9.2 Development of Livelihood Support Program

The goal of the LSP will be to restore, and potentially improve, the livelihoods of displaced households. The LSP will assist PAPs in re-establishing and strengthening current livelihood practices in the short and medium term and develop transferable skills and create long term self-reliance.

A fundamental principle of the livelihood restoration program is to give preference to support restoration of existing livelihood activities (see Figure 9-1 below), as this has been demonstrated to have a far better likelihood of success, particularly given the overall context of vulnerability in the AoI. There may be opportunities to provide simple support to households that could improve their livelihoods practices, thus resulting in an overall improvement in livelihoods over time.



**Figure 9-1 Livelihood Support Hierarchy**

The LSP will include a number of general measures complemented by specific interventions targeting highly impacted households and households facing difficulty restoring their livelihoods.

The general livelihood support measures will seek to ensure that RAP entitlements are effectively utilised by PAPs to restore livelihoods, for example by utilising cash compensation wisely, and ensure that replacement land can be accessed and replanted successfully.

The Project will assume responsibility for implementing the LSP. To ensure its sustainability, the LSP will prioritise working through partnerships with governmental and civil society organisations that operate in the Project Aol.

## 9.2.1 General Livelihoods Support Measures

### 9.2.1.1 Financial Management Training

The Project will work with a financial partner (e.g., a local bank) to provide support to households to open and access a bank account into which cash compensation entitlements will be paid. The partner will also provide financial literacy training to all households receiving cash compensation to support investment of compensation funds in sustainable livelihood strategies. Spouses will be encouraged to attend the training events. This training will be provided before and / or simultaneous to the compensation process.

### 9.2.1.2 Agricultural Support Program

The agricultural support program will be based on an “input and supply” program, which will provide households affected by loss of agricultural land with basic agricultural supplies to help them restore their land-based productive assets on their new land. Agricultural support will involve linking PAPs to existing government programmes that help link farmers with agricultural inputs such as fertilizer and agricultural trainings through the local Business Advisory Centres (BACs) that are active in the area. This will be supported by a local CLO associated with the Project.

### 9.2.2 Additional Livelihood Support Options

The Project will consider additional livelihood support options if necessary to support severely impacted and/or vulnerable households that may not otherwise be able to restore their livelihoods. Such options will consider other livelihoods that are practiced in affected target households and provide support to enhance their productivity in order to restore or improve livelihoods at a household level. This support may include:

- Land tenure improvement;
- Land preparation;
- Entrepreneurial training; and
- Training in sustainable timber harvesting.

The Project will determine the need for these options during the RAP engagement processes outlined in Section 6.3.2 and Section 13.4.1, specifically during the compensation agreement discussions with individual PAPs wherein severe vulnerabilities will be determined.

### 9.2.3 Gender Considerations

As mentioned in previous chapters, involuntary physical and / or economic displacement can disproportionately affect women, as their unique role in the household means they may have more difficulties than do their male counterparts coping with the familial disruption that resettlement can cause.

Chapter 6 discusses how the community consultations conducted between June 2019 and November 2020 sought to actively incorporate women. Among these were holding consultations at times and in places amenable to the participation of women and holding women-only focus groups to ensure that women in the communities felt able to speak freely.

With similar intent, the LSP outlined above proposes to facilitate the inclusion of women in compensation entitlements and livelihoods planning through:

- Provision of additional incentive for joint-ownership of land at 5% of total land compensation for joint land ownership (man and woman);<sup>54</sup>
- Provision of a joint account for PAPs accepting cash compensation;
- Ensuring at least 50% of livelihood trainings are reserved for women;
- Providing support to encourage women's participation in trainings including offering childcare support and mobile trainings;
- Facilitating the formation of women-based cooperatives and self-help groups;
- Ensuring that displaced women are able to access provisions in the Gender Action Plan and other relevant programming outlined in the Project ESIA (see ESIA Chapter 7.3);
- Running awareness programs on various issues including reproductive health, risks of gender-based violence, and trafficking in persons; and
- Providing information on available government programs focused on women, and access to finance/credit.<sup>55</sup>

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<sup>54</sup> ERM recognizes the potential for this system to be abused; therefore, rigorous safeguards will be put in place, including requiring PAP to provide documentation of land purchase prior to receiving the incentive.

<sup>55</sup> As described in the Project ESIA, population influx associated with the Project may increase the risk of gender-based violence and trafficking in persons in the Project area (ESIA Chapter 7.3). Therefore, the Project will either incorporate displaced households into the mitigation measures and management plans provided for under the ESIA, or will run parallel awareness programs in displaced communities and amongst displaced

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PAPs (depending on what makes the most sense logistically, to ensure involvement of displaced PAPs and, especially, vulnerable households and women).



## 10. VULNERABLE HOUSEHOLDS

IFC defines vulnerable or “at risk” persons as those who, “by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage, or social status, may be more adversely affected by resettlement than others and who may be limited in their ability to claim or take advantage of the resettlement assistance and related development benefits.”

### 10.1 Vulnerability

Vulnerability may be viewed in the context of two groups:

- Pre-existing condition independent of the Project, which is reflected in an individual or groups’ ability to access socioeconomic or environmental resources, or low status in certain socioeconomic indicators (health, education, income, etc.); and
- Transitional hardship vulnerability, caused by Project-related physical and economic displacement.

Vulnerable individuals and groups are often less able to adapt to socioeconomic or bio-physical changes and may find it difficult to access benefits from the Project.

### 10.2 Vulnerable PAPs - Factors Used in Assessment

Four main indicators were used in assessing the vulnerability level of PAPs. These are as follows:

- Gender: Female PAPs who are household heads (female headed households) and are taking care of a household with dependents (children or elderly).
- Disability: households with a household member with physical and intellectual disability (i.e., PAPs who have impediment in seeing (blindness), walking, hearing, etc.).
- Poverty: Households with incomes falling under the generally accepted indicator of poverty (< GHS 9.00 per day);
- Age: PAPs aged 71 years or older that do not live with a member of the working-aged population.

These indicators of vulnerability will be validated during the RAP engagement and disclosure – if any additional forms of vulnerability are identified (i.e. those with temporary businesses, farmers), they will be reflected in final compensation agreements.

### 10.3 PAPs Considered Vulnerable in the Project Area.

Based on the indicators described above, the table below presents the number of PAPs considered as vulnerable among those enumerated in the Project area.

**Table 10.1 PAPs Identified as Vulnerable<sup>56</sup>**

#	INDICATORS	MALE	FEMALE
1	Gender	-	36
2	Disability	0	0
3	Poverty	19	13
4	Age	3	2

<sup>56</sup> Due to limitations in the dataset for Section 2 (a large percentage of survey respondents did not answer this question and / or did not fill out information for their household members). To rectify this, during RAP engagement (pre-disclosure engagement, compensation agreement negotiations), GHA will consult PAPs concerning the definition of vulnerability proposed by the project, and inform them that they will be able to claim vulnerability (if applicable) during their compensation agreement negotiations. PAPs will also be informed that they have recourse to the Grievance Mechanism for any Project-related concerns.

