



MINISTRY OF FOOD AND AGRICULTURE
SAVANNAH AGRICULTURE VALUE CHAIN DEVELOPMENT
PROJECT (SADP)

NANDOM MUNICIPALITY
SUB-PROJECTS

RESETTLEMENT ACTION PLAN (RAP)

REVISED FINAL REPORT



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ACRONYMS AND ABBREVIATIONS

AfDB	African Development Bank
DCF	Discounted Cash Flow
FGDs	Focus group discussions
FPIC	Free-prior- informed Consent
GC	Grievance Committee
GhIS	Ghana Institution of Surveyors
GRM	Grievance Redress Mechanism
KIIs	Key informant interviews
LVD	Land Valuation Division
MMDAs	Metropolitan, Municipal and District Assemblies
MoFA	Ministry of Food and Agriculture
NGO	Non-governmental organizations
OS	Operational Safeguard
PAH	Project Affected Households
PAPs	Project-affected-persons
PCU	Project Coordination Unit
RAP	Resettlement Action Plan
SADP	Savannah Agriculture Value Chain Development Project
SAPIP	Savannah Zone Agriculture Productivity Improvement Project
SIP	Savannah Investment Programme

COMPENSATION SUMMARY SHEET

#	Variables	Data
A. General		
1	Region/Province/Department ...	Upper West Region
2	Municipality/District...	Nandom Municipality
3	Village/Suburb ...	10 communities
4	Activity(ies) that trigger resettlement	Land preparation
5	Project overall cost	-
6	Overall resettlement cost	GHC 283,228.00
7	Applied cut-off date (s)	June 15, 2022
8	Dates of consultation with the people affected by the project (PAP)	May 30 to June 15, 2022
9	Dates of the negotiations of the compensation rates / prices	-
B. Specific information		
10	Number of people affected by the project (PAP)	1045
11	Number of Physically displaced	0
12	Number of economically displaced	1045
13	Number of affected households	74
14	Number of females affected	1045
15	Number of vulnerable affected	13
16	Number of major PAP	1045
17	Number of minor PAP	-
18	Number of total right-owners and beneficiaries	-
19	Number of households losing their shelters	0
20	Total area of lost arable/productive lands (ha)	0
21	Number of households losing their crops and/or revenues	0
22	Total areas of farmlands lost (ha)	0
23	Estimation of agricultural revenue lost (USD)	0
24	Number of building to demolish totally	0
25	Number of building to demolish totally at 50%	0
26	Number of building to demolish totally at 25%	0
27	Number of tree-crops lost	0
28	Number of commercial kiosks to demolish	0
29	Number of ambulant/street sailors affected	-
30	Number of community-level service infrastructures disrupted or dismantled	0
31	Number of households whose livelihood restoration is at risk	0

EXECUTIVE SUMMARY

0.1 Overview of Project

The Savannah Agriculture Value Chain Development Project (SADP) is being implemented by the Government of Ghana through the Ministry of Food and Agriculture (MoFA) to serve as part of post COVID-19 reconstruction efforts aimed at addressing disruptions in food systems in Ghana. It builds on earlier successes under the Savannah Zone Agriculture Productivity Improvement Project (SAPIP) and Savannah Investment Programme (SIP) that have so far expanded the production of maize and soybean from 80 hectares in 2018 to 14,000 hectares in 2021. This program is expected to build on the achievements made and to further expand production of rice, soybean and maize by additional 8,000 hectares by 2026. The SADP project, is being implemented in nine (9) different Metropolitan, Municipal and District Assemblies (MMDAs) across Ghana.

The overall goal of the project is to increase production of livestock (particularly poultry meat), contribute to industrialization, youth employment and food security. The project is expected to contribute to the Government's industrialization agenda, including One District One Factory (1D1F), support skills development and entrepreneurship for women and youth, and build resilient food systems in the savannah areas of northern and middle belts of Ghana.

The proposed project will have three components namely (i) Component 1: Production Development, (ii) Component 2: Integrated Agribusiness and Value Chain Development, and (iii) Component 3: Project Management and Institutional Support.

No	Component Name	Sub-Component and Activities
1	Production Development	<p><u>Sub-component 1.1 Commercial Production of Maize and Soybean under Conservation Agriculture</u></p> <ul style="list-style-type: none"> • Production and promotion of certified hybrid maize and improved soybean seeds, in collaboration with seed companies. • Support to land development and mechanisation services. • Training of producers, haulers, aggregators and marketers on sanitary and phytosanitary (SPS) issue relating to maize and soybeans • Farmer mobilisation and awareness creation on conservation agriculture. • Train project staff and farmers on Integrated Crop and Pest Management (ICPM), including biological control options for the management of Fall Army Worm (FAW) and aspergillus on Maize and Soybeans. • Conduct surveillance and collect data on pests attacking the Maize and Soybeans in the project zones with specific reference to FAW. • Support out-grower contractual arrangements • Use of ICT for soil suitability assessment and GIS mapping of commercial farms

		<ul style="list-style-type: none"> • Promotion of climate smart agriculture, environmental conservation best practices, including use of economic trees such as shea, dawadawa, mango, cashew etc • Community sensitization, Establishment of fire belts and enforcement of community fire by-laws to deal with the impact of bush fires. • Promote the use of Nitrogen fixing inoculants to boost soybean yield <p><u>Sub-component 1.2 Promotion of Small and Medium Scale Commercial Poultry Production</u></p> <ul style="list-style-type: none"> • Input support to small and medium scale commercial poultry farmers (poultry cages, day old chicks, feed stock, vaccines, veterinary drugs, etc) • Supply of local chicken to vulnerable households, especially women headed households • Support to poultry diseases surveillance, diagnosis and control • Training and capacity building on business development, animal husbandry and health • Support to hatchery expansion, including parent stock for broilers, guinea fowls and local chicken
2	Agribusiness and Value Chain Development	<p><u>Sub-component 2.1 Value Addition and SME Development</u></p> <ul style="list-style-type: none"> • Promotion of quality standards for rice, maize and soybean production, storage and processing • Support business development, including improvements in business processes of existing commercial farmers • Enhance access to market information (e.g. quantity, quality, timing and pricing) • Promote the development of allied services (packaging, new distribution networks for poultry products, transport services, new agro-input delivery systems, etc) • Support and training of poultry producers on ISO 9000 & other necessary certification requirements on poultry to access premium market. • Support to feed millers to improve feed stock and expand processing capacity • Enhance investment facilitation and promotion to increase the number of commercial producers and processors in the Savannah regions • Support for cold chain development for chicken <p><u>Sub-component 2.2 Youth/Women Empowerment and Nutrition</u></p> <ul style="list-style-type: none"> • Promote other income generating activities for women and youth, including shea, dawadawa, mango, cashew production and processing • Support women and youth on marketing and supply of poultry products to key institutions and programs including the school feeding program • Capacity building for women and youth in small-scale commercial poultry business management and

		<p>entrepreneurship, including mentorship.</p> <ul style="list-style-type: none"> • Promote the consumption of local poultry and eggs to improve household nutrition, and in particular maternal and child nutrition to prevent stunting • Promote the breed improvement of local poultry through cockerel distribution program
3	Project Management and Institutional Support	<p><u>Sub-Component 3.1 Knowledge Management, Monitoring and Evaluation</u></p> <ul style="list-style-type: none"> • Development of annual work plan and budget • Establishment of results-based management system for M&E • Conduct Beneficiary Impact Assessment. • Conduct Project Mid-Term Review. • Conduct Project Completion/Technical Review (PCR). • Video and pictorial documentation of success stories • Undertake relevant studies, including socio-economic surveys, soil suitability surveys • Development and Implementation of Environmental and Social Management Plan (ESMP) • Enhance capacity to mobilize private sector investors in the maize-soybean-poultry industry
		<p><u>Sub-component 3.2 Project Coordination.</u></p> <ul style="list-style-type: none"> • Upgrade the project coordination unit with additional staff • Procure vehicles for PCU, office equipment and furniture as may be required. • Facilitate annual financial audits. • Facilitate procurement audit. • Facilitate Project Steering Committee (PSC) meetings.

Within the district, the project will not be accessing land directly but will target existing farmers with access to land hence land take is not expected to be an issue. However, some 788 women within 34 households who pick fruits of shea and dawadawa trees are expected to be economically displaced as access to these resources will be restricted.

0.2 Legislative framework

This RAP outlines the framework and principles for execution of the Project compensation and livelihood related issues for project affected persons as early as possible in project development. This is in accordance with the requirements of the African Development Bank (AfDB) Operational Safeguard (OS) 2 on Involuntary Resettlement, Land acquisition, Population Displacement and Compensation (OS2), IFC PS 5 on Land Acquisition and Involuntary Resettlement and national legislation including:

- The Constitution of the Republic of Ghana, 1992
- Ghana's National Land Policy, 1999
- The State Lands Act 1962, (Act 125) and the State Lands (Amendment) Act, 2000 (Act 586)

- The Land Act, 2020 (Act 1036)
- The Office of the Administrator of Stool Lands Act, 1994 (Act 481)
- The Administration of Lands Act, 1962 (Act 123)
- The Lands Commission Act, 2008 (Act 767)

0.3 Baseline

The total population of the project communities is about 10,450 made up of 40.1% males and 59.9% females. Tampelle community recorded the highest population of 2,000 with Kogle kuudateng community recording the least population of 450

The municipality has a slightly higher female than male population. Similarly, of the PAPs interviewed, 46.0% were males and 54.0% females. Most (66.3%) of the respondents indicated that they are currently married, with 28.4% never married, 2.2% having lost their spouses and 3.1% divorced.

The predominant ethnic group in the district is the Dagaabas. Other tribes include Hausa, Mossi, Sissala, Asante etc. Literacy at the district level is low (49.2%) and the case is similar in project communities as more than half of the population have no formal education with only 2.1% having attended a tertiary institution.

Agriculture is the primary occupation and engages about 78.3% of the population. Other occupations include craft and related trade (9.6%) and service and sales (4.1%). Consistent with the trend at the municipality level, over 80.0% of respondents and PAPs were engaged in crop farming as their main source of livelihood.

Land ownership follows a patrilineal system with regards to land inheritance. Accordingly, inheritances can go to the male's sons or brothers. Dagaabas are the land custodians, and according to the customs that have been passed down, women are barred from land ownership and entitlements, which are mostly acquired through inheritance. Land ownership in traditional society tends to be acknowledged by communal recognition and observation, or that of the ruling traditional elder. Deeds or papers are not usually involved, nor are lawyers.

Thirteen (13) vulnerable persons were identified. Six (6) were persons with disability such as difficulty in walking (50.0%), visually challenged (33.0%) and severe memory loss (17.0%). For the elderly, seven (7) were identified as vulnerable. However, of particular interest is the economic vulnerability of households. Most households were found to live below the international poverty line of USD 1.90/day i.e. about GHC 400 per month.

0.4 Institutional Arrangement

In terms of institutional responsibilities and monitoring implementation of the RAP, recommendations are made in the table below:

No	Institution	Role/Responsibility Description
1	AfDB	<ul style="list-style-type: none"> • Maintains an oversight role to ensure compliance with the bank's safeguards policies, review and provide clearance and approval for the RAPs. • Will carry out external supervision for satisfactory RAP implementation and provide support role throughout project implementation and monitor progress of project implementation. • Will recommend additional measures for strengthening institutional capacity building measures as appropriate and implementation performance.
2	MoFA/SADP PCU	<ul style="list-style-type: none"> • Responsible for the successful implementation of the project by engaging appropriate contractors and consultants for the execution of the project. • Has the oversight responsibility for the implementation of the RAP. • Responsible for providing funds for direct compensation payments to eligible PAPs who will be economically/physically displaced. • Responsible for compensation disbursement. • Have a representation in the RAP Management Teams including the Grievance Committee and the Monitoring and Evaluation Committee. • Responsible for ensuring that environmental and social safeguard issues and documentations are taken care of under all the Project.
3	RAP Consultant	<ul style="list-style-type: none"> • Responsible for the preparation of the RAP and Communication and Outreach Plan. • Responsible for ensuring that impacts are properly assessed and all PAPs are identified and their affected assets recorded and valued for adequate compensation. • Responsible for ensuring that stakeholders including PAPs have been identified and engaged to ensure issues of concern to them are adequately addressed. • Responsible for consultations with the PAPs and providing feedback on project/RAP implementation to the PAPs and MoFA. • Responsible for ensuring that all grievances are resolved, and feedback provided to the PAPs concerned.
4	MMDAs	<ul style="list-style-type: none"> • The relevant MMDAs are the beneficiary local government authority where the projects are being implemented. Will be directly involved with the RAP implementation and will have representations in the Grievance Committee and Monitoring and Evaluation Committee

5	Lands Commission (Land Valuation Division, LVD)	<ul style="list-style-type: none"> Will be invited to review and confirm value of affected properties and confirmation of land/property values when the need arises especially during disputes or grievance redress issues concerning project affected persons. The Grievance Redress Team may invite the LVD as expert to assist in resolving disputes requiring the expertise of the Valuation Division.
6	PAPs	<ul style="list-style-type: none"> The PAPs will be required to select representatives to the grievance committee at the Assembly/Submetro level. These representatives will be directly involved in activities of the Grievance Redress Mechanism (GRM) and serve as liaisons for all identified PAP groups.

0.5 Grievance Redress Mechanism

Grievance redress mechanism (GRM) is the instruments, methods, and processes by which a resolution to a grievance is sought and provided. The objective of the Grievance Redress Mechanism (GRM) is to provide an effective, transparent and timely system that would give aggrieved persons redress and avoid litigation, minimize bad publicity, avoid/minimize delays in execution of the project, and ensure sustainability of the Project. The GRM will provide all persons and groups affected by the project activities with avenues through which they can express their concerns and receive the needed corrective actions in an appropriate and timely manner.

The proposed GRM will consist of a three-tier resolution arrangement as follows:

- Local (project site) level, to be handled by the RAP Consultant in consultation with relevant parties e.g. MoFA District Office, SADP PCU to keep parties informed of all grievances, the management and resolution thereof at this level;
- Grievance Committee Level (Grievance committee to include Metropolitan, Municipal District Assembly representatives, PAP representatives from the affected community and other key stakeholders such as Land Valuation Division as and when appropriate); and
- National legal level (i.e., if the above three levels fail, the complainant is free to seek redress from the court of law).

Regular monitoring and reporting are central to, and required for, effective management and implementation of the resettlement process. Resettlement monitoring and evaluation will focus mainly on the implementation of resettlement (i.e., compensation for displacement).

The RAP monitoring will have two components, and these include:

- ◆ Process monitoring (internal) - will focus on compliance with the Resettlement Action Plan (RAP) and the updated stakeholder engagement, communication and outreach plan and to ensure that the objectives of these reports have been achieved. The monitoring indicators will include but not limited to:
 - ✓ Number of PAPs available and received or signed for the compensation amount;
 - ✓ Number of Representatives of PAPs who received compensation on behalf of PAPs;
 - ✓ Date of payment, and payee of the compensations;
 - ✓ Number of grievances registered, number of grievances resolved and unresolved complaints; and

- ✓ Number of complaints resolved at the project site level, resolved by MoFA, resolved by the Grievance Committee, and number sent to the law courts.
- ◆ Independent performance monitoring (external) - will be carried out by an external party (e.g., AfDB) at structured intervals, e.g., mid-term monitoring and completion evaluation/audit. The completion evaluation/ audit is to determine whether the objectives of the RAP have been achieved or otherwise and that compensation has been successfully completed in compliance with the RAP. The completion evaluation/ audit should be undertaken after completion of construction activities including reinstatement works and submission of closeout report by the RAP consultant.

The RAP Consultant will prepare and submit monthly and quarterly reports and a close-out report.

- Monthly Reports during construction will provide account for all activities carried out within the specified month including challenges encountered.
- Quarterly Progress Report during construction will provide status of all activities carried out in the specified quarter including challenges and recommendations.
- RAP Closeout Report will provide a close out report on all resettlement and community engagement planning and implementation activities among others as provided in the ToR.

0.6 RAP Implementation Plan

The implementation plan provides for indicative timelines for implementation of the RAP as outlined below.

Main tasks	Specific tasks	Timelines/ Period	Comments
Stakeholder engagement	Meetings with stakeholders i.e. one-on-one, key informant interviews, focus group discussions	May 2022	Completed
Preparation of draft RAP	Census of affected persons	May – June 2022	Completed but monitoring required
	Socio-economic survey of PAPs	May – June 2022	Completed but monitoring required
	Field valuation of properties and reporting	June 2022	Completed
	Writing of draft RAP report in line with the ToR for the assignment	June 2022	Completed
Revision and Finalization of draft Report	Review of draft RAP	June 2022	-
	Revised RAP preparation	July 2022	-
	Finalization of RAP	July 2022	-
	Approval and clearance of RAP	July 2022	-
Disclosure of Report	Disclose RAP at the relevant MMDAs and on AfDB website	August 2022	-

Main tasks	Specific tasks	Timelines/ Period	Comments
	Disclosure of compensation proposal/ figures to PAPs	August 2022	-
Formation of Grievance Committee	Grievance Committee	September 2022	
Compensation payment	Compensation disbursement to PAPs	From October 2022	To be paid prior to commencement of subproject activity
Grievance Redress	Resolution of all disputes/ complaints	Project duration	-
Internal Monitoring and Evaluation	Monitor implementation of resettlement/ compensation activities	Project duration.	-
Reporting	Prepare Quarterly Progress Report	Every quarter during construction period	-
	Prepare RAP Closeout Report after construction phase	One (1) month after construction phase	-

0.7 RAP Implementation Budget

The cost estimates for the implementation of the RAP including direct compensation payments to PAPs, and contingency issues is **Gh¢ 283,228.00**.

No.	Item	Estimated Cost/ Gh¢	Remarks	Source of funds
1	Direct Cash Compensation to be paid to PAPs	217,360.00	Amount directly going to eligible PAPs due to economic displacement. To be provided and disbursed by MoFA	Project funds
2	Subtotal	217,360.00		
3	External monitoring	20,000.00	Monitoring of RAP implementation by external team e.g. AfDB	Project funds
4	Audit of RAP completion	10,000.00	Evaluation of RAP implementation	Project funds
5	Cost for complaints redress	15,000.00	Allowances and	Project funds
6	Information and awareness campaign	10,000.00	Required for publicity and awareness creation including disclosure	Project funds

No.	Item	Estimated Cost/ Gh¢	Remarks	Source of funds
7	<i>Subtotal</i>	<i>55,000.00</i>		
8	Contingency (5% of No.2)	10,868.00	For unforeseen contingencies. To be provided by MoFA	Project funds
9	Total for RAP Implementation	283,228.00	Estimated cost for the implementation of the RAP for the Nandom Sub-projects	Project funds

0.8 Conclusion

This RAP covers the 1,045 women within 74 households, whose primary livelihood activity of collecting fruits of shea and dawadawa will be affected by the SADP project implementation. Compensation will be duly paid from project funds to the project affected persons from an estimated budget of Two Hundred and Eighty-Three Thousand, Two Hundred and Twenty-Eight Ghana Cedis (GHC 283,228.00). Also, concerns of PAPs, community members or any other persons will be adequately addressed by the Grievance Redress Mechanism proposed in this report. Sufficient provisions have been made for PAPs to receive their compensation and any necessary assistance.

1.0 INTRODUCTION

The Savannah Agriculture Value Chain Development Project (SADP) is being implemented by the Government of Ghana through the Ministry of Food and Agriculture (MoFA) to serve as part of post COVID-19 reconstruction efforts aimed at addressing disruptions in food systems in Ghana. It builds on earlier successes under the Savannah Zone Agriculture Productivity Improvement Project (SAPIP) and Savannah Investment Programme (SIP) that have so far expanded the production of maize and soybean from 80 hectares in 2018 to 14,000 hectares in 2021. This program is expected to build on the achievements made and to further expand production of rice, soybean and maize by additional 8,000 hectares by 2026. The SADP project, is being implemented in nine (9) different Metropolitan, Municipal and District Assemblies (MMDAs) across Ghana.

1.1 Description of the Subproject

The proposed project will have three components namely (i) Component 1: Production Development, (ii) Component 2: Integrated Agribusiness and Value Chain Development, and (iii) Component 3: Project Management and Institutional Support.

No	Component Name	Sub-Component and Activities
1	Production Development	<p><u>Sub-component 1.1 Commercial Production of Maize and Soybean under Conservation Agriculture</u></p> <ul style="list-style-type: none"> • Production and promotion of certified hybrid maize and improved soybean seeds, in collaboration with seed companies. • Support to land development and mechanisation services. • Training of producers, haulers, aggregators and marketers on sanitary and phytosanitary (SPS) issue relating to maize and soybeans • Farmer mobilisation and awareness creation on conservation agriculture. • Train project staff and farmers on Integrated Crop and Pest Management (ICPM), including biological control options for the management of Fall Army Worm (FAW) and aspergillus on Maize and Soybeans. • Conduct surveillance and collect data on pests attacking the Maize and Soybeans in the project zones with specific reference to FAW. • Support out-grower contractual arrangements • Use of ICT for soil suitability assessment and GIS mapping of commercial farms • Promotion of climate smart agriculture, environmental conservation best practices, including use of economic trees such as shea, dawadawa, mango, cashew etc • Community sensitization, Establishment of fire belts and enforcement of community fire by-laws to deal with the impact of bush fires. • Promote the use of Nitrogen fixing inoculants to boost soybean yield <p><u>Sub-component 1.2 Promotion of Small and Medium Scale Commercial Poultry Production</u></p> <ul style="list-style-type: none"> • Input support to small and medium scale commercial poultry farmers (poultry cages, day old chicks, feed stock, vaccines, veterinary drugs, etc) • Supply of local chicken to vulnerable households, especially women headed households • Support to poultry diseases surveillance, diagnosis and control • Training and capacity building on business development, animal husbandry and health • Support to hatchery expansion, including parent stock for broilers, guinea fowls and local chicken

2	Agribusiness and Value Chain Development	<p><u>Sub-component 2.1 Value Addition and SME Development</u></p> <ul style="list-style-type: none"> • Promotion of quality standards for rice, maize and soybean production, storage and processing • Support business development, including improvements in business processes of existing commercial farmers • Enhance access to market information (e.g. quantity, quality, timing and pricing) • Promote the development of allied services (packaging, new distribution networks for poultry products, transport services, new agro-input delivery systems, etc) • Support and training of poultry producers on ISO 9000 & other necessary certification requirements on poultry to access premium market. • Support to feed millers to improve feed stock and expand processing capacity • Enhance investment facilitation and promotion to increase the number of commercial producers and processors in the Savannah regions • Support for cold chain development for chicken <p><u>Sub-component 2.2 Youth/Women Empowerment and Nutrition</u></p> <ul style="list-style-type: none"> • Promote other income generating activities for women and youth, including shea, dawadawa, mango, cashew production and processing • Support women and youth on marketing and supply of poultry products to key institutions and programs including the school feeding program • Capacity building for women and youth in small-scale commercial poultry business management and entrepreneurship, including mentorship. • Promote the consumption of local poultry and eggs to improve household nutrition, and in particular maternal and child nutrition to prevent stunting • Promote the breed improvement of local poultry through cockerel distribution program
3	Project Management and Institutional Support	<p><u>Sub-Component 3.1 Knowledge Management, Monitoring and Evaluation</u></p> <ul style="list-style-type: none"> • Development of annual work plan and budget • Establishment of results-based management system for M&E • Conduct Beneficiary Impact Assessment. • Conduct Project Mid-Term Review. • Conduct Project Completion/Technical Review (PCR). • Video and pictorial documentation of success stories • Undertake relevant studies, including socio-economic surveys, soil suitability surveys • Development and Implementation of Environmental and Social Management Plan (ESMP) • Enhance capacity to mobilize private sector investors in the maize-soybean-poultry industry
		<p><u>Sub-component 3.2 Project Coordination.</u></p> <ul style="list-style-type: none"> • Upgrade the project coordination unit with additional staff • Procure vehicles for PCU, office equipment and furniture as may be required. • Facilitate annual financial audits. • Facilitate procurement audit. • Facilitate Project Steering Committee (PSC) meetings.

