



GOVERNMENT OF THE REPUBLIC OF LIBERIA

Ministry of Agriculture

**Smallholder Agriculture Transformation and
Agribusiness Revitalization Project
(STAR-P)**

Resettlement Policy Framework (RPF)

FINAL REPORT

SEPTEMBER 2018

ACRONYMS AND ABBREVIATIONS

ARAP	Abbreviated Resettlement Action Plan
CAC	County Agriculture Coordinator
CAO	County Agricultural Officer(s)
CARI	Central Agricultural Research Institute
CBO	Community Based Organization
CEO	County Environment Officer
CORAF	Water Management and Development Project
CSO	Civil Society Organization
DAO	District Agriculture Officer
ECOWAS	Economic Community of West African States
EPA	Environment Protection Agency
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
FBOs	Faith Based Organizations
FGD	Focus Group Discussion
GO	Grievance Officer
GoL	Government of Liberia
GRM	Grievance Redress Mechanism
HISP	Household Income Support Program
IDA	International Development Agency
IFC	International Finance Corporation
ILO	International Labor Organization
IMU	Independent Monitoring Unit
LGRM	Local Grievance Redress Mechanism
M&E	Monitoring and Evaluation
MoA	Ministry of Agriculture
NEMA	National Environment Management Authority
OP	Operational policy
PAD	Project Appraisal Document
PAP	Project Affected person
PCN	Project Concept Note
PCRs	Physical Cultural Resources
PCRs	Physical Cultural Resources
PCU	Project Coordination Unit
PDO	Project Development Objective
RAP	Resettlement Action Plan
RPF	Resettlement Policy Framework
STAR-P	Smallholder Agricultural Transformation and Agribusiness Revitalization Project
STAR-P WG	Smallholder Agricultural Transformation and Agribusiness Revitalization Project- Working Group

STCRSP	Smallholder Tree Crops Revitalization Project.
ToRs	Terms of Reference
WAAPP	West Africa Agricultural Productivity Project
WAATP	West Africa Agricultural Transformation Project

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DEFINITIONS CONCEPTS/TERMS

Census:	Means a field survey carried out to identify and determine the number of persons affected by the project activities or displaced to leave land for civil works. The census provides basic information needed to determine the appropriate resettlement option including compensation. It is also a survey of all Project affected assets and income etc., lost.
Compensation:	Means the payment in kind, cash or other assets given to a displaced person in exchange for the acquisition of land including activities; it also includes all compensation paid for loss of assets, infrastructure, livelihood and income.
Cut-off date:	Is the date of commencement of the census of persons affected by the project within the project area. This is the date on and beyond which any person whose land is occupied for project use, will not be eligible for compensation.
Displaced Persons:	People or entities directly affected by a project through the loss of land and the resulting loss of residences, other structures, businesses, or other assets.
Displacement:	Means dispossessing someone of their land or part of their land so as to utilize the same for civil works. The affected person is required to relocate.
Eligibility resettlement program.	The criteria for qualification to receive benefits under a
Grievance Procedures:	The processes established under law, local regulations, or administrative decision to enable property owners and other affected and/or displaced persons to redress issues related to acquisition, compensation, or other aspects of resettlement.
Involuntary Resettlement:	Means the involuntary acquisition of land resulting in direct or indirect economic and social impacts due to loss of benefits from use of land, relocation of structures, loss of access to assets, loss of income and means of livelihood and loss of social networks.
Land Acquisition:	means the repossession of or alienation of land, buildings or other assets there on for purpose of making Land available for project activities.
Physical Displacement:	Loss of shelter and assets resulting from land acquisition associated with the project, requiring affected persons to move to other locations.