## 10.4 Classification

PAPs who are affected by at least one of the above four indicators are classified as *vulnerable* whilst PAPs who are affected by two of the indicators are classified as *more vulnerable* and PAPs who are affected by three or four of the indicators are classified as *most vulnerable* (see Table 10.3).

Due to limitations in the data collected for Section 2 (see Footnote 60), all PAPs will be considered *vulnerable* and thus provided 5% of their total asset compensation amount as a vulnerability allowance (up to a maximum of three months minimum wage, as explained in Chapter 7). PAPs that are *more vulnerable* or *extremely vulnerable* may utilize the grievance mechanism and/or compensation agreement discussions to claim additional support. The option to utilize the grievance mechanism must be socialized as part of the pre-disclosure engagement and again during compensation agreement discussions. Moreover, the Project must also seek to actively facilitate access to the grievance process in cases of higher vulnerability, as these PAPs may be less willing or able to seek recourse due to lower levels of empowerment, understanding, or time to launch and pursue a grievance to its full conclusion.

**Table 10.2 Classified Vulnerable PAPs**

Scale	Male	Female	Grand Total
Vulnerable	20	18	38
More vulnerable	2	14	16
Most Vulnerable	0	1	1
<b>Total</b>	<b>22</b>	<b>33</b>	<b>55</b>

Additional measures that may form part of the Vulnerable Support Program include:

- Measures to ensure full participation in the Resettlement Steering Committees (RSC) and / or Community Compensation Forums (CFF), including opportunities to contribute their perspectives and have their concerns addressed through, for example, direct dialogue or dedicated representation at negotiation forums and focus groups;
- Measures to ensure full understanding of the RAP and any subsequent legal agreements prior to signing, such as through small group and/or individual meetings;
- Provision of extra moving, salvaging, or logistics assistance, and ensuring the LSP is capitalized on by providing a dedicated support contact, among other means;
- Provision of targeted assistance under the LSP; and,
- Regular monitoring throughout the resettlement planning and implementation process.

The Project will continue implementation of the Vulnerable Support Program until such vulnerable people and their households have been successfully re-established.

## 11. GRIEVANCE MANAGEMENT

This chapter outlines the grievance mechanism and respective principles the Project will apply (see Stakeholder Engagement Plan [SEP] included in ESIA for further details). A grievance is considered to be any complaint, comment, or suggestion about the way a project is being implemented. It may take the form of specific complaint about impacts, damages, or harm caused by the Project, concerns about access to the Project stakeholder engagement process, or about how comments and concerns about Project activities during construction or operation, or perceived incidents or impacts have been addressed.

### 11.1 Grievance Mechanism Principles

A grievance mechanism is an established process to receive stakeholder concerns and grievances and to facilitate their resolution through a set procedure. Depending on the scale of potential risks and adverse impacts of a project, the grievance mechanism may be adjusted accordingly.

A grievance procedure specific to the Project will be developed with the following aims:

- To identify and manage stakeholder concerns and thus support effective risk management;
- To prevent adverse consequences of failure to adequately address grievances; and
- To build and maintain trust with all stakeholders.

The general principles of effective grievance management are:

- Assignment of responsible person, team, or function to organise the resolution of grievances;
- All stakeholders have the right to be informed about the Project and to raise concerns and suggestions during the decision-making process;
- Grievances and concerns are to be addressed promptly and effectively;
- The process is to be transparent, culturally appropriate, and anonymous (if required, protecting privacy of affected individuals);
- The GRM is to be accessible to all stakeholders at no cost and without retribution; and
- All stakeholders are to be continuously informed about the grievance mechanism.

### 11.2 Anticipated Grievances Regarding Land Acquisition and Compensation

The Project is expected to generate a number of grievances, specifically related to the land acquisition and compensation process. These grievances are most likely to include the following:

- Misidentification of assets and/or valuation errors;
- Disputes over plot boundaries, either between the PAPs and the Project or between neighbouring households;
- Disputes over asset ownership (i.e., two individuals claiming ownership of the same asset);
- Disagreement over the valuation (either the unit rate applied or the count) of a plot or other asset;
- Disagreement over the valuation established by railway construction project by AFCONS<sup>57</sup> and ECR Lot 1 reconstruction;
- Family disputes resulting in conflicts over ownership of a given asset;

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<sup>57</sup> The Tema-Mpakadan railway line, currently under construction, crosses the existing corridor at Afienva (Section 2 of the road alignment). The firm executing the railway construction works, AFCONS, has its office located also along the road alignment at KM 18.7. Based on the agreement by GHA and GRDA, PAPs between PK 14+925 to PK 15+925 and PK 61+225 to PK 62+225 will be compensated based on the RAP established by AFCONS.

- Disputes over ownership of a business or commercial enterprise (e.g., where the owner and the operator are different persons), which gives rise to conflicts over the arrangements for sharing compensation; and
- Damage to un-expropriated assets including land, crops, and trees.

### 11.3 Grievance Redress Mechanism Scope

To ensure a consistent approach for all Project-related grievances, grievances pertaining to land acquisition and compensation will follow the GRM that will be established in the Project's SEP.

The GRM will be open to all Project stakeholders including impacted individuals and communities who wish to submit their views, feedback, questions, suggestions, comments, and/or complaints regarding Project activities.