1.2 Scope of Displacement and Involuntary Resettlement

The project is not expected to acquire lands as the project is designed for only farmers who already own lands. However, project activities such as land clearing and levelling could restrict locals access to lands that were otherwise used as pasture areas as rearing of animals is a key economic activity in the project communities and animals such as cattle, sheep, and goat graze on surrounding vegetated lands.

Also, land clearing could destroy some economic trees like dawadawa and shea which are known to grow in the wild. These trees serve as a source of livelihood for some women who pick fruits of these wild trees and sell. The impact is local, and the displacement will be temporary as alternative sites exist. The impact is therefore considered moderately significant.

Identification and proposal of alternative pasture areas to locals who otherwise used the project site as pasture area will help reduce the impact of restricted access. Furthermore, locals and herdsmen can be provided with some financial and technical support to acquire a sustainable source of feed for their livestock. Herdsmen can practice the cut and carry system i.e. grass is cut and carried to feed animals to avoid any potential conflicts over access. Women earning a living out of shea and dawadawa picking should be considered for employment both during construction and operation phases of the project. It is recommended that the capacity of women is built so they can own and run small and medium scale enterprises that will provide services to the project and the community at large.

An assessment of the potential beneficiary communities, from May 29 to June 15, 2022, showed that 1,045 women (Annex 7) who live on picking and sale of shea fruits on uncultivated land in the project area, will be affected by the project.

1.3 Purpose and Objectives of the Resettlement Action Plan

The purpose of the assignment is to conduct studies to prepare a RAP of the proposed Ghana Savannah Value Chain Development Programme in the Nandom Municipality of Ghana. The Project is committed to complying with national and the African Development Bank (AfDB) Operational Safeguard (OS) 2 on Involuntary Resettlement, Land acquisition, Population Displacement and Compensation (OS2).

The RAP outlines the framework and principles for execution of the Project compensation/relocation/resettlement and livelihood related issues for project affected persons as early as possible in project development. This allows for early and effective disclosure to key stakeholders, and subsequent feedback and inputs. Despite the measures put in place to avoid livelihood displacement, a detailed resettlement Action Plan is required to mitigate any unforeseen eventualities.

The objectives of the assignment include the following:

1. Provide an understanding of what impact subprojects will have on persons living and operating in the project area.
2. Propose changes that aim at avoiding or minimizing livelihood disruption and involuntary resettlement impacts.
3. Ensure that impacts are properly assessed and all Project-affected-persons (PAPs) are identified and their assets that are affected are recorded and valued for adequate compensation.
4. Identified PAPs and valued affected assets, are provided with adequate compensation packages whether in cash or kind based on the extent of displacement.
5. Record grievances, and provide support for resolution of grievances.
6. Ensure stakeholders including PAPs have been identified and engaged to ensure issues of concern to them are adequately addressed.

2.0 PRINCIPLES, POLICIES, LEGAL AND INSTITUTIONAL FRAMEWORK

This section provides an overview of Ghanaian national policy, legal and regulatory framework and international requirements related to acquisition of rights to land. It summarises the key national laws and policies that are relevant to project-related resettlement of structures and affected people.

2.1 Principles

The following principles based on AfDB's Operational Social Safeguards have been applied in developing this RAP:

1. Transparency: ensure that affected people are consulted and give their demonstrable acceptance to the RAP;
2. Displacement is done in the context of negotiated settlements with project affected people;
3. Implement a resettlement process based on the Bank's requirements;
4. Maintain standards of the Bank's Integrated Safeguards System (ISS) on Involuntary Resettlements;
5. Adherence to world's best practices regarding disclosure of information to the PAPs in line with free-prior- informed Consent (FPIC);
6. Process should be driven by consultation and participatory planning;
7. Compensate with replacement value and restore livelihoods, with minimum disturbance;
8. Design compensation framework, replacement assets and livelihoods restoration to ensure sustainable benefits; and
9. Provide modern replacement assets and enable community continuity in a way that they are not worse off than they were before relocation.

2.2 Legal and Regulatory Requirements

No.	Legal and Regulatory Requirement
1.	<p><u>The Constitution of the Republic of Ghana, 1992</u> Article 20 of the Constitution of the Republic of Ghana (1992) concerns the protection from deprivation of property, and includes the following subsections:</p> <p>(2) Compulsory 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 whether direct or on appeal from any other authority, for the determination of his interest or right and amount of compensation to which he is entitled.</p> <p>(3) Where a compulsory acquisition or possession of land by the state ...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.</p> <p>(5) Any property compulsorily taken possession of or acquired in the public interest or for a public purpose shall be used only in the public interest or for the public purpose for which it was acquired.</p>

No.	Legal and Regulatory Requirement
2.	<p><u>Ghana's National Land Policy, 1999</u></p> <p>Ghana's Ministry of Lands and Forestry issued the National Land Policy in 1999. This policy provides the "framework and direction for dealing with the issues of land ownership, security of tenure, land use and development, and environmental conservation on a sustained basis"</p> <p>Policy guidelines include:</p> <ul style="list-style-type: none"> (i) No interest in or right over any land belonging to an individual, family, clan, stool or skin can be compulsorily acquired without payment, in reasonable time, of fair and adequate compensation. (ii) Provided that payment of adequate compensation in reasonable time will be made, government may acquire land wherever and whenever appropriate to, among other things.... implement any rural or urban improvement programme....provide social infrastructure
3.	<p><u>The State Lands Act 1962, (Act 125) and the State Lands (Amendment) Act, 2000 (Act 586)</u></p> <p>This is the principal law under which lands can be compulsorily acquired in the public interest. The Act includes provision for the payment of compensation to those with a right or an interest in land acquired under the Act. The basis of the compensation includes the market value (also referred to as replacement value), and the cost of disturbance and damage. Community consultation and involvement during the resettlement process is not mandatory according to the Act.</p>
4.	<p><u>The Land Act, 2020 (Act 1036)</u></p> <p>The Act's stated object is to ensure sustainable land administration and management, and effective and efficient land tenure and it seeks to achieve this by, inter alia, establishing a broad-based framework for registering land rights and interests, a customary land rights framework and enhancing transparency and accountability in land governance institutions.</p> <p>Section 253 makes provision for the assessment and payment of compensation to project affected persons.</p>
5.	<p><u>The Office of the Administrator of Stool Lands Act, 1994 (Act 481)</u></p> <p>This Act puts in place a mechanism to ensure equal distribution of the benefits accruing from stool land resources. Stool lands include those belonging to, or are controlled by, a stool or skin and have allodial title for the benefit of members of that stool / skin or for the benefit of members of that community.</p>
6.	<p><u>The Administration of Lands Act, 1962 (Act 123)</u></p> <p>This Act relates to the administration of stool and other lands. Section 10 of the Act provides that "the President may authorise the occupation and use of a land to which this Act applies for a purpose which, in the opinion of the President is conducive to the public welfare or the interests of the State". It is a requirement that a public notice shall be published in the Gazette giving particulars of the lands to be taken and the use to which it will be put. Persons whose interests are affected by "reason of disturbance as a result of an authorisation" are entitled to be compensated.</p>
7.	<p><u>The Lands Commission Act, 2008 (Act 767)</u></p> <p>The Lands Commission Act, 2008 integrates four public sector agencies responsible for managing land: the Survey and Mapping Division; the Land Registration Division; the Land Valuation Division; and the Public and Vested Lands Management Division. The Commission's functions include:</p> <ul style="list-style-type: none"> (iii) managing public land on behalf of the government; (iv) advising the government, local authorities and traditional authorities on the policy framework for the development of land in accordance with relevant development plans; (v) formulating and submitting to the Government recommendations on national policy with respect to land use suitability or capability; (vi) advising on, and assisting in the execution of, a comprehensive programme for the registration of title to land as well as registration of deeds and instruments affecting land throughout the country; (vii) facilitating the acquisition of land on behalf of the Government; (viii) establishing standards to regulate survey and mapping of the country; (ix) undertaking land and land relative valuation services; and (x) addressing protracted land boundary disputes, conflicts and litigations.

2.3 International standards

No.	International standard
1.	<p><u>OECD Common Approaches</u></p> <p>The Organization for Economic Cooperation and Development Recommendation of the Council on Common Approaches for Officially Supported Export Credits and Environmental and Social Due Diligence 2016 (the “OECD Common Approaches”) sets common approaches for undertaking environmental and social due diligence to identify, consider and address the potential environmental and social impacts and risks relating to applications for officially supported export credits by adherent organisations. They are applicable if an export credit agency that is an adherent to the OECD Common Approaches is involved in project financing.</p> <p>Of key relevance to managing Project-related resettlement, the OECD Common Approaches require that the project is reviewed against the IFC PS, including PS5 on involuntary resettlement.</p>
2.	<p><u>African Development Bank Requirements</u></p> <p>AfDB requirements are details in the Guidelines for Environmental and Social Considerations. The directives outline the following principles:</p> <ul style="list-style-type: none"> • Involuntary resettlement should be avoided where feasible or minimized by exploring alternative project designs. If not feasible to avoid resettlement, resources are to be provided to enable the displaced persons to share in the project benefits; • The population to be affected by the project are those who may lose as the consequence of the project, all or part of their physical and nonphysical assets including homes, farms, productive land, properties, income earning opportunities, social and cultural relations and other losses that maybe identified in the process of resettlement; • All population impacted by the project should be consulted and given the opportunity to participate in planning and implementing resettlement programs; • All population affected by the project are entitled to be compensated for their lost assets and incomes at full replacement cost and assisted in their efforts to improve their livelihoods and standards of living to preproject standards; • All affected population are equally eligible for compensation and rehabilitation assistance, irrespective of tenure status, social or economic standing and without and discrimination; • The AfDB policies stipulate that displacement or restriction of access to resources must not occur before necessary measures for resettlement are put in place. This includes provision of compensation and other assistance required for relocation prior to displacement to new sites with adequate facilities. For compensation purposes, preference should be given to landbased strategies for displaced persons whose livelihoods are land-based with land equivalent to the advantages of the land taken. If land is not available, options built around opportunities for employment should be provided in addition to cash compensation for land and other assets lost. In case of land-based livelihoods, cash payment maybe appropriate if the land taken is a small fraction of the affected asset and the residual is economically viable particularly, and the displaced persons have the opportunity to use such markets. Cash compensation should be sufficient to replace the lost land and other assets at full replacement cost in local markets. • In all cases, the displaced persons and host communities receiving them are to be provided with timely and relevant information, consulted on resettlement options and offered opportunities to participate in planning, implementing and monitoring resettlement and appropriate mechanisms for grievance redress are established. It is also important that in resettlement sites or host communities, public services and infrastructure are provided and measures are to be taken to the extent possible to preserve the social and cultural institutions. Special measures are to be taken to protect socially and economically vulnerable groups and people living in extreme poverty.

2.4 Gap analysis of national law and international standards

A gap analysis of the requirements for resettlement under national law compared to the applicable international standards, including the AfDB Involuntary Resettlement Policy requirements and the IFC PS 5, is provided in Table 2-1.

Table 2- 1: Gap Analysis of the Resettlement Requirements under National Law and Applicable International Standards

Resettlement issue	Ghanaian legislative requirement	Requirement under applicable international standards (AfDB OS2/IFC PS5)	Potential gap	Gap closure
Timing of compensation payment	Prompt payment of fair and adequate compensation. Compensation must be paid prior to any commencement of the development. The State shall resettle displaced inhabitants on suitable alternative land with due regard for their economic well-being, social and cultural values. Compensation for stool land to be paid to the traditional authority and not to those losing access to land.	Possession of acquired land only after compensation has been made available. Compensation for economic displacement resulting from land acquisition should be made promptly and wherever possible prior to impact, to minimise adverse impacts on the income stream of those who are displaced.	Certainty that compensation is provided prior to impacts occurring.	Compensation payments will be timed such that gaps in income and livelihood activity can be avoided. The Project will take responsibility for issuing compensation payments to have direct on-the-ground control over payments.

Resettlement issue	Ghanaian legislative requirement	Requirement under applicable international standards (AfDB OS2/IFC PS5)	Potential gap	Gap closure
Amount of compensation	Market value or replacement value and disturbance cost. There is no specific provision for assistance with relocation or transaction costs.	<p>Rate of compensation for lost assets should be calculated at full replacement cost, (i.e., the market value of the assets plus transaction costs).</p> <p>Affected business owners will be compensated for the cost of re-establishing commercial activities elsewhere, for lost net income during the period of transition, and for the costs of the transfer and reinstallation of their business structures, plant, machinery, or other equipment.</p> <p>Affected farmers will be compensated at full replacement cost for farmland and crops are affected by acquisition.</p>	<p>Compensation for loss of assets is not at full replacement cost. Therefore, requirement to validate that government valuation of affected assets reflects full replacement cost.</p> <p>There is no specific provision for other assistance for relocation or transaction costs associated with improving or restoring standards of living or livelihoods.</p>	Project consultant will monitor compensation rates approved by Land Valuation Division (LVD) to verify that they reflect full replacement costs.
Squatters	No provisions. Squatters are deemed ineligible for compensation.	<p>Economically displaced persons who are without legally recognisable claims to land to be compensated for lost assets other than land (such as crops, irrigation infrastructure and other improvements made to the land), at full replacement cost.</p> <p>Opportunistic settlers who encroach on the project area after the cut-off date for eligibility are not required to be compensated.</p>	Requirement to recognise the eligibility of those without legally recognisable claims to land at the cut- off date.	All eligible owners of pre-cut off date assets (buildings, crops etc.) will be considered for compensation and treated equally regardless of legal tenure.

Resettlement issue	Ghanaian legislative requirement	Requirement under applicable international standards (AfDB OS2/IFC PS5)	Potential gap	Gap closure
Resettlement [Physical displacement]	Physically displaced inhabitants are to be resettled on suitable land with due regard for their economic well-being and social and cultural values.	<p>Requirement to (i) offer displaced persons choices among feasible resettlement options, including adequate replacement housing or cash compensation where appropriate; and (ii) provide relocation assistance suited to the needs of each group of displaced persons.</p> <p>Compensation in kind should be considered in lieu of cash. Cash compensation levels should be sufficient to replace the lost land and other assets at full replacement cost in local markets.</p> <p>Relocation assistance should be provided to people who are physically displaced by a project. Assistance may include transportation, food, shelter, and social services that are provided to affected people during the relocation to their new site.</p>	<p>Requirement to provide a choice of options for compensation, including cash.</p> <p>Requirement to cover all costs for relocation assistance.</p>	There is no physical displacement or land acquisition by the project as project is designed around existing farmers.

Resettlement issue	Ghanaian legislative requirement	Requirement under applicable international standards (AfDB OS2/IFC PS5)	Potential gap	Gap closure
Livelihoods Restoration & Resettlement Assistance	No provision	<p>Transitional support should be provided as necessary to all economically displaced persons, based on a reasonable estimate of the time required to restore their income earning capacity, production levels, and standards of living.</p> <p>Provide opportunities to improve, or at least restore, means of income earning capacity, production levels, and standards of living. This could include measures related to agricultural inputs (e.g., seeds, seedlings, fertilizer, irrigation), skills and business training, job placement, and access to credit.</p> <p>Assistance should also be made available to the employees of the business to compensate for their temporary loss of employment.</p>	Requirement to support businesses financially and administratively to re-establish their business activities and restore livelihoods for business owners and employees.	<p>For those that are eligible, livelihood restoration and assistance will include:</p> <ul style="list-style-type: none"> • Moving allowances for structures and other assets; • Loss of earnings for business and employees during the transition period; and • Administrative support and fees for acquiring business permits.

Resettlement issue	Ghanaian legislative requirement	Requirement under applicable international standards (AfDB OS2/IFC PS5)	Potential gap	Gap closure
Vulnerable Groups	No provision.	<p>Identify persons who are vulnerable. Persons identified as vulnerable should be assisted to fully understand their options for resettlement and compensation.</p> <p>Members of vulnerable groups may require special or supplementary resettlement assistance because they are less able to cope with the displacement than the general population.</p> <p>Compensation and restoration packages for vulnerable people should include additional forms of support and should favour the lowest risk mitigation options wherever possible, e.g., in-kind compensation over cash compensation.</p>	Requirement to identify vulnerable persons and provide additional measures and supports for them as per the applicable standards.	Potentially vulnerable people have been identified. Additional support measures will be provided based on the specific vulnerabilities and may be in the form of financial or non-financial support.
Consultation & Information Disclosure	The owner/ tenants on the land must be formally notified at least a week in advance of the intent to enter and be given at least 24 hours' notice before actual entry.	<p>Disclosure of eligibility and entitlements including compensation and livelihood restoration packages should take place sufficiently early in the project's planning process to allow potentially displaced people sufficient time to consider their options.</p> <p>Ensure that vulnerable people have been adequately engaged.</p>	Requirement to provide advanced notice of requirements for displacement, and to disclose the proposed compensation and livelihood restoration packages.	Stakeholders will be continually engaged, given relevant project information and their opinions and concerns on the project solicited as indicated in the information disclosure section of this RAP. Further updates will be provided on planned activities and the processes for displacement, as well as disclosure of eligibility and entitlements including compensation and livelihood restoration packages.

Resettlement issue	Ghanaian legislative requirement	Requirement under applicable international standards (AfDB OS2/IFC PS5)	Potential gap	Gap closure
Grievances	Formal and informal mechanisms and formal access to court of law.	Establish a grievance mechanism to receive and address specific concerns about compensation and relocation raised by displaced persons, including a recourse mechanism designed to resolve disputes in an impartial manner. The grievance mechanism should consider the availability of judicial recourse and community and traditional dispute settlement mechanisms.	Requirement to establish and disclose a robust and transparent grievance mechanism.	A Grievance mechanism will be established to address any concerns relating to the project.
Monitoring & Evaluation	No provision.	Establish procedures to monitor and evaluate the implementation of a Resettlement Action Plan or Livelihood Restoration Plan and take corrective action as necessary. Depending on the scale and/or complexity of physical and economic displacement associated with the project, conduct an external completion audit to assess whether the provisions have been met.	Monitoring and evaluation of the RAP implementation. Completion audit.	A monitoring and evaluation program is included as part of the RAP implementation program and a completion audit will be undertaken.

3.0 SOCIO-ECONOMIC BASELINE AND CENSUS SURVEY

3.1 Introduction

Baseline socio-economic conditions are summarized according to the district context (mostly data compiled from secondary sources) and the baseline conditions specific to the potential beneficiary communities (reflecting the findings of the primary data collection). The baseline is presented in the following sections

- Demographics
- Education and literacy
- Economic activity
- Income, assets and expenditure
- Land use and ownership
- Health
- Utilities and services
- Disability
- Vulnerability

3.2 Approach to Primary Data Collection

Collection of primary baseline data was done through a socio-economic census survey targeting households identified as being impacted by the Project. Also, qualitative data was collected through focus group discussions (FGDs), key informant interviews (KIIs), wider community meetings and general observation from May 30 to June 15, 2022. A copy of the data collection instrument for the census and socio-economic survey is attached in Annex 2.

3.2.1 Project Affected Communities

Data collection was done in the ten (10) communities in the Nandom Municipality that will be directly affected by the implementation of the project as shown in Table 3-1 below:

Table 3- 1: Project affected communities

District	Potential Upland Communities for Maize and Soya production	Potential Rice Valley Communities
Nandom Municipality	Tampelle	Kogle
	Ketuo	Ketuo
	Kogle	Ko
	Bu	
	Ko	
	Bezume	
	Kokoligu	
	Zimuopare	
	Puffien	
	Goziir	

3.2.2 Stakeholder Engagement

Meetings were held in affected communities with chiefs (Traditional Authority), Assembly members, opinion leaders, and community members including women, youth, persons with disability and project affected persons. Records of engagement are attached as Annex 6.

Activities undertaken by the RAP team include community entry, census enumeration, and valuation of affected property. Other activities include focus group discussions with men, women and youth in all the above-mentioned communities with the aim of collecting qualitative information on land use and ownership, livelihood activities and income generation, education, health and wellbeing to characterise the broader social context and supplement household surveys.

3.2.3 Household Surveys

Quantitative demographic data, asset ownership, livelihood and vulnerability data among others were collected by administering a census questionnaire to Project Affected Households (PAH). In selecting households for the survey, Focus Group Discussions and Key Informant Interviews were used to identify households and persons that could potentially be affected. Also, a field team assessed the project area and identified property owners, farmers or other persons who earn a living from the land and its resources. The survey was therefore administered to all households and property owners potentially losing assets or access to assets that leads to loss of income sources or means of livelihood as a result of the project.

A total of 95 respondents (i.e. household heads), were interviewed as part of the census survey within the 10 affected communities in the Nandom Municipality. A summary of the number of households participating in the survey per community and the number of affected households is provided in Table 3-2 and Figure 3-1 below.

Table 3- 2: Households surveyed and number affected in the Nandom Municipality

Community	Households Surveyed	Households Affected
Bezume	12	10
Bu	12	9
Goziir	9	7
Ketuo	9	6
Ko	9	7
Kogle kuudateng	9	7
Kokoligu	9	7
Puffien	4	2
Tampelle	10	9
Zimuopare	12	10

Community	Households Surveyed	Households Affected
Total	95	74

Source: Household Survey, June 2022, SAL Consult

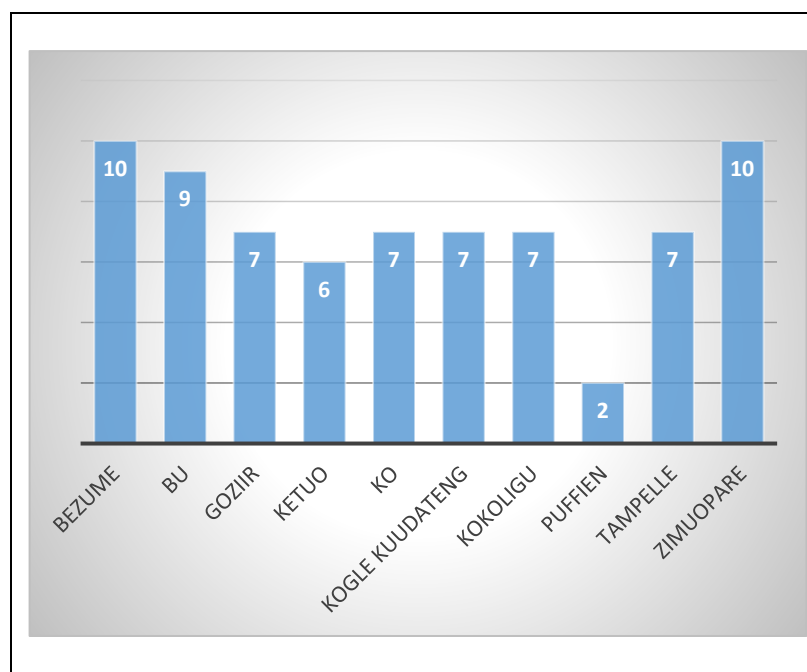


Figure 3- 1: Project affected households

3.3 Demographics

3.3.1 Population

The municipality, according to the 2021 Population and Housing Census, has a total population of 51,328 comprising 25,577 (49.8%) males and 25,751 (50.2%) females. This is about 5.7% and 0.2% of the regional and national population respectively. The population density is 132.8 persons per sqkm with a total of 9,864 households and a household size of 5.0 persons per household which is lower than the regional average of 5.2.

