



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

TAMALE METROPOLITAN AREA
SUB-PROJECTS

RESETTLEMENT ACTION PLAN (RAP)

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 ...	Northern
2	Municipality/District...	Tamale Metro
3	Village/Suburb ...	8 communities
4	Activity(ies) that trigger resettlement	Land preparation
5	Project overall cost	-
6	Overall resettlement cost	GHC 179,660.00
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)	525
11	Number of Physically displaced	0
12	Number of economically displaced	525
13	Number of affected households	56
14	Number of females affected	525
15	Number of vulnerable affected	58
16	Number of major PAP	525
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 525 women within 56 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 5,250 made up of 38.5% males and 61.5% females. Tugu community recorded the highest population of 1,500 and Labariga the least of 350

The area's population consists of 185,051 (49.4%) males and 189,693 (50.6%) females. Likewise, most persons interviewed were females (70.0%). This is similar among the 56 PAPs with 36.0% males and 64.0% females. Most (88.8%) of the respondents are married, with 2.8% having lost their spouses and none divorced.

The predominant ethnic group in the area is the Dagombas. Other tribal groups include the Gonja, Mamprusi, Nanumba, Konkomba, Asantes, Ewes, and Hausa. Despite the relatively high literacy rate (60.1%) at the district level (2010 Population and Housing Census), literacy and education levels are very low in project communities as 77.5% claim not to have had any formal education.

Sales and services employ majority (33.0%) of the locals with other occupations including craft and related trades, skilled agriculture, forestry and fishery.

Land ownership follows a patrilineal system with regards to land inheritance. Accordingly, inheritances can go to the male's sons or brothers. Where royal land is involved, as in the case of chieftains, land and right to chieftaincy may be passed on from a father to his sons, who are wards of the father's brother on the understanding that the right to the land and chieftaincy should rotate among the sons of the father and the father's brother. 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.

Out of the 71 respondents, there were no persons with disability. For the elderly, project communities had only 9.8% of persons above 60 years. For household heads, 49 were females representing 70.0%. 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.

		<ul style="list-style-type: none"> • 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.
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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	-
	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

Main tasks	Specific tasks	Timelines/ Period	Comments
			t 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¢179,660.00..**

No.	Item	Estimated Cost/ Gh¢	Remarks	Source of funds
1	Direct Cash Compensation to be paid to PAPs	109,200.00	Amount directly going to eligible PAPs due to economic displacement. To be provided and disbursed by MoFA	Project funds
2	Subtotal	109,200.00		
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	25,000.00	Allowances and	Project funds
6	Information and awareness campaign	10,000.00	Required for publicity and awareness creation including disclosure	Project funds
7	Subtotal	65,000.00		

No.	Item	Estimated Cost/ Ghc	Remarks	Source of funds
8	Contingency (5% of No.2)	5,460.00	For unforeseen contingencies and incidental costs. To be provided by MoFA	Project funds
9	Total for RAP Implementation	179,660.00	Estimated cost for the implementation of the RAP for the Tamale Metro Sub-projects	Project funds

0.8 Conclusion

This RAP covers the 525 women within 56 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 One Hundred and Seventy-Nine Thousand, Six Hundred and Sixty Ghana Cedis (GHC 179,660.00). 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 525 women (Annex 8) 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 Tamale Metropolitan Area 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></p> <p>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:</p> <p>(a) The prompt payment of fair and adequate compensation; and</p> <p>(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. If 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 OS 2/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 OS 2/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 OS 2/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 OS 2/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 OS 2/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 OS 2/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 eight (8) communities in the Tamale Metropolitan Area 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
Tamale Metropolitan Area	Zorbogu	Tugu
	Changnaayili	
	Pagazaa	
	Futa	
	Labariga	
	Juni	
	Adubiliyili	

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 71 respondents (i.e. household heads), were interviewed as part of the census survey within the affected communities in the Tamale Metro. 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 Tamale Metro

Community	Households Surveyed	Households Affected
Futa	6	6
Changnaayili	7	5
Zorbugu	9	6
Tugu	9	8
Juni	13	9
Pagazaa	10	8
Labariga	7	6
Adubiyili	10	8
Total	71	56

Source: Household Survey, June 2022, SAL Consult

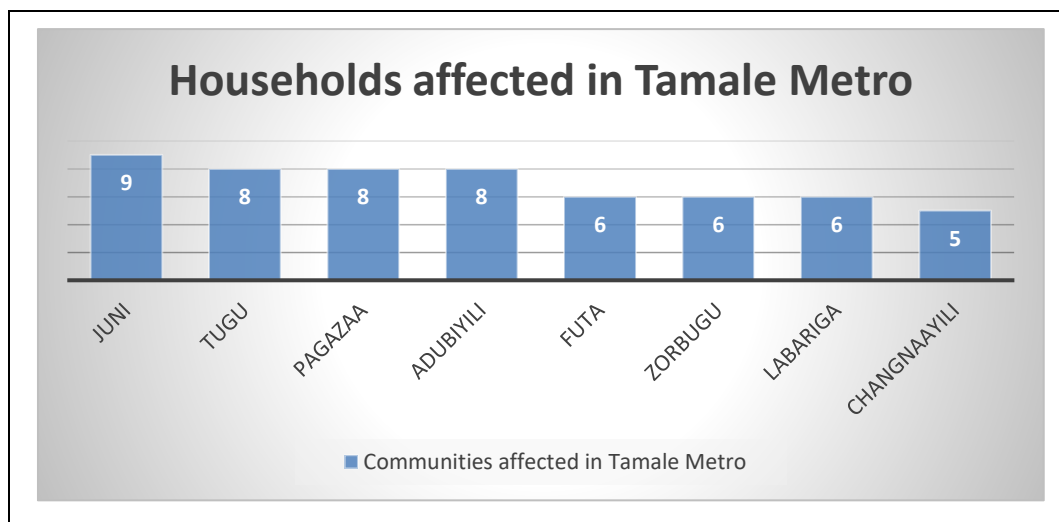


Figure 3- 1: Project affected households

3.3 Demographics

3.3.1 Population

The Metropolis has a total population of 374,744 comprising 185,051 (49.4%) males and 189,693 (50.6%) females. This is about 16.2% and 1.2% of the regional and national population respectively. The population density is 825 per sqkm with a total of 89,011 households and a household size of 4.1 persons per household which is lower than the regional average of 5.2.

The total population of the project communities is 5,250 made up of 38.5% males and 61.5% females. Tugu community recorded the highest population of 1,500 and Labariga the least of 350 (Table 3-3).

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

Community	Male	Female	Total
Futa	240	360	600
Changnaayili	200	300	500
Zorbugu	300	200	500
Tugu	600	900	1500
Juni	140	260	400
Pagazaa	180	420	600
Labariga	123	227	350
Adubiyili	240	560	800

Community	Male	Female	Total
Total	2,023	3,227	5,250

Source: Household Survey, June 2022, SAL Consult

3.3.2 Age

The district has a very youthful population with about 96% below 60, according to the 2021 Population and Housing Census. In the project affected communities, the trend is similar as majority (91.1%) of the project affected household population was found to be below 60 (Figure 3-2).

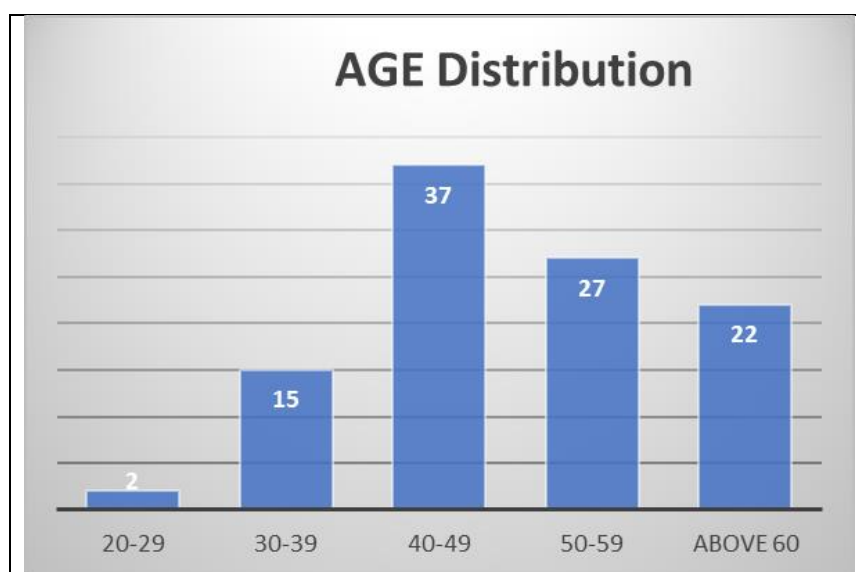


Figure 3- 2: Age distribution of respondents

3.3.3 Gender

The area's population consists of 185,051 (49.4%) males and 189,693 (50.6%) females. Likewise, most persons interviewed were females (70.0%). This is similar among the 56 PAPs with 36.0% males and 64.0% females (Figure 3-3).

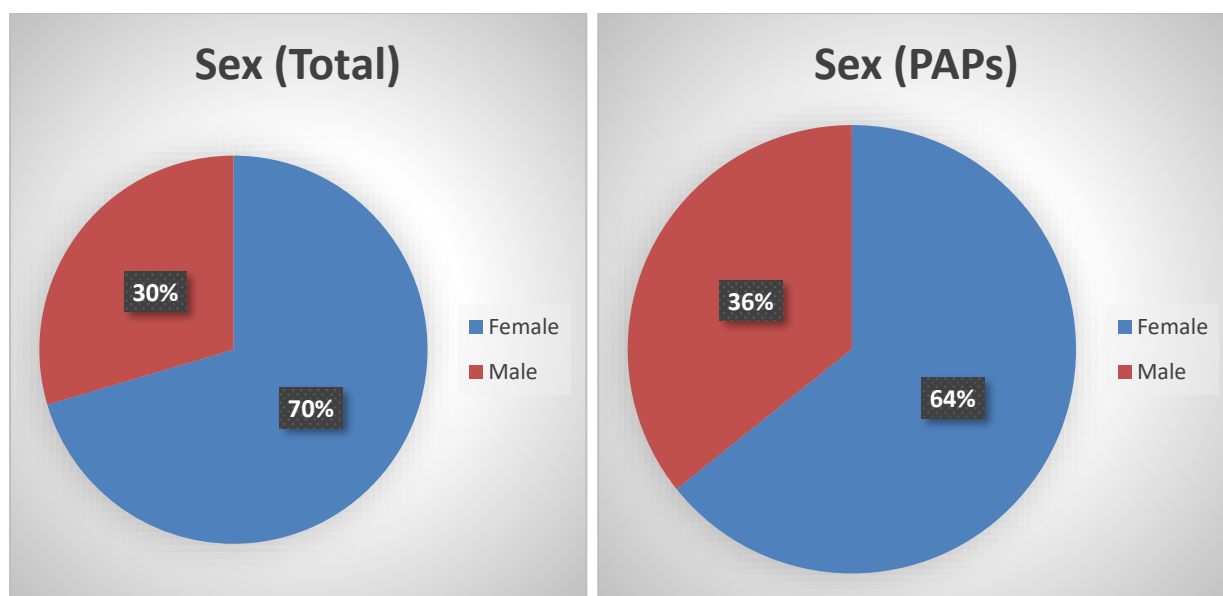


Figure 3- 3: Gender of the respondents

3.3.4 Marital Status

Most (88.8%) of the respondents indicated that they are currently married, with 2.8% having lost their spouses and none divorced (Table 3-4). Also, 8.4% of the respondents claimed they are unmarried, and these were mostly young adults.