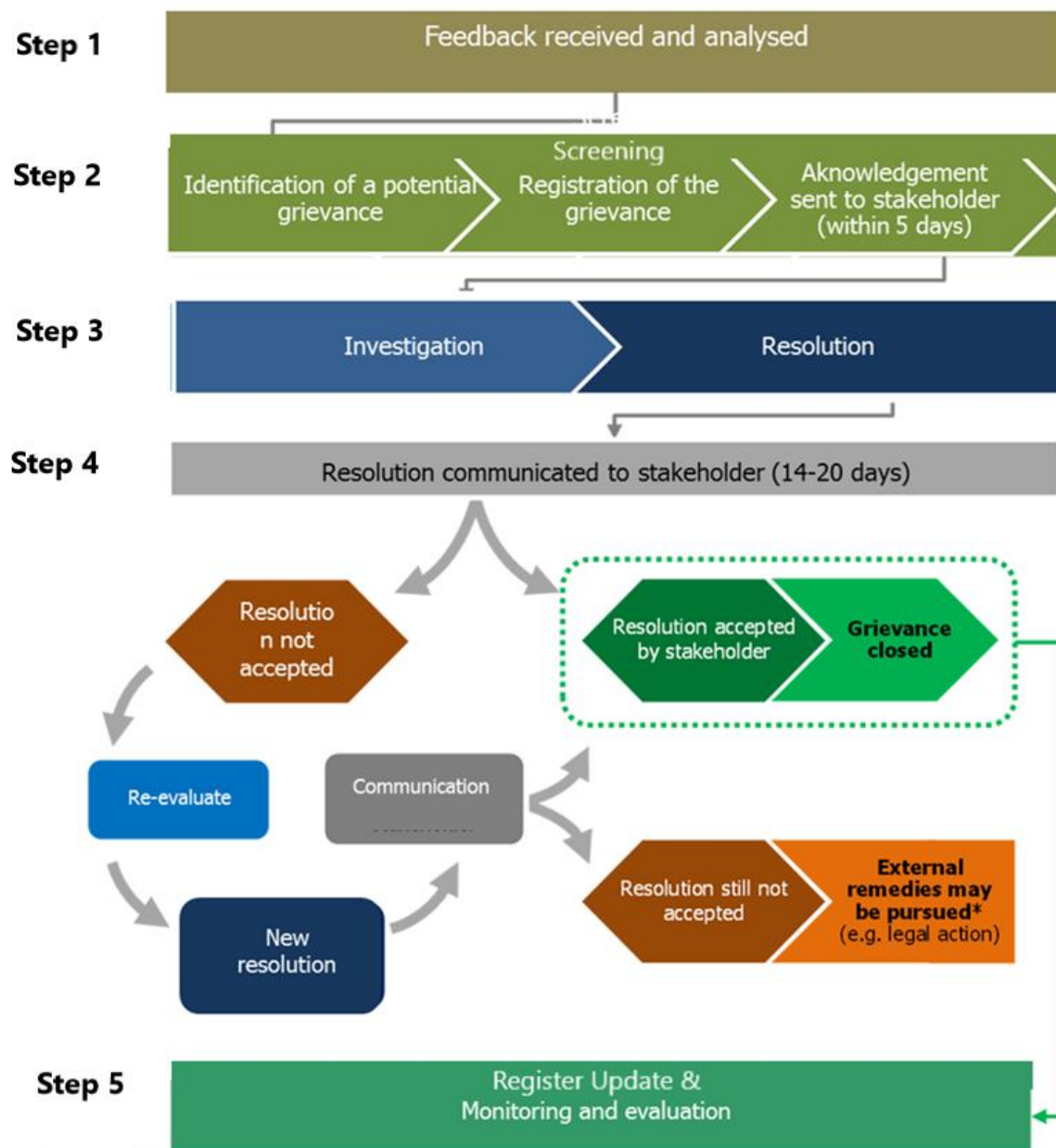
The primary scope of the GRM includes:

- Providing a predictable, transparent, and credible process to all parties for resolving grievances in a manner that results in outcomes that are seen as fair, effective and lasting;
- Building trust in stakeholder engagement activities and procedures; and
- Supporting the systematic identification of emerging issues as well as facilitating corrective actions and pre-emptive engagement.

### 11.4 Grievance Redress Procedures

Consistent with international standards, the Project's GRM includes the following five-step procedure:

- Step 1: Receipt
- Step 2: Screening (classification, registration, and acknowledgement)
- Step 3: Investigation
- Step 4: Resolution and Feedback
- Step 5: Monitoring and Evaluation



Source: ERM, 2019

**Figure 11-1 Grievance Redress Mechanism**

The GRM includes but is not limited to:

- A template (record form) for logging complaints and suggestions;
- A direct phone line made available for anybody interested in communicating about the project;
- An appropriate access via emails and direct meetings with responsible project persons before, during and after construction works; and
- An online complaint form.

Once GHSA, with the support of INZAG and ACON, begins implementing the SEP, the grievance form will be made available at all relevant municipalities of affected communities. The template will be made available in the local administration office, and anybody interested in any aspect of the Project can log

it whenever necessary. The Project will collect logged grievances on a regular basis (e.g., once a week). The direct phone number and email address from the relevant managing party of the Project (e.g., grievance officer, community liaison officer [CLO]) will be provided to all interested parties for enabling them to contact the Project's representatives whenever necessary. An online contact form will be available on the Project website, as an option. A complaint is considered to be valid if it is submitted using one of the above-mentioned channels.

A dedicated CLO will be responsible for reviewing all aspects of each grievance and reach a decision on the next step. Where the employee cannot reach a decision, project management shall be responsible to determine the next steps, which amongst others, may involve additional experts/personnel to support the grievance manager for a further review or may involve the project management determining the decision to be implemented.<sup>58</sup>

The Project will make all reasonable efforts to address the complaint upon acknowledgement of the grievance, progress chasing with the responsible person/department if actions are overdue and escalating any major problems to senior management.

All grievances will be acknowledged and responded to within a reasonable period of time (see Section 11.4). Once a grievance is logged, the related environmental and social event(s) that caused the grievance will be tracked to ensure proper closed-out of the grievance and prevent similar grievances.

If the complainant is not satisfied with the solutions proposed/implemented to address the grievance, one may seek other legal remedies in accordance with the legal framework of Ghana.

Where a grievance is passed to a third party for resolution, it is important to recognise that the ultimate responsibility for grievance resolution lies with the Project, including such cases where the third party fails to reach an acceptable resolution.

## 11.5 Grievance Management Timeline

Table 11.1 provides the estimated timelines that the Project will follow when addressing a grievance.

**Table 11.1: Grievance Mechanism Response Times**

Grievance Process Step	Timeline (Working Days)
Receive, analyze, identify, register, and acknowledge the grievance.	Verbal acknowledgment within 3 days of receipt; written acknowledgment within 10 days of receipt
Investigate and develop grievance resolution. Proposed resolution must be communicated to the stakeholder.	Within 14-20 days of receipt
Reach resolution with complainant	Within 14 days of screening and assessment for minor grievances (e.g., compensation dispute, minor damages, information suggestions/requests)  Within 3-5 days for serious grievances (e.g., livelihood threatening, gender-based violence)
Implement solution	Within 14 days of screening and assessment for minor grievances (e.g., compensation dispute, minor damages, information suggestions/requests)

<sup>58</sup> Any grievances received related to the Tema-Mpakadan railway line construction (due to the overlap of projects between PK 14+925 to PK 15+900 and PK 61+225 to PK 62+225) will be forwarded by INZAG to AFCONS' responsible authority.

	Within 3-5 days for serious grievances (e.g., livelihood threatening, gender-based violence)
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## 11.6 Documentation and Reporting

The Project will keep a grievance log / register. All valid complaints received (including the ones received during ESIA disclosure) will be processed and registered in the log. The grievance registries will be kept in order to track all grievances and to be able to present these registries upon any request from lenders or other relevant entity. The period of time for registry keeping and the methods for archiving documents should be established by internal procedures.