The total population of the project communities is about 10,450 made up of 40.1% males and 59.9% females. Tampelle community recorded the highest population of 2,000 with Kogle kuudateng community recording the least population of 450 as stated below (Table 3-3).

Table 3- 3: Proportion of males and females in Nandom project communities

Community	Male	Female	Total
Ketuo	480	720	1200
Puffien	600	900	1500
Bu	600	400	1000
Kokoligu	480	720	1200
Tampelle	700	1300	2000
Kogle kuudateng	135	315	450
Ko	420	780	1200
Bezume	240	360	600
Goziir	360	440	800
Zimuopare	175	325	500
Total	4190	6260	10450

Source: Household Survey, June 2022, SAL Consult

3.3.2 Age

The municipality has a very youthful population with about 90% below 60, according to the 2021 Population and Housing Census. In the project affected communities, the trend is similar as majority (90.5%) of the project affected household population was found to be below 60 (Figure 3-2).

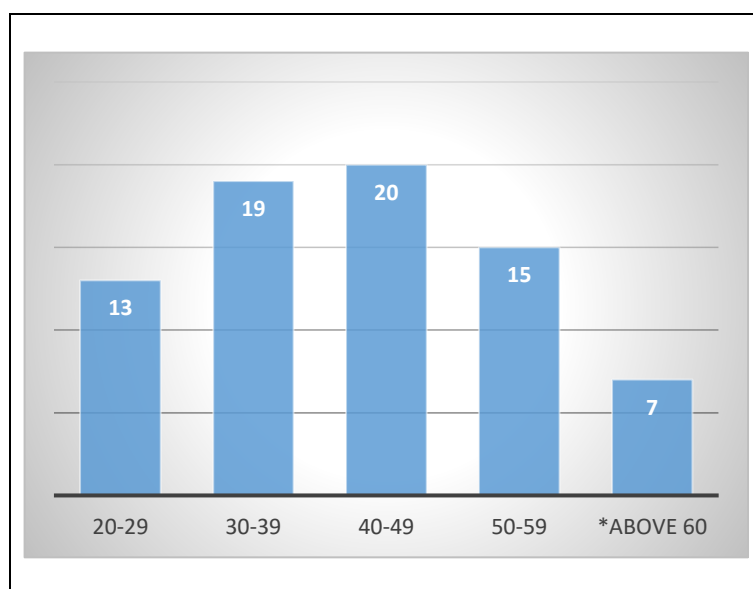


Figure 3- 2: Age distribution of respondents

3.3.3 Gender

The municipality's population is made up of 25,577 (49.8%) males and 25,751 (50.2%) females (2021 Population and Housing Census). Similarly, of the PAPs interviewed, 46.0% were males and 54.0% females (Figure 3-3).

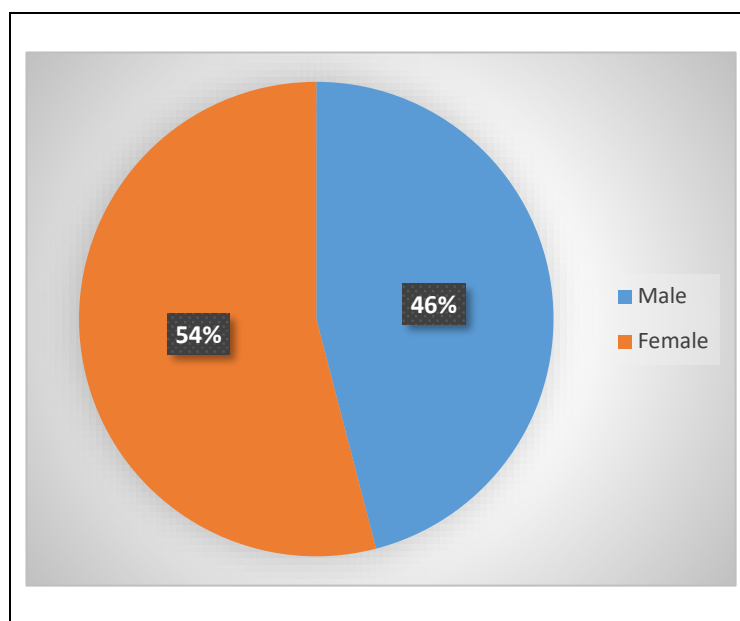


Figure 3- 3: Gender of the respondents

3.3.4 Marital Status

Most (66.3%) of the respondents indicated that they are currently married, with 28.4% never married, 2.2% having lost their spouses and 3.1% divorced (Table 3-4).

Table 3- 4: Marital status of respondents

Marital Status	Total Number of Respondents	%
Married	63	66.3
Widowed	2	2.2
Divorced	3	3.1
Never Married	27	28.4
Total	95	100.0

Source: Household Survey, June 2022, SAL Consult

3.3.5 Ethnicity

The Dagaabas are the predominant ethnic group with other minor tribes such as the Hausa, Mossi, Sissala, Asante etc. Unlike other parts of Northern Ghana, about 86.0% of the population are Christians with Muslims constituting 6.6%.

3.3.6 Religion

There are three main religious groups in the municipality, Christianity (35.5%) as the predominant ethnic group, Islam (32.2%) and Traditional (29.3%) in that order constituting the municipality.

3.4 Education and Literacy

In terms of literacy, 49.2% of the municipality's population 11 years and older are illiterate. Of the literate population, the majority (56.1%) are literate in English and Ghanaian language. Again, 55.3% are currently enrolled in primary school, compared to 32.9% who have previously attended primary school. There is a significant decrease in the proportion of people in the district who are currently attending JHS (22.1%) compared to those who are now in SSS/SHS (7.5%). In addition, 1.0% are currently enrolled in tertiary education, while 5.2% have previously attended tertiary education. Males (1.1%) outnumber females (0.8%) in terms of tertiary education enrollment. Furthermore, the proportion of males (7.0%) who have previously obtained tertiary education is higher than that of females (3.1%).

Literacy and education levels are very low in the project communities as majority of the population has never attended school. More than half of the respondents have no formal education with only 2.1% having attended a tertiary institution (Table 3-5).

Table 3- 5: Level of education of respondents

Level of Education	No. of Respondents	%
Never Attended	52	54.7
Primary School - Partly Attended	15	15.8
Senior Secondary – partially completed	2	2.1
Senior Secondary – completed	20	21.1
Junior Secondary School - Partly Completed	2	2.1
Training after Secondary Education (e.g. vocational training)	2	2.1
Junior Secondary School – Now attending	0	0.0
University or College	2	2.1
TOTAL	95	100.0

Source: Household Survey, June 2022, SAL Consult

3.5 Economic Activities

Most (78.3%) of the economically active population is engaged in agriculture, forestry and fishery work, 9.6% in craft and related trade and 4.1% in service and sales. About 5.0% are engaged as managers, professionals, and technicians. Considering that farming is the people's main occupation, it implies that their main sources of livelihood and income are limited during the dry season, resulting in the migration of the youth to the south in search of greener pastures. As a result, adequate irrigation facilities are required to promote and enhance agricultural activities during the dry season.

Consistent with the trend at the municipality level, over 80.0% of respondents and PAPs were engaged in crop farming as their main source of livelihood (Figure 3-4). Crops cultivated include maize, groundnut, soybean, rice, yam etc. (Figure 3-5).

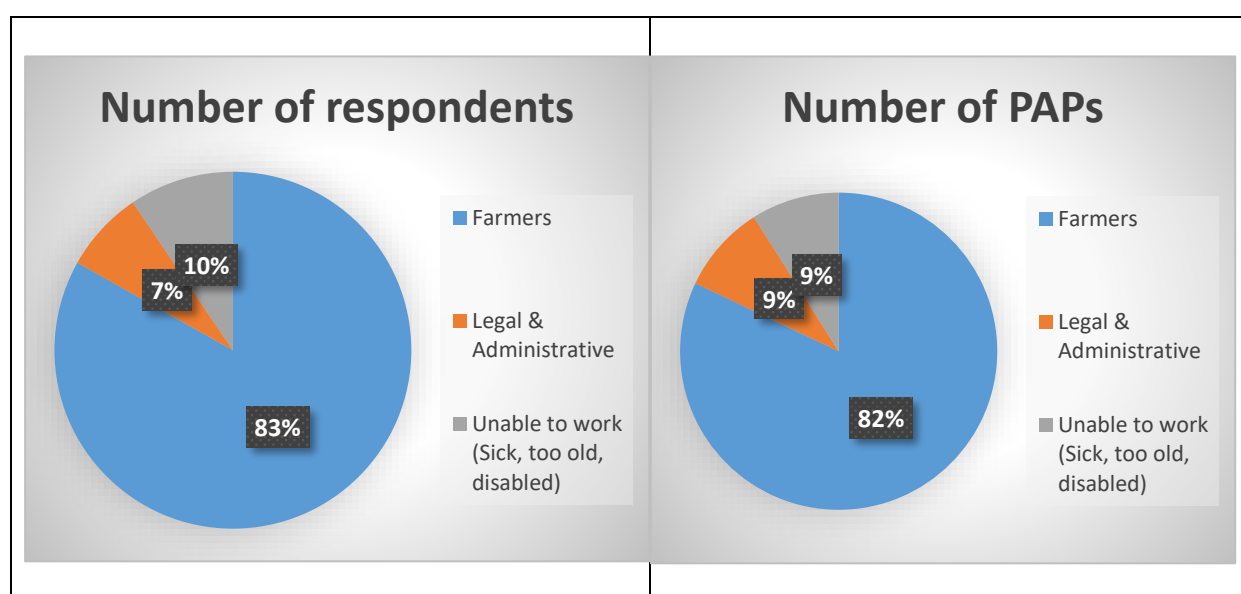


Figure 3- 4: Main occupation of the respondents

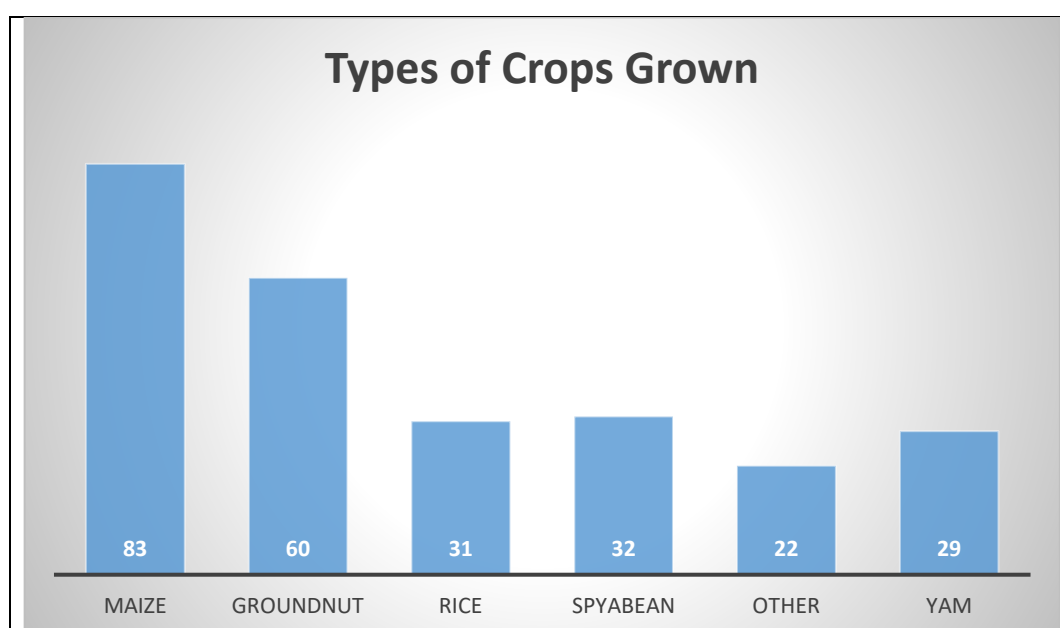


Figure 3- 5: Types of crops grown

Also, locals engage in other economic activities such as livestock rearing, petty trading and shop keeping among others. Livestock rearing is the major secondary occupation of the people engaging about 75.7% (Table 3-6). Animals reared include cattle, goats, sheep, poultry etc. (Figure 3-6).

Table 3- 6: Secondary occupation of respondents

Secondary Occupation	Number of respondents	%
Livestock Keepers	25	26.3
None	9	9.5
Crafts & Related Works	18	18.9
Street or Market Vendors & Related	9	9.5
Food /Fish Provisions	7	7.4
Unemployed- Seeking work	4	4.2
Unemployed- Not Seeking work	4	4.2
Services, Shop or Stall Workers	5	5.3
Farmers	8	8.4
Laborer's and General Workers	6	6.3
Total	95	100

Source: Household Survey, June 2022, SAL Consult

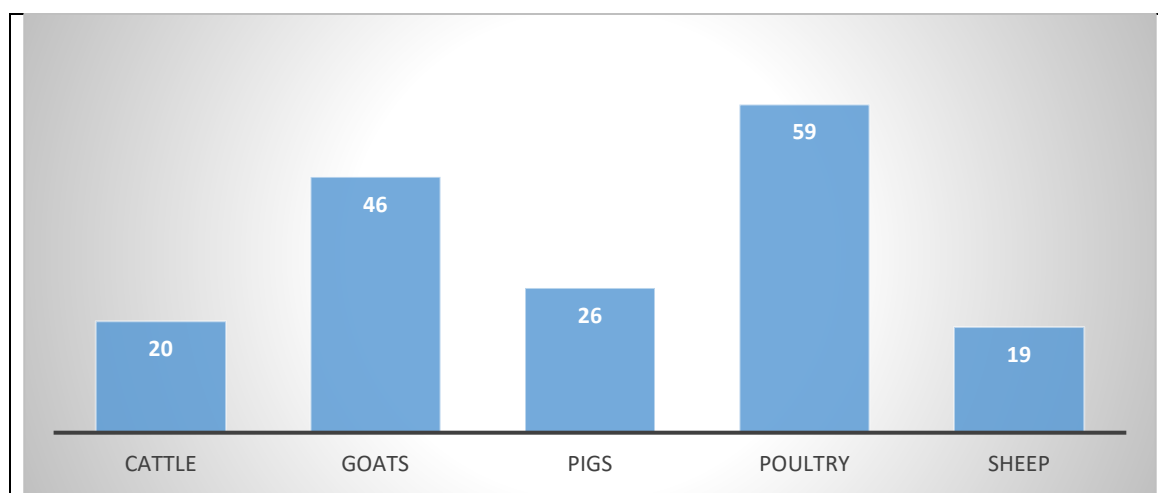


Figure 3- 6: Livestock reared by Respondents

3.6 Income and Expenditure

The main sources of income are sale of farm produce, livestock and poultry produce like eggs, meat, milk etc. and forest products like shea and dawadawa fruits. Income from these sales range

from GHC 100 to GHC 300 with just a few people earning up to GHC 700 per month (Figure 3-7). This shows that majority of the households are economically vulnerable i.e. living below the international poverty line of about GHC 400 per month (USD 1.90/day, World Bank 2021 Global Poverty Update).



Figure 3- 7: Sources of household income

Household expenditure is largely on food, housing/rent, clothing, education, healthcare and energy/power. On food, majority of households spend between GHC 100 to GHC 300 per month, on clothing, GHC 100 – GHC 300, on education (fees and upkeep money), GHC 100 – GHC 300, on healthcare, GHC 100 – GHC 300, on housing and electricity, household expenditure is below GHC 100 each per month (Figure 3-8).

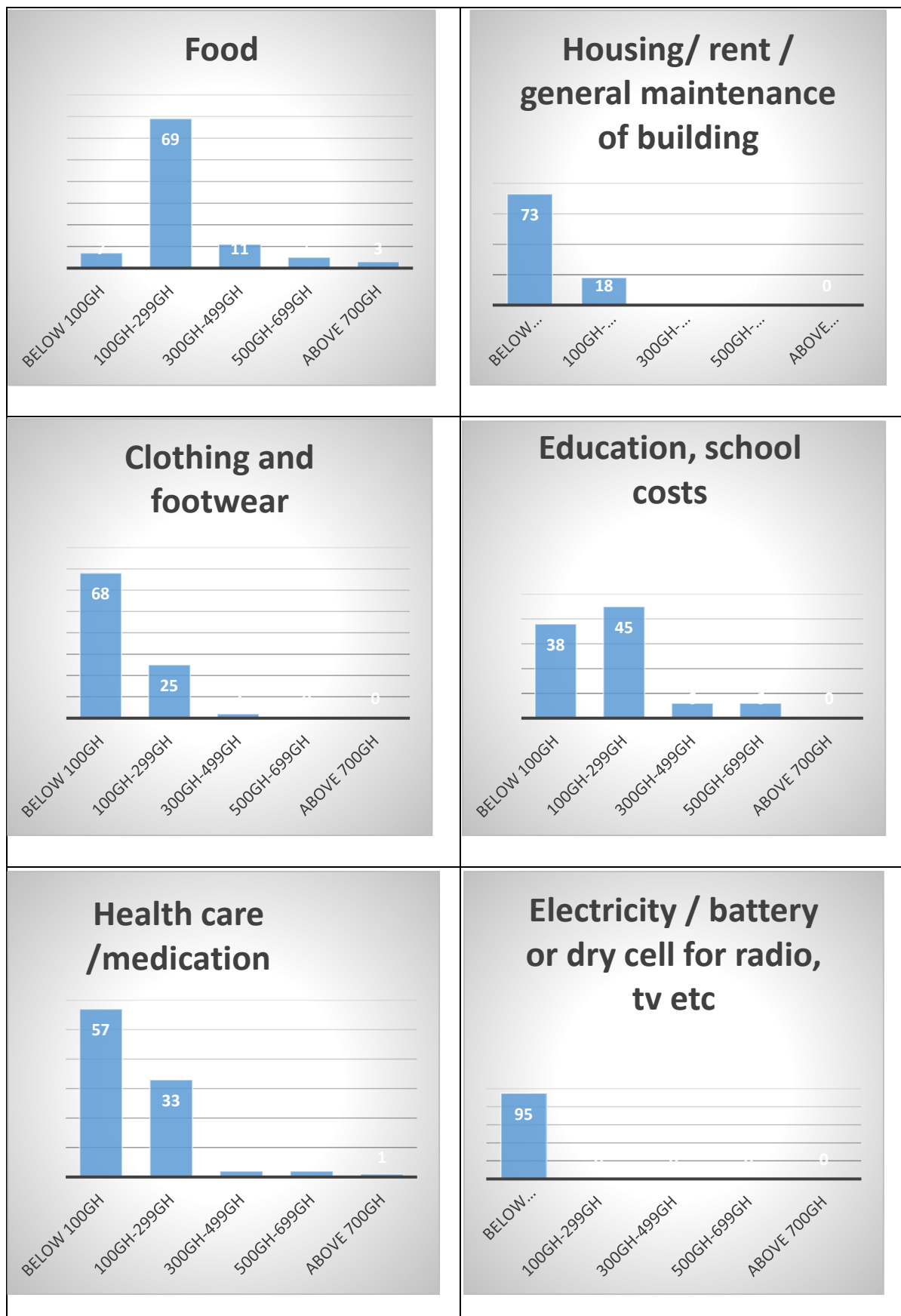


Figure 3- 8: Household expenditure

3.7 Land use and ownership

Land ownership follows a patrilineal system with regards to land inheritance. Accordingly, inheritances can go to the male's sons or brothers. Dagaabas are the land custodians, and according to the customs that have been passed down, women are barred from land ownership and entitlements, which are mostly acquired through inheritance.

Land ownership in traditional society tends to be acknowledged by communal recognition and observation, or that of the ruling traditional elder. Deeds or papers are not usually involved, nor are lawyers. The existence of deeds or papers usually indicates a previous dispute over the land which was taken to the court system. When a conflict emerges the traditional avenue for resolution is to have the traditional elder arbitrate. However, this process usually only works when both parties respect the traditional elder. If one or both parties lack confidence in the traditional elder, local politicians are frequently asked to arbitrate.

Land disputes may be taken to the court system, but these are costly and, in the case of royal land, they can drag on as each party seeks to appeal every judgement that goes against it. In some areas, recourse to the courts is less likely because of the costs involved and less acceptance of that system as a dispute settling mechanism.

Nevertheless, even if a case goes before the courts, the land may still be used and/or occupied by the disputants since it often is the source of livelihood of the disputants. Force may be used to settle cases where traditional authority is ineffective.

The project is not designed to acquire lands for project implementation. However, farmers who already own lands and meet other requirements will be supported. Due diligence will be done to ensure that ownership of farmlands is undisputed.

3.8 Health

The Municipal Health Administration is the highest implementing agency in the municipality and is in charge of the Ghana Health Services. The area is divided into five Sub-areas, each of which provides comprehensive Public Health Services. Four health centers and one polyclinic serve all five sub-areas. St. Theresa's Hospital is a CHAG facility that also serves as the municipal hospital. With the implementation of the CHPs concept to improve access to health care services, the municipal area now operates thirteen (13) CHPS compounds.

Within the project affected communities, most people (88.0%) rely on community health centres/dispensaries for healthcare. Other healthcare facilities include public/private hospitals (used by 7.0%), pharmacies (used by 4.0%) and traditional medicine (used by 1%).

Reasons for selecting a healthcare provider was largely distance, followed by effectiveness/trust in the service provided, cost and religious or traditional beliefs (Figure 3-9).

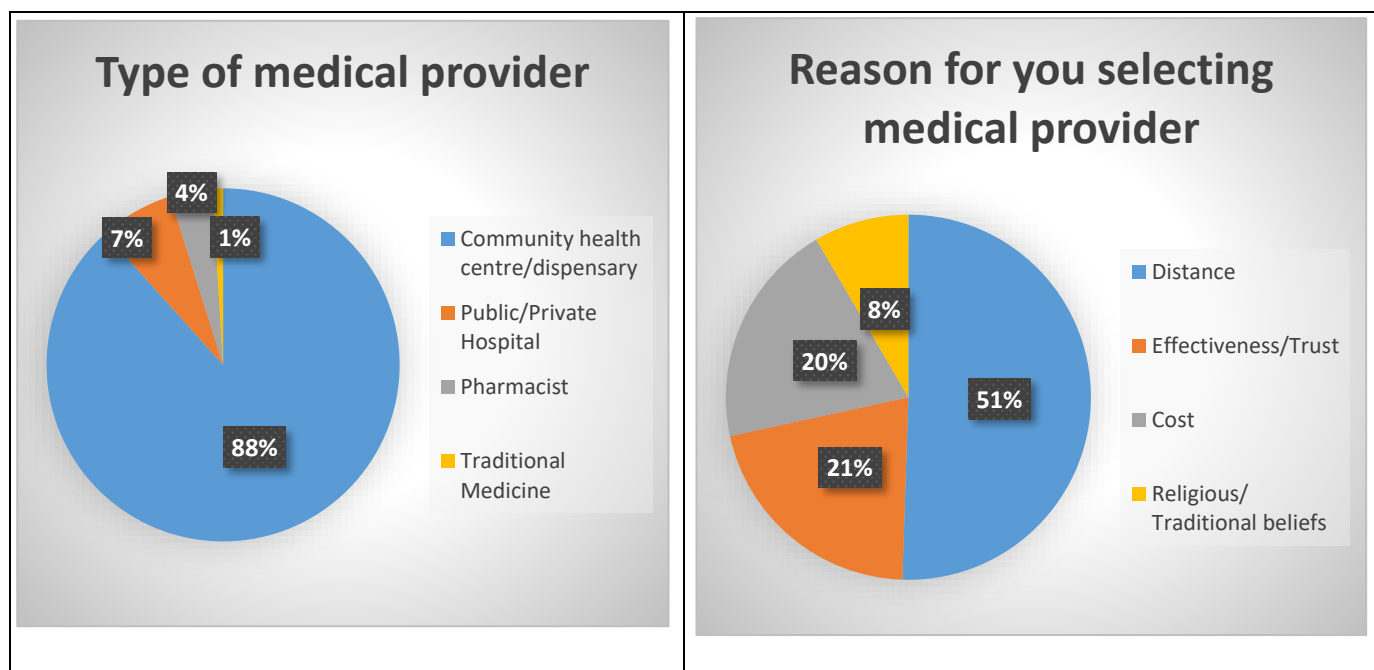


Figure 3- 9: Types and reasons for selecting medical service providers

3.9 Utilities and services

3.9.1 Energy

The municipality's energy supply is a major source of concern as only 27.0% of the population is connected to the national grid with 41.0% using kerosene as their primary source of energy for lighting. Firewood and charcoal remain the primary sources of energy for cooking, further depleting the vegetation. As a result, there is a need to extend electricity to underserved communities and ensure district-wide access to LPG..