Table 3- 4: Marital status of respondents

Marital Status	Total Number of Respondents	%
Married	63	88.8
Widowed	2	2.8
Divorced	0	0
Never Married	6	8.4
Total	71	100.0

Source: Household Survey, June 2022, SAL Consult

3.3.5 Ethnicity

The Metropolis is occupied by diverse ethnic and tribal groups with Dagombas being the traditional occupants of this area (more than 80%). Other tribal groups include the Gonja, Mamprusi, Nanumba, Konkomba, Asantes, Ewes, Hausa and some other minorities. This composition is important for inter-tribal cooperation which is required for peace and development in the Metropolis.

3.3.6 Religion

Majority (90.5%) of the population in the Metropolis is Muslim and followed by Christians. About (0.2%) has no religious affiliation. Among the Christians, the Catholics have the highest proportion of 3.0%, followed by Pentecostal/Charismatic (2.4%) and Protestants (2.4%). The proportion of traditionalist in the Metropolis is (0.3%).

3.4 Education and Literacy

Most (60.1%) of those aged 11 and up are literate, while 39.9% are illiterate. About 27.2% are literate only in English, 9.4% in a Ghanaian language, and 61.8% are literate in both English and a Ghanaian language (2010 Population and Housing Census). Less than 1% of the population is literate in English and French (0.4%) and for all the three languages (English, French and a Ghanaian language) the proportion is 1.1%. The number of female illiterates is higher than that of males (2010 GSS PHC).

Around 81.5% attend primary schools (Nursery, kindergarten, primary, JSS/JHS), 11.6% attend secondary/senior high schools, 0.7% attend vocational/technical/commercial schools, and 4.6% attend tertiary institutions. The majority of people who have previously attended school (43.0%) have completed at least the primary level. The primary level had the highest proportion of students attending school.

However, in the project communities illiteracy is pervasive and 77.5% indicated that they have no education at all (Table 3-5).

Table 3- 5: Level of education of respondents

Level of Education	Number of respondents	%	Number of PAPs	%
Never Attended	55	77.5	40	71.4
Senior Secondary - completed	5	7.0	5	8.9
Primary School - Partly Attended	4	5.6	4	7.1
Junior Secondary School - Partly Completed	3	4.2	3	5.4
Junior Secondary School – Completed	2	2.8	2	3.6
Junior Secondary School - Now Attending	1	1.4	1	1.8
Training after Secondary Education (e.g. vocational training)	1	1.4	1	1.8
TOTAL	71	100.0	56	100.0

Source: Household Survey, June 2022, SAL Consult

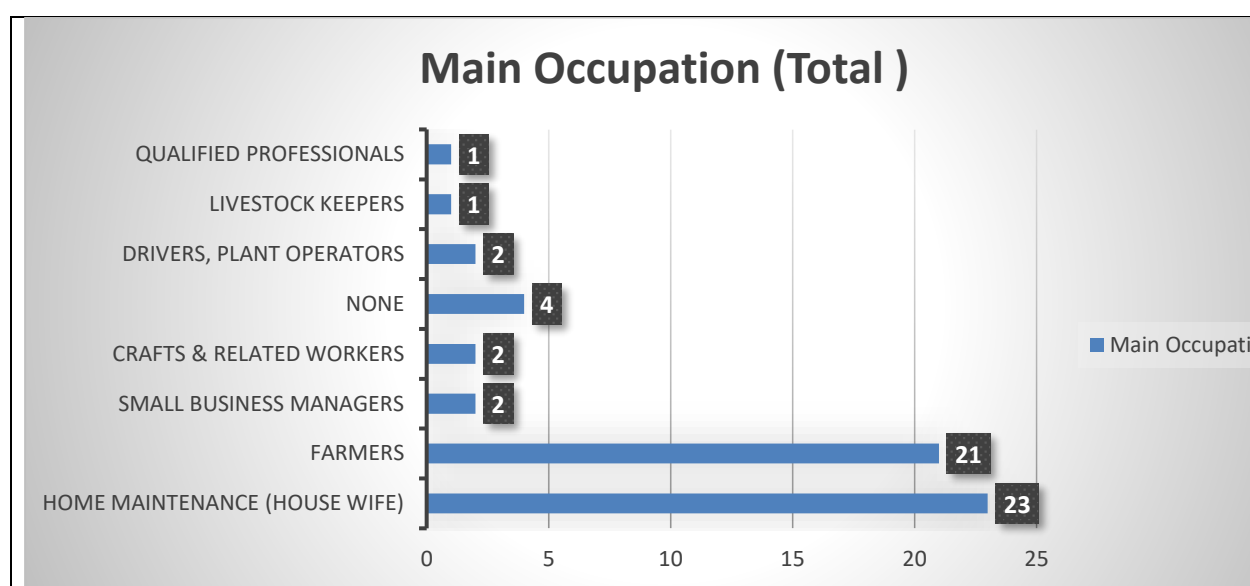
3.5 Economic Activities

The occupation with the highest population in the Metropolis is service and sales workers (33.0%). This is followed by those in the craft and related trades workers (21.5%). The proportion of the employed persons engaged in skilled agriculture, forestry and fishery is (17.6%). There are more males compared to females in almost all the occupations except for service and sales (16.5%) for males and a large proportion (50.3%) for females.

In industry, wholesale and retail, repair of motor vehicles and motorcycles has the highest employed population (33.4%) with (22.1%) being male and (45.4%) female. Agriculture, forestry and fishing workers are the next major occupation in the Metropolis with a proportion of 18.2% of both sexes and with (24.4%) males and (11.8%) female. The next occupation that follows is manufacturing (12.5%), employing (12.1%) males and (12.9%) females. Wholesale, agriculture and retail and manufacturing account for 64.1% of the industrial base of the Metropolis.

Similarly, within the project communities, majority (45.1%) of the unemployed are women, who serve as housewives with the responsibility of caring for the family. For the employed, farming and crafts and related work employ 29.6% and 12.7% respectively. The remaining 12.7% engage in petty trading, driving, livestock keeping, fish processing (Figure 3-4).

Crops cultivated include maize, groundnut, soya, cassava, yam and vegetables (Figure 3-5).