The central log will include the following information:

- Date lodged by complainant;
- Contact details of complainant (if not anonymously submitted);
- Name of the technical staff charged with addressing the complaint, if appropriate;
- Type of grievance and general information;
- Proposed resolution of the complaint;
- Due date;
- Decision;
- How and when relevant Project decisions were communicated to the complainant;
- Feedback from the complainant;
- Results; and
- Closing date of the issue.

A close out form signed off by the complainant shall be obtained and registered into the system.

Grievances will be monitored by a set of indicators, which shall include the following items in relation to the GRM:

- Number of grievances;
- Type of grievance;
- Number of valid complaints (and number rejected as unclear, problematic or dubious);
- Sources of complaints;
- Number of resolved grievances;
- Number of unresolved grievances;
- Average time for resolution of complaints.

A clear record of all these indicators will be kept. Where possible the indicators shall be differentiated by gender and type of stakeholder.

Depending on monitoring outcomes, the SEP as a living document will be periodically updated.



## 12. MONITORING AND EVALUATION

Monitoring and evaluation are crucial for the success of any resettlement project, as they verify the implementation of the Resettlement Action Plan and the success of livelihood restoration. The purpose of monitoring and evaluation is to provide Project stakeholders, impacted individuals, and relevant authorities with information about whether resettlement activities align with overall resettlement objectives, as well as support the early identification and timely adjustment of any issues related to implementation.

In accordance with the IFC PS, the main objectives of Project monitoring and evaluation monitoring and evaluation are to determine the following:

- The physical progress of resettlement and rehabilitation activities;
- The timely disbursement of compensation payments;
- The effectiveness of public consultation and participation activities; and
- The sustainability of income restoration and development efforts among affected communities.

Monitoring and evaluation will also serve to determine the appropriateness of grievance mechanisms and corrective actions as well as strengthen accountability and transparency on issues encountered. In addition, the monitoring and evaluation program informs a better understanding of the specific needs of vulnerable groups based on impacts experienced post-resettlement and their ability to cope (including levels of resilience). Monitoring of additional support measures will also identify whether or not program objectives are achieving the intended outcomes for beneficiaries.

This chapter outlines the monitoring and evaluation monitoring and evaluation measures that will be required to enable GHA, INZAG, and other stakeholders to determine if the RAP activities are undertaken and objectives are met in accordance with international and national best practice, and to put in place corrective measures as necessary. The monitoring and evaluation program will be updated as required during the RAP implementation.

### 12.1 Monitoring and Evaluation Program

The RAP monitoring and evaluation program will be integrated into overall Project management processes to ensure that resettlement activities are aligned with the overarching development of the Project. The resettlement process will be monitored through an internal monitoring system undertaken by the resettlement team (which will include a dedicated monitoring and evaluation office monitoring and evaluation) and an external monitoring system operated by an independent third party consisting of external audits with regular progress reports disclosed to Project management.

The monitoring and evaluation program will consist of three main components including:

1. Performance monitoring;
2. Impact monitoring; and
3. End term evaluation or completion audit.

These components are described in turn below.

#### 12.1.2 Internal Monitoring

##### *Performance Monitoring*

Performance monitoring is an internal management function and will be driven by tracking implementation of RAP activities against milestones established by the Project. Monitoring will be done against national indicators and the other baseline information outlined in Chapter 5. Performance milestones for this Project include:

- Grievances redress procedures in place and functioning (i.e., grievances effectively managed);
- Compensation payments disbursed;
- Replacement residential plots and houses secured;
- Replacement agricultural land secured;
- Affected households relocated;
- Livelihood restoration and development plans in place and activities initiated (specifically for vulnerable households);
- Identification of emerging issues and potential problems with need to be managed; and
- Monitoring and evaluation reports submitted.

Monitoring will consist of periodic monitoring reports, including monthly internal reports and quarterly or half yearly reports to external stakeholders.

Monitoring will continue for no less than three years after the displacement of PAPs. If, at the three-year mark, it can be demonstrated that the PAPs have successfully restored their livelihoods and quality of life, resettlement-specific monitoring will cease (although the LVD may choose to continue baseline monitoring beyond this time based on internal processes and priorities). Where households have not restored their quality of life, monitoring will be extended as necessary until it can be documented that they have.

Monitoring activities will include the collation and analysis of data from:

- Monthly and other Project records and reports;
- Meeting minutes and records;
- Conventional household and community sample surveys, conducted at regular intervals;
- Community engagement and feedback from interviews, workshops, and site visits etc.;
- Regularly updated community profiles that track key information about Project-affected villages and host communities;
- Discussions with the construction contractors and other implementing contractors and agencies to review progress against the RAP; and
- Reports on grievances regarding the subjects of grievances and resolution timeframes.

### *Impact Monitoring*

Impact monitoring will be used to determine the long-term implications of RAP policies on the overall well-being of impacted populations. Indicators related to the living standards and livelihoods of PAPs and impacted communities will be tracked against baseline information gathered during the household census and asset inventories.

Table 12.1, further below, provides a list of monitoring indicators for external monitoring. For internal monitoring, GHA will draw from this list of indicators, based on their feasibility at the local level in terms of cost, logistics, and cultural appropriateness as well as their ability to provide quantifiable data that can be measured throughout the established monitoring period. Wherever possible, quantitative information will be complemented by qualitative monitoring to assess the satisfaction of affected people with resettlement initiatives and their adequacy to mitigate the impacts of displacement.

Impact monitoring will be conducted using a statistically significant sample population (confidence level of  $\pm 95\%$ <sup>59</sup>) of PAPs as well as focus groups and interviews with key informants including vulnerable groups, community leaders, and relevant administrative authorities. Supplementary focus groups may be organized as needed based on emerging issues and areas of interest. Monitoring will be completed by the monitoring and evaluation officer or by credible third parties including partner organizations and administrative officials involved in implementation. Interviews will be held with customary authorities, district level health and education professionals, and technical services to gather relevant feedback on resettlement impacts as well as additional needs going forward.

All information collected through impact monitoring will be non-attributional and maintain the confidentiality of participants.

Quarterly impact and performance monitoring report will be prepared until physical resettlement has been completed. Monitoring reports will be evaluated to provide an opportunity to identify key lessons learnt and correct deviations from the principles and objectives outlined in this RAP. After physical resettlement has been completed, monitoring frequency will then reduce to six monthly until the completion audit.

### 12.1.3 External Monitoring

The key objective of external monitoring is to determine whether compensation and other Project efforts to restore/improve the living standards and livelihoods of Project-affected households have been adequately designed and executed, and to verify performance of the RAP implementation team and implementing partners. External evaluation will be undertaken by an external party appointed by the Project and approved by Project lenders, and will be informed by primary and secondary data collection and rely on internal monitoring outputs such as monitoring reports, meetings minutes, and progress reports as well as independent surveys and consultation conducted by the external monitoring and evaluation consultant directly. The evaluator will recommend corrective measures if so required.