3.9.2 Water Supply

Boreholes account for 72.1% of the municipality's drinking water supply, followed by pipe borne outside dwellings (9.8%), 6.7% from pipe-borne inside dwelling and 4.5% from public taps/stand pipes. Majority of rural households (80.6%) rely on boreholes/pump/tube wells for drinking water, while only a few in the urban sector do (30.7%).

Within the project communities, the main sources of water are boreholes and hand dug wells (Table 3-7). During the rainy season, rainwater is harvested by households for domestic use such as cooking, drinking, washing, bathing etc.

Table 3- 7: Sources of water for domestic purposes

Water Source for Drinking and cooking	Rain water	Tap water inside house	Public tap water	Canal, river, pond	Hand dug well	Borehole
Rainy Season	28	1	1	3	3	93
Dry Season	0	1	0	3	3	92

Source: Household Survey, June 2022, SAL Consult

3.9.3 Sanitation and Waste Management

The sanitation situation in the municipality is among the best in the region, and it ranks first in the region's Open Defecation Free (ODF) League Table with about 91.0% of communities certified and declared ODF. Majority of households in these communities have their own latrines and an increase in hand washing awareness is resulting in fewer faecal matter-related diseases in the municipality (MTDP 2018 – 2021, Nandom).

Similarly, most (83.2%) households in project communities have toilet facilities i.e. pit latrine and a few (16.0%) without toilets (Table 3-8).

Table 3- 8: Toilet facilities in communities in the project area

Toilet facilities	No. of respondents	%
Pit Latrine	79	83.2
No toilet	16	16.8
Total	95	100

Source: Household Survey, June 2022, SAL Consult

3.10 Vulnerability

Vulnerable groups are those at risk of becoming more vulnerable due to impacts from project implementation. These vulnerable people include, but not limited to:

- disabled persons, whether mentally or physically challenged;
- the elderly, usually from 70 years and above;
- very sick and or physically weak individuals;
- people without formal land rights;
- women and female headed households; and
- children.

Out of the 95 respondents, 6 were persons with disability such as difficulty in walking (50.0%), visually challenged (33.0%) and severe memory loss (17.0%). For the elderly, project communities had only 9.5% of persons above 60 years. However, of particular interest is the

economic vulnerability of households. Most households were found to live below the international poverty line of USD 1.90/day i.e. about GHC 400 per month.

4.0 COMPENSATION PLAN

4.1 Establishment and Communicating Cut-off-date

The objective of the cut-off date is to establish a deadline date for which project affected persons qualify for entitlement to compensation. Persons entering the project area after the Cut-Off Date are not eligible for compensation and/or resettlement assistance.

The consultant engaged the affected persons on the Project and the resettlement/compensation and grievance redress processes and solicited their concerns to inform the preparation of the RAP. The engagement was through focus group meetings and one-on-one with the PAPs during the census and socioeconomic surveys. Photographs of the PAPs at the meetings are presented in Annex 7.

Persons who encroach on the project areas after the final valuation exercise on June 22, 2022, are therefore not entitled to or expected to receive any form of compensation unless their claims are investigated and found justified by the Grievance Redress Process put in place as part of this Report.

4.2 Valuation Exercise

4.2.1 Purpose and Scope of Valuation

The purpose of the valuation exercise was to assess the overall Compensation Payable as part of the assessment of resettlement related issues under the proposed project. The scope of the valuation covered all affected properties, structures and crops/economic plants. Loss of income and disturbance are considered as far as it may be appropriate for payment of compensation.

4.2.2 Basis of Valuation

The basis of valuation is derived from the following documents:

- AfDB OS 2 - Involuntary resettlement, land acquisition, population displacement and compensation;
- Section 4(1) of the State Lands Act, 1962 (Act 125);
- Section 253 of the Land Act, 2020 (Act 1036); and
- Section 20 of the 1992 Fourth Republican Constitution of Ghana.

4.2.3 Valuation Process

The data gathering process involved:

- a) Enumeration of crops/economic plants either by headcount or by area measurement.
- b) Taking inventory of secondary structures.
- c) Taking of pictures of identified project affected persons.

4.2.4 Valuation Method and Rates

Crops

These are categorized into three in the survey instrument:

- Food or Annual Crops;
- Economic Trees/Plants; and
- Ornamental/Beautification.

Rates applied to the above crop categories are official rates in operation and being used by the Land Valuation Division (LVD) of the Lands Commission, Ghana as of 2018. These were well researched into and carefully compiled through market survey to ensuring that they are reasonable and fair.

Crop Rates for the Food or Annual Crops were derived from the Cost of Production per Acre, worked on the Discounted Cash Flow (DCF) technique. Rates for the Economic trees/plants and ornamental/beautification trees on the other hand were computed on the Income or Investment method of valuation. The underlying principle of the DCF is that the future income or streams of income that would be generated from an economic production (tree/crop) are discounted at an appropriate rate of interest (i.e. Investment Approach) to determine the present value. This informs the investor whether the investment is worthwhile. Thus, The DCF is an aspect of the Investment Approach or Method of Valuation to arrive at crop rates. The non-economic crops are however valued based on Replacement Cost basis. That is how much it costs to grow such plant or tree.

Disturbance Allowance

Disturbance is considered as a reasonable expenses incidental to any necessary change of residence or place of business by any person having a right or interest in the affected property. Cost of disturbance is one of the components to be considered when determining compensation for PAPs as provided in the State Lands Act 1962. As the replacement cost/reinstatement cost is the contractor's responsibility, no disturbance allowance was estimated on that. A disturbance allowance of 10% of the assessed compensation for businesses/structures or of the relocation cost/loss of income was applied and 20% for crops was applied as impact on crop is greater and no loss of income was estimated.

Loss of Income

A livelihood assistance or loss of income was determined for eligible PAPs. The estimation for loss of income or livelihood assistance for affected individuals is based on the estimated income or earnings of the individual. Income rates were deduced from field data (i.e. income ranges provided by PAPs during the census/socioeconomic survey) and the level of income expected to be earned monthly.

Estimation of Relocation /Transportation/Movement Cost

Relocation cost has been estimated to include the amount to be involved in the transportation of assets belonging to the project affected persons (PAPs) to a nearby location and back during the project period.

4.2.5 Description of compensation and assistance for different categories of PAPs

The description of compensation and assistance for different categories of PAPs are provided in the table 4-1 below.

Table 4- 1: Compensation description for category of impact

No.	Category of Impact	Description of compensation and assistance	Remarks
1	Complete/permanent loss of property or use right.	1. Replacement or market value of property to be paid to PAP. 2. Disturbance allowance	No land will be acquired by the project, so no physical relocation cost is applied.
2	Temporary inconvenience (PAPs have no identifiable structures and need information to move away to alternative sites).	No compensation required.	The vast land available means alternative grazing areas are available and can be identified for herdsmen and persons who use area as pastureland. Also, the cut and carry system can be practiced
3	Temporary economic displacement (women who pick fruits of shea and dawadawa will lose income from sale of the fruits)	Disturbance allowance as a percentage (10%) of the loss of income/relocation	Disturbance allowance is applied due to economic displacement. Since women pick fruits of shea and dawadawa in groups, disturbance allowance will be paid to the group, represented by the group leader(s). Alternative land, which may be farther than the original shea picking areas, exists for women to pick fruits. As indicated by the women in the engagement and negotiations (Annex 6), compensation received by the women groups could be used to procure tricycles or other suitable means of transport to facilitate access to the alternative picking sites for women. Also, part of the compensation could be used to construct sheds and procure basic shea processing equipment for a community shea processing facility. In cases where there is an existing facility, monies received could be used for renovation of the facility.

4.2.6 Valuation Opinion

Having taken cognisance of the relevant value indicators like type of property, category of impact, economic and institutional factors, and having conducted the appraisal in an objective manner in accordance with the Code of Professional Ethics of the Ghana Institution of Surveyors (GhIS), It is our considered opinion that the total heads of claim (i.e. estimated compensation payable to PAPs) for the resettlement of the affected PAPs is in the Nandom Municipality is **Two Hundred and Seventeen Thousand, Three Hundred and Sixty Ghana Cedis (GH¢217,360.00)**. This is the most accurate estimate of compensation payable to the PAPs (Table 4-2) based on the information available at the time of writing the report.

Table 4- 2: Valuation Summary

Community	Beneficiary/PAP	Livelihood Support					
		Total Estimated Population	Percentage of Females	Estimated no. of Women Affected	Income Per Day (GH¢)	Total Income for 1 months (GH¢)	Total Livelihood Income (GH¢)
Ketuo	Ketuo Women's Group	1200	60	120	8	208	24,960.00
Puffien	Puffien Women's Group	1500	60	150	8	208	31,200.00
Bu	Bu Women's Group	1000	40	100	8	208	20800
Kokoligu	Kokoligu Women's Group	1200	60	120	8	208	24960
Tampelle	Tampelle Women's Group	2000	65	200	8	208	41600
Kogle Kuudateng	Kogle Kuudateng Women's Group	450	70	45	8	208	9360
Ko	Ko Women's Group	1200	65	120	8	208	24,960.00
Bezume	Bezume Women's Group	600	60	60	8	208	12,480.00
Goziir	Goziir Women's Group	800	55	80	8	208	16,640.00
Zimuopare	Zimuopare Women's Group	500	65	50	8	208	10,400.00
Total							217,360.00

4.3 Compensation Disbursement Responsibility

The Ministry of Food and Agriculture (MoFA) is responsible for compensation disbursement. A representative of the Municipal Assemblies or Submetros or the local Assembly men/women will serve as a witness during the payment of compensation to PAPs, if necessary. MoFA, with the support of the RAP consultant, will ensure that all PAPs identified in the valuation report are paid their compensation due them.

4.4 Compensation Payment Procedures

Cash compensation will be paid for loss of income due to disruption of economic activity. Women in the communities pick fruits of shea and dawadawa in groups so compensation will be paid to the women groups within communities prior to project commencement.

Each eligible affected group will sign a compensation claim form (as shown in **Annex 4** together with the authorized project representative. The compensation claim form clarifies mutual commitments as follows:

- On the project side: commitment to pay the agreed compensation, including all its components (livelihood/loss of income, disturbance); and
- On the affected women group's side: commitment to vacate the land by the agreed date before project commencement.

4.5 Eligibility/Entitlement Matrix

The eligibility and entitlement matrix is provided in Table 4-3.

Table 4- 3: Eligibility and Entitlement Matrix

Affected Assets/ units	Type of impact	Entitled units	Eligibility criteria	Entitlement
Crops	Destruction of standing crops	Owner	Have grown the affected crop/ economic plants (regardless of related plot ownership)	1. Cash compensation for standing crops not harvested prior to land entry, counted at cut-off date and based on realistic crop rates, LVD rates 2. Disturbance allowance (20%)
Loss of income	Economic activity	Person engaging in activity	Use affected land as a source of livelihood	1. Cash compensation for temporary loss of income incurred as a result of the project. 2. Disturbance allowance on loss of income

4.6 Assistance for Vulnerable Persons

Vulnerable PAPs were identified as part of the census and socioeconomic survey. Vulnerable PAPs may require special assistance because they are less able to cope with the physical and/or economic displacement and the temporary inconvenience to be experienced than the affected population in general. Assistance to vulnerable people may take the following forms, depending upon vulnerable persons' requests and needs:

- Assistance in the compensation payment procedure (e.g., going to the Bank with the person to cash the compensation cheque if required or requested).
- Assistance in gaining employment or establishment of alternative business as livelihood assistance

4.7 Disclosure

4.7.1 Disclosure of Compensation Proposals and Grievance Redress Sections of the RAP to PAPs

As part of the disclosure process, the RAP Consultant will disclose the compensation proposal/payable and the Grievance Redress section of the RAP to the PAPs. A copy each of the PAPs compensation profile and the names and contacts of the RAP Consultant team for grievance redress will be given and the necessary explanation and clarification provided to the PAPs. The PAPs will sign off if they agree to the compensation proposal and the relevant document received. All comments from the PAPs will be noted on the signed-off sheet. Each eligible PAP will be informed about the actual cash compensation amount to be paid to him or her.

4.7.2 RAP Disclosure

MoFA/SADP PCU will submit copies of the final RAP to the AfDB for clearance and disclosure of the cleared final RAP on its website. MoFA/SADP Project Coordination Unit (PCU) will also ensure that copies of the cleared RAP or extracts of the cleared final RAP (core report without valuation figures) are sent to the relevant MMDAs to enable the PAPs, and other stakeholders such as Assemblymen and any interested Non-governmental organizations (NGO) in the project area access the document. A public notice of the RAP disclosure will be placed at the Assembly premises and in the national dailies (e.g., Daily Graphic and Ghanaian Times) to notify the public/PAPs about where the RAP documents can be accessed.

5.0 INSTITUTIONAL ARRANGEMENT

5.1 Relevant Institutions

The institutional arrangement identifies the relevant institutions involved with the implementation of the RAP, their roles and responsibilities. The main institutions concerned with the implementation of the Project and the RAP related activities including reinstatement works are provided in Table 5-1. The RAP implementation activities will be under the overall guidance of MoFA.

Table 5- 1: Institutional Roles and Responsibilities

No	Institution	Role/Responsibility Description
1	AfDB	<ul style="list-style-type: none"> • Maintains an oversight role to ensure compliance with the bank's safeguards policies, review and provide clearance and approval for the RAPs. • Will carry out external supervision for satisfactory RAP implementation and provide support role throughout project implementation and monitor progress of project implementation. • Will recommend additional measures for strengthening institutional capacity building measures as appropriate and implementation performance.
2	MoFA/SADP PCU	<ul style="list-style-type: none"> • Responsible for the successful implementation of the project by engaging appropriate contractors and consultants for the execution of the project. • Has the oversight responsibility for the implementation of the RAP. • Responsible for providing funds for direct compensation payments to eligible PAPs who will be economically/physically displaced. • Responsible for compensation disbursement. • Have a representation in the RAP Management Teams including the Grievance Committee and the Monitoring and Evaluation Committee. • Responsible for ensuring that environmental and social safeguard issues and documentations are taken care of under all the Project.
3	RAP Consultant	<ul style="list-style-type: none"> • Responsible for the preparation of the RAP and Communication and Outreach Plan. • Responsible for ensuring that impacts are properly assessed and all PAPs are identified and their affected assets recorded and valued for adequate compensation. • Responsible for ensuring that stakeholders including PAPs have been identified and engaged to ensure issues of concern to them are adequately addressed.

		<ul style="list-style-type: none"> • Responsible for consultations with the PAPs and providing feedback on project/RAP implementation to the PAPs and MoFA. • Responsible for ensuring that all grievances are resolved, and feedback provided to the PAPs concerned.
4	MMDAs	<ul style="list-style-type: none"> • The relevant MMDAs are the beneficiary local government authority where the projects are being implemented. Will be directly involved with the RAP implementation and will have representations in the Grievance Committee and Monitoring and Evaluation Committee
5	Lands Commission (Land Valuation Division, LVD)	<ul style="list-style-type: none"> • Will be invited to review and confirm value of affected properties and confirmation of land/property values when the need arises especially during disputes or grievance redress issues concerning project affected persons. The Grievance Redress Team may invite the LVD as expert to assist in resolving disputes requiring the expertise of the Valuation Division.
6	PAPs	<ul style="list-style-type: none"> • The PAPs will be required to select representatives to the grievance committee at the Assembly/Submetro level. These representatives will be directly involved in activities of the Grievance Redress Mechanism (GRM) and serve as liaisons for all identified PAP groups.

6.0 GRIEVANCE REDRESS

Grievance redress mechanism (GRM) is the instruments, methods, and processes by which a resolution to a grievance is sought and provided.

6.1 Objective

The objective of the Grievance Redress Mechanism (GRM) is to provide an effective, transparent and timely system that would give aggrieved persons redress and avoid litigation, minimize bad publicity, avoid/minimize delays in execution of the project, and ensure sustainability of the Project. The GRM will provide all persons and groups affected by the project activities with avenues through which they can express their concerns and receive the needed corrective actions in an appropriate and timely manner.

6.2 Potential grievances/disputes

In practice, grievances and disputes that arise during the course of implementation of a resettlement/compensation program may be related to the following issues:

- Mistakes in inventorying/asset enumeration or valuation data;
- Disagreement on property boundaries, either between the affected person and the expropriation agency or between two neighbours;
- Disputed ownership of a given asset;
- Disagreement on asset valuation methods;
- Successions, divorces, and other family issues resulting in disputed ownership or disputed shares between inheritors or family members;
- Disagreement with the computation of the loss of income or relocation/transportation assistance; and
- Delays in construction and or reinstatement timelines.

6.3 Redress Process

The general steps of the grievance process will comprise:

- Registration of complaints;
- Determining and implementing the redress action (by any of the GRM tier levels as appropriate in consultation with the complainant);
- Verifying the redress action (by any of the GRM tier level as appropriate; and
- Signing of the grievance or closing out.
- To be signed off between the complainant and the GRM tier level as appropriate

Registration of complaints

Complaints can be lodged verbally or in writing or by phone call to the RAP Consultant's field team members. The elected local Assemblyman/women for the area who receives complaints from PAPs (because the Assemblyman/woman lives within the community and some PAPs may prefer to route their complaints through the Assemblyman/woman) will be required to forward such complains to the RAP Consultant's contacts. All complaints will be registered using a grievance

and resolution form, a sample is attached as **Annex 5**, or logged in a dedicated logbook for that purpose.

Determining and implementing the redress action

When a grievance/dispute is recorded as per above-mentioned registration procedures, the grievance will be resolved at the local (project site) level first and if not successful, referred to the next level as discussed extensively in the next subsection. Meeting(s) will be organized with interested parties. Minutes of meetings will be recorded if appropriate.

The grievance redress team will determine the redress action in consultation with the complainant, if necessary. Otherwise, the grievance redress team will communicate to the complainant on the acknowledgement of the grievance, the redress action proposed and the timeframe for implementation.

Verifying the redress action

The grievance redress team will visit the affected property site or get in touch with the complainant to confirm that the redress action is carried out. If the complainant is not satisfied with the outcome of the redress action, additional steps will be taken to resolve the issue or reach an amicable agreement, otherwise the complainant has the option to refer the matter to the next level for redress.

Signing of the grievance or closing out

If the complainant is satisfied with the redress action taken, he or she is required to sign off on the Grievance and Resolution Form and filed appropriately.

6.4 Redress Arrangement/Levels

The proposed GRM will consist of a three-tier resolution arrangement (Figure 6-1) as follows:

- Local (project site) level, to be handled by the RAP Consultant in consultation with relevant parties e.g. MoFA District Office, SADP PCU to keep parties informed of all grievances, the management and resolution thereof at this level;
- Grievance Committee Level (Grievance committee to include Metropolitan, Municipal District Assembly representatives, PAP representatives from the affected community and other key stakeholders such as Land Valuation Division as and when appropriate); and
- National legal level (i.e., if the above three levels fail, the complainant is free to seek redress from the court of law).

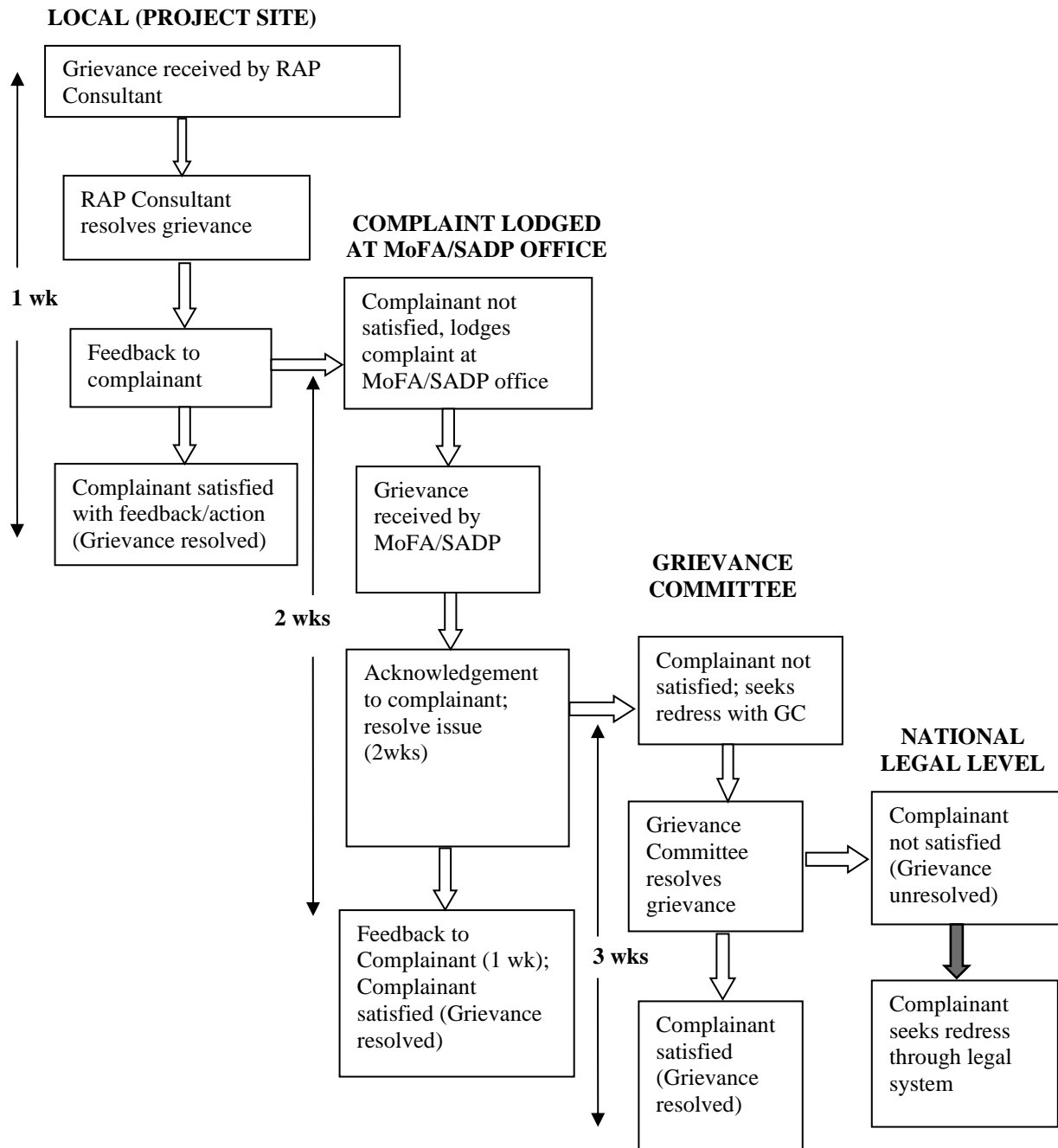


Figure 6- 1: Grievance Redress Mechanism for SADC Project

The levels of the GRM are explained as follows and summarized in **Figure 6-1**. The sensitization on the GRM will be done in the local languages of the area. This will ensure that approaches, ways and contact information for all stages of the GRM are clearly spelt out. Despite all efforts to inclusively and meaningfully engage PAPs/ stakeholders, grievances may arise. If not managed properly, even small complaints can escalate into conflict and even lawsuits. In order to forestall these tendencies, we shall as, part of our instituted meetings with the affected people, allocate time to introduce and discuss the grievance redress mechanism. The possible grievance areas and steps for redress are highlighted in **Figure 6-1**.