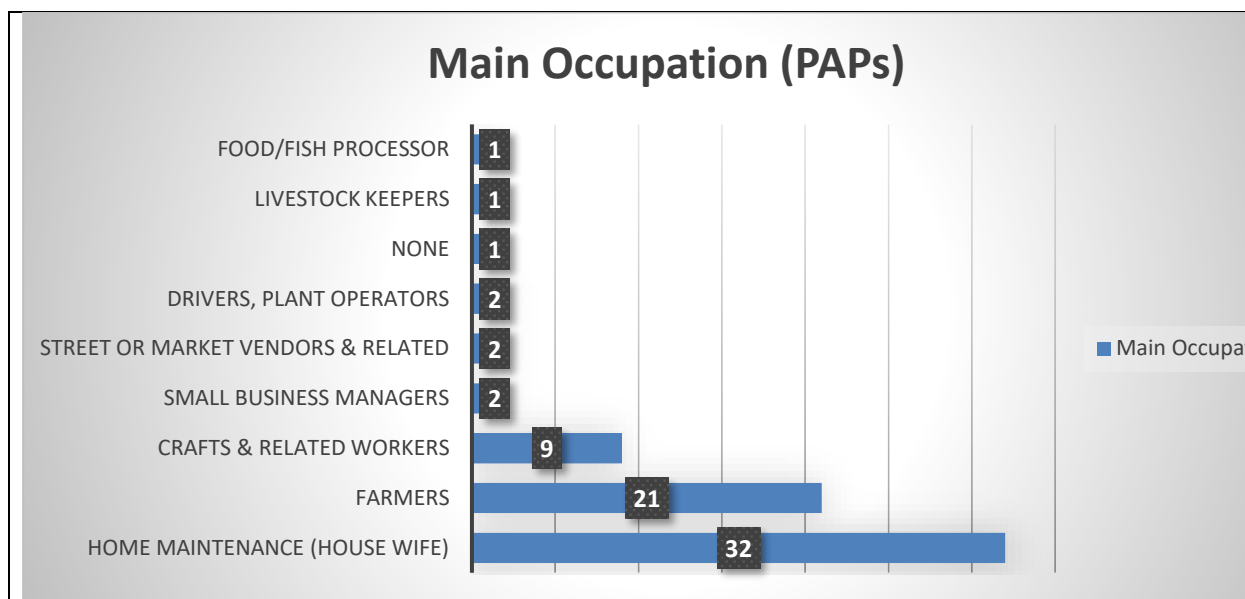


Figure 3- 4: Main occupation of the respondents and PAPs

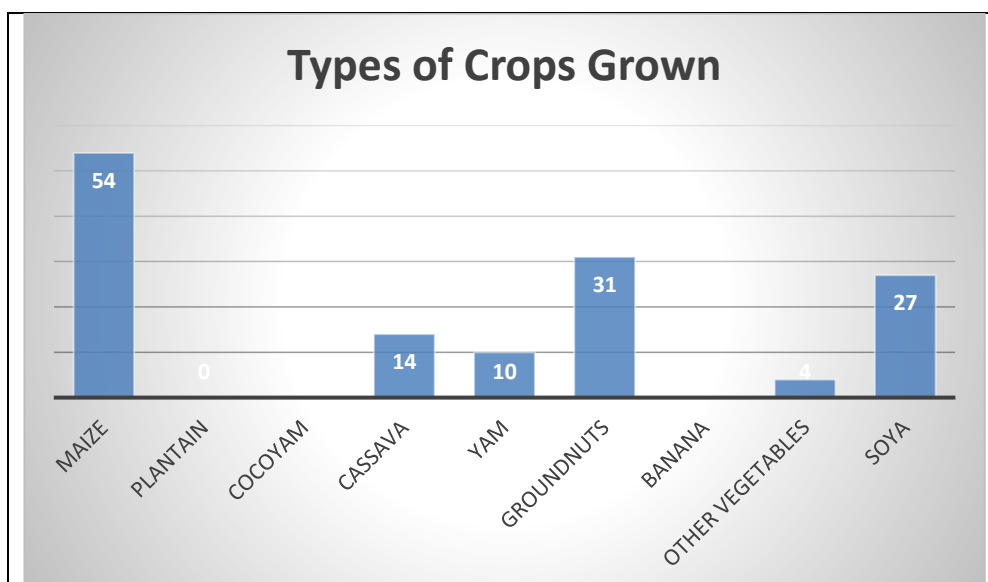


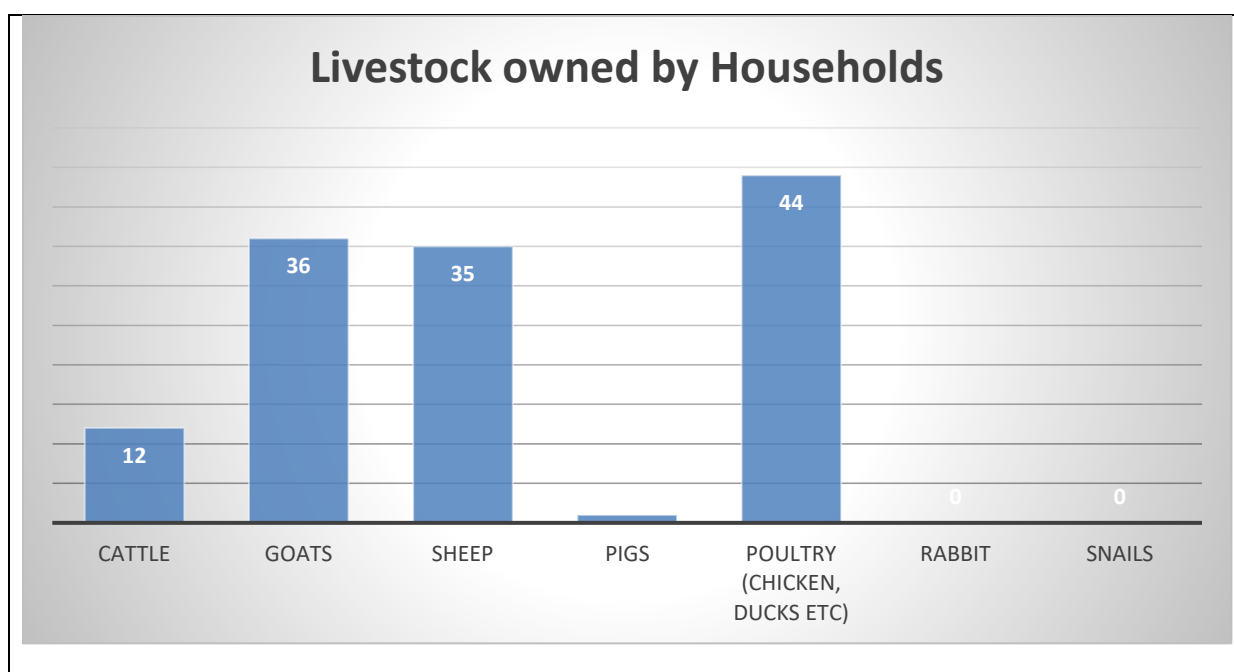
Figure 3- 5: Types of crops grown

Also, locals engage in other economic activities such as livestock rearing, petty trading and shop keeping among others. The importance of farming is again underscored as most people carry out this activity to augment the income from their main occupation. This is followed by petty trading and livestock rearing (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 persons	%
Farmers	31	43.7
Street or Market Vendors & Related	14	19.7
None	10	14.1
Livestock Keepers	8	11.3
Services, Shop or Stall Workers	4	5.6
Home Maintenance (House Wife)	3	4.2
Small Business Managers	1	1.4
Total	71	100.0

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 and livestock and poultry produce like eggs, meat, milk etc. Income from these sales range from GHC 100 to GHC 700 per month (Figure 3-7). There is a huge dependence on agriculture and stakeholders in agriculture at the local level include pickers of fruits and nuts of shea and dawadawa. About 32.4% of 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).

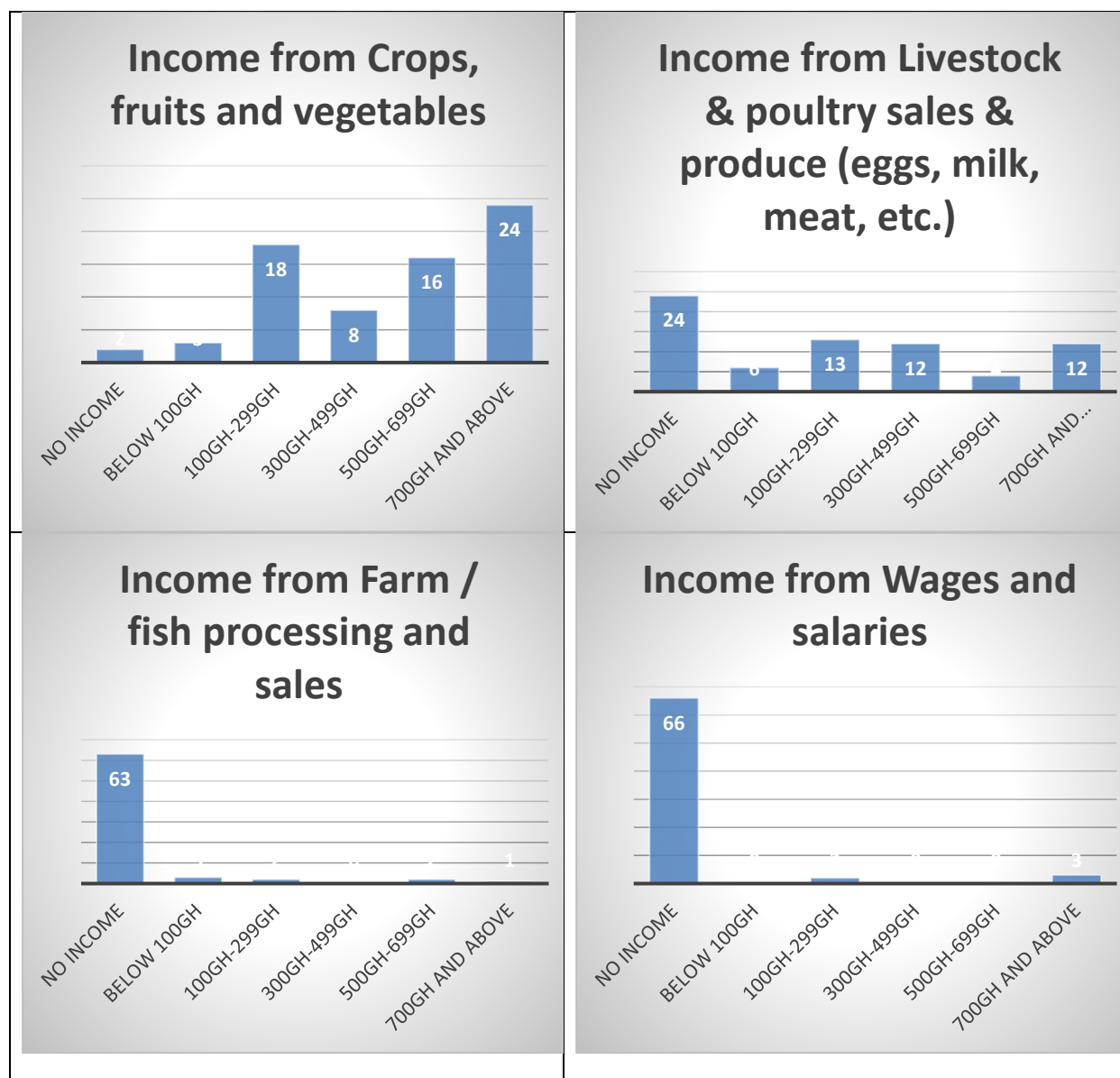


Figure 3- 7: Sources of household income

Household expenditure is largely on food, clothing, healthcare and education (fees and upkeep money). Majority of households spend less than GHC 300 per month on each of these items despite the big household size (Figure 3-8).