External evaluation will be undertaken annually throughout the duration of the RAP implementation and until a completion audit has demonstrated successful conclusion of resettlement and livelihood restoration.

### Completion Audit

A completion audit will be undertaken once it has been determined that standards of living and livelihoods have been successfully restored. This will include a sample survey of the affected people (minimum 25 percent of affected people). Should the completion audit confirm the resettlement activities have been implemented and that livelihoods have been restored, the RAP will be considered closed.

Among the key objectives of the evaluation or completion audit are the following:

- Overall assessment of the RAP implementation against the objectives and procedures set out in the RAP (to be developed);
- Assessment of compliance of implementation with Ghanaian laws, regulations and international practice including IFC PS5 safeguard policies;
- Determination of execution of RAP efforts to restore living standards of the affected population;
- Verification of provision of all physical inputs and services committed in the RAP;
- Assessment of fairness, adequacy, and promptness of the implemented compensation and resettlement procedures;

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<sup>59</sup> The precise number of affected households for the entire Aol for the Project (i.e., all Sections in Lot 1) is not yet available, as data collection for Section 3 and Section 1 has not been completed. It is therefore not yet possible to identify what constitutes a statistically significant sample size. However, if one uses a very rough estimate of 750 affected households across all three Sections of Lot 1, then the sample size would be approximately 225 households.

- Evaluation of the impact of the compensation and resettlement program on livelihood restoration, measured through incomes and standards of living; and
- Identification of potential corrective actions necessary to mitigate the negative impacts of the program, if any, and to enhance its positive impacts.

## 12.2 Monitoring Indicators

Performance and impact monitoring will assess key resettlement implementation activities against work plans and budgets as well as effectiveness of the resettlement activities. The monitoring indicators are outlined in Table 12.1 below.

**Table 12.1 Monitoring Indicators**

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**Performance Milestone Indicators:**

- Spend against budget;
  - Completion of RAP disclosure;
  - Completion of household sign-off;
  - Commencement of physical relocation activities;
  - Grievance mechanism developed and distributed
  - Hiring external consultant; and
  - Delivery of livelihood inputs.
- 

**Output Indicators:**

- Number of open and closed grievances recorded;
  - Number and type of engagement materials developed in response to issues frequently raised;
  - Number (by type) of engagement activities;
  - % of Resettlement Agreements signed by PAPs;
  - % of vulnerable households that have received a visit from Project staff;
  - Number of cultural heritage assets impacted and % of impacted assets successfully compensated/moved;
  - Number of PAPs with one household member employed in the Project implementation – person days;
  - % of PAPs receiving distribution of livelihood restoration inputs.
- 

**Outcome Indicators:**

- % households that have built replacement homes
  - % households that have resettled in new accommodation;
  - % households that have restored agriculture productivity;
  - % households satisfied with the resettlement process.
  - Number of grievances received and % being resolved within the stipulated window
  - % of PAPs attending public meetings or training events
  - Average household landholding for displaced households compared to prior to Project land acquisition
  - % of PAPs reporting a favourable opinion of the Project
  - % of vulnerable households among PAPs compared to prior to Project land acquisition
  - % of PAPs complaining of entitlement mismanagement and resulting impoverishment.
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**Socioeconomic monitoring indicators:**

- |  |   |
|--|---|
| <ul style="list-style-type: none"><li>■ Level of satisfaction of the affected persons (PAPs)</li><li>■ Change in socioeconomic profile and standard of living;<ul style="list-style-type: none"><li>- % of households with savings;</li><li>- % of households in debt;</li><li>- % of households with security of tenure to agriculture land in the Project RoW;</li><li>- % of households reporting food shortages in the last year;</li><li>- % of households that grow all or most of their produce;</li><li>- % of households foraging;</li><li>- % of households with one or more members in paid employment;</li><li>- % of people involved in livelihood activities within each household;</li></ul></li><li>■ Social adaptability and cohesion<ul style="list-style-type: none"><li>- impact on trade/economic activities</li><li>- ownership status</li><li>- access to business utilities and facilities</li></ul></li></ul> | <ul style="list-style-type: none"><li>■ Access to utilities and facilities<ul style="list-style-type: none"><li>- % of households reporting a member suffering from a health condition in the last 6 months;</li><li>- Average self-reported time in minutes to access a medical facility;</li><li>- Average self-reported time spent collecting water;</li><li>- % of households with access to an improved water source;</li><li>- % of households with access to electricity; and</li><li>- % of households with access to improved sanitation.</li></ul></li><li>■ Status on redressal of complaints and grievances</li><li>■ Care and attention to vulnerable groups</li></ul> |
|--|---|
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## 13. IMPLEMENTATION

### 13.1 Organizational Arrangements, Roles, and Responsibilities

The institutions with responsibility for implementing the RAP are outlined below.

#### 13.1.1 Ministry of Roads and Highways (MRH)

The MRH has total oversight of the road sector with the mandate for policy formulation, sector coordination and oversight, and sector performance monitoring and evaluation of the following broad areas:

- Road infrastructure development and maintenance; and
- Road maintenance financing.

The MRH has the singular task of coordinating and guiding the activities of GHA (the main implementing agency of the roads under this Project). The MRH has a Road Safety, Environment and Social Officer under the Policy and Planning Directorate, who has direct responsibility to coordinate policy planning (including resettlement), related issues.

#### 13.1.2 Ghana Highway Authority

The GHA, as the Project owner, has ultimate responsibility to lead acquisition of land required for the Project. The GHA Environmental Management Unit (EMU) and the valuation section are responsible for ensuring adequate implementation and compliance of the RAP. GHA will prepare and issue offer letters and subsequent compensation payment to the PAPs in accordance with this RAP and manage any grievance that may occur with assistance from RSC and other grievance bodies outlined in Chapter 11.

#### 13.1.3 INZAG

INZAG is the Lot 1 EPC contractor. INZAG is responsible for the provision of funds for compensation to the persons affected by the Project. Once the compensation budget has been validated by LVD, INZAG will make the total amount needed to cover the compensation to GHA for subsequent payment. INZAG's Social Manager will have an oversight and monitoring role with regard to resettlement implementation. He/she will liaise closely with the GHA and RSC to ensure INZAG's schedule and timelines can be maintained and adjusted where required.

#### 13.1.4 Local Government Entities

The local government structures (District Assemblies) and the Eastern Regional Coordinating Council will play a part in the planning, implementing, and monitoring resettlement activities.