6.4.1 Local (project site) Level

A complaint made at any project site shall be received by the RAP Field Team member or an assigned officer from MoFA/SADP. The procedure shall be as follows:

- A complaint form shall be filled out (see Annex 5), dated and signed, a copy of the same shall be kept by MoFA/SADP office and a copy given to the complainant.

The RAP Consultant will have focal persons who will receive complaints during the construction phase. However, complaints sent to the local Assembly members by PAPs shall be forwarded to the Consultant or RAP Focal persons by the Assemblymen/women. The RAP Consultant shall resolve the grievance or rectify the anomaly within one (1) week of receipt of complaint. The RAP Consultant will also ensure that this information is made available by appropriate means including signboards, leaflets, community meetings, etc. The Consultant's progress report will contain the complaint, the solution proffered, and the results of follow-up to determine whether the complainant is satisfied with the outcome.

Acomplainant is also at liberty to lodge his/her complaint in a written form to MoFA office. This shall be recorded, dated and signed to acknowledge receipt.

An acknowledgement of complaint form or grievance shall be sent to the complainant or emailed or delivered to the complainant directly as appropriate within one (1) week. MoFA/SADP will make use of its internal dispute resolution system if necessary to have the issue(s) resolved within one week and shall inform the complainant verbally and/or in writing with the resolution. The solution proffered shall be recorded and dated. Follow up will be done to find out whether the complainant is satisfied, and the results of the follow-up recorded. If satisfied, the grievance shall be closed out by the signing of the appropriate section of the complaint form by MoFA SADP representative and the complainant.

6.4.2 Grievance Committee Level

For issues that could not be resolved directly by MoFA, a project level Grievance Committee (GC) will be set up to handle such cases. The committee will be set up within the respective Metropolitan/Municipal Assemblies so that stakeholders do not have to travel long distances to attend committee meetings.

The GC will include the following:

- A representative of the affected Metropolitan/Municipal/District Assembly/sub-metro;

- The local Assembly Man/Women from the local community or electoral area where the complaint is coming from;
- Representative of MoFA (to chair the committee);
- Representative(s) of PAPs from the affected local community (i.e. the PAP representative will change depending upon where the complaint is coming from; and
- A representative of Land Valuation Division (if issue has to do with valuation, and compensations).

The GC will be chaired by the representative of MoFA. Membership of the GC will be made known to the public/stakeholders as part of the sensitization on the GRM. The GC shall provide a response within three (3) weeks of receiving formal notification of a grievance. In cases where further site visits, investigations or discussions with the aggrieved stakeholder are deemed necessary in order to arrive at an amicable resolution, a date shall be planned with the complainant for the follow-up visit which will fall within the mandated three (3) weeks.

6.4.3 National Legal Level

If the aggrieved stakeholder is not satisfied with the outcome of the Grievance Committee intervention in resolving the grievance, the stakeholder will be advised to seek redress through the appropriate legal system/law court.

6.5 Reimbursement of actual costs for Grievance Committee Activities

The cost of the Grievance Committee activities include such incidental cost as transport allowance for the committee members (PAP representatives included), fuel or transport for field verification visits by the committee, and lunch for members for extended meeting hours and during field. These incidental costs are captured in the implementation budget in Section 9 below.

6.6 Legal Claims and or Compensations from Grievance Resolutions

The Project will do all that it can to make use of the alternative dispute arrangement provided under this GRM in order to avoid or minimise litigation or court adjudication, which is very expensive and time consuming. However, complainants are at liberty to go to the law court to seek redress as enshrined in the Constitution of Ghana if not satisfied with the grievance process. MoFA is responsible for payment of any legal claims and or compensation arising from a grievance resolution

7.0 MONITORING/ EVALUATION AND REPORTING

Regular monitoring and reporting are central to, and required for, effective management and implementation of the resettlement process. Resettlement monitoring and evaluation will focus mainly on the implementation of resettlement (i.e., compensation for displacement).

Monitoring aims to correct implementation methods during the course of the Project, as required, while evaluation is intended at checking whether policies have been complied with and providing lessons learnt for amending strategies and implementation in a longer term perspective.

Monitoring and evaluation regarding progress of this project and RAP implementation is important to observe whether the mitigation measures planned are in fact implemented in order to make adjustments in project plans, and implementation if and where required. The purpose of monitoring is to ensure that approaches mentioned in this plan are well implemented to make the project successful.

The RAP monitoring will have two components, and these include:

- ◆ Process monitoring (internal); and
- ◆ Independent performance monitoring (external).

7.1 Process Monitoring (Internal)

The internal monitoring activities will focus on compliance with the Resettlement Action Plan (RAP) and the updated stakeholder engagement, communication and outreach plan and to ensure that the objectives of these reports have been achieved.

7.1.1 Purpose and Responsibility

The internal process monitoring will be carried out by the RAP Consultant during the RAP/project implementation phase on behalf of MoFA to track implementation activities, and be able to propose corrective measures expeditiously.

In addition to the above, the RAP Consultant will

- Ensure compliance with the principles of the RAP and that actions and commitments described in this RAP are being implemented;
- Ensure that eligible people to be affected by the project receive their compensation promptly.
- Ensure that complaints and grievances lodged by PAPs are followed-up and resolved;
- Ensure that the contractors do not destroy properties beyond or above what has been compensated for or valued for compensation;
- Provide MoFA with feedback on the resettlement/compensation implementation programme.

7.1.2 Monitoring Indicators for RAP Implementation

The monitoring indicators will include but not limited to:

- Number of PAPs available and received or signed for the compensation amount;
- Number of Representatives of PAPs who received compensation on behalf of PAPs;
- Date of payment, and payee of the compensations;
- Number of grievances registered, number of grievances resolved and unresolved complaints; and
- Number of complaints resolved at the project site level, resolved by MoFA, resolved by the Grievance Committee, and number sent to the law courts.

7.1.3 Monitoring of the Stakeholder Engagement, Communication and Outreach Plan

The process of monitoring the stakeholder engagement programme will aim to provide information such as whether:

- The activity is achieving the desired goals.
- The implementation is progressing towards the expected results.
- Complaints being received is due to lack of or inadequate project information dissemination or spread of inaccurate information or misinformation
- The time frame is respected.

7.1.4 Reporting

The RAP Consultant will prepare and submit the following reports to MoFA/SADP:

- Monthly Reports during construction – to provide account for all activities carried out within the specified month including challenges encountered. The monthly reports will provide MoFA/SADP and other relevant stakeholders with information on RAP implementation and issues of fresh compensation if any and grievances.
- Quarterly Progress Report during construction– to provide status of all activities carried out in the specified quarter including challenges and recommendations. The quarterly reports will enable MoFA, and other relevant stakeholders to verify that resettlement measures including compensations identified in the RAP were implemented and that construction and reinstatement works as well as actions prescribed in the RAP and contractor work schedules are being implemented.
- RAP Closeout Report – to provide a close out report on all resettlement and community engagement planning and implementation activities among others as provided in the ToR.

7.2 Independent Performance Monitoring (External)

An independent performance monitoring will be carried out by an external party (e.g., AfDB) at structured intervals, e.g., mid-term monitoring and completion evaluation/audit. The completion evaluation/ audit is to determine whether the objectives of the RAP have been achieved or otherwise and that compensation has been successfully completed in compliance with the RAP. The completion evaluation/ audit should be undertaken after completion of construction activities including reinstatement works and submission of closeout report by the RAP consultant.

8.0 IMPLEMENTATION PLAN

The implementation plan provides for indicative timelines for implementation of the RAP. The table 8-1 below shows the general implementation plan for the various tasks identified under the resettlement related programme. The Implementation Plan will be updated periodically as and when changes occur in project/RAP implementation timelines.

Table 8- 1: RAP Implementation Plan

Main tasks	Specific tasks	Timelines/ Period	Comments
Stakeholder engagement	Meetings with stakeholders i.e. one-on-one, key informant interviews, focus group discussions	May 2022	Completed
Preparation of draft RAP	Census of affected persons	May – June 2022	Completed but monitoring required
	Socio-economic survey of PAPs	May – June 2022	Completed but monitoring required
	Field valuation of properties and reporting	June 2022	Completed
	Writing of draft RAP report in line with the ToR for the assignment	June 2022	Completed
Revision and Finalization of draft Report	Review of draft RAP	June 2022	Completed
	Revised RAP preparation	July 2022	Completed
	Finalization of RAP	July 2022	Completed
	Approval and clearance of RAP	July 2022	Completed
Disclosure of Report	Disclose RAP at the relevant MMDAs and on AfDB website	August 2022	-
	Disclosure of compensation proposal/ figures to PAPs	August 2022	-
Formation of Grievance Committee	Grievance Committee	September 2022	
Compensation payment	Compensation disbursement to PAPs	From October 2022	To be paid prior to commencement of subproject activity
Grievance Redress	Resolution of all disputes/ complaints	Project duration	-
Internal Monitoring and Evaluation	Monitor implementation of resettlement/ compensation activities	Project duration.	-
Reporting	Prepare Quarterly Progress Report	Every quarter during construction period	-

Main tasks	Specific tasks	Timelines/ Period	Comments
	Prepare RAP Closeout Report after construction phase	One (1) month after construction phase	-

9.0 COST AND BUDGET

9.1 Estimated Cost for RAP Implementation

The cost estimates for the implementation of the RAP including direct compensation payments to PAPs, and contingency issues is **Gh¢ 283,228.00**. The details are presented in the Table 9-1 below.

Table 9- 1: Estimated cost for the implementation of the RAP

No.	Item	Estimated Cost/ Gh¢	Remarks	Source of funds
1	Direct Cash Compensation to be paid to PAPs	217,360.00	Amount directly going to eligible PAPs due to economic displacement. To be provided and disbursed by MoFA	Project funds
2	Subtotal	217,360.00		
3	External monitoring	20,000.00	Monitoring of RAP implementation by external team e.g. AfDB	Project funds
4	Audit of RAP completion	10,000.00	Evaluation of RAP implementation	Project funds
5	Cost for complaints redress	15,000.00	Allowances and	Project funds
6	Information and awareness campaign	10,000.00	Required for publicity and awareness creation including disclosure	Project funds
7	Subtotal	55,000.00		
8	Contingency (5% of No.2)	10,868.00	For unforeseen contingencies and incidental costs. To be provided by MoFA	Project funds
9	Total for RAP Implementation	283,228.00	Estimated cost for the implementation of the RAP for the Nandom Sub-projects	Project funds

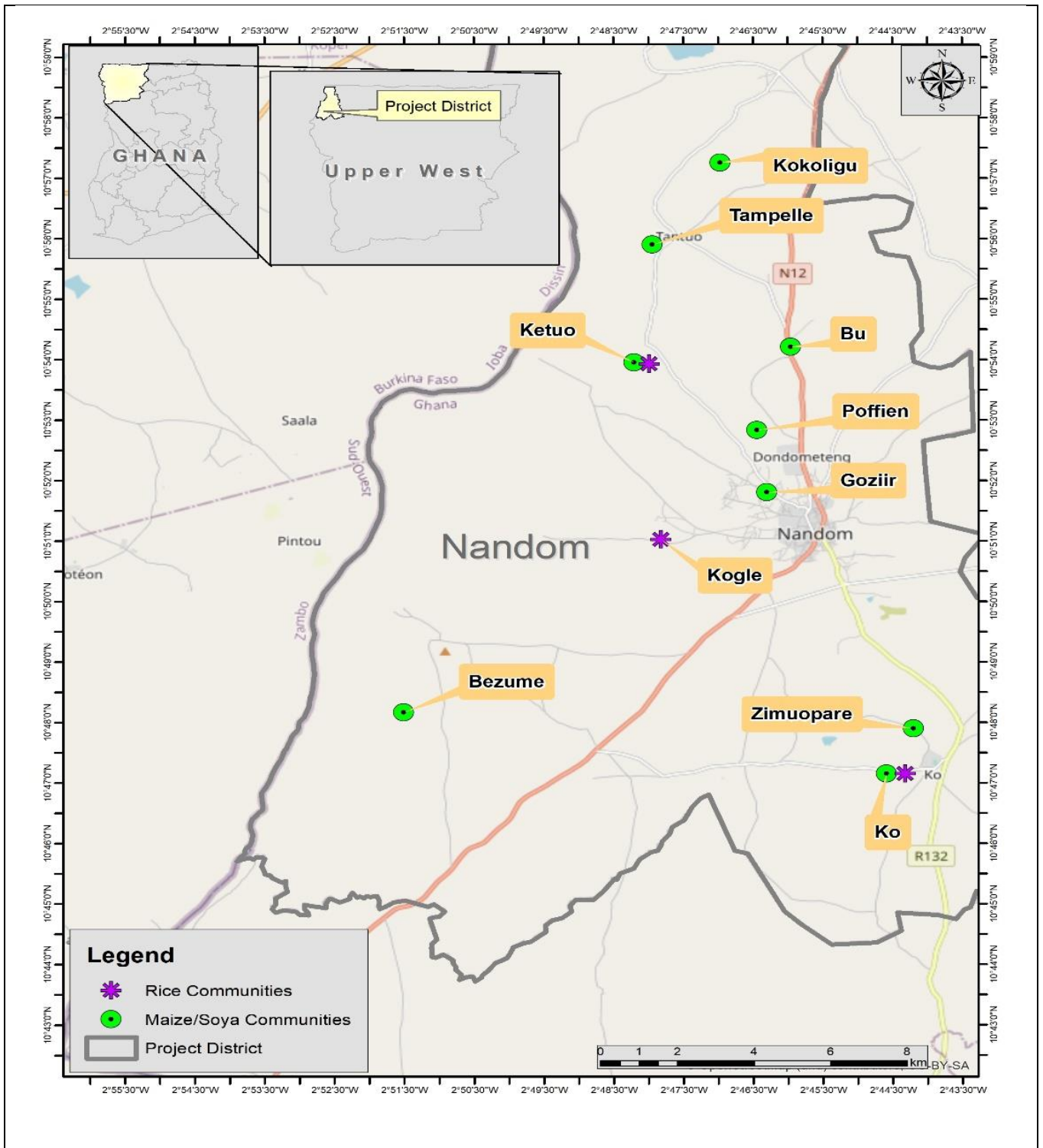
10.0 CONCLUSION

This RAP covers the 1,045 women within 74 households, whose primary livelihood activity of collecting fruits of shea and dawadawa will be affected by the SADP project implementation. Compensation will be duly paid from project funds to the project affected persons from an estimated budget of Two Hundred and Eighty-Three Thousand, Two Hundred and Twenty-Eight Ghana Cedis (GHC 283,228.00). Also, concerns of PAPs, community members or any other persons will be adequately addressed by the Grievance Redress Mechanism proposed in this report. Sufficient provisions have been made for PAPs to receive their compensation and any necessary assistance.

ANNEXES

- Annex 1 Location map of the Nandom Municipality showing project communities
- Annex 2 Census survey instrument
- Annex 3 Valuation Summary Report
- Annex 4 Compensation Claim and Agreement Form
- Annex 5 Grievance Redress Forms
- Annex 6 Record of meetings in Nandom
- Annex 7 List of Project Affected Persons (PAPs)

Annex 1 Location map of the Nandom Municipality showing project communities



Annex 2: Census survey instrument

Resettlement Project - PRELIMINARY SURVEY

Interviewer Name:

1. **SURVEY DATA** - Household GPS point to be recorded at the entrance to the **Main Dwelling House**. **PRINT all answers in CAPITALS**

1.1 Interviewer: 1.2 Date: 1.3 Do we have your permission to conduct this interview and to record, securely store, analyse or share this information for purposes of assessing compensation and resettlement related impacts YES NO

1.4 Status of interviewee vis-à-vis affected asset: PAP Representative of PAP

1.5 If Representative, please indicate your relation to the PAP: Spouse Son Daughter Parent Brother Sister other (specify)

1.6 Status of interviewee vis-à-vis household: Head of Household Spouse Son Daughter Parent Other relative

1.7 Valuation_ID	_____	Asset: Business/Stall:	Land:	Crops:	Dwelling House:	Other Structure
		Asset: Business/Stall	Land:	Crops:	Dwelling House:	Other Structure
		Asset: Business/Stall	Land:	Crops:	Dwelling House:	Other Structure

(Complete all Valuation IDs held by all individuals in the Household)

1.8 District: 1.9 Town / Village:

2. HOUSEHOLD MEMBERS DATA (HM) RECORD ALL HOUSEHOLD MEMBERS LIVING IN THE HH COMPOUND

HH_ID:

2.1 What is the size of your household (Please provide details of respondent's household in the table following)

HM ID	Full Name (first, middle surname) <i>(first person on list should be the Head of Household - HHH)</i>	Living at: 1) Home 2) Away If AWAY for more than 7 DAYS state the reason for absence. 2a-full-time work 2b-seasonal work 2c-fishing trip 2d-visiting 2e-studying 2f-hospital 2g-other (specify)	Age	Sex M - Male F - Female	Marital Status 1. Never Married 2. Married 3. Living together 4. Divorced 5. Separated 6. Widowed 7. Unmarried 8. Unmarried and under official Marriage age -18 9. Not stated	Relationship to HH 1. Head 2. Wife 3. Husband 4. Son 5. Daughter 6. Parent 7. Grandchild 8. Other Relative 9. Not Related	Main Occupation 1. Farmers 2. Fishermen 3. Food / Fish processor 4. Livestock Keepers 5. Crafts & Related Workers 6. Labourers or General Workers 7. Drivers, Plant Operators 8. Street or Market Vendors & Related 9. Services, Shop or Stall Workers 10. Small Business Managers 11. Legal & Administrative 12. Qualified Professionals 13. Clerks 14. Technicians 15. Unemployed - seeking work 16. Unemployed - not seeking work 17. Full time Student / School 18. Home Maintenance (looking after Home & Family) 19. Unable to work (sick; too old, disabled) 20. Under official working age 18 21. None 22. Other (specify)	Secondary Occupation 1. Farmers 2. Fishermen 3. Food / Fish processor 4. Livestock Keepers 5. Crafts & Related Workers 6. Labourers or General Workers 7. Drivers, Plant Operators 8. Street or Market Vendors & Related 9. Services, Shop or Stall Workers 10. Small Business Managers 11. Legal & Administrative 12. Qualified Professionals 13. Clerks 14. Technicians 15. Unemployed - seeking work 16. Unemployed - not seeking work 17. Full time Student / School 18. Home Maintenance (looking after Home & Family) 19. Unable to work (sick; too old, disabled) 20. Under official working age 18 21. None 22. Other (specify)	Any Disability See Codes below Add all relevant codes	Education Attainment <i>(current or highest level reached)</i> 1. Never Attended 2. Primary School - Now Attending 3. Primary School - Partly Attended 4. Primary School - Completed 5. Junior Secondary School - Now Attending 6. Junior Secondary School - Partly Completed 7. Junior Secondary School - Completed 8. Senior Secondary - Now attending 9. Senior Secondary - partially completed 10. Senior Secondary - completed 11. University or College 12. Training after Primary Education 13. Training after Secondary Education (e.g. vocational training) 14. Under official school age - 6	Literacy Can the HM read and write a short sentence ? 1. YES 2. NO	Receipt of Grant due to Poverty (please note which grant)	
	RECORD ALL HOUSEHOLD MEMBERS LIVING IN THE HH COMPOUND												
	Please PRINT all Names												
	First Name	Surname	Middle Name										
HM1 (HHH)													
HM2													
HM3													
HM4													
HM5													
HM6													
HM7													
HM8													
HM9													
HM10													

DISABILITY: 1. Blind; 2. Has a lot of difficulty seeing; 3. Deaf; 4. Has a lot of difficulty hearing; 5. Unable to walk or climb steps; 6. Has a lot of difficulty walking or climbing steps;

7. Unable to remember or concentrate; 8. Has a lot of difficulty remembering or concentrating; 9. Unable to Self-Care (wash, dress); 10. Has a lot of difficulty with Self-Care (wash, dress);
11. None 12. Other (specify).....

2.2 Is this Household Vulnerable - YES NO UNCERTAIN Interviewer is to use the criteria-below to decide if the Household is Vulnerable

VULNERABLE HOUSEHOLDS CRITERIA: Head of Household or several Household Members are - Disabled; Over 65; Widowed and unable to support themselves; Orphaned Children who are Head of Household; Recognised locally as being Very Poor; Unable to work due to incapacity; Have a Long-term Illness; Drug Addicts or Alcoholics; Refugees; Non-Ghanaians who may not have rights of compensation; in receipt of a poverty grant.

3. HEAD OF HOUSEHOLD (HHH) DATA

HH_ID :

3.1 HHH Surname or Family Name: 3.2 HHH First Name:

3.3 HHH ALL Other Birth Names: 3.4 HHH Nicknames or Other Known Name:

3.5 HHH phone number(s): 3.6 HHH Identity Proof (add ID Number):

3.7 HHH Identity Type: National ID: Voting ID: Driving Licence: NHIS ID Passport Staff ID: Visual ID: None: Other ID:

3.8 Sex: Male Female 3.9 Age:

3.10 Does the Head of Household: Own House Rent House Other (Specify).....

3.11 If rented, name of House Owner: Phone number: District: Town / Village:

3.12 Is their house: The main permanent HHH residence A temporary dwelling Other (specify):

3.13 How many years has the HHH lived in their Town / Village: 3.14 How many years has HHH lived in their house.....

3.15 Where did HHH live before: Region..... District..... Town..... Village..... [Other]

3.16 Why did the HHH move to town / village: Born Here Work opportunities Marriage Join Family Have not moved / still at same location Other specify.....

If the HHH is the interviewee - go to Section 4; if NOT go to 3.17 below and add ALL Interviewee details

3.17 Interviewee: 3.17 Surname: 3.18 First Name:

3.19 Other Names:

3.20 What is your relationship to the **Head of Household**: Spouse Son Daughter Brother Sister Father Mother
 Grandparent Grandchild Other

3.21 Phone number: 3.22 Interviewee Identity Proof (add ID Number):

3.23 Identity Type: National ID: Voting ID: Driving Licence: Other ID: Staff ID: Visual ID: None: Other ID:

4. HOUSEHOLD MEMBERS DATA (HM)

HH_ID:

If the household head is a female, please skip to section 5

4.1 How many wives does the HHH have:

4.2 How many wives of the HHH are (a) living under the same roof.....? (b) Living under a **SEPARATE roof**

4.3 Please provide details of other wives living under a **SEPARATE roof** (different house) from this HHH main dwelling house.

Wives living under a SEPARATE roof from the HHH main dwelling house	Surname or Family Name	First Name	Other Names	Wife ID <i>Use HH_ID (e.g. A1) plus wife number</i>	Where does she	Numbers of dependants living	Phone Number
Other Wife 1							
Other Wife 2							
Other Wife 3							
Other Wife 4							
Other Wife 5							
Other Wife 6							

KEY: Where do the wife(s) living under a **SEPARATE roof** from HHH live 1- Same compound & different house from HHH. 2- Same village/town & different compound from HHH.