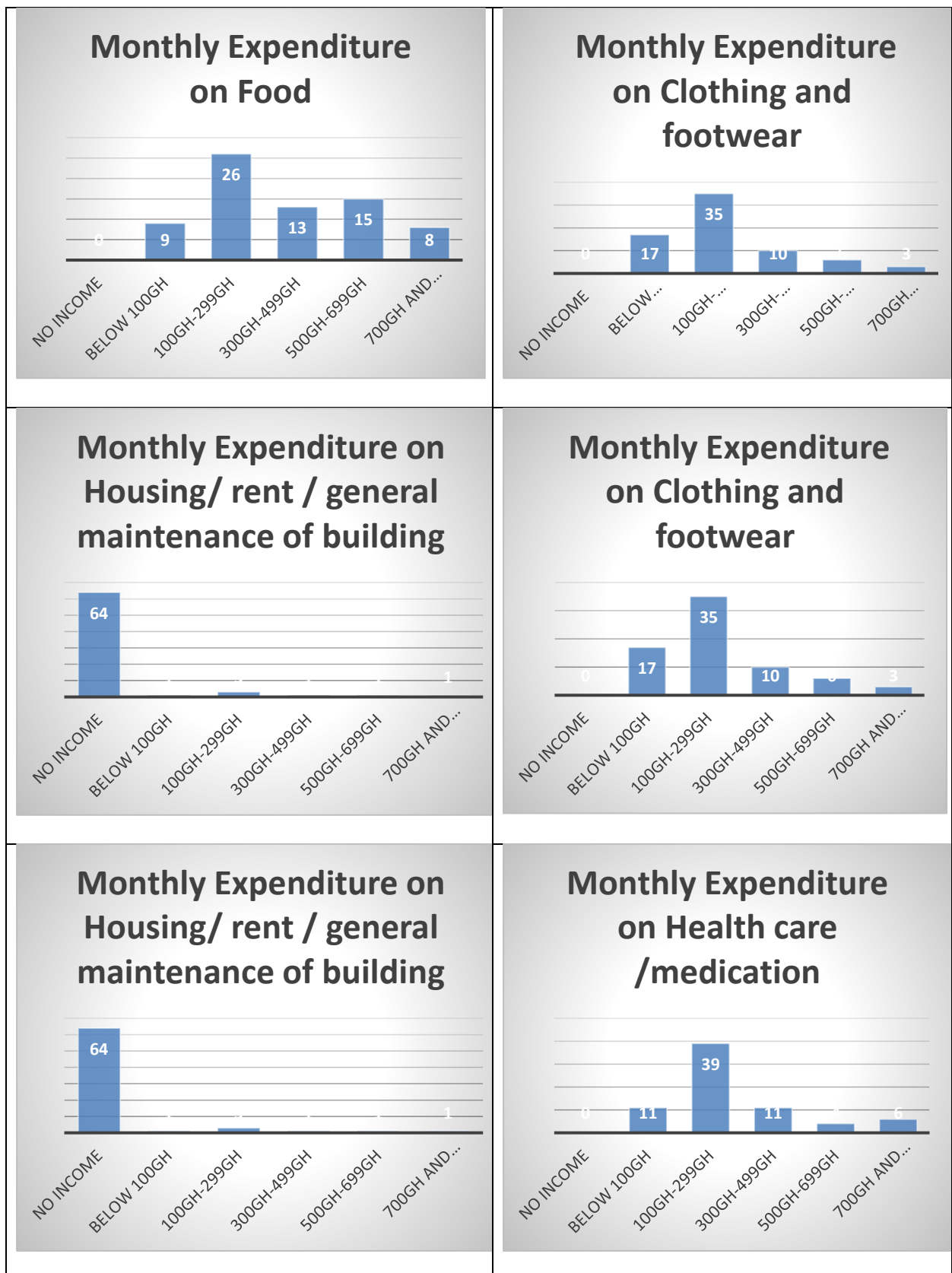


Figure 3- 8: Household expenditure

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.

Where royal land is involved, as in the case of chieftains, land and right to chieftaincy may be passed on from a father to his sons, who are wards of the father's brother on the understanding that the right to the land and chieftaincy should rotate among the sons of the father and the father's brother.

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. Only farmers who own lands, and can show evidence of land ownership, and meet other requirements will be supported. Due diligence will be done to ensure that ownership of farmlands is undisputed.

3.8 Health

The health services in the Metropolis are managed at three (3) levels namely: Metro Health Administration level, Sub-district level and the Community level. Health services are provided at the community level by sub-districts staff supported by traditional birth attendants (TBAs), Community Based Surveillance (CBS) volunteers, village Health Committees.

Within the project affected communities, most people rely on pharmacies (42.0%), public/private hospitals (32.0%), community health centres/dispensaries (15.0%) and traditional medicine (11.0%).

Reasons for selecting a healthcare provider was largely effectiveness/trust in the service provided (58.0%), cost, distance and religious or traditional beliefs (Figure 3-9).

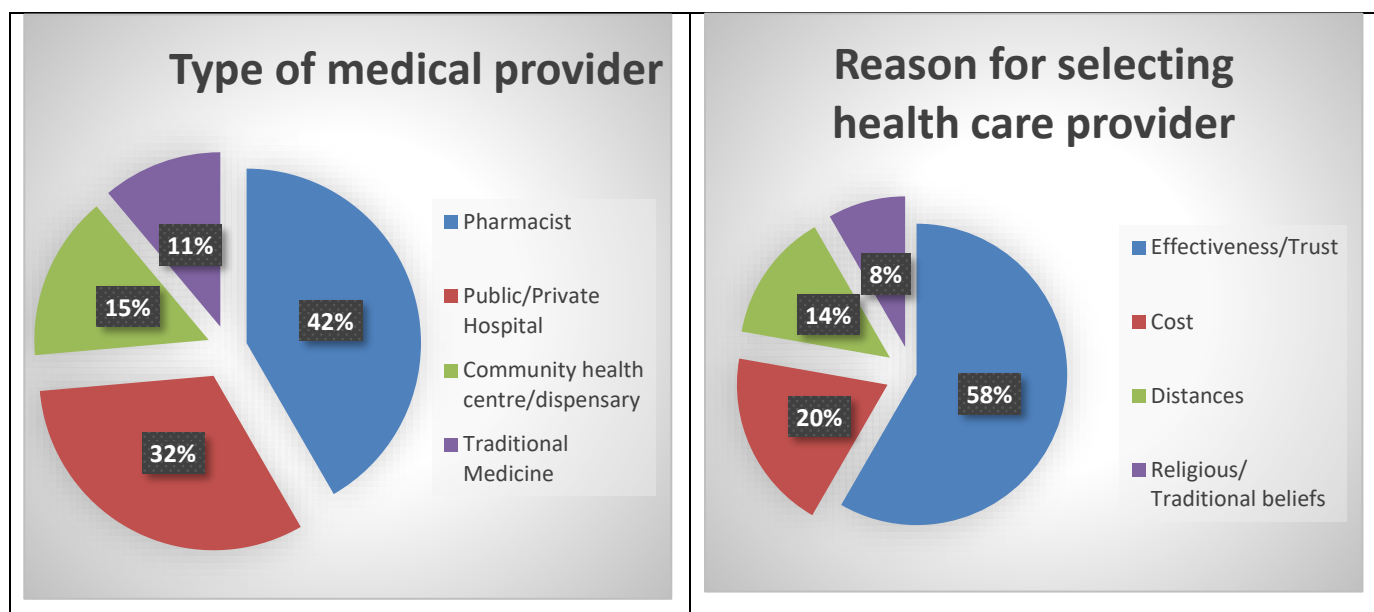


Figure 3- 9: Types and reasons for selecting medical service providers

3.9 Utilities and services

3.9.1 Energy

The three main sources of lighting for most households are electricity (main grid), constituting 82.2% of households, kerosene lamp (11.6%) and flashlight/torch (4.7%). The Metropolis enjoys electricity supply from the National Grid and about 80% of the communities are connected. Electricity supply has been fairly stable.

3.9.2 Water Supply

Most households in the metropolis depend on either pipe-borne water outside their dwelling or pipe-borne water inside their dwelling (representing 41.4% and 39.8% respectively). The main water system in the Metropolis is pipe borne water from the Dalun and the Nawuni Water Treatment Plants which is rationed and managed by the Ghana Water Company Limited in urban Tamale. Some urban communities have difficulty with water supply due to old pipeline structure or their location, i.e., high land areas.

In the project communities, the main sources of water are rivers, streams, ponds, dugouts, boreholes and hand dug wells, rain water and to a limited extent tap water. For all year supply, communities depend largely on rivers, ponds and boreholes (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	31	3	0	44	9	12
Dry Season	0	2	0	65	5	4

Source: Household Survey, June 2022, SAL Consult

3.9.3 Sanitation and Waste Management

The most widely used method of solid waste disposal is by public dump (container) accounting for 98.3% households within the Tamale Metropolis. About 72.5% of households have their solid waste collected with the remaining households resorting to indiscriminate dumping.

The commonest toilet facility is used by 56.2% of households in the metropolis and that is public toilet (WC/KVIP/Pit latrine/pan). The use of KVIP is the second commonest used by just 7.1% of households. As much as 26.1% of households in the district has no toilet facility.

In the project communities, an astonishing 83.1% of households do not have toilet facilities (Table 3-8). Such persons may be compelled to practice open defecation which has serious adverse health implications.

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

Toilet facilities	No. of respondents	%
No Toilet	59	83.1
public toilet	8	11.3
Pit Latrine	3	4.2
Flush toilet	1	1.4
Total	71	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 71 respondents, there were no persons with disability. For the elderly, project communities had only 9.8% of persons above 60 years. Female respondents constituted 70.4%. However, of particular interest is the economic vulnerability of households. Some 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 Tamale Metropolis is **One Hundred and Nine Thousand, Two Hundred Ghana Cedis (GH¢109,200.00)**. 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	Estimated Project Area (Acres)	Livelihood Support						
			Total Estimated Population	Percentage of Females	Estimated Percentage of women to be affected	Estimated no. of Women Affected	Income Per Day (GH¢)	Total Income for 1 month (GH¢)	Total Livelihood Income (GH¢)
Futa	Futa Women's Group	176.16	600	60	10%	60	8.00	208.00	12,480.00
Changnaayili	Changnaayili Women's Group	514.95	500	60	10%	50	8.00	208.00	10,400.00
Zorbugu	Zorbugu Women's Group	267.74	500	40	10%	50	8.00	208.00	10,400.00
Tugu	Tugu Women's Group	508.22	1500	60	10%	150	8.00	208.00	31,200.00
Juni	Juni Women's Group	36.93	400	65	10%	40	8.00	208.00	8,320.00
Pagazaa	Pagazaa Women's Group	854.69	600	70	10%	60	8.00	208.00	12,480.00
Labariga	Labariga Women's Group	1036.84	350	65	10%	35	8.00	208.00	7,280.00
Adubiyili	Adubiyili Women's Group	49.06	800	70	10%	80	8.00	208.00	16,640.00
Total									109,200.00

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).