The Physical Planning Departments (PPDs) of the various District Assemblies are set up to ensure that developments are done in an orderly manner and that land use is optimized. The PPDs are responsible for the preparation of layouts for towns and cities. They also assess and approve layout by prospective developers (especially the private estate developers) and specify all reservations based on projected land use plans. It ensures that the RoW is established according to the approved design.

The District Assemblies involved (Shai- Osodoku District, Yilo Krobo District and Manya Krobo district) will play a significant role in the implementation of resettlement schemes and also serve as media for public education and community consultations. Some of the administrative structures of the Assemblies, that is, offices of the Assembly member and the Unit Committees will play a key role in awareness creation on project activities, their impact and proposed mitigation measures. The Assembly members also act as witnesses during payment of compensation and supplemental assistance to PAPs.

### **13.1.5 LVD / Lands Commission**

The LVD of the Lands Commission is the government agency authorized to process compensation claims on compulsory acquisitions for government projects. The LVD was involved in the process of collection and authentication of documentation on affected persons and properties, and the preparation of this RAP. The LVD will also validate the assessment of loss and compensation payable to PAPs to ensure that payments are made to all eligible PAPs at full replacement cost as required by IFC PS5. The LVD will authorize compensation valuation list before forwarding it to GHA for processing of payment. Subsequent to clearance being given by LVD, GHA will share the compensation budget with INZAG and request funds for compensation payment.

### **13.1.6 The Environmental Protection Agency (EPA)**

The Project has acquired an EPA permit and the EPA will monitor to ensure that the Project is adhering to the prescribed standards and guidelines.

### **13.1.7 Utility Agencies**

The utility companies that are likely to play a role in the resettlement scheme are: The Electricity Company of Ghana, the Communal Water Sanitation, and/or the Ghana Water Company Limited. At the appropriate times, these agencies will disconnect and reconnect PAPs to their services before and after relocation. Arrangements will be made for special priority to be given to PAPs so that they are not treated as usual applicants for services to their new places.

### **13.1.8 Attorney General's Department**

The Attorney General's Department has redress mechanisms in place for aggrieved persons. Affected persons who are not satisfied with compensation due to them and project grievance mitigation results are empowered by the constitution to seek redress in the court of law. When this happens, the Attorney General's Department represents the government in the court proceedings. The Attorney General's Department has the duty to draft the executive instrument for acquiring the needed land for the project.

### **13.1.9 Traditional Authorities**

Traditional authorities hold deep institutional relevance, particularly in rural areas where they continue to command significant respect. These authorities play a particularly important role in land allocation and management, and in grievance resolution.

### **13.1.10 Local Communities**

Local communities will be part of the implementation arrangements by participating in the monitoring and evaluations of the Project. This will be done through their representatives on Resettlement Steering Committee and the Grievance Committee.

## **13.2 Coordination Initiatives**

### **13.2.1 The Resettlement Steering Committee (RSC)**

As mentioned previously, the RSC will provide a forum through which the Project will plan and implement the RAP with appropriate disclosure of information, consultation, and the informed participation of those affected as well as coordination with other line agencies / departments / offices). This committee will monitor and evaluate the implementation of the RAP. The RSC has representation from GHA, INZAG, district assemblies, traditional authorities, community representatives, and representatives of PAPs.



### 13.2.2 Monitoring and Evaluation Team

The monitoring and evaluation team comprising representatives from GHA and INZAG will be responsible for monitoring of the RAP implementation program to ensure that stated targets are met and PAPs are duly compensated in line with the RAP requirements.

## 13.3 Capacity Building

Capacity building, particularly for the RSC, will be critical to the effective delivery of the resettlement process. Training will need to be provided to all members of this management team in order to ensure that they fully understand the measures committed to in the RAP, as well as the institutional set up and the various roles and responsibilities of all of the stakeholders involved in the process.

Additional capacity building may also likely be required for community representatives sitting on the RSC, in order to ensure that they are able to:

- Deal appropriately with many of the standard, expected tasks / issues, as well as more unexpected or complex ones;
- Use relevant computer programs and maintain relevant databases for monitoring purposes, etc.; and
- Effectively employ communications media and other methods to disseminate information to, and interact with, the communities that they represent.

## 13.4 Implementation Arrangements

### 13.4.1 RAP Engagement and Disclosure

#### 13.4.1.1 Pre-Disclosure Engagement

As outlined in Chapter 6, GHA conducted initial engagement with local authorities pertaining to the resettlement process, and initiated the establishment of a RSC in each district and a CFF in each affected community within the districts. The objective of these bodies – as described in Section 6.3.2 – is to explain the purpose of the land / asset survey and socioeconomic census to affected parties.

The GHA, along with ACON and PSS Urbania, held two RAP Pre-Disclosure meetings for Section 2. The meetings aimed to engage directly with communities about the details of the draft RAP by providing a high-level overview of the Project, proposed entitlement framework and compensation approach, and Project timelines and processes. Additionally, the meetings offered the opportunity to discuss with PAH's how they perceived the anticipated impacts of resettlement. The two meetings were both held on November 4, 2022, and the first was located at the Assemblies of God Church – Christ Transformation Centre in Doryumu, while the second occurred in Adelakope at the Six-Day Mission Stool, Stump Baptist Church. Seventy community members attended the Doryumu meeting and 33 were at the Adelakope meeting. The meeting presenters focused on the same content for both meetings, which included informing the stakeholders about the Project, the RAP activities, entitlement and eligibility, disturbance allowances, livelihood resettlement programs, the grievance mechanism, and how payments will be allotted to PAPs.

The meetings ensured that PAPs are aware of the process and understand the different categories of displacement (i.e., physical, economic, physical and economic) and that compensation and restoration measures will be equitable and defined according to impacts, though not identical across all PAPs. Moreover, the meetings provided an opportunity for PAPs to ask clarifying questions about the Project and its associated impacts. Among the Doruyumu attendees, the main areas of interest largely centered around the following elements:

- Structure Compensation: number of eligible structures; eligibility of structures relative to the defined cut-off date; proving ownership of structures

- Cedi Depreciation: ensuring that depreciation was accounted for in the full replacement cost calculation
- Grievance Mechanism: the channel of communication for complain lodging
- Compensation (General): claiming compensation on behalf of deceased family members
- Vulnerability Allowance: uncertainty about adequacy of the 15% vulnerability allowance for PAPs with three or more vulnerability indicators
- Disclosure Process: expediting the RAP implementation process
- Relocation: whether or not PAPs can return their structures to the roadside after construction; finding a new location for a structure that needs to be moved
- Absentee PAPs: not being present when valuers were assessing the area; implications for absentee PAPs

Conversely, the Adelakope attendees requested additional information about the following:

- Timeline: when compensation will be paid; when the Project will commence
- Engagement: stating that people were not informed about the engagement meeting
- Compensation: whether or not mango sellers are eligible for compensation
- Absentee PAPs: how houses along the road with absentee landlords will be addressed
- Project Footprint: how houses beyond the RoW yet close to the road will be addressed
- In congruence with the final disclosure activities, the Project will simultaneously present compensation contracts to PAPs. The Project will explicitly establish to PAPs that if, during the final disclosure process, substantive changes are made to the compensation amounts and/or livelihood programs the PAPs who already agreed to their compensation amounts will be realigned with the new standards.