3- Different village / town

5. HOUSEHOLD ASSETS - Plots of Land

HH_ID :

5.1 How many plots of land does the Head of Household (HHH) HM1 own: TOTAL Plots (including the HHH's Compound)

5.2 Which town / villages are the plots of land located

Record the TOTAL number of Plots of Land belonging to EACH other Household Member (HM) listed in Section 5 where applicable, and the number being fully or partially removed by the Project

	<i>How many Plots of Land</i>	<i>Total land holding</i>	<i>In which Town / Village are they located</i>	<i>Number of Plots being fully removed by</i>	<i>Number of Plots being partially removed by</i>
HM1 (HHH)					
HM2					
HM3					
HM4					
HM5					
HM6					
HM7					
HM8					
HM9					
HM10					

5.3 Do other people use your land? Yes / No

If Yes, are they:

Renting from you	Yes / No
Share cropping and providing no cash payment	Yes / No
Squatting	Yes / No
Other (please state)	

5.4 How important is the land that is being taken by the Project for your livelihood?

1. Without this land, I will not be able to restore my livelihood
2. Without this land, I could restore my livelihood but I will need support to do this
3. Without this land, I will be still be able to continue with my livelihood

Annex 3a Valuation Summary Report

CERTIFICATION OF VALUES

This is to certify that rates adopted for this project are authentic and reliable for the purpose for which it is needed. We further certify that the Rates have been well researched into and carefully compiled at the Land Valuation Division of Lands Commission for the purpose of this valuation. The appraisal has been conducted in an objective manner in accordance with the Code of Professional Ethics of the Ghana Institution of Surveyors (GhIS) to which we are affiliated.

We declare that we do not have any present or prospective interest in the subject properties being valued and have no personal bias with respect to them.

PREPARED BY:



Surv. Emmanuel Ampiw

MGhIS, Bsc. (Hon.) Land Econ.

[VALUATION EXPERT]

DATE: June 22, 2022

DEFINITION OF TERMS

Involuntary Resettlement

Involuntary resettlement refers both to physical displacement (relocation or loss of shelter) and to economic displacement (loss of assets or access to assets that leads to loss of income sources or means of livelihood) as a result of the project. Resettlement is considered involuntary when affected individuals or communities do not have the right to refuse the activity that results in displacement. This occurs in cases of

- i) lawful expropriation or restrictions on the land based on eminent domain; and
 - ii) negotiated settlements in which the buyer can resort to expropriation or impose legal restrictions on land use if negotiations with the seller fail.
- **Cost of Disturbance:** This is the reasonable expenses incidental to any necessary change of residence or place of business by any person having a right or interest in the land.
 - **Market Value:** This is the sum which the land might have been expected to recoup if sold in the open market by a willing seller or to a willing buyer.
 - **Replacement Value:** This means the value of the land where there is no demand or market for the land by reason of the situation or of the purpose for which the land was devoted at the declaration and shall be the amount required for reasonable re-instatement equivalent to the condition of the land at the date of the said declaration.
 - **Other Damage:** This is the damage sustained by any person having a right or interest in the land or adjoining land, by reason of severance from or injurious affection to any adjoining land.

METHODOLOGY

1.1 VALUATION PROCESS

The Data Gathering process shall involve

- a). Enumeration of crops or farm survey either by headcount or by area measurement.
- b). Referencing of buildings or structures as the case may be.
- c). Taking inventory of secondary structures
- d). Taking of Pictures of identified owner.

THE VALUATION RATES

Source of Rates

Crops:

These are categorized into three in the Survey Instrument.

- Food or Annual Crops;
- Productive Planted Trees; and
- Non-productive Trees (Forest Trees).

Rates applied to the above crop categories were obtained from the Land Valuation Division (LVD) of the Lands Commission, Ghana. These were well researched into and carefully compiled through market survey to ensuring that they are reasonable and fair.

Source of Rates

Livelihood/ Loss of Income Rates

Daily Income Rates: Income rates were deduced from the tax commitments of the Project Affected Persons (PAPs) collected on the field and further crosschecked at the Ghana Revenue Authority (GRA). These taxes which are mostly paid quarterly and/or annually, have been categorized into classes based on the kind of business being undertaken and the level of income expected to be earned monthly and annually. Each PAP is assessed peculiarly and placed in a tax bracket which is used to ascertain the income per month. This per month income was utilized in arriving at an average daily income or profit for the valuation exercise.

Disturbance

Disturbance (10%) has been estimated to include the incidental cost that would be incurred by the PAP in relation to the execution of the project during the period aside relocation cost/loss of income.

VALUATION SUMMARY

It is our considered opinion that the total heads of claim (i.e. compensation payable to PAPs) for the resettlement of the affected PAPs is Two Hundred and Seventeen Thousand, Three Hundred and Sixty Ghana Cedis **(GH¢217,360.00)**.

Annex 3b LVD crop rates for the Northern Savannah ecological zone

2022 ADOPTED CROP RATES			
SN	CODE	CROP	MATURE GH¢/ACRE
1	Be	Beans	2,898.92
2	Ca	Cassava	3,068.75
3	Cr	Corn/Maize	3,229.80
4	Cp	Cowpea	2,898.92
5	Gn	Groundnut	2,376.23
6	Gc	Guinea Corn	3,229.80
7	Mi	Millet	3,229.80
8	Ok	Okro	4,888.63
9	On	Onion	5,403.99
10	Pe	Pepper	5,052.61
11	Ri	Rice	5,912.04
12	Sg	Sorghum	3,537.27
13	Sb	Soya beans	2,939.91
14	Sp	Sweet potatoe	8,130.15
15	To	Tomato	4,098.02
16	Ya	Yam	8,130.15

NB: The rates stated above are 2018 LVD rates for the Northern Savannah ecological zone which has been adjusted accordingly.

Annex 4: Compensation Claim and Agreement Form

-COMPENSATION CLAIM AND AGREEMENT FORM FOR PAPs-

Affected Person Information:

Name of Claimant: Sex: Age:

Name of PAP/Authorised Representative:

Location of property:

Total Compensation Due:

Replacement Value of Affected property //(Ghc)	Assessed Value of crop	Relocation or Transport cost of movable structure	Loss of Income (Ghc)	Disturbance Allowance/ (Ghc)	Total compensation (Ghc)	Compensation payable

Compensation Payment Agreement:

I,, having received the above total compensation amount for the property within the project area in question on (i.e. date of compensation payment), have agreed in principle to vacate the said project area, for which compensation has been paid for the property thereon, on(agreed date when owner of property should vacate the affected project area).

Signature or Thumb print of claimant /recipient:

Contact of claimant/ recipient: Date:

Name of Administrator (MoFA Representative):

Signature of Administrator: Date:

Contact of Administrator:

Annex 5: Grievance Redress Forms

GRIEVANCE REGISTRATION FORM (FORM A) – For Complainant

Name (Complainant):

ID Number (PAPs ID number if any):

Contact Information (house number/ mobile phone):.....

Nature of Grievance or Complaint:

Details of Grievance:

.....

.....

.....

.....

.....

Name (Receiver): **Signature:**..... **Date:**.....

Name (Filer): **Signature:**..... **Date:**.....

Relationship of Filer to Complainant (if different from Complainant):

GRIEVANCE AND RESOLUTION FORM (FORM B) – FOR THE PROJECT

Name (Complainant):

ID Number (PAPs ID number if any):

Contact Information (house number/ mobile phone):.....

Nature of Grievance or Complaint:

Details of Grievance:

.....

.....

.....

Name (Receiver): Signature:..... Date:.....

Name (Filer): Signature..... Date:.....

Relationship of Filer to Complainant (if different from Complainant):

Resolution Level 1 (Sub-project Site) Level 2 (MiDA) Level 3 (GC)

Date of Conciliation Session:

Was Filer/Complainant Present?: Yes No

Was field verification of complaint conducted? Yes No

Findings of field investigation:.....

.....

Summary of Conciliation Session Discussion.....

Issues.....

.....

Was agreement reached on the issues? Yes No

If agreement was reached, detail the agreement:.....

.....

.....

If agreement was not reached, specify the points of disagreement:.....

.....

.....

Signed (Conciliator/Team Lead): Signed (Filer/Complainant):

Signed:
(Independent Observer e.g. Assembly Member/Opinion Leader)

Date:

Annex 6: Record of meetings in Nandom

DISTRICT	COMMUNITY	DATE	DESIGNATION	NAME	TELEPHONE NUMBER	CONCERNS/COMMENTS
Nandom	Ketuo	24/05/2022	Chief Member (Women's Group)	Naawinbon Nereus Alice Naawmin Esther Maaber Gladys Yangyuoru Millicent Nibeen	0556388798	<p>Project Impact – The project will improve livelihoods through the creation of employment for the community members.</p> <p>Land Ownership – Lands are owned by skins, families and individuals.</p> <p>Land Use – Land is mostly used for peasant farming, livestock rearing, pito brewing, and housing.</p> <p>Land Right and Access – Land access is gained through the chief and negotiations with the land owners.</p> <p>Land Related Conflicts – During farming seasons, few minor farming-related problems are experienced and are resolved by the own kinsmen. Furthermore, there are no squatters in the area.</p> <p>Livelihood Activities – The main sources of livelihood are farming, and livestock rearing.</p> <p>Livelihood Challenges – The main challenges facing the community are the lack of financial support to expand farms and inadequate farm inputs.</p> <p>Vulnerable Groups – There are vulnerable groups in the area such as the disabled constituting about 10% of the population.</p> <p>Women Headed Households – Women-headed households are relatively few constituting about a small percentage of the total population.</p> <p>Support for Less Privileged – While some members of the communities are regarded as better off than others due to their having nicer homes, others are less fortunate and struggle financially in the farming season (July to September). During this period, resources are channeled into farms making resources available for the home very limited.</p> <p>Key Decision Makers – Key decision makers in the include the chief, assemblymen, queen mothers, unit committee members and community elders. The assemblyman and the unit committee members represent the community in government and the community is satisfied</p>
	Puffien	25/05/2022	Chief Member (Women's Group)	Amatus K. Dery Ernestina Beyuo Beluma Aadaarbiir	0247393626	
	Bu	26/05/2022	Chief Member (Women's Group)	Desire Delle Portia Delle	0248234974	
	Kokoligu	27/05/2022	Chief Member (Women's Group)	Felix Baapone Janet Maa-ire Georgina Naawmanuru Grace Momole Matina Dery Alice Gylbag Genevieve Tergu	0248563466	
	Tampelle	28/05/2022	Chief Member (Women's Group)	Dong Augustine Pauline Zaba Joyce Aporee Gladys Nayikuur Marymagdelene Dor	0240525093	
	Kogle kuudateng	31/05/2022	Chief Member (Women's Group)	Naa Komilli Sabienus Janet Mwaadi Mavis Donbesegtah Grace Mwaadi Edna Kpebtege Benedeth Bidra Rotancilla Komilli	0597920058	

					<p>with their representation. Moreover, women are involved in decision-making through the Queen mothers.</p> <p>Educational Facilities – The educational facilities present in the district include, a Primary school, a day care and a JHS with the SHS institution.</p> <p>Water and Sanitation – the main water sources are boreholes and wells. In the rainy season, rainwater is harvested.</p> <p>Energy – Firewood, charcoal are used as sources of energy for cooking. Also, some have electricity and gas for cooking.</p> <p>Quality of Life – The quality of life is generally considered good due to the presence amenities like clinics, electricity and access to water.</p> <p>Compensation – Shea picking is done in groups so women prefer compensation to be paid to the group instead of individuals.</p> <p>Livelihood support – Women will need a means of transportation e.g. tricycle to transport women to fields to pick shea fruits and dawadawa.</p> <p>Also, provision of sheds and basic equipment for processing of shea nut will be very beneficial to the women.</p>
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Annex 7 List of Project Affected Persons (PAPs)

Below is a list of women in the Nandom who will be compensated equally from the amounts stated in table 4-2. However, it will be used to purchase tricycles, construct sheds and procure basic equipment for shea processing.

NO.	NAME OF PAP	GENDER	COMMUNITY
1	NABOME MODESTA	F	KETUO
2	AAPAGR ANTHONITA	F	KETUO
3	AAPAGR ROSINA	F	KETUO
4	SORBUOR FELICIA	F	KETUO
5	KUUBEYIR VERONICA	F	KETUO
6	BEYUO FELICIA	F	KETUO
7	LIER RITA	F	KETUO
8	WALIER ANACLEARA	F	KETUO
9	WALIER FAUSTINA	F	KETUO
10	AAKYIERDER HELLEN	F	KETUO
11	BEYUO FRANCISCA	F	KETUO
12	NAAYUORDER ANDRIONA	F	KETUO
13	PITUO-DER ALBERTA	F	KETUO
14	PITUO-DER INNOCENCIA	F	KETUO
15	SIENIBOUR LYDIA	F	KETUO
16	NIFAAKANG ANGELINA	F	KETUO
17	BOYAA EDITH	F	KETUO
18	PITUO-DER LETICIA	F	KETUO
19	LEBNE MARY (20)NIBEBIIR EMILIA	F	KETUO
20	GAAZIE FAUSTINA	F	KETUO
21	NAVELLE CELITINA	F	KETUO
22	BAAYAKUU MARCELLINA	F	KETUO
23	TIERZAGL FELICIA	F	KETUO
24	NA-ERU PAULINE	F	KETUO
25	KUUDEB SETTIALA	F	KETUO
26	KUUMWAAR FEDILIA	F	KETUO
27	NIBEEN ALICENDILA	F	KETUO
28	KOGLOGR DIANA	F	KETUO
29	HAI PROCARIA	F	KETUO
30	BEYUO TIERZAGL FELICIA	F	KETUO
31	SOBIESO MARY	F	KETUO
32	NURU ASSUMTA	F	KETUO
33	YANYUORU GLADYS	F	KETUO
34	BUREH FELICITAS	F	KETUO
35	NIBANGNA CORDILIA	F	KETUO
36	KUMPAGME CALLISTA	F	KETUO
37	PUORU VIDA	F	KETUO
38	TEKU BALBINA	F	KETUO
39	TEKU BARBARA	F	KETUO
40	DERY REGINA	F	KETUO
41	NIIRU AUGUSTINA	F	KETUO
42	DEBNU JANET	F	KETUO
43	AA-UNE PATIENCE	F	KETUO
44	DEBNU EDITH	F	KETUO

NO.	NAME OF PAP	GENDER	COMMUNITY
45	DEBNU BENEDICTA	F	KETUO
46	DERY FAUSTA	F	KETUO
47	TUGUM FAUSTINA	F	KETUO
48	DERY VIVIAN	F	KETUO
49	BAAWUO ELIZABETH	F	KETUO
50	DERY MARY	F	KETUO
51	BAAWUO LETICIA	F	KETUO
52	BUREH ROSE	F	KETUO
53	MOLLE PAULA	F	KETUO
54	ZAGDONG BETTY	F	KETUO
55	WAYIIR NATHALIA.	F	KETUO
56	IMMACULATE NAAMWINBOM	F	KETUO
57	REGINA MWAADE	F	KETUO
58	DIANA KOGLOGR	F	KETUO
59	GEREMANA MENG	F	KETUO
60	ESTHER GBORO	F	KETUO
61	CHARITY ABRAZIO	F	KETUO
62	GABRIELA VULAZIE	F	KETUO
63	MILANY MAABIER	F	KETUO
64	JOAN MAABIER	F	KETUO
65	MERCY MAAMWINBOM	F	KETUO
66	VICTORIA HAI	F	KETUO
67	CHRISSENTIA TOMLE	F	KETUO
68	MARY HAI	F	KETUO
69	DARIA HAI	F	KETUO
70	DOROTHY HAI	F	KETUO
71	ALOYSIA VULAZIE	F	KETUO
72	JOYCELINE SOKUUN	F	KETUO
73	MARY VULAZIE	F	KETUO
74	ROSALIA SOKUUN	F	KETUO
75	PRUCURIA HAI	F	KETUO
76	BELINDINA KOGLOGR	F	KETUO
77	CECILIA MAABIER	F	KETUO
78	GLORIA PUARU	F	KETUO
79	ELIZABETH BAAWOU	F	KETUO
80	MARY ASUMPTA NURU	F	KETUO
81	GRACE KUUNADER	F	KETUO
82	FAUSTA NIBEKUUM	F	KETUO
83	PATIENCE AA-UUNE	F	KETUO
84	ERNESTINA BUREH	F	KETUO
85	JENNIFER TEKU	F	KETUO
86	MARY DER	F	KETUO
87	FAUSTINA TUNGUN	F	KETUO
88	ESTHER YANGME	F	KETUO
89	GRACE DER	F	KETUO
90	COLITHA KUMPAGME	F	KETUO
91	JANET TEKU	F	KETUO
92	TERIBILAN YANGME	F	KETUO
93	MARTINA DER	F	KETUO
94	BALBINA GBAMMARA	F	KETUO

NO.	NAME OF PAP	GENDER	COMMUNITY
95	FABIANA GBAMMARA	F	KETUO
96	CHRISTIANA GBAMMARA	F	KETUO
97	FRANCISCA GBAMMARA	F	KETUO
98	PATROLLA GBAMMARA	F	KETUO
99	CECILIA NIBEEN	F	KETUO
100	RINATA NIBEEN	F	KETUO
101	GEORGINA GBAMMARA	F	KETUO
102	PRISCA KUUMOGR	F	KETUO
103	AGNES NIBEEN	F	KETUO
104	ROSALIA NIBEEN	F	KETUO
105	FAUSTINA KUUBE-IE	F	KETUO
106	DORIS TUNDE	F	KETUO
107	EUGINIA TUNDE	F	KETUO
108	MATILDA TUNDE	F	KETUO
109	MILLICENT NIBEEN	F	KETUO
110	ALEXANDRA NIBEEN	F	KETUO
111	ELIZABETH GBAMMARA	F	KETUO
112	CORDILIA NYUUBAARE	F	KETUO
113	EMILIA NIBEBIIR	F	KETUO
114	ALBERTA PITUODER	F	KETUO
115	ROSE ZAAGBEB	F	KETUO
116	RITA LIER	F	KETUO
117	VERONICA KUUBEYIR	F	KETUO
118	ZAAKPE AGNESS	F	KETUO
119	FAUSTINA GAAZIE	F	KETUO
120	FELICIA BEYUO	F	KETUO
121	ERNESTINA DOGAH	F	PUFFIEN
122	EUGINA NYIRA	F	PUFFIEN
123	EDINA MAALIFAA	F	PUFFIEN
124	ANGELINA DEKPAG	F	PUFFIEN
125	GEOGINA DEKPAG	F	PUFFIEN
126	PATRICIA MAALIFAA	F	PUFFIEN
127	MAVIS DEKPAG	F	PUFFIEN
128	DABUO NYIRA	F	PUFFIEN
129	SUBTEGE MAALIFAA	F	PUFFIEN
130	MARY-DAELINE DEKPAG	F	PUFFIEN
131	JOYCE NYIRA	F	PUFFIEN
132	MARY AABEZEB	F	PUFFIEN
133	JOAN NYIRA	F	PUFFIEN
134	THERESA DAGON	F	PUFFIEN
135	LILIAN NYIRA	F	PUFFIEN
136	BEYUO ERNERSTINA	F	PUFFIEN
137	BEYUO IDA	F	PUFFIEN
138	AABORBKUU MAABOBRA	F	PUFFIEN
139	TALE TUO KUUSOM	F	PUFFIEN
140	TUOYELE JACKLINE	F	PUFFIEN
141	AAGUUR PODGR	F	PUFFIEN
142	AAGUUR NAAMWINDOGREME	F	PUFFIEN
143	PUTIER AKUA	F	PUFFIEN
144	AUGUSTINE MAVIS	F	PUFFIEN

NO.	NAME OF PAP	GENDER	COMMUNITY
145	KUUBANGNEME KAZIEER	F	PUFFIEN
146	TUOBAAR BEYUO	F	PUFFIEN
147	KPEKONG NAAKPE	F	PUFFIEN
148	MAVIS KUUNAA-IGUON	F	PUFFIEN
149	BAAKYE MAMA	F	PUFFIEN
150	BANGNIWEB AAYUO	F	PUFFIEN
151	SAAPAGME ZONGO	F	PUFFIEN
152	SOGRE IKNYE	F	PUFFIEN
153	GYILLE AFIA	F	PUFFIEN
154	NAATUORE DEPOG	F	PUFFIEN
155	DONG BOSOGRE	F	PUFFIEN
156	NAAB AMA	F	PUFFIEN
157	ZAAMWELE AAYUOMA	F	PUFFIEN
158	KABRU PUOR UURE	F	PUFFIEN
159	AAKU DER SUNDAY	F	PUFFIEN
160	VIIRUTUO CHRISTIANA	F	PUFFIEN
161	KWABENA KUREMA	F	PUFFIEN
162	DOO NAA KPANTUL	F	PUFFIEN
163	BAAKYE TERYEL	F	PUFFIEN
164	AAKYEREYIR NO-ERE	F	PUFFIEN
165	SAAKUO AYUO	F	PUFFIEN
166	SAAKUU METOMA	F	PUFFIEN
167	PUBIERYIR BLACKIEE	F	PUFFIEN
168	NAALUYIR ZAGRDONG	F	PUFFIEN
169	SAAYIRNIB TONESER	F	PUFFIEN
170	BEYEREANU GLADYS	F	PUFFIEN
171	NUORSOKUU TANGPIGR	F	PUFFIEN
172	DONGBESEGTA SIMALEMA	F	PUFFIEN
173	SONGDEM IRE	F	PUFFIEN
174	KPIEERU PASCALINA	F	PUFFIEN
175	DUOBURE CHRISTIANA	F	PUFFIEN
176	YOZAG AAWULE	F	PUFFIEN
177	IRENUU BANGNIA ERE	F	PUFFIEN
178	DONGU MA	F	PUFFIEN
179	KWABENA POG	F	PUFFIEN
180	DENG POG	F	PUFFIEN
181	IRNUU POGBELE	F	PUFFIEN
182	KOGLEE POG	F	PUFFIEN
183	NYAMBAA KOG IRKU	F	PUFFIEN
184	ALENAAKUM POG	F	PUFFIEN
185	AABOBRKUU BELUMA	F	PUFFIEN
186	AGNES WADEYIR	F	PUFFIEN
187	KUUALE CORDILIA	F	PUFFIEN
188	PASCALINA NONEKUU	F	PUFFIEN
189	TOKUU DOGFOBELIERE	F	PUFFIEN
190	CORDILIA NONEKUU	F	PUFFIEN
191	KUUALE MARY	F	PUFFIEN
192	KUUALE AMA	F	PUFFIEN
193	YAA KUUALE	F	PUFFIEN
194	GIFTY TANTUO	F	PUFFIEN