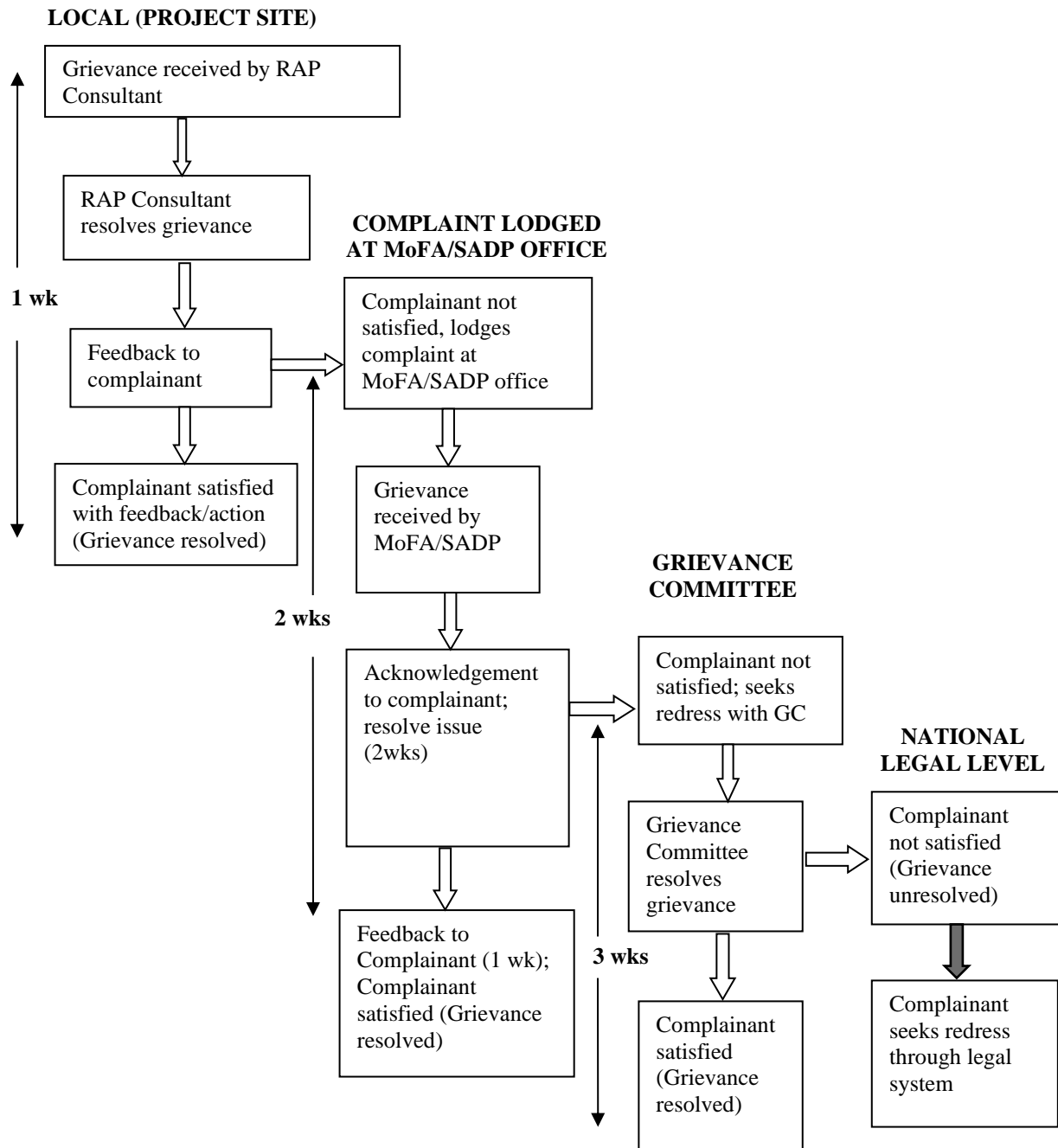


Figure 6- 1: Grievance Redress Mechanism for SADB Project

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 verifications. 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¢179,660.00**. 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	109,200.00	Amount directly going to eligible PAPs due to economic displacement. To be provided and disbursed by MoFA	Project funds
2	Subtotal	109,200.00		
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	25,000.00	Allowances and	Project funds
6	Information and awareness campaign	10,000.00	Required for publicity and awareness creation including disclosure	Project funds
7	Subtotal	65,000.00		
8	Contingency (5% of No.2)	5,460.00	For unforeseen contingencies and incidental costs. To be provided by MoFA	Project funds
9	Total for RAP Implementation	179,660.00	Estimated cost for the implementation of the RAP for the Tamale Metro Sub-projects	Project funds

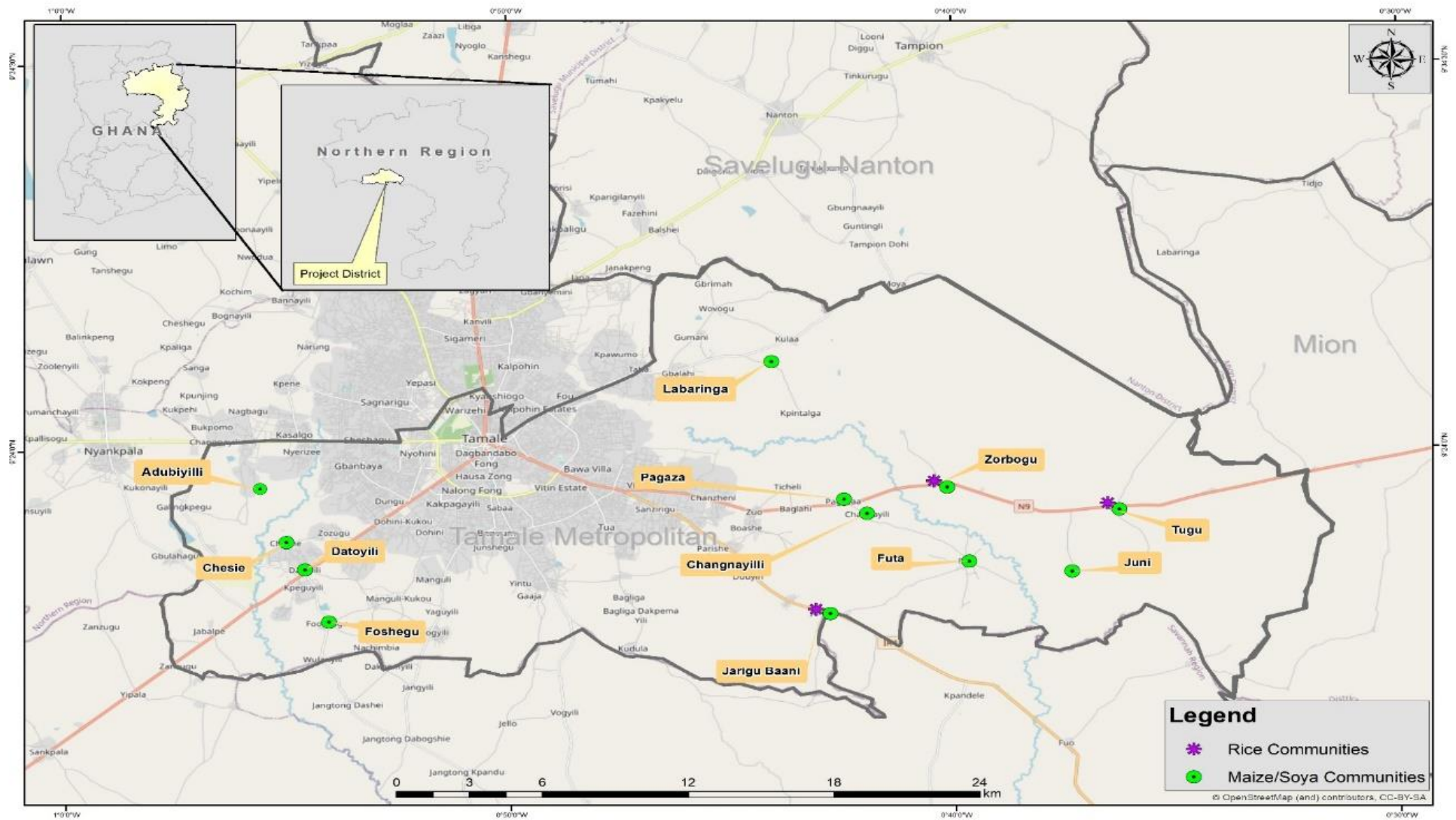
10.0 CONCLUSION

This RAP covers the 525 women within 56 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 One Hundred and Seventy-Nine Thousand, Six Hundred and Sixty Ghana Cedis (GHC 179,660.00). 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 Tamale Metro showing project communities
- Annex 2 Census survey instrument
- Annex 3a Valuation Summary Report
- Annex 3b LVD crop rates for the Northern Savannah ecological zone
- Annex 4 Compensation Claim and Agreement Form
- Annex 5 Grievance Redress Forms
- Annex 6 Record of meetings in Tamale Metro
- Annex 7 Pictures of Engagement
- Annex 8 List of Project Affected Persons (PAPs)

Annex 1 Location map of the Tamale Metro 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 Ampaw

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 One Hundred and Nine Thousand, Two Hundred Ghana Cedis (**GH¢109,200.00**).

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):

Annex 6: Record of meetings in Tamale Metro

DISTRICT	COMMUNITY	DATE	DESIGNATION	NAME	TELEPHONE NUMBER	CONCERNS/COMMENTS
TAMALE METRO	Futa	24/05/2022	Chief Member (Women's Group)	Tahiru Niendow Meri Alhassan Abiba Alidu	0591808925	<ul style="list-style-type: none"> • Project impact – By getting the project to reach the target beneficiaries, the communities will be positively impacted. However, the overall benefit of the project for farmers must be known. • Land Ownership – Majority of lands are skin lands with th remaining belonging to government and individuals. • Land use – The land is mainly used for farming and livestock production. • Land right and access - The land can be accessed through a request from the traditional authorities. There are no squatters present who may be affected by the project. • Land-related conflict – Land-related conflicts are rare. • Livelihood activities – The main livelihood activities are farming, livestock production, and poultry production. • Livelihood challenges – Challenges exist with procurement of farm machinery and inputs such as tractors, combined harvesters, and feed for livestock and poultry. • Ethnic groups – The Mole-Dagbanis are the dominant ethnic group. • Vulnerable groups – There are no vulnerable people who may be poor or have limited access to land. There are no disabled persons in the community. • Religion – The community's major religions are Islam (90%), Christianity (5%) and Traditionalists (5%). • Women-headed households – There are some women headed households in the communities. These households may have peculiar problems as women do not own lands for cultivation. • Indigenous people – There are no indigenous groups in the area. • Support for the less privileged – There is no support for the less privileged. The months of May and June are the most difficult in terms of having money. • Key decision-makers – Chief and elders, opinion leaders, youth and women are among the key decision-makers. Through the MP, assembly member, the Unit committee and the community chairman, communities are represented in government. • Women in leadership – Women are involved in community decision making.
	Changnaayili	25/05/2022	Chief Member (Women's Group)	Alhassan Salifu Nimatu Dawuni Rubaba Salifu	0559247277	
	Zorbugu	26/05/2022	Chief Member (Women's Group)	Mahama Yakubu Azaratu Yakubu Adamu Jebuni Salima Abdulai	0559270022	
	Tugu	27/05/2022	Chief Member (Women's Group)	Yakubu Andani Hawawu Adam Ayisha Abubakari Salamatu Amadu		
	Juni	28/05/2022	Chief Member (Women's Group)	Abukari Alidu Malia Salifu Rashida Abdul Fatawu Mariama Laminu	0549600912	
	Pagazaa	01/06/2022	Chief Member (Women's Group)	Alhassan Sandow Amina Issah Fatimata Alhassan Atica Sulemana	0245466137	
	Labariga	02/06/2022	Chief Member (Women's Group)	Abukari Adam Fatima Abdulai Sanatu Abdulai Fuseina Ibrahim Nina Abdulai	0246593149	
	Adubiyili	0/06/2022	Chief Member (Women's Group)	Adam Fuseini Safia Abdulai Tipaga Karim Wasila Adam	0550357779	

DISTRICT	COMMUNITY	DATE	DESIGNATION	NAME	TELEPHONE NUMBER	CONCERNS/COMMENTS
				Memunatu Dawuni		<ul style="list-style-type: none"> • Local groups –Water and sanitation committees exist in communities to access to water and good sanitation. Also, cultural groups such as ‘Kyera’, ‘Bamaya’, and ‘Simpa’ exist for entertainment purposes. • Appointment of community leadership– The community appoints its elders/leaders through succession and elections. People forbidden from being leaders include: thieves, women, and untrustworthy people. • Health care – Healthcare is a major challenge as communities have no proper health facilities hence have to travel long distances for medical attention. • Water and sanitation – Communities depend largely on boreholes, shallow wells and dugouts especially in the dry season for water. Rainwater is harvested in the rainy season as an alternative to the boreholes and wells. • Energy – Charcoal, electricity and fuelwood are the main sources of fuel for cooking. • Quality of life – The communities have a peaceful and social working environment. Community life is made positive by the availability of land for farming. The provision of potable water such as pipe borne water, clinic/hospital, storage facilities, SHS, and market facilities would ensure a better quality of life. • Compensation – Shea picking is done in groups so women prefer compensation to be paid to the group instead of individuals. • Livelihood support – Women will need a means of transportation e.g. tricycle to transport women to fields to pick shea fruits and dawadawa. Also, provision of sheds and basic equipment for processing of shea nut will be very beneficial to the women.