#### 13.4.1.2 Additional Engagement

Considering the current COVID-19 situation, public meetings and physical face to face meetings with critical stakeholders and PAPs will be limited to necessary cases for a maximum of 100 people and subjected to strict health and safety conditions. This will enable community members express their views and concerns on the Draft RAP and resettlement itself, while minimizing any chances of COVID-19 community spread. Any planning of public meetings and similar will be updated according to the most up-to-date national health and safety restrictions and recommendations. Following this engagement, GHA will give communities at least 10 days to provide feedback on the Draft RAP, which ERM duly consider and incorporate.

ERM will then produce a Final RAP document with stakeholder comments considered. Following internal approval of the Final RAP by INZAG, GHA, and project lenders, GHA will disclose the RAP through all forms of media (newspapers, websites, etc.) in the Project area. Officials at the respective local authorities will also help in publicizing the resettlement activity to the public and all other stakeholders involved. GHA will also make announcements on local FM radio stations which have a wider coverage and larger audience in the affected District Assemblies. In addition, hard copies of the RAP document will be placed at the offices of the District Assembly/Municipal Council and a hard copy of non-technical summary to the communities within in the three District Assemblies. Hard copies of the final RAP document will also be made available at the MRH, GHA, and EPA Head Offices in Accra and electronic copies accessible via the MRH, GHA, and INZAG websites.<sup>(60) (61) (62)</sup>

This will allow the public to view the RAP document and follow its implementation throughout the resettlement process. INZAG will also share a draft copy with each RSC (as representatives of the community) and key components will be presented and discussed. Key components include

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<sup>60</sup> Ministry of Roads & Highways – A Ministry of the Republic of Ghana (mrh.gov.gh)

<sup>61</sup> GHA website link – current site maintenance on <http://www.highways.gov.gh/>

<sup>62</sup> INZAG Germany GmbH

compensation and livelihood restoration measures, eligibility policies, vulnerability criteria, monitoring and evaluation indicators, and roles and responsibilities of the RSC during implementation. RSC approval will follow CFF sessions to ensure a robust validation process. Following the initial validation, a final copy will be provided to each RSC in English and a non-technical summary will be developed (in English, Dangme, and Ewe).

In congruence with the final disclosure activities, the Project will simultaneously present compensation contracts to PAPs. The Project will explicitly establish to PAPs that if, during the final disclosure process, substantive changes are made to the compensation amounts and/or livelihood programs the PAPs who already agreed to their compensation amounts will be realigned with the new standards.

While ERM anticipates that the majority of stakeholder concerns will be expressed during the two weeks of RAP engagement (plus 30-day comment period), should any additional concerns arise as a result of formal disclosure, GHA will communicate these concerns with ERM and ERM will make any required substantive adjustments to the RAP and / or compensation approach as appropriate.

### 13.4.2 Obtaining PAPs' Sign-off

GHA shall formally make an offer to the affected household or person within two weeks of GHA, INZAG, and lender approval of the consolidated total compensation database (generated by ERM, with values subsequently approved by LVD). These offers will state the type and amounts of compensations being offered. The contents of the letters will be explained to PAPs in applicable languages.<sup>63</sup> PAPs shall be given a period of four weeks after receipt of the offer letters to accept or reject offer. Those who accept shall be required to sign and submit the acceptance letters for their compensations to be paid. Those who do not accept the offer can engage the services of a private valuator who will make a counteroffer and will be invited for negotiation with LVD (the 'negotiation period').<sup>64</sup>

As discussed in Section 13.4.1, any PAP who signed-off on their compensation amounts is entitled to realignment with new amounts if agreements change during final disclosure processes.

### 13.4.3 Compensation Payments

Payments will be made to the affected person by the GHA disbursement team in the presence of INZAG, RSC, and an independent witness of the affected person. To encourage gender equity, GHA will encourage spousal presence for the signing of all agreements to increase household transparency. Payments will cover all financial compensation elements of the RAP outlined in the Entitlement Matrix (Table 8.2 Entitlement Matrix), including allowances and other supplemental payments. Payments start four weeks following communication of first offer to PAPs. That is, each affected person will be paid the compensation due him / her no later than four weeks after the project has initiated the compensation process with PAPs.<sup>65</sup>

The process will be ongoing until all PAPs have been duly paid. Uncollected funds at the end of the designated payment period will be held in a GHA designated account for the project and PAPs can claim their compensation at a later date and be paid from the said account. Any disagreement regarding eligibility will be referred to the GRM. The RSC, GHA, EMU, and supervising consultant will ensure that due process has been followed in preparing and paying of the appropriate compensation.

Payment will follow the established country financial management regulations procedures which requires that all government payments are properly documented and preferably made by cheque. The

63 This timeline assumes that GHA has disclosed the RAP approach to compensation to communities in advance and that they have had a reasonable amount of time (at least 10 days) to express concerns or provide feedback. If disclosure has not been done, then the offers will be made within 10 days of disclosure.

64 It is the responsibility of the PAP to identify and pay (typically approximately 10% of total compensation value) the private valuer;

65 If a PAP does not accept the offer and opts to utilize a private valuer, they must make all efforts to do so within the 20 day time period. GHA will only make exceptions to this under demonstrably exceptional circumstances.

following process is recommended to ensure prompt payment of compensation to affected persons and entities:

- Cheques shall be the preferred and first mode of payment; however, payment may be by mobile money or cash where the amounts involved are less than GHS 5,000. The GHA shall make arrangements with the nearest banks to effect payments by banker's draft where that is agreeable with the PAPs;
- PAPs will be required to produce a national ID for identification purposes. PAPs will also be required to sign an agreement indicating that the compensation payable is the full and final amount due PAP and sign a payment receipt acknowledgement form. A picture will be taken of the PAP for the records;
- Proper receipts will be issued by GHA and copies given to the affected person, the GHA Accounts Department, and INZAG; and
- GHA will submit comprehensive compensation detailing payment made, payment outstanding, and grievances addressed will be submitted to the GHA Accounts Department and INZAG at the end of the compensation payment.