NO.	NAME OF PAP	GENDER	COMMUNITY
195	POGSAA PUTIER	F	PUFFIEN
196	ESTHER NYEMBAAR	F	PUFFIEN
197	LENGCIA KUUTUOME	F	PUFFIEN
198	VIVIAN ZUMEKUU	F	PUFFIEN
199	PUOZA ABENA	F	PUFFIEN
200	DEREBERE JULIANA	F	PUFFIEN
201	JUSTINA AAOREYIR	F	PUFFIEN
202	DOMELENKU DER	F	PUFFIEN
203	BEYIZAA GYILKU	F	PUFFIEN
204	TANTUO MARY	F	PUFFIEN
205	WIEDONG KUUBOME	F	PUFFIEN
206	AFUA KUUBOME	F	PUFFIEN
207	KUUYERE AFIA	F	PUFFIEN
208	YUOLE TUO	F	PUFFIEN
209	AYUO GYIGR	F	PUFFIEN
210	GYIGR DAGAPOG	F	PUFFIEN
211	KUUNAZUUO BAGMWIN	F	PUFFIEN
212	BANGNIA BEWOBMA	F	PUFFIEN
213	KUNYME CILAMA	F	PUFFIEN
214	GBER POG	F	PUFFIEN
215	LUKA BOGNINEE	F	PUFFIEN
216	DOMEGURE ARKUM	F	PUFFIEN
217	AAMAGRTENG JOSPHINE	F	PUFFIEN
218	WELENIR DERUVIEEL	F	PUFFIEN
219	BEYUO GLDAYS	F	PUFFIEN
220	DERY. K SIDONIA	F	PUFFIEN
221	BEYUO TUOBAAR	F	PUFFIEN
222	PORO PRINCILA	F	PUFFIEN
223	BEYUO YEBBEDAAR	F	PUFFIEN
224	NIFOGLE YEBBEDAAR	F	PUFFIEN
225	AGUTA TIEERETERE	F	PUFFIEN
226	DOMEKUU MATILDA	F	PUFFIEN
227	GALDER	F	PUFFIEN
228	PAALE AGNES	F	PUFFIEN
229	BEYUO COMFORT	F	PUFFIEN
230	TUOSEG AMA	F	PUFFIEN
231	NUUON-IRE FAUSTINA	F	PUFFIEN
232	NOERE BAG	F	PUFFIEN
233	CHRISTIANA AADA	F	PUFFIEN
234	CECILIA KUUSOGRE	F	PUFFIEN
235	SCHOLISCA WIEDONG	F	PUFFIEN
236	FAUSTINA KUUBAGR	F	PUFFIEN
237	GLADYS NANBBERSUUR	F	PUFFIEN
238	CYNTHIA KUUBAGR	F	PUFFIEN
239	LEBYEL CHRISTIANA	F	PUFFIEN
240	MARTA YANGBIO	F	PUFFIEN
241	JOSPHINE WIEDONG	F	PUFFIEN
242	MARY MADILINE KUUSOGRE	F	PUFFIEN
243	KUUBEZAA BENYONG	F	PUFFIEN
244	WIEDONG MARCILINE	F	PUFFIEN

NO.	NAME OF PAP	GENDER	COMMUNITY
245	PAULINE KUUBAGR	F	PUFFIEN
246	STELLA YANGBIO	F	PUFFIEN
247	KUUBEYANGDAA GIFTY	F	PUFFIEN
248	ELIZABETH NYINWOBR	F	PUFFIEN
249	JUSTIANA AADA	F	PUFFIEN
250	LILIAN LEBYEL	F	PUFFIEN
251	MERCY WIEDONG	F	PUFFIEN
252	SALOME BETANYONG	F	PUFFIEN
253	ROSALINE NAAWEREBAGR	F	PUFFIEN
254	LUCY ZIEM	F	PUFFIEN
255	MARY KUUBAGR	F	PUFFIEN
256	BOBRFAAR MATHEW	F	PUFFIEN
257	AMA GILBERT	F	PUFFIEN
258	MAA JOSEPH	F	PUFFIEN
259	MAASEGNIFAA CELISTINA	F	PUFFIEN
260	CELISTINA SOGRE	F	PUFFIEN
261	MARY BEYUO	F	PUFFIEN
262	DONGBE- IVUU BAABE	F	PUFFIEN
263	AABORBKUU YANGMAANIBE	F	PUFFIEN
264	DOMILLI TIEENEDE	F	PUFFIEN
265	DERU WILENER	F	PUFFIEN
266	NANCY WILENER	F	PUFFIEN
267	SAGYIR AABOBRKUU	F	PUFFIEN
268	AABENONGA AABOBRKUU	F	PUFFIEN
269	CATHERINE KUUBETA	F	PUFFIEN
270	JULIANA BE-RNEBE	F	PUFFIEN
271	Tierber Augustina	F	TAMPELLE
272	Tuureyangn Felicia	F	TAMPELLE
273	Tierber Judith	F	TAMPELLE
274	Naaikuur Florence	F	TAMPELLE
275	Tuo Emelia	F	TAMPELLE
276	Yuorpiel Lekamwe	F	TAMPELLE
277	Pore Niterbenyugr	F	TAMPELLE
278	Yuorpiel Dome	F	TAMPELLE
279	Yuorpiel Ophelia	F	TAMPELLE
280	Nibeenyel Mathilda	F	TAMPELLE
281	Yuopiel Florence	F	TAMPELLE
282	Tierber Esther	F	TAMPELLE
283	Naab Eunice	F	TAMPELLE
284	Naab Cecilia	F	TAMPELLE
285	Naab Charity	F	TAMPELLE
286	Naaikuur Agnes	F	TAMPELLE
287	Naaikuur Sophia	F	TAMPELLE
288	Nabome Paulina	F	TAMPELLE
289	Bedaati Celina	F	TAMPELLE
290	Aagure Faustina	F	TAMPELLE
291	Pore Niterbeyuur	F	TAMPELLE
292	Dangun Enerstina	F	TAMPELLE
293	Kuuyangnsuo Yelezuome	F	TAMPELLE
294	Kuuyangnsuo Grace	F	TAMPELLE

NO.	NAME OF PAP	GENDER	COMMUNITY
295	Kuuyangsuo Edner	F	TAMPELLE
296	Kuuyangsuo Mary	F	TAMPELLE
297	Kuuyangsuo Belinda	F	TAMPELLE
298	Kuuyansuo Faapag	F	TAMPELLE
299	Tuo Aazomkuu	F	TAMPELLE
300	Tuo Mwintome	F	TAMPELLE
301	Tuo Kuuyanibe	F	TAMPELLE
302	Naaikuur Gladys	F	TAMPELLE
303	Naaikuur Joan	F	TAMPELLE
304	Naaikuur Edith	F	TAMPELLE
305	Lucy Faatera	F	TAMPELLE
306	Naab Kyeteng	F	TAMPELLE
307	Naab Fredrica	F	TAMPELLE
308	Naab Janet	F	TAMPELLE
309	Tieber Janet	F	TAMPELLE
310	Tieber Augustina	F	TAMPELLE
311	Tieber Judith	F	TAMPELLE
312	Nteri Putier	F	TAMPELLE
313	Tieber Aatigr	F	TAMPELLE
314	Yuorpiel Ophelia	F	TAMPELLE
315	Yuorpiel Dome	F	TAMPELLE
316	Zuorpiel Lekamwe	F	TAMPELLE
317	Yuorpiel Martha	F	TAMPELLE
318	Yourpiel Esther	F	TAMPELLE
319	Yuopiel Florence	F	TAMPELLE
320	Naaikuur Faustina	F	TAMPELLE
321	Naaikuur Modesta	F	TAMPELLE
322	Tuo Modesta	F	TAMPELLE
323	Tuo Emelia	F	TAMPELLE
324	Tuo Lucy	F	TAMPELLE
325	Naab Lucy	F	TAMPELLE
326	Pine Wie	F	TAMPELLE
327	Nibeenyel Elizabeth	F	TAMPELLE
328	Naaikuur Rose	F	TAMPELLE
329	Dogsie Akua	F	TAMPELLE
330	Naab Florence	F	TAMPELLE
331	Bedaartii Saanyigr	F	TAMPELLE
332	Bedaartii Agnes	F	TAMPELLE
333	Bedaartii Cecilia	F	TAMPELLE
334	Naaikuur Kyelenyin	F	TAMPELLE
335	Aagure Charles	F	TAMPELLE
336	Pore Felicia	F	TAMPELLE
337	Dogsie Priscila	F	TAMPELLE
338	BEYIRVIEL ANCLETA	F	TAMPELLE
339	BEYIRVIEL REBECCA	F	TAMPELLE
340	BEYIRVIEL GARMMANA	F	TAMPELLE
341	BEYIRVIEL FORTURNATA	F	TAMPELLE
342	BEYIRVIEL SOPHIA	F	TAMPELLE
343	BEYIRVIEL AUGUSTINA	F	TAMPELLE
344	BEYIRVIEL ENERSTINA	F	TAMPELLE

NO.	NAME OF PAP	GENDER	COMMUNITY
345	BEYIRVIEL ALICE	F	TAMPELLE
346	BEYIRVIEL FELICIA	F	TAMPELLE
347	BEYIRVIEL RITA	F	TAMPELLE
348	BEYIRVIEL ELIZABETH	F	TAMPELLE
349	BEYIRVIEL MARSELINE	F	TAMPELLE
350	AASAGR JENNIFER	F	TAMPELLE
351	ZABBA POLITA	F	TAMPELLE
352	ZABBA GARMMANA	F	TAMPELLE
353	ZABBA PAULINE	F	TAMPELLE
354	ZABBA EDINA	F	TAMPELLE
355	ZABBA GRACE	F	TAMPELLE
356	ZABBA MARSELINE	F	TAMPELLE
357	ZABBA PATIENCE	F	TAMPELLE
358	ZABBA NOELA	F	TAMPELLE
359	ZABBA MARGRETE	F	TAMPELLE
360	ZABBA JOSEPHINE	F	TAMPELLE
361	WOME MARSELLA	F	TAMPELLE
362	WOME ELIZABETH	F	TAMPELLE
363	WOME MAVIS	F	TAMPELLE
364	WOME PAULINE	F	TAMPELLE
365	WOME PERPETUAL	F	TAMPELLE
366	WOME SYVIA	F	TAMPELLE
367	WOME SHELLA	F	TAMPELLE
368	WOME JOANA	F	TAMPELLE
369	WOME PORTIA	F	TAMPELLE
370	BEYIRVIEL INNOCENCIAN	F	TAMPELLE
371	DERY MARSELINE	F	TAMPELLE
372	NAANIBO MARY	F	TAMPELLE
373	NAANIBO JASITA	F	TAMPELLE
374	KUUTIRE VICTORIA	F	TAMPELLE
375	KUUTIRE MALTIDA	F	TAMPELLE
376	KUUTIRE EDINA	F	TAMPELLE
377	KUUTIRE OPHILIA	F	TAMPELLE
378	SIMWAA MARY ANN	F	TAMPELLE
379	SIMWAA GERTRUDE	F	TAMPELLE
380	SIMWAA PAULINE	F	TAMPELLE
381	BELBAAR FELICIAN	F	TAMPELLE
382	BELBAAR JULIANA	F	TAMPELLE
383	BELBAAR JOSEPHINE	F	TAMPELLE
384	BELBAAR FELICIAN	F	TAMPELLE
385	Yelfaardem Theresa	F	TAMPELLE
386	Yelfaardem Abena	F	TAMPELLE
387	Yelfaardem Angelina	F	TAMPELLE
388	Yelfaardem Florence	F	TAMPELLE
389	Yelfaardem Martha	F	TAMPELLE
390	Yelfaardem Felicia	F	TAMPELLE
391	Yelfaardem Catherine	F	TAMPELLE
392	Tuora Mary	F	TAMPELLE
393	Bore Esther	F	TAMPELLE
394	Nakpi Muodong	F	TAMPELLE

NO.	NAME OF PAP	GENDER	COMMUNITY
395	Nakpi Esther	F	TAMPELLE
396	Baakyiirsie Felicia	F	TAMPELLE
397	Baakyiirsie Janet	F	TAMPELLE
398	Baakyiirsie Yuora	F	TAMPELLE
399	Baakyiirsie Josephine	F	TAMPELLE
400	Baakyiirsie Alice	F	TAMPELLE
401	Baakyiirsie Abena	F	TAMPELLE
402	Needem Yuora	F	TAMPELLE
403	Needem Agnes	F	TAMPELLE
404	Tapumu Pong	F	TAMPELLE
405	Nakpi Nsa- Anu	F	TAMPELLE
406	Dobe- mean Pong	F	TAMPELLE
407	Debbie Yongfukuu	F	TAMPELLE
408	Debbie Toroo	F	TAMPELLE
409	Debbie Anacleta	F	TAMPELLE
410	Nakpi Puoyeree	F	TAMPELLE
411	Needem So- Aza	F	TAMPELLE
412	Needem Suzanna	F	TAMPELLE
413	Needem Doobiinapong	F	TAMPELLE
414	Yelfaardem Kyeremeh	F	TAMPELLE
415	Vitus Pong	F	TAMPELLE
416	Yelfaardem Stella	F	TAMPELLE
417	Yelfaardem Daapong	F	TAMPELLE
418	Baakyiirsie Rita	F	TAMPELLE
419	Yelfaardem Georgina	F	TAMPELLE
420	Paa. Engmen Jacob Pong	F	TAMPELLE
421	Yelfaardem Cadilda	F	TAMPELLE
422	Geltoor Pong	F	TAMPELLE
423	Dogsie Nirfaabe-Enyigr	F	TAMPELLE
424	Takadaar Lawor Janet	F	TAMPELLE
425	Takadaar Naab	F	TAMPELLE
426	Takadaar Aabekpierbong	F	TAMPELLE
427	Takadaar Kpimewule	F	TAMPELLE
428	Takadaar Kuukang	F	TAMPELLE
429	Dongsie Akuya	F	TAMPELLE
430	Dongsie Ernestina	F	TAMPELLE
431	Takadaar Juliana	F	TAMPELLE
432	Takadaar Saakure	F	TAMPELLE
433	Takadaar Vivian	F	TAMPELLE
434	Takadaar Juliet	F	TAMPELLE
435	BEYIRVIEL ANCLETA	F	TAMPELLE
436	BEYIRVIEL REBECCA	F	TAMPELLE
437	BEYIRVIEL GARMMA	F	TAMPELLE
438	BEYIRVIEL FORTURNATA	F	TAMPELLE
439	BEYIRVIEL SOPHIA	F	TAMPELLE
440	BEYIRVIEL AUGUSTINA	F	TAMPELLE
441	BEYIRVIEL ENERSTINA	F	TAMPELLE
442	BEYIRVIEL ALICE	F	TAMPELLE
443	BEYIRVIEL FELICIA	F	TAMPELLE
444	BEYIRVIEL RITA	F	TAMPELLE

NO.	NAME OF PAP	GENDER	COMMUNITY
445	BEYIRVIEL ELIZABETH	F	TAMPELLE
446	BEYIRVIEL MARSELINE	F	TAMPELLE
447	AASAGR JENNIFER	F	TAMPELLE
448	ZABBA POLITA	F	TAMPELLE
449	ZABBA GARMMA	F	TAMPELLE
450	ZABBA PAULINE	F	TAMPELLE
451	ZABBA EDINA	F	TAMPELLE
452	ZABBA GRACE	F	TAMPELLE
453	ZABBA MARSELINE	F	TAMPELLE
454	ZABBA PATIENCE	F	TAMPELLE
455	ZABBA NOELA	F	TAMPELLE
456	ZABBA MARGRETE	F	TAMPELLE
457	ZABBA JOSEPHINE	F	TAMPELLE
458	WOME MARSELLA	F	TAMPELLE
459	WOME ELIZABETH	F	TAMPELLE
460	WOME MAVIS	F	TAMPELLE
461	WOME PAULINE	F	TAMPELLE
462	WOME PERPETUAL	F	TAMPELLE
463	WOME SYVIA	F	TAMPELLE
464	WOME SHELLA	F	TAMPELLE
465	WOME JOANA	F	TAMPELLE
466	WOME PORTIA	F	TAMPELLE
467	BEYIRVIEL INNOCENCIAN	F	TAMPELLE
468	DERY MARSELINE	F	TAMPELLE
469	NAANIBO MARY	F	TAMPELLE
470	NAANIBO JASITA	F	TAMPELLE
471	Komilli Beatrice	F	KOGLE KUUDATENG
472	Mwaade Anacletta	F	KOGLE KUUDATENG
473	MUASUNNGYIR ROSE	F	KOGLE KUUDATENG
474	KPEBREGE CHRISTINA	F	KOGLE KUUDATENG
475	BAAWONE CECILIA	F	KOGLE KUUDATENG
476	KOMILLI ULANDER	F	KOGLE KUUDATENG
477	DONGBESEGTA GRACE	F	KOGLE KUUDATENG
478	KOMILLI FRANCISCA	F	KOGLE KUUDATENG
479	BIGRA CLAUDIA	F	KOGLE KUUDATENG
480	MWAADE GRACE	F	KOGLE KUUDATENG
481	KOMILLI DIANA	F	KOGLE KUUDATENG
482	DONGBESEGTA MAVIS	F	KOGLE KUUDATENG
483	SIEBEKPIIR YULANDER	F	KOGLE KUUDATENG
484	MWAADE JULIANA	F	KOGLE KUUDATENG
485	MWAADE MONICA	F	KOGLE KUUDATENG
486	BIGRA GLADYS	F	KOGLE KUUDATENG
487	KOMILLI JOYCE	F	KOGLE KUUDATENG
488	MWAADE JUSTINA	F	KOGLE KUUDATENG
489	MAASANGYIR STELLA	F	KOGLE KUUDATENG
490	SIEBEKPIIR OLIVIA	F	KOGLE KUUDATENG
491	SIEBEKPIIR JUSTINA	F	KOGLE KUUDATENG
492	JUGGUN THEODORA	F	KOGLE KUUDATENG
493	BIGRA OPHILIA	F	KOGLE KUUDATENG
494	KOMILLI ROTANCILIA	F	KOGLE KUUDATENG

NO.	NAME OF PAP	GENDER	COMMUNITY
495	BIGR JOSEPHINE	F	KOGLE KUUDATENG
496	TOME PAULA	F	KOGLE KUUDATENG
497	DONGBEGTAA ESTHER	F	KOGLE KUUDATENG
498	MWAADE THERESA	F	KOGLE KUUDATENG
499	BIGRA KOMILLI	F	KOGLE KUUDATENG
500	KOMILLI JANE FRANCIS	F	KOGLE KUUDATENG
501	BIGRA HELLEN	F	KOGLE KUUDATENG
502	MWAADE JANET	F	KOGLE KUUDATENG
503	MWAADE JULIANTA	F	KOGLE KUUDATENG
504	BIGRA BENEDICTA	F	KOGLE KUUDATENG
505	JUSTINA NAANUOR	F	KOGLE KUUDATENG
506	KOMILLI MARY GRACE	F	KOGLE KUUDATENG
507	BAAWONE CLETA	F	KOGLE KUUDATENG
508	BAAWONE PASCHALINE	F	KOGLE KUUDATENG
509	TOVUOR LILIAN	F	KOGLE KUUDATENG
510	BIGRA PRUDENCE	F	KOGLE KUUDATENG
511	AASOM JUSTINA	F	KOGLE KUUDATENG
512	AASOM GETRUDE	F	KOGLE KUUDATENG
513	DERY CATHERINE	F	KOGLE KUUDATENG
514	ZIEM EMELDA	F	KOGLE KUUDATENG
515	KUUPOLE THERESA	F	KOGLE KUUDATENG
516	TERGU SEREPHIN	F	KOKOLIGU
517	BEYOG FAUSTINA	F	KOKOLIGU
518	TEKAA MACILLA	F	KOKOLIGU
519	MANN ESTHER	F	KOKOLIGU
520	MWINZIE EUNICE	F	KOKOLIGU
521	MAAIRE NICODEMUS	F	KOKOLIGU
522	PUOZIA PETER CLEVER	F	KOKOLIGU
523	BAAPONE MARTHA	F	KOKOLIGU
524	GYLBAG CLETUS	F	KOKOLIGU
525	SANYAREKA MARGARET	F	KOKOLIGU
526	TAMPAAL PHILOMINA	F	KOKOLIGU
527	BEYOG MARY	F	KOKOLIGU
528	MOMOLE LYDIA	F	KOKOLIGU
529	NAANGMANURU JUSTIN	F	KOKOLIGU
530	TEKAA PAMPHILO	F	KOKOLIGU
531	DERY JUSTINA	F	KOKOLIGU
532	SONGSOB PAULA	F	KOKOLIGU
533	SONGSOB ESTHER	F	KOKOLIGU
534	NAANGMANURU DOMINICA	F	KOKOLIGU
535	DERY MARGARET	F	KOKOLIGU
536	PUOZIA CLOTHILDA	F	KOKOLIGU
537	DOOSAAN AGNES	F	KOKOLIGU
538	BEYIRE MATILDA	F	KOKOLIGU
539	KABUBAH JUSTINA	F	KOKOLIGU
540	NAANGMANURU GEORGINA	F	KOKOLIGU
541	DERY MARTHA	F	KOKOLIGU
542	TEKAA GEORGINA	F	KOKOLIGU
543	DIYOG ODILLIA	F	KOKOLIGU
544	DER ODILIA	F	KOKOLIGU

NO.	NAME OF PAP	GENDER	COMMUNITY
545	DOOSAAN MODESTA	F	KOKOLIGU
546	DERY VIDA	F	KOKOLIGU
547	BEWONE MARY ASSUMPTA	F	KOKOLIGU
548	DERY PRUDENCE	F	KOKOLIGU
549	Mwinzie Comfort	F	KOKOLIGU
550	kpirko Stella	F	KOKOLIGU
551	Baballeh Annoyang Joseph Chrispin	F	KOKOLIGU
552	Ziniyelle Fedilia	F	KOKOLIGU
553	Faare Filicia	F	KOKOLIGU
554	Kontege Benedicta	F	KOKOLIGU
555	Yelfaabaare Genevieve	F	KOKOLIGU
556	Nurah Mary	F	KOKOLIGU
557	Maayang Agnes	F	KOKOLIGU
558	Guri Edith	F	KOKOLIGU
559	Aawaare Nathalia	F	KOKOLIGU
560	Faale Vida	F	KOKOLIGU
561	Maayang Magdaline	F	KOKOLIGU
562	Kpirko Lucy	F	KOKOLIGU
563	Florence Nancy	F	KOKOLIGU
564	Konitire Felicia	F	KOKOLIGU
565	Suyelle Cecilia	F	KOKOLIGU
566	Naa-Ikube Florence	F	KOKOLIGU
567	Kuubaare Candida	F	KOKOLIGU
568	Dery Lydia	F	KOKOLIGU
569	Yirbekyaa Anacleta	F	KOKOLIGU
570	Segfaar Vida	F	KOKOLIGU
571	Zoyaar Fabiana	F	KOKOLIGU
572	Kaniyir Florence	F	KOKOLIGU
573	Maa-inir Sicholisca	F	KOKOLIGU
574	Naane Fidelia	F	KOKOLIGU
575	Tabesagr Cornilia	F	KOKOLIGU
576	Fagpagr Noela	F	KOKOLIGU
577	Pegpuur Cecilia	F	KOKOLIGU
578	Iruta Comfort	F	KOKOLIGU
579	Tang Rosalia	F	KOKOLIGU
580	Naawuobr Juliana	F	KOKOLIGU
581	Naauobr Jane Mary	F	KOKOLIGU
582	bome Magdaline	F	KOKOLIGU
583	Dery Mathilda	F	KOKOLIGU
584	Tambesagr Prota	F	KOKOLIGU
585	Mwinbeelee Veronica	F	KOKOLIGU
586	Bewale Linda	F	KOKOLIGU
587	Mwinbelle Ernestina	F	KOKOLIGU
588	Kuunyem Evelyn	F	KOKOLIGU
589	Antiere Francisca	F	KOKOLIGU
590	SAWAR JUSTINA	F	KOKOLIGU
591	BAYUO MATHINA	F	KOKOLIGU
592	BAYUO GLADYS	F	KOKOLIGU
593	YEL-SANG RITA	F	KOKOLIGU
594	BAYUO JULIANA	F	KOKOLIGU