Annex 7: Pictures of Engagement



Chief of Nantong Changnayili

on



Assembly man of Pagazaa Community



Community leadership in Futa



Women Group in Labariga Community

Annex 8 List of Project Affected Persons (PAPs)

Below is a list of women in the Tamale Metropolis 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	RAHAMA IDDRISU	F	ADUBILYILI
2	SADIA ABUKARI	F	ADUBILYILI
3	FUSEINA ISSAHAKU	F	ADUBILYILI
4	LATIFA ALHASSAN	F	ADUBILYILI
5	RAHINATU DRAMANI	F	ADUBILYILI
6	ARAHANATU FUSEINI	F	ADUBILYILI
7	WARIHANA ABDULAI	F	ADUBILYILI
8	NAIMA ABUKARI	F	ADUBILYILI
9	ABIBA MOHAMMED	F	ADUBILYILI
10	RAKIYA BABA	F	ADUBILYILI
11	SUHABATU MAHAMADU	F	ADUBILYILI
12	BAINA BAWA	F	ADUBILYILI
13	ARBU MOHAMMED	F	ADUBILYILI
14	ZEINAB BAWA	F	ADUBILYILI
15	SAMATA ZAKARIA	F	ADUBILYILI
16	ALIMA ADAM	F	ADUBILYILI
17	RUKAYA BAWA	F	ADUBILYILI
18	HUMU ABDUL-MAJEED	F	ADUBILYILI
19	NIEMANTU BABA	F	ADUBILYILI
20	MARIAM SULEMANA	F	ADUBILYILI
21	MARIAM NAPORO	F	ADUBILYILI
22	FUSHEINA ISSIFU	F	ADUBILYILI
23	ADAMU ABDULAI	F	ADUBILYILI
24	ADAMU IDDRISU	F	ADUBILYILI
25	ALIMATU SALIFU	F	ADUBILYILI
26	FUSHEINA ABUBAKARI	F	ADUBILYILI
27	BARIKISU MOHAMMED	F	ADUBILYILI
28	MARIAM ALHASSAN	F	ADUBILYILI
29	SALAH ALHASSAN	F	ADUBILYILI
30	ASANA IMORO	F	ADUBILYILI
31	NIMATU INUSAH	F	ADUBILYILI
32	THERESA ALHASSAN	F	ADUBILYILI
33	MARIAM MONAMMED	F	ADUBILYILI
34	ZEINAB IDDRISU	F	ADUBILYILI
35	ALIMATU IDDRISU	F	ADUBILYILI
36	FADILA SAYIBU	F	ADUBILYILI
37	FADILA ALHASSAN	F	ADUBILYILI
38	SALMU KASSIM	F	ADUBILYILI
39	AZARA MOHAMMID	F	ADUBILYILI
40	BAMUNU ADAM	F	ADUBILYILI
41	SADIA YUSSIF	F	ADUBILYILI
42	MEMUNATU IBRAHIM	F	ADUBILYILI
43	NIMA MAHAMUDU	F	ADUBILYILI

NO.	NAME OF PAP	GENDER	COMMUNITY
44	AMINA MAJEED	F	ADUBILYILI
45	HIKIMA INUSAH	F	ADUBILYILI
46	FATIMA ABUKARI	F	ADUBILYILI
47	AZARA IDDRISU	F	ADUBILYILI
48	NIMATU SHAIBU	F	ADUBILYILI
49	JEMILA SIBA	F	ADUBILYILI
50	MARIAM ABUKARI	F	ADUBILYILI
51	FATI MAHAMMADU	F	ADUBILYILI
52	SANATU ADAM	F	ADUBILYILI
53	SANATU MUNIRU	F	ADUBILYILI
54	AMINA ISSAH	F	ADUBILYILI
55	YABPAGA FUSEINI	F	ADUBILYILI
56	AZARA FUSEINI	F	ADUBILYILI
57	MENUNATU IMORO	F	ADUBILYILI
58	SANATU DAHAMANI	F	ADUBILYILI
59	SANATU ISSAHAKU	F	ADUBILYILI
60	SANATU SAYIBU	F	ADUBILYILI
61	ZELIA ABU	F	ADUBILYILI
62	AZARA ZAKARIA	F	ADUBILYILI
63	RABI SUMANI	F	ADUBILYILI
64	FUSEINA ABIBA	F	ADUBILYILI
65	SANATU INUSAH	F	ADUBILYILI
66	ROHADIA YAHAYA	F	ADUBILYILI
67	ZUWERA FATIMATA IDDRISU	F	ADUBILYILI
68	FATI SEIDU	F	ADUBILYILI
69	MEMUNATU SAYIBU	F	ADUBILYILI
70	SALAMATU ALHASSAN	F	ADUBILYILI
71	RASHIDA HUDU	F	ADUBILYILI
72	FADILA ABDUL RAHMAN	F	ADUBILYILI
73	ABIBATA ZAKARIA	F	ADUBILYILI
74	THERESA ALHASSAN	F	ADUBILYILI
75	AFISHETU IDDRISU	F	ADUBILYILI
76	HAMDIA KARIM	F	ADUBILYILI
77	SAMIRA ABUBAKARI	F	ADUBILYILI
78	RAHINA YUSSIF	F	ADUBILYILI
79	HIKIMAH MUSAH	F	ADUBILYILI
80	GRUNPAGA KARIM	F	ADUBILYILI
81	ABUBAKARI FAHINATU	F	LABARIGA
82	ABUKARI SANATU	F	LABARIGA
83	ABUBAKARI ALIMATU	F	LABARIGA
84	ABDULA RAHAMAN	F	LABARIGA
85	IDDRISU SANATU	F	LABARIGA
86	DASANA SAMATA	F	LABARIGA
87	AWABU ABDUBAKKARI	F	LABARIGA
88	BAKARI PAULINA	F	LABARIGA
89	ISSAHAKU HAWA	F	LABARIGA
90	ALHASSAN BARKISU	F	LABARIGA
91	ARISHETU IDDI	F	LABARIGA
92	ABDALLAH MARIYARM	F	LABARIGA
93	ALHASSAN RUKAYA	F	LABARIGA

NO.	NAME OF PAP	GENDER	COMMUNITY
94	AYISHETU TIA	F	LABARIGA
95	ZEANABU ABUBAKARI	F	LABARIGA
96	AYISHA YAKUBU	F	LABARIGA
97	AZARA ISSAH	F	LABARIGA
98	AFIRUWA ZAKARIA	F	LABARIGA
99	AZARA HARUNA	F	LABARIGA
100	SANATU ABDUL-RAHMAN	F	LABARIGA
101	AMINA SABANA	F	LABARIGA
102	AGARTHA S.BACHOWII	F	LABARIGA
103	ABUKARI SAMIRA	F	LABARIGA
104	ABU FAIZA	F	LABARIGA
105	ABDULAI ASANA	F	LABARIGA
106	ABDUL KARIM SAHADA	F	LABARIGA
107	ABUKARI ABDUL	F	LABARIGA
108	ABDULAI JEMILA	F	LABARIGA
109	ABUBAKARI BALCHISU	F	LABARIGA
110	ABUKARI ZEINABU	F	LABARIGA
111	ARAHANATU ABUKARI	F	LABARIGA
112	ADIZA FUSEINI	F	LABARIGA
113	SALIMA ABDUL-RAZAK	F	LABARIGA
114	ZARA ABDULAI	F	LABARIGA
115	RUKAYA IBRAHIM	F	LABARIGA
116	FUSEINA BSAHIRU	F	PAGAZAA
117	MEELI IDDRISU	F	PAGAZAA
118	SALAMATU YAKUBU	F	PAGAZAA
119	ALHASSAN SANATU	F	PAGAZAA
120	SALAMATU SUMALIA	F	PAGAZAA
121	SANATU MUMUNI	F	PAGAZAA
122	AYI A RAZAK	F	PAGAZAA
123	FATIMATA ALHASSAN	F	PAGAZAA
124	AZARA ABDULAI	F	PAGAZAA
125	AMINA SABANA	F	PAGAZAA
126	AGARTHA S.BACHOWII	F	PAGAZAA
127	ABUKARI SAMIRA	F	PAGAZAA
128	ABU FAIZA	F	PAGAZAA
129	ABDULAI ASANA	F	PAGAZAA
130	ABDUL KARIM SAHADA	F	PAGAZAA
131	ABUKARI ABDUL	F	PAGAZAA
132	ABDULAI JEMILA	F	PAGAZAA
133	ABUBAKARI BALCHISU	F	PAGAZAA
134	ABUKARI ZEINABU	F	PAGAZAA
135	AWABU ABDUBAKKARI	F	PAGAZAA
136	BAKARI PAULINA	F	PAGAZAA
137	ISSAHAKU HAWA	F	PAGAZAA
138	ALHASSAN BARKISU	F	PAGAZAA
139	ARISHETU IDDI	F	PAGAZAA
140	ABDALLAH MARIYARM	F	PAGAZAA
141	ALHASSAN RUKAYA	F	PAGAZAA
142	AYISHETU TIA	F	PAGAZAA
143	ABUKARI ABDUL	F	PAGAZAA