#### 13.4.4 Livelihood Restoration

Responsibility for implementation of livelihoods restoration ultimately lies with the GHA; however, GHA may elect to engage an external consultancy with expertise in livelihoods programming to support in the delivery of the livelihoods programming. GHA may (either directly or via the aforementioned consultancy) engage the Business Advisory Centre (BAC) for the various local authorities within the Project corridor to provide livelihood restoration training and business advisory support services to PAPs requiring this form of support. The BAC is the government's unit responsible for business advisory services for small and medium scale enterprises at the sub-national level. The form of training and business advisory support services to be provided will align with the identified livelihood restoration program outlined in this RAP. In addition, GHA will identify and engage a local NGO to implement agriculture livelihood programs providing PAPs with additional support in form of agricultural inputs and equipment's to expand their farming activities.

#### 13.4.5 Arrangements for Demolition and Land Access

##### 13.4.5.1 Relocation of Temporary Structures

Up to two weeks after receipt of compensation, the RSC and project municipal / district officials will supervise PAPs with temporary structures to relocate the structures. As soon as all of PAPs vacate the site, civil works can commence. This may be done in cooperation with a supervising consultant, should the Project choose to engage one.<sup>66</sup>

##### 13.4.5.2 Partial or Full Demolition of Immovable Structures

Adequate notice will be served to the affected persons concerning date of demolition, removal, or destruction to afford affected persons the opportunity to conveniently move out and / or salvage any building materials. Owners of partially built immovable structures to be demolished will be given two weeks' notice before their structures will be demolished / moved. Owners with fully built immovable

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<sup>66</sup> If, however, construction activities are not ready to begin two weeks after compensation (i.e., the deadline for temporary structures to be relocated), traders with temporary structures may stay and trade up to an additional 2 weeks (up to a total of one month after compensation, as per Ghanaian law), or until 2 weeks before construction is set to begin. For example, if construction is delayed until 5 weeks after compensation, the PAP may continue to trade roadside for 3 weeks after compensation. If construction is delayed for 6 or more weeks, the PAP may continue to trade for a maximum of 4 weeks after compensation. The Project will determine a detailed schedule section by section, in consultation with the construction team and affected stakeholders.

structures will be given at least two months' notice. This notice will correspond with the receipt of their compensations. The process will be supervised by officials from GHA team, RSC, and project district / municipal authorities. This may be done in cooperation with a supervising consultant, should the Project choose to engage one.

### 13.4.6 Implementation Schedule

The implementation schedule starts with the submission of this RAP report to the GHA, INZAG / Project lenders for review and approval and disclosure by GHA. The RAP implementation activities, responsible agencies, and the proposed timeframes are presented below.

**Table 13.1 Overview of RAP Implementation Activities**

Task	Responsible Agencies	Time Frame
Validation of compensation levels for affected persons	LVD	Six weeks after GHA submission of assets inventory data to LVD
Independent validation of LVD valuation rates	ERM	Simultaneous to above
RAP engagement	GHA	Upon receipt of LVD feedback on GHA assets inventory data (2 weeks) + comment period (10 days)
Final RAP submission	ERM	Within two weeks of receipt of stakeholder comments on RAP <sup>67</sup>  Assumes lender approval of proposed changes to RAP received
Review and approval of final RAP	GHA, INZAG / Project lenders	One week after submission of the final RAP by ERM
Approval of final compensation database to LVD	LVD approval	Timing of submission, format required, and length of time for approval TBD
Disclosure of RAP	GHA	One week after approval of the RAP by INZAG / Project lenders  Simultaneous to distribution of offer letters
30-day public comment period (post-disclosure)	GHA to receive comments, transfer to ERM	30-day comment period remains open during distribution of offer letters  Simultaneous to distribution of offer letters, and their consideration by PAPs
Distribution of offer letters <sup>68</sup>	GHA EMU, RSC	One week after approval of the RAP by INZAG / Project lenders  Simultaneous to disclosure of RAP

<sup>67</sup> This estimated timeframe of five days assumes that there are no substantive challenges to the RAP contents or compensation approach.

<sup>68</sup> In November 2022, INZAG identified a 7-km stretch of road in which only agricultural fields were located (no structures). In agreement with Ramboll and lenders, INZAG prioritized this stretch for early construction. ERM provided Ramboll-sanctioned guidance to INZAG concerning the engagement and processes that would need to be followed to ensure that the PAPs affected by this decision are not disadvantaged and are able to fully benefit from any additional modifications to the RAP that arise during RAP disclosure.

Signing and submission of Acceptance letters	PAPs	Within four weeks of PAH receipt of offer letters
Submission of counter offer by aggrieved PAPs and negotiations ('negotiation period')	PAPs, RSC	Received by RSC within four weeks after receipt of offer letters
*If necessary* Determination of adjustments to the RAP and / or top-ups required to compensation or as result of disclosure public comment period	ERM determines GHA / INZAG / lenders endorse  LVD approves	Upon close of 30-day public comment period.
Submission of counter offer by aggrieved PAPs and negotiations ('negotiation period')	PAPs, RSC	Received by RSC within four weeks after receipt of offer letters
Payment of compensations	GHA / RSC	Beginning four weeks after PAH receipt of compensation letters (i.e. at end of 'negotiation period')
Relocation of temporary structures	GHA, local authorities, supervising consultant	Two weeks after PAH receipt of compensation (but see footnote #64)
Demolition (partially or fully) of immovable structures	GHA, local authorities, supervising consultant	With two weeks' notice to owners with partially built immovable structures, and at least two months' notice to owners with fully built immovable structures
Submission of RAP Implementation Monitoring Report to INZAG / Project lenders	GHA	Quarterly throughout the project period
Monitoring and Evaluation of the living standards of PAPs	GHA Safeguards Team, NGO / Consultant	Semi-annual monitoring of quality of life throughout project life
RAP Completion report	GHA EMU responsible for coordination; independent consultant to conduct audit.	After completion of all RAP implementation activities

## 13.5 Budget

The estimated cost for the implementation of this RAP is will be determined following disclosure. It will be broken down according to the table below. The budget for undertaking implementation activities is estimated at ten percent of the total compensation budget.

**Table 13.2 Budget Overview**

#	Expenditure Description	Amount GH¢
1a.	Compensation for Permanent Structures	
1b	Top-up to ensure full replacement cost	
2a.	Compensation for Temporary Structures	
2b	Top-up to ensure full replacement cost	

3a.	Compensation for Crops	
3b.	Top-up to ensure full replacement cost	
4.	Compensation for loss of business income	
<b>A</b>	<b>Subtotal (Compensation Value)</b>	
5.	Vulnerability Allowance	
6.	Livelihood Restoration	
<b>B</b>	<b>Sub Total (Allowance and Livelihood Restoration)</b>	
7.	Cost of Grievance Redress (2% of subtotal A)	
8.	Cost of RAP Completion Report and Audit (2% of subtotal A)	
9.	Implementation (Administrative Charges - 10% of subtotal A)	
10.	Contingency (10% of subtotal A)	
<b>C</b>	<b>Subtotal (RAP Implementation Activities)</b>	
<b>D</b>	<b>GRAND TOTAL</b>	





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