NO.	NAME OF PAP	GENDER	COMMUNITY
595	GUBA-DER ANASTANCIA	F	KOKOLIGU
596	NAAZUUR COMFORT	F	KOKOLIGU
597	BENE-DER JANE	F	KOKOLIGU
598	DERY MULANI	F	KOKOLIGU
599	DERY PRDENCE	F	KOKOLIGU
600	BEYOR MARY	F	KOKOLIGU
601	AAWAAR JANET	F	KOKOLIGU
602	KYEBR FAUSTIONA	F	KOKOLIGU
603	DERY MARTINA	F	KOKOLIGU
604	TANG PRUDENCE	F	KOKOLIGU
605	DERY ODILA	F	KOKOLIGU
606	BEYOR ODILA	F	KOKOLIGU
607	MAA-INIR LUCY	F	KOKOLIGU
608	TERGU ELIZABETH	F	KOKOLIGU
609	TERGU CELISTINA	F	KOKOLIGU
610	VEWAA ESTHER	F	KOKOLIGU
611	NAAMWANURI DOMINICA	F	KOKOLIGU
612	NAAMWANURI GEORGINA	F	KOKOLIGU
613	MOMOLE LYDIA	F	KOKOLIGU
614	TERGU GENEVIVE	F	KOKOLIGU
615	BEYIRE BARABARA	F	KOKOLIGU
616	TAMPAAL PHILOMINA	F	KOKOLIGU
617	TERGU FIDELIA	F	KOKOLIGU
618	DOGSAA AGNES	F	KOKOLIGU
619	DOGSAA MODESTA	F	KOKOLIGU
620	SONGSOB PAULA	F	KOKOLIGU
621	PUOZAA CLOTILDA	F	KOKOLIGU
622	DERY JUSTINA	F	KOKOLIGU
623	GYILBAGR ALICE	F	KOKOLIGU
624	MAA-IRE JANET	F	KOKOLIGU
625	JYE BR FELISTA	F	KOKOLIGU
626	SONGSOB VIDA	F	KOKOLIGU
627	SONGSOB MODESTA	F	KOKOLIGU
628	AKAI CAMILLA	F	KOKOLIGU
629	AKAI MARY ASOMTER	F	KOKOLIGU
630	NAAMWANURU BEATRICE	F	KOKOLIGU
631	DOGSAA BASILIA	F	KOKOLIGU
632	KABOBA JUSTINA	F	KOKOLIGU
633	SOGSOB JUSTINA	F	KOKOLIGU
634	BEWONE DONIZIA	F	KOKOLIGU
635	CAROLINA GOBR	F	KOKOLIGU
636	JANET NIBEVULA	F	BU
637	ROSE MAA-EREEFAA	F	BU
638	CLEMENCIA NIBEVULA	F	BU
639	RENIA ANYIIRE	F	BU
640	MODESTA MAABORDA	F	BU
641	NIBEEEN-IP GBALA	F	BU
642	ANA GBALA	F	BU
643	BRIDGET MAABORDA	F	BU
644	GLORIA GBALA	F	BU

NO.	NAME OF PAP	GENDER	COMMUNITY
645	GLADYS MAABORDA	F	BU
646	ROSE NBAYULA	F	BU
647	KUULIERME YIRI	F	BU
648	BLANDINA MAABORI	F	BU
649	DEPURE KOGH	F	BU
650	FELICIA JEME	F	BU
651	CLARISTHER MALYEL	F	BU
652	GEORGINA MAA-EREFAA	F	BU
653	KONNI KUUVURE	F	BU
654	ALEX MAABORDA	F	BU
655	BENEDICTA MAABORDA	F	BU
656	CECILIA ANYIRE	F	BU
657	CLARISTA MAALYEL	F	BU
658	PUPIELUKUU MAALYEL	F	BU
659	ELIZABETH BEBEBR	F	BU
660	SIMPLICIA MWAAMEKUU	F	BU
661	BEBEDAASUO MAALYEL	F	BU
662	KOPAAL TERI	F	BU
663	AGNES TERI	F	BU
664	SEDONIA BELETA	F	BU
665	SIMANE METIR	F	BU
666	NAA-IRINIBE METIR	F	BU
667	KUUVURE METIR	F	BU
668	SEDONIA KURE	F	BU
669	BLATINA DERY	F	BU
670	MODESTA BENEBR	F	BU
671	BENEDICTA MAALYEL	F	BU
672	DERPOG METIR	F	BU
673	AUDILA YIROBR	F	BU
674	FELICIA MAALYEL	F	BU
675	LINDA DANAGUNMEH	F	BU
676	CYNTHIA SANE	F	BU
677	JULIET KYEBANGFU	F	BU
678	EDINA SANE	F	BU
679	YUORA LANG-NE	F	BU
680	AGNES PENCATOORE	F	BU
681	ALICE KYEBANGFU	F	BU
682	MARY KOGH	F	BU
683	NOYUORO ZIEM	F	BU
684	ANGELINA BONODONG	F	BU
685	MARTHA MWAAPAW	F	BU
686	LINDA TIE	F	BU
687	ERNESTINA SOKUU	F	BU
688	PASCALINA SIEBUNE	F	BU
689	KUUKOMANE SIEBUNE	F	BU
690	MATILDA SAABEIKUU	F	BU
691	BEIWOB AABANKUU	F	BU
692	ANACLETA KOGH	F	BU
693	CHRISTIANA KOGH	F	BU
694	PORTIA BEIWOB	F	BU

NO.	NAME OF PAP	GENDER	COMMUNITY
695	MAAL-ZAGLA GBALLA	F	BU
696	MARY MAA-IREFAA	F	BU
697	GRACE GBALLA	F	BU
698	LYDIA YUORBEVIEL	F	BU
699	VIDA BEYUO	F	BU
700	FELICIA KOGH-DER	F	BU
701	PAULINA KPEEZIE	F	BU
702	FAUSTINA KOG-BEYUO	F	BU
703	DIATA DOMEKYILE	F	BU
704	IRENE KOGH-DER	F	BU
705	BEGYIRE KOGH-DER	F	BU
706	RUTH KOGH-DER	F	BU
707	KUUKYILE KOGH-DER	F	BU
708	ERNESTINA YUORBEVIEL	F	BU
709	DOMETANYEM MAA-IREFAA	F	BU
710	ESTHER MAA-IREFAA	F	BU
711	EVELYN MAA-IREFAA	F	BU
712	AAVENEDOGFU KOGH-DER	F	BU
713	JOAN MAA-IREFAA	F	BU
714	MAAWONETUO KPEEZIA	F	BU
715	ALBANA DOGBER	F	BU
716	ALICE BEYUO	F	BU
717	STELLA GBORBRYANGN	F	BU
718	ERNESTINA YIRKPIERE	F	BU
719	MARY DABUO	F	BU
720	LUANDA MAABANG	F	BU
721	GLADYS BALGYREYIR	F	BU
722	PAULINA BEYUO	F	BU
723	CORDILIA BEYUO	F	BU
724	MARY DOGBER	F	BU
725	ALICE DOME-IRE	F	BU
726	SUYELLE YELWAARE	F	BU
727	BUNNI BALKONE	F	BU
728	GEORGINA SAAIB	F	BU
729	TIEREKONE KUUBETA	F	BU
730	BEMEMNEE DELLE	F	BU
731	GEORGINA BILIKPE DELLE	F	BU
732	MONICA DELLE	F	BU
733	SABINA DELLE	F	BU
734	BAH GLADYS ZIEM	F	BU
735	DONGKURE ELIZABETH	F	BU
736	KYORKU JENNIFER	F	KO
737	KELLE JULIANA	F	KO
738	DERMWAN AGATHA	F	KO
739	N-NYENIBE ESTHER	F	KO
740	DAPILA SHERINE	F	KO
741	LANGBOL LUCY	F	KO
742	AALANDONG PORTIA	F	KO
743	BAAPORE LINDA	F	KO
744	BEWELEYIR JENNIFER	F	KO

NO.	NAME OF PAP	GENDER	COMMUNITY
745	BOBRMEO AAMIMENAA	F	KO
746	NIZU FELICIA	F	KO
747	DERKAALE ALICE	F	KO
748	LANGBO PAULINA	F	KO
749	DABUO COMFORT	F	KO
750	GUO GLADYS	F	KO
751	BOBNUO VIDA	F	KO
752	Zubour Ernestina	F	KO
753	Aanye Juan	F	KO
754	Taalaar Anthonet	F	KO
755	Saakum Jane	F	KO
756	Naven Flonence	F	KO
757	Senye Abena	F	KO
758	Naakpier Ernestina	F	KO
759	Alaainaine Georgina	F	KO
760	Saazume Agnes	F	KO
761	Borfaa Regina	F	KO
762	Dery Vida	F	KO
763	Dapula Florenece	F	KO
764	Delle Evelyn	F	KO
765	Aafaredeb Theresa	F	KO
766	Pufaa Grace	F	KO
767	Naakpier Janet	F	KO
768	Tuora Vida	F	KO
769	Taalaam Victoria	F	KO
770	Dangkuu Jane	F	KO
771	Gbedaali Rebecca	F	KO
772	Aabedigr Genevive	F	KO
773	Tengsongme Cynthia	F	KO
774	Bobobrali Diana	F	KO
775	Naakpier Euphresia	F	KO
776	Aa-nyaakuu Hellen	F	KO
777	Vikuu Diana	F	KO
778	Gbedaali Theresa	F	KO
779	Kuro Agnes	F	KO
780	Kuuliano Eunice	F	KO
781	Dong-eru Cecilia	F	KO
782	Dome Marciana	F	KO
783	Naapaal Lilian	F	KO
784	Aabedigr Jenifer	F	KO
785	Tiienedem Haycinta	F	KO
786	Zebeli Beyuo	F	KO
787	Kyorkuu Abigail	F	KO
788	Kyotkuu Jennifer	F	KO
789	Lucy Lambo	F	KO
790	Kpeme Beatrice	F	KO
791	Irene Kpeme	F	KO
792	Pauline Kpeme	F	KO
793	Evelyn Aayel	F	KO
794	Carolina Aayel	F	KO

NO.	NAME OF PAP	GENDER	COMMUNITY
795	Kelle Julia	F	KO
796	Sepaar Priscilla	F	KO
797	Rita Sepaar	F	KO
798	Florence Gandabugru	F	KO
799	Lenitia Zoyar	F	KO
800	Ernestina Zoyar	F	KO
801	Gladys Dabuo	F	KO
802	Lawrencia Dabuo	F	KO
803	Lucy Dabuo	F	KO
804	Louisa Dabuo	F	KO
805	Francisca Gantier	F	KO
806	Fredrica Gantier	F	KO
807	Pognaa Gyere	F	KO
808	Madam Gandaazuing	F	KO
809	Agartha Zabelle	F	KO
810	Margrette Bewelleyir	F	KO
811	REGINA YAW DERY	F	KO
812	VERONICA VUOL	F	KO
813	MADAM GANDA AZUING	F	KO
814	RITA BEWELLEYIR	F	KO
815	ROSE GANDAABUOR	F	KO
816	YAACINTA SONKUO	F	KO
817	JANET NANG	F	KO
818	THERESA BANGMANU	F	KO
819	AASAKANG BETUUR	F	KO
820	BOGNYIM LANG-ERE	F	KO
821	EDITH YELPAAL	F	KO
822	NAKPI AASAKANG	F	KO
823	BARKA BUOMSO	F	KO
824	KABIR NAAB	F	KO
825	TUOBEDARE BANGNIDONG	F	KO
826	KWUYINME NOFONG	F	KO
827	SORKYARA TENGYAR	F	KO
828	POLITUO NAAZURE	F	KO
829	MIGRLOR GIL-ERE	F	KO
830	WASER BELANG-ERE	F	KO
831	AABEKPIIR YUIYIRI	F	KO
832	CECILIA BAWAA	F	KO
833	EMILIAERNYIEN	F	KO
834	LEA LEERNYE	F	KO
835	YIBONOU GUREPUOR	F	KO
836	NANG NAKPI	F	KO
837	TERYEL BEKPAANE	F	KO
838	DEBUO VIMIKUU	F	KO
839	AATEGRKUU NANG	F	KO
840	JANET NAAMWINBIIL	F	KO
841	YIPOGR KUUPIIRE	F	KO
842	KUUSAA BOGNYIM	F	KO
843	SOBYAW AABIRE	F	KO
844	YOURA AASAKANGA	F	KO

NO.	NAME OF PAP	GENDER	COMMUNITY
845	VIDA KUU-OYME	F	KO
846	NANGNIBE MWINIANAA	F	KO
847	MAADI NANG	F	KO
848	PORTIA DELLE	F	KO
849	DIANA DELLE	F	KO
850	JOYCE DELLE	F	KO
851	AALONGDONG CHRISTIANA	F	KO
852	VICTORIA AALONGDONG	F	KO
853	Lanezie Aapanekuu	F	KO
854	Evon Jane	F	KO
855	Segzine Cecilia	F	KO
856	Tubdaar Adeline	F	BEZUME
857	Mwin-nibe Terkila	F	BEZUME
858	Siekang Domekuu	F	BEZUME
859	Gbeekpen Ernestina	F	BEZUME
860	Kognipuo Juliana	F	BEZUME
861	Siekang Monica	F	BEZUME
862	Bowayam Irine	F	BEZUME
863	Bunanibe Albertina	F	BEZUME
864	Kule Justina	F	BEZUME
865	Zion Zenabia	F	BEZUME
866	Iri-eru Lucy	F	BEZUME
867	Bunanibe Beatrice	F	BEZUME
868	Wie Dongseg	F	BEZUME
869	Kyaatuur Werebagr	F	BEZUME
870	Naa-i-Kuu Kuubewe	F	BEZUME
871	Baaperepuo Gladys	F	BEZUME
872	Kog Aabepuor	F	BEZUME
873	MAURICE DER	F	BEZUME
874	CYNTHIA GBANG	F	BEZUME
875	CYNTHIA BEYOGR	F	BEZUME
876	JOSEPH DER	F	BEZUME
877	GREGORY DER	F	BEZUME
878	MATHEW KUZA	F	BEZUME
879	JUSTINA KYERKU	F	BEZUME
880	MARY MAAR	F	BEZUME
881	JACKLIN DER	F	BEZUME
882	DONATHA SOBR	F	BEZUME
883	REGINA YELEWERE	F	BEZUME
884	PRISCA DER	F	BEZUME
885	EMEYANA YENDEM	F	BEZUME
886	FAUSTINA GBANG	F	BEZUME
887	TASIANO NYAABAA	F	BEZUME
888	ERNESTINA EBKONG	F	BEZUME
889	WILLIAM BEYOGH	F	BEZUME
890	FELICIA GBANG	F	BEZUME
891	PLASIDIO NAASOB	F	BEZUME
892	JULIANA NAASOB	F	BEZUME
893	SIMON DOGFUPUOR	F	BEZUME
894	JULIANA DOGFUPUOR	F	BEZUME

NO.	NAME OF PAP	GENDER	COMMUNITY
895	PETROLLA YENDEM	F	BEZUME
896	ROTANSILA GBANG	F	BEZUME
897	CLADIUS YELWERE	F	BEZUME
898	YANCINTA YELWERE	F	BEZUME
899	CLOVIS DER	F	BEZUME
900	ESTHER	F	BEZUME
901	DORIA SEGPOBRIA	F	BEZUME
902	JOHN PAUL KUZA	F	BEZUME
903	DOMILLILA DOGFUPUOR	F	BEZUME
904	MARY WAKA	F	BEZUME
905	TOBIAS MAAR	F	BEZUME
906	BLADINA MAAR	F	BEZUME
907	CORDILIA DER	F	BEZUME
908	FELICITAS BERU	F	BEZUME
909	CASMIR DER	F	BEZUME
910	FELICIA BABAI	F	BEZUME
911	MAGDELINE AAKONE	F	BEZUME
912	MACELINE BABAI	F	BEZUME
913	PERPERTUAL TIRE	F	BEZUME
914	FAUSTINA TIRE	F	BEZUME
915	AYESHA ALHASSAN	F	BEZUME
916	MARCELINE ZOBA	F	GOZIIR
917	REBECCA DAAYENG	F	GOZIIR
918	JUSTINA DARI T. GYEL-IR	F	GOZIIR
919	EVELYN DAAYENG	F	GOZIIR
920	ERNESTINA YIRBEDAAR	F	GOZIIR
921	CHRISCENTIA TIOH	F	GOZIIR
922	MARY SUURBEVUON	F	GOZIIR
923	MARY VERE	F	GOZIIR
924	ANACLETA RALLU	F	GOZIIR
925	FELICIA KUUNUO	F	GOZIIR
926	CELESTINA DER	F	GOZIIR
927	JANE FRANCIS DATII	F	GOZIIR
928	SOPHIA TUO-ZIGH	F	GOZIIR
929	JULIA GOBR	F	GOZIIR
930	LETICIA AABULE	F	GOZIIR
931	CHRISTINA LANGKUU	F	GOZIIR
932	VENDIB ELIZA	F	GOZIIR
933	FELICIA AABULE	F	GOZIIR
934	ALICE DER	F	GOZIIR
935	VIDA ZIGH	F	GOZIIR
936	UNICE PIIZIE	F	GOZIIR
937	ERI RAULA	F	GOZIIR
938	ERI AGNES	F	GOZIIR
939	BONKINYE AGNES	F	GOZIIR
940	NABUNE ESTHER	F	GOZIIR
941	NABUNE VERA	F	GOZIIR
942	MARY JANE TUO-ZIGH	F	GOZIIR
943	REGINA PIIZIE	F	GOZIIR
944	ALICE PIIZIE	F	GOZIIR

NO.	NAME OF PAP	GENDER	COMMUNITY
945	JACQUILINE MUWIER	F	GOZIIR
946	JANENT BE-OB	F	GOZIIR
947	LUCY ZAMEH	F	GOZIIR
948	ELLEN LANUZIE	F	GOZIIR
949	YELTUO CATHERINE	F	GOZIIR
950	ADELINE SAAYUOR	F	GOZIIR
951	MARGARET KPIBLU	F	GOZIIR
952	KPEBBDONG CELESTINA	F	GOZIIR
953	KEPBBBONG ANACLETA AUGUSTINA TIBEBE	F	GOZIIR
954	LEBZI ROSE	F	GOZIIR
955	PIILE GERTRUDE	F	GOZIIR
956	ERNESTINA GYEYIR	F	GOZIIR
957	GACINTHA ZINIYEL	F	GOZIIR
958	CHRISCENTIA KPELLE	F	GOZIIR
959	DOGHLE GLADYS	F	GOZIIR
960	AA-IRE JULIA	F	GOZIIR
961	WENIFRED YIRYEL	F	GOZIIR
962	GAN ESTHER	F	GOZIIR
963	CECILIA KYOLLO	F	GOZIIR
964	MODESTA YIRYEL	F	GOZIIR
965	SEG-IB FAUSTINA	F	GOZIIR
966	ERNESTINA OBKU	F	GOZIIR
967	KUUBENYERE JUSTINA	F	GOZIIR
968	DOGHLE GLADYS	F	GOZIIR
969	HELEN ZUMPAALA	F	GOZIIR
970	RITA KUUBETERSUUR	F	GOZIIR
971	OPHILIA ZINIYEL	F	GOZIIR
972	RITA KUUBETERSUUR	F	GOZIIR
973	KUUPIEL GERTRUDE	F	GOZIIR
974	GEORGINA NAAMWINLOGR	F	GOZIIR
975	MODESTA BEYUO	F	GOZIIR
976	REGINA NIBENEE	F	GOZIIR
977	NATHALIA KUUTIERU	F	GOZIIR
978	MARAIANA KUUTIERU	F	GOZIIR
979	AGNES KUUNYIGR	F	GOZIIR
980	MARY TUKUU	F	GOZIIR
981	JENIFER GBEEDEM	F	GOZIIR
982	BRIDGIT DAABI	F	GOZIIR
983	FELICIA SIENKA	F	GOZIIR
984	FLORENCE KUUNYIGR	F	GOZIIR
985	WENIFRED DER	F	GOZIIR
986	PASCHALINA SEGKULU	F	GOZIIR
987	THERESA NAMINE	F	GOZIIR
988	CHARITY DER	F	GOZIIR
989	EVELYN DER	F	GOZIIR
990	ROPHINA WIENEBE	F	GOZIIR
991	JULIET TIENPUO	F	GOZIIR
992	ELIZABETH DERY	F	GOZIIR
993	NYOBENU ESTHER	F	GOZIIR

NO.	NAME OF PAP	GENDER	COMMUNITY
994	SATAA GBEEKATUUR	F	GOZIIR
995	MARIAMA SULE	F	GOZIIR
996	FAUSTINA NIFAA-KANG	F	ZIMUOPARE
997	ERNESTINA DER-KUR	F	ZIMUOPARE
998	REGINA	F	ZIMUOPARE
999	ROSE BOGNAA KUUBIO	F	ZIMUOPARE
1000	JULIANA KUOERE	F	ZIMUOPARE
1001	CHRISANBIA EYELNYINE	F	ZIMUOPARE
1002	LILIAN NYZAL	F	ZIMUOPARE
1003	FAUSTINA KUUDIWR	F	ZIMUOPARE
1004	PAULINE KUUYAAN	F	ZIMUOPARE
1005	FRANCISCA ZELLEDEM	F	ZIMUOPARE
1006	HABIBA NAASUZU	F	ZIMUOPARE
1007	PAULINA ARKUM	F	ZIMUOPARE
1008	DIANA ARKUM	F	ZIMUOPARE
1009	FAUSTINA ZENGE	F	ZIMUOPARE
1010	ROSE MAIRE	F	ZIMUOPARE
1011	MAIVIS BENYERE	F	ZIMUOPARE
1012	ULALIA BAPUORGERE	F	ZIMUOPARE
1013	IDA NUOBATEREOTONG	F	ZIMUOPARE
1014	ERNESTINA ZENGYE	F	ZIMUOPARE
1015	ERNESTINA BAPERIBE	F	ZIMUOPARE
1016	BAGSON EVLYLEN	F	ZIMUOPARE
1017	ASI GURE	F	ZIMUOPARE
1018	ROSE DERI	F	ZIMUOPARE
1019	MAIVIS BAPUORIGE	F	ZIMUOPARE
1020	LINDA DERI	F	ZIMUOPARE
1021	NEOULA DER	F	ZIMUOPARE
1022	GLORIA AABAGRYANG	F	ZIMUOPARE
1023	UNICE BURE	F	ZIMUOPARE
1024	CECILIA ZANGUL	F	ZIMUOPARE
1025	Dery Mary Assumpta	F	ZIMUOPARE
1026	Niyel Janet	F	ZIMUOPARE
1027	Segtaa Cecilia	F	ZIMUOPARE
1028	Nawuoner Faustina	F	ZIMUOPARE
1029	Ninkyire Gladys	F	ZIMUOPARE
1030	Niyel Getrude	F	ZIMUOPARE
1031	Debkore Mary	F	ZIMUOPARE
1032	Debore Stella	F	ZIMUOPARE
1033	Debkore Alice	F	ZIMUOPARE
1034	Puzaa Midred	F	ZIMUOPARE
1035	Niyel Georgina	F	ZIMUOPARE
1036	Kuusah Vida	F	ZIMUOPARE
1037	Kuupiel Cecilia	F	ZIMUOPARE
1038	Debbie Mary	F	ZIMUOPARE
1039	Niyel Florence	F	ZIMUOPARE
1040	Nara Justina	F	ZIMUOPARE
1041	Aasoyir Zenibia	F	ZIMUOPARE
1042	Tubdaar Rotasila	F	ZIMUOPARE
1043	Kuupiel Agatha	F	ZIMUOPARE

NO.	NAME OF PAP	GENDER	COMMUNITY
1044	Akpem Magdaline	F	ZIMUOPARE
1045	Akpem Roberta	F	ZIMUOPARE