NO.	NAME OF PAP	GENDER	COMMUNITY
144	BUSHIRA SULLEY	F	PAGAZAA
145	ALIA SULLEY	F	PAGAZAA
146	AZARA WUMBEI	F	PAGAZAA
147	FIHATA ALHASSAN	F	PAGAZAA
148	ZEANABU ABDULAI	F	PAGAZAA
149	SAMATA FUSEINI	F	PAGAZAA
150	BALKISU SAANI	F	PAGAZAA
151	SEKINA BAWA	F	PAGAZAA
152	BRAHATU AMIN	F	PAGAZAA
153	SANATU ABDUALI	F	PAGAZAA
154	MARIAMA ALHASSAN	F	PAGAZAA
155	MARIAMA IMORO	F	PAGAZAA
156	AYI ZAKARIA	F	PAGAZAA
157	FAJIMA ISSAH	F	PAGAZAA
158	JEMIRA YAKUBU	F	PAGAZAA
159	ABIBA ABDULAI	F	PAGAZAA
160	AMINA MUSAH	F	PAGAZAA
161	ABIBATA AHMED	F	PAGAZAA
162	AMINA KARIM	F	PAGAZAA
163	MEMUNATU SAYIBU	F	PAGAZAA
164	REHANATU ADAM	F	PAGAZAA
165	SAMATA MOHAMMADU	F	PAGAZAA
166	FUSEINA ALHASSAN	F	PAGAZAA
167	ARISHETU MUNIRU	F	PAGAZAA
168	FATAJIA ALHASSAN	F	PAGAZAA
169	MALIA SHAHADU	F	PAGAZAA
170	ABUKARI FAJIMA	F	PAGAZAA
171	BINTU FUSEINI	F	PAGAZAA
172	MAHAMADU ABIBA	F	PAGAZAA
173	ALHASSAN AZARATU	F	PAGAZAA
174	FATIMATA SEIDU	F	PAGAZAA
175	ZULEIHA SAYIBU	F	PAGAZAA
176	AFIRUWA FUSEINI	F	JUNI
177	SANATU FUSEINI	F	JUNI
178	SANATU AMADU	F	JUNI
179	FATIMA ALHASSAN	F	JUNI
180	SAFIA OSMAN	F	JUNI
181	AYI ABDULAI	F	JUNI
182	ZALIA IBRAHIM	F	JUNI
183	FATIMA ABUKARI	F	JUNI
184	RUKAYA IBRAHIM	F	JUNI
185	FUSEINA SULEMANA	F	JUNI
186	A.RAHAMAN AZARA	F	JUNI
187	ABUKARI FAJIMA	F	JUNI
188	BINTU FUSEINI	F	JUNI
189	MAHAMADU ABIBA	F	JUNI
190	ALHASSAN AZARATU	F	JUNI
191	FATIMATA SEIDU	F	JUNI
192	ZULEIHA SAYIBU	F	JUNI
193	MEMUNATU BABA	F	JUNI

NO.	NAME OF PAP	GENDER	COMMUNITY
194	ALHASSAN ALHASSAN	F	JUNI
195	IMORO MAHAMA	F	JUNI
196	AZARA ISSAHAKU	F	JUNI
197	RASHIDA FATAWU	F	JUNI
198	SANATU A RAZAK	F	JUNI
199	ABUBAKARI FAHINATU	F	JUNI
200	ABUKARI SANATU	F	JUNI
201	ABUBAKARI ALIMATU	F	JUNI
202	ABDULA RAHAMAN	F	JUNI
203	IDDRISU SANATU	F	JUNI
204	DASANA SAMATA	F	JUNI
205	AWABU ABDUBAKKARI	F	JUNI
206	BAKARI PAULINA	F	JUNI
207	ISSAHAKU HAWA	F	JUNI
208	ALHASSAN BARKISU	F	JUNI
209	ARISHETU IDDI	F	JUNI
210	ABDALLAH MARIYARM	F	JUNI
211	ALHASSAN RUKAYA	F	JUNI
212	AYISHETU TIA	F	JUNI
213	ABUKARI ABDUL	F	JUNI
214	SALAMATU ADAM	F	JUNI
215	SANA YAKUBU	F	JUNI
216	FUSEINA ANDANI	F	TUGU
217	ADAMU ALHASSAN	F	TUGU
218	SANATU MOHAMMED	F	TUGU
219	PAGKPEMA ALHASSAN	F	TUGU
220	RAFIA BADUL RAUF	F	TUGU
221	ZIBLIM ADAMU	F	TUGU
222	ARISHETU ISSAHAKU	F	TUGU
223	ZAKARIA A.MARIAM	F	TUGU
224	ALHASAN SANA	F	TUGU
225	ZAKARIA ABIBA	F	TUGU
226	HASLAM ARISHA	F	TUGU
227	A.RAHAMAN AZARA	F	TUGU
228	ABUKARI FAJIMA	F	TUGU
229	BINTU FUSEINI	F	TUGU
230	MAHAMADU ABIBA	F	TUGU
231	ALHASSAN AZARATU	F	TUGU
232	FATIMATA SEIDU	F	TUGU
233	ZULEIHA SAYIBU	F	TUGU
234	MEMUNATU BABA	F	TUGU
235	AZARA ISSAH	F	TUGU
236	MARIAM NAPORO	F	TUGU
237	FUSHEINA ISSIFU	F	TUGU
238	ADAMU ABDULAI	F	TUGU
239	ADAMU IDDRISU	F	TUGU
240	ALIMATU SALIFU	F	TUGU
241	FUSHEINA ABUBAKARI	F	TUGU
242	BARIKISU MOHAMMED	F	TUGU
243	MARIAM ALHASSAN	F	TUGU

NO.	NAME OF PAP	GENDER	COMMUNITY
244	SALAH ALHASSAN	F	TUGU
245	ASANA IMORO	F	TUGU
246	NIMATU INUSAH	F	TUGU
247	THERESA ALHASSAN	F	TUGU
248	MARIAM MONAMMED	F	TUGU
249	ZEINAB IDDRISU	F	TUGU
250	ALIMATU IDDRISU	F	TUGU
251	FADILA SAYIBU	F	TUGU
252	FADILA ALHASSAN	F	TUGU
253	SALMU KASSIM	F	TUGU
254	AZARA MOHAMMID	F	TUGU
255	BAMUNU ADAM	F	TUGU
256	SADIA YUSSIF	F	TUGU
257	MEMUNATU IBRAHIM	F	TUGU
258	NIMA MAHAMUDU	F	TUGU
259	AMINA MAJEED	F	TUGU
260	HIKIMA INUSAH	F	TUGU
261	FATIMA ABUKARI	F	TUGU
262	AZARA IDDRISU	F	TUGU
263	NIMATU SHAIBU	F	TUGU
264	JEMILA SIBA	F	TUGU
265	MARIAM ABUKARI	F	TUGU
266	FATI MAHAMMADU	F	TUGU
267	SANATU ADAM	F	TUGU
268	SANATU MUNIRU	F	TUGU
269	AMINA ISSAH	F	TUGU
270	YABPAGA FUSEINI	F	TUGU
271	AZARA FUSEINI	F	TUGU
272	MENUNATU IMORO	F	TUGU
273	SANATU DAHAMANI	F	TUGU
274	SANATU ISSAHAKU	F	TUGU
275	SANATU SAYIBU	F	TUGU
276	ZELIA ABU	F	TUGU
277	AZARA ZAKARIA	F	TUGU
278	RABI SUMANI	F	TUGU
279	FUSEINA ABIBA	F	TUGU
280	SANATU INUSAH	F	TUGU
281	ROHADIA YAHAYA	F	TUGU
282	ZUWERA FATIMATA IDDRISU	F	TUGU
283	FATI SEIDU	F	TUGU
284	MEMUNATU SAYIBU	F	TUGU
285	SALAMATU ALHASSAN	F	TUGU
286	RASHIDA HUDU	F	TUGU
287	FADILA ABDUL RAHMAN	F	TUGU
288	ABIBATA ZAKARIA	F	TUGU
289	THERESA ALHASSAN	F	TUGU
290	AFISHETU IDDRISU	F	TUGU
291	HAMDIA KARIM	F	TUGU
292	SAMIRA ABUBAKARI	F	TUGU
293	RAHINA YUSSIF	F	TUGU

NO.	NAME OF PAP	GENDER	COMMUNITY
294	HIKIMAH MUSAH	F	TUGU
295	GRUNPAGA KARIM	F	TUGU
296	AMIDU GIFTY	F	TUGU
297	ALHASSAN FATAHIYA	F	TUGU
298	ALHASSAN AYISHA	F	TUGU
299	ALIDU LATIFA	F	TUGU
300	ABDULAI AMINA	F	TUGU
301	ARAHANATU SULEMANA	F	TUGU
302	ZUWEIRA ALHASSAN	F	TUGU
303	SAHARA MUAZU	F	TUGU
304	RUBABA UMAR	F	TUGU
305	MARIAMA ABDULAI	F	TUGU
306	AYISHA MOHAMMED	F	TUGU
307	ASANA ZAKARIA	F	TUGU
308	MEMUNATU AMIDU	F	TUGU
309	FUSEINI IDDRISU	F	TUGU
310	DAMATA ABDULA	F	TUGU
311	ADAMU ISSAHAKU	F	TUGU
312	ADAMU SALIFU	F	TUGU
313	RAFIA KARIM	F	TUGU
314	FARUZA HADU	F	TUGU
315	ASANA YAKUBU	F	TUGU
316	SALIMA YAKUBU	F	TUGU
317	ABIBATA ALHASSAN	F	TUGU
318	SALIMAAMADU	F	TUGU
319	ALHASSAN SALMA	F	TUGU
320	ADAM AWABU	F	TUGU
321	ADAMU ADAM	F	TUGU
322	AZUNNE PORTIA	F	TUGU
323	AYISHETU SALIFU	F	TUGU
324	AMUHIRA ABUKARI	F	TUGU
325	ABIBATA ABUKARI	F	TUGU
326	ADAM RAHAMA	F	TUGU
327	APPIAH FELICAL	F	TUGU
328	ADAMU MOHAMMED	F	TUGU
329	ABUBAKAR RAHI	F	TUGU
330	ABUBAKARI HADIJAH	F	TUGU
331	ABUBAKARI SHERIFA	F	TUGU
332	ARISHETU WAHAB	F	TUGU
333	AYISHETU ABDULAI	F	TUGU
334	ABUBAKAR RASHIDA	F	TUGU
335	AZARA ABDULAI	F	TUGU
336	ABIBA ISSAHAKU	F	TUGU
337	SANATU ADAM	F	TUGU
338	SANATU MUNIRU	F	TUGU
339	AMINA ISSAH	F	TUGU
340	YABPAGA FUSEINI	F	TUGU
341	AZARA FUSEINI	F	TUGU
342	MENUNATU IMORO	F	TUGU
343	SANATU DAHAMANI	F	TUGU

NO.	NAME OF PAP	GENDER	COMMUNITY
344	SANATU ISSAHAKU	F	TUGU
345	SANATU SAYIBU	F	TUGU
346	ZELIA ABU	F	TUGU
347	AZARA ZAKARIA	F	TUGU
348	ZELIA ABU	F	TUGU
349	AZARA ZAKARIA	F	TUGU
350	MEMUNATU IBRAHIM	F	TUGU
351	NIMA MAHAMUDU	F	TUGU
352	AMINA MAJEED	F	TUGU
353	HIKIMA INUSAH	F	TUGU
354	FATIMA ABUKARI	F	TUGU
355	AZARA IDDRISU	F	TUGU
356	NIMATU SHAIBU	F	TUGU
357	JEMILA SIBA	F	TUGU
358	MARIAM ABUKARI	F	TUGU
359	FATIMA ABUKARI	F	TUGU
360	AZARA IDDRISU	F	TUGU
361	NIMATU SHAIBU	F	TUGU
362	JEMILA SIBA	F	TUGU
363	NAFISA ALHASSAN	F	TUGU
364	BARIKISU AMADU	F	TUGU
365	AFI ABDULAI	F	TUGU
366	ATIKA SHAMSIDEEN	F	CHANGNAAYILI
367	KUBURA ABUKARI	F	CHANGNAAYILI
368	SANATU BABA	F	CHANGNAAYILI
369	FUSEINA BABA	F	CHANGNAAYILI
370	AWABU MUTALA	F	CHANGNAAYILI
371	AWABU ISSAHAKU	F	CHANGNAAYILI
372	HASHIA SULEMANA	F	CHANGNAAYILI
373	SHAFAWU ABDALLAH	F	CHANGNAAYILI
374	AMINA SALIFU	F	CHANGNAAYILI
375	ABIBATA ABDULAI	F	CHANGNAAYILI
376	SHETU BAMBU	F	CHANGNAAYILI
377	RUKAYA SULEMAN	F	CHANGNAAYILI
378	AMATU ABUKARI	F	CHANGNAAYILI
379	RUBABA SALIFU	F	CHANGNAAYILI
380	SANA ALHASSAN	F	CHANGNAAYILI
381	ZEANABU ABUKARI	F	CHANGNAAYILI
382	MARIAM ALHASSAN	F	CHANGNAAYILI
383	SALAMATU YAKUBU	F	CHANGNAAYILI
384	FAUZIA ALHASSAN	F	CHANGNAAYILI
385	MARIAMA SALIFU	F	CHANGNAAYILI
386	FATI INUSAH	F	CHANGNAAYILI
387	MERI IDDRISU	F	CHANGNAAYILI
388	SHETU ABDULAI	F	CHANGNAAYILI
389	MUNIRA IDDRISU	F	CHANGNAAYILI
390	KUBURA ABUDU	F	CHANGNAAYILI
391	BARICHISU IDDRISU	F	CHANGNAAYILI
392	FATI INUSAH	F	CHANGNAAYILI
393	ZALIA HARUNA	F	CHANGNAAYILI

NO.	NAME OF PAP	GENDER	COMMUNITY
394	SANATU ADAM	F	CHANGNAA YILI
395	SANATU MUNIRU	F	CHANGNAA YILI
396	AMINA ISSAH	F	CHANGNAA YILI
397	YABPAGA FUSEINI	F	CHANGNAA YILI
398	AZARA FUSEINI	F	CHANGNAA YILI
399	MENUNATU IMORO	F	CHANGNAA YILI
400	SANATU DAHAMANI	F	CHANGNAA YILI
401	SANATU ISSAHAKU	F	CHANGNAA YILI
402	SANATU SAYIBU	F	CHANGNAA YILI
403	ZELIA ABU	F	CHANGNAA YILI
404	AZARA ZAKARIA	F	CHANGNAA YILI
405	ZELIA ABU	F	CHANGNAA YILI
406	AZARA ZAKARIA	F	CHANGNAA YILI
407	MEMUNATU IBRAHIM	F	CHANGNAA YILI
408	NIMA MAHAMUDU	F	CHANGNAA YILI
409	AMINA MAJEED	F	CHANGNAA YILI
410	HIKIMA INUSAH	F	CHANGNAA YILI
411	FATIMA ABUKARI	F	CHANGNAA YILI
412	AZARA IDDRISU	F	CHANGNAA YILI
413	NIMATU SHAIBU	F	CHANGNAA YILI
414	JEMILA SIBA	F	CHANGNAA YILI
415	MARIAM ABUKARI	F	CHANGNAA YILI
416	FUSEINA FUSEINI	F	ZOBORGU
417	MEMUNATU SHAHADU	F	ZOBORGU
418	AZARATU YAKUBU	F	ZOBORGU
419	SALMATA ABDULAI	F	ZOBORGU
420	SAMATA FUSEINI	F	ZOBORGU
421	BAKISU AMADU	F	ZOBORGU
422	FATIMATA IDDRISU	F	ZOBORGU
423	MEMUNATU MOHAMMED	F	ZOBORGU
424	KATUMI MAHAMA	F	ZOBORGU
425	ZUWERA ZAKARIA	F	ZOBORGU
426	FATIMA HAFIZ	F	ZOBORGU
427	RAKIA YAKUBU	F	ZOBORGU
428	FUSEINA MOHAMMED	F	ZOBORGU
429	DAMUBILA OBEA	F	ZOBORGU
430	ADAMU MOHAMMED	F	ZOBORGU
431	ZULFAWU IDDRISU	F	ZOBORGU
432	MEIMUNATU SUMANI	F	ZOBORGU
433	AZARATU ABUBAKARI	F	ZOBORGU
434	SALMATA ABUKARI	F	ZOBORGU
435	MEMUNATU ABDULAI	F	ZOBORGU
436	RAHAMA IDDRISU	F	ZOBORGU
437	SADIA ABUKARI	F	ZOBORGU
438	FUSEINA ISSAHAKU	F	ZOBORGU
439	LATIFA ALHASSAN	F	ZOBORGU
440	RAHINATU DRAMANI	F	ZOBORGU
441	ARAHANATU FUSEINI	F	ZOBORGU
442	WARIHANA ABDULAI	F	ZOBORGU
443	NAIMA ABUKARI	F	ZOBORGU

NO.	NAME OF PAP	GENDER	COMMUNITY
444	ABIBA MOHAMMED	F	ZOBORGU
445	RAKIYA BABA	F	ZOBORGU
446	SUHABATU MAHAMADU	F	ZOBORGU
447	BAINA BAWA	F	ZOBORGU
448	ARBU MOHAMMED	F	ZOBORGU
449	ZEINAB BAWA	F	ZOBORGU
450	SAMATA ZAKARIA	F	ZOBORGU
451	ALIMA ADAM	F	ZOBORGU
452	RUKAYA BAWA	F	ZOBORGU
453	HUMU ABDUL-MAJEED	F	ZOBORGU
454	NIEMANTU BABA	F	ZOBORGU
455	MARIAM SULEMANA	F	ZOBORGU
456	FATI MAHAMMADU	F	ZOBORGU
457	AMINA ALHASSAN	F	ZOBORGU
458	AWABU ABU	F	ZOBORGU
459	KUSUMIHARUNA	F	ZOBORGU
460	ADAMU ISSAH	F	ZOBORGU
461	ZALIHA ALIDU	F	ZOBORGU
462	AZARATU ISSAH	F	ZOBORGU
463	ALIMA ISSAH	F	ZOBORGU
464	ALIMA ALHASSAN	F	ZOBORGU
465	FATIMABILA ISSAH	F	ZOBORGU
466	SALAMATU ABASS	F	FUTA
467	FATI ALHASSAN	F	FUTA
468	SHETU HAMDIA	F	FUTA
469	SANATU TAHIRU	F	FUTA
470	SALIMA YAKUBU	F	FUTA
471	FATIMATA YAKUBU	F	FUTA
472	SANATU DOKURGU	F	FUTA
473	ZALIA KASIM	F	FUTA
474	SALAH ALHASSAN	F	FUTA
475	ASANA IMORO	F	FUTA
476	NIMATU INUSAH	F	FUTA
477	THERESA ALHASSAN	F	FUTA
478	MARIAM MONAMMED	F	FUTA
479	ZEINAB IDDRISU	F	FUTA
480	ALIMATU IDDRISU	F	FUTA
481	FADILA SAYIBU	F	FUTA
482	FADILA ALHASSAN	F	FUTA
483	SALMU KASSIM	F	FUTA
484	AZARA MOHAMMID	F	FUTA
485	BAMUNU ADAM	F	FUTA
486	SADIA YUSSIF	F	FUTA
487	MEMUNATU IBRAHIM	F	FUTA
488	NIMA MAHAMUDU	F	FUTA
489	AMINA MAJEED	F	FUTA
490	HIKIMA INUSAH	F	FUTA
491	FATIMA ABUKARI	F	FUTA
492	AZARA IDDRISU	F	FUTA
493	NIMATU SHAIBU	F	FUTA

NO.	NAME OF PAP	GENDER	COMMUNITY
494	JEMILA SIBA	F	FUTA
495	NAFISA ALHASSAN	F	FUTA
496	BARIKISU AMADU	F	FUTA
497	AWULATU HARDI	F	FUTA
498	MARY ALHASSAN	F	FUTA
499	WASILA SALIFU	F	FUTA
500	MERY JONATHAN	F	FUTA
501	KUBURA INUSAH	F	FUTA
502	SANATU IBRAHIM	F	FUTA
503	MEMUNA ALHASSAN	F	FUTA
504	MEELI ALIDU	F	FUTA
505	DIPARIDUNI KASIM	F	FUTA
506	SANATU ABUKARI	F	FUTA
507	AMINA ADAM	F	FUTA
508	FATI ADAM	F	FUTA
509	FAIZA ALHASSAN	F	FUTA
510	ARISHETU ABDULAI	F	FUTA
511	FUSIENA FUSEINI	F	FUTA
512	MUMUNI HAWABU	F	FUTA
513	ISSAH SANATU	F	FUTA
514	ABDUL MAJEED SALMA	F	FUTA
515	ALHASSAN HAWA	F	FUTA
516	SAFIA YAHAYA	F	FUTA
517	AYISHETU FUSEINI	F	FUTA
518	ABIBATA MOHAMMED	F	FUTA
519	SANATU IDDRISU	F	FUTA
520	ABIBA ALHASSAN	F	FUTA
521	SUMAYATU YAKUBU	F	FUTA
522	ANDARATU IDDRISU	F	FUTA
523	SANATU ALHASSAN	F	FUTA
524	ABIBA DAWUDA	F	FUTA
525	ADIZA A RAHAMAN	F	FUTA