Population Census:	A count of the population that will be affected by land acquisition and related impacts. When properly conducted, the population census provides information necessary for determining eligibility for compensation.
Project-Affected Area:	The area subject to a change in use as a result of construction and operation of the road.
Project-Affected Households (PAH):	A PAH is a household that includes one or several project-affected persons and usually comprises of a head of household, their spouses, children and other dependents (e.g., parents, grandchildren).
Project-Affected Person (PAP):	Any person who, as a result of the implementation of the project, loses the right to own, use, or otherwise benefit from a built structure, land (residential, agricultural, pasture or undeveloped/unused land), annual or perennial crops and trees, or any other fixed or moveable asset, either in full or in part, permanently or temporarily. Affected people might be displaced either physically (“Physically Displaced People”) or economically (“Economically Displaced People”). It includes all affected persons with and without title to the land they occupy.
Resettlement Action Plans (RAPs):	Is a resettlement instrument to be prepared when the location(s) of civil works are identified. RAPs contain specific and binding provisions to resettle and/or compensate the affected persons before implementation of the activities.
Resettlement Assistance:	Means the measures to ensure that displaced persons who require to be physically relocated are assisted with resettlement plans, materials and means whichever is applicable for ease of relocating and restoration of livelihoods.
Resettlement Policy Framework (RPF):	Is the instrument prepared to guide resolution of displacement arising from project activities. It sets out the compensation policy and resettlement arrangements to address the needs of the affected persons to ensure that their livelihoods are restored to pre-project levels or better. It provides guidelines to prepare the mitigation plans.
Stakeholders:	A broad term that covers all parties affected by or interested in a project or a specific issue—in other words, all parties who have a stake in the project. Primary stakeholders are those most directly affected—in resettlement situations, the population that loses property or income because of the project. Other people who have interest in the project such as the UNRA itself, beneficiaries of the project (e.g., road users), etc. are termed secondary stakeholders.

Vulnerable Groups:

People who may by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage or social status get more adversely affected by resettlement than others; and who may have limited ability to claim or take advantage of resettlement assistance and related development benefits.

EXECUTIVE SUMMARY

01 Background and Objectives

The Government of Liberia has received a loan of US\$ 25 million from the World Bank towards promoting the Smallholder Agriculture Transformation and Agribusiness Revitalization Project (STAR-P). The proposed project aims at promoting smallholder agriculture commercialization and improving access to markets through facilitating linkages with private sector firms in selected commodity value chains of Liberia. Efforts at commercialization of agriculture in Liberia have been constrained by lack of organization capacity of the producers, inadequate access to productive assets and modern technology and market access issues. The inputs market is not well organized and farmers lack the capacity and information to respond appropriately. The access of these farmers to assets and credit is limited and therefore constrains their ability to expand production, increase yield or engage in partnership with major players within value chains.

This project will promote productivity by strengthening existing farmers' organizations to enable productive business linkages between organized groups of smallholder farmers and selected agribusiness firms. This will be done across targeted value chains with focus on improving production system, the extension services, and enhanced opportunities for value addition and access to markets. The project will establish partnership with the private sector and entrepreneurs for effective forward and backward linkages with producers. New marketing channels will be explored including commodity off-take arrangements, contract farming, out-grower schemes etc. Agribusiness firms, Nucleus farms and MSME groups will be selected based on their innovative plans and experience working with organized farmers' groups or cooperatives.

02 Project Development Objective-PDO

The project development objective is to increase agricultural investments and productivity and promote commercialization of smallholder farmers for selected value chains in selected counties of Liberia. STAR-P focuses on addressing critical market failures limiting the development of rice, oil palm, and horticulture value chains. The project aims at promoting competitive smallholder commercialization and facilitating private sector investment in agribusiness by fostering productive linkages between smallholder farmers and selected agribusiness firms. The project will be operational in the Lofa, Nimba, Margibi, Bomi and Cape Mount counties.

03 Project Beneficiaries

This project will directly benefit a predetermined number of rural farmers¹, in production Counties for the targeted value chains, especially the rural poor and the disadvantaged groups who engaged in agriculture-related economic activities along the selected value chains out of which at least 40 percent will be women, youth and other marginalized groups. The project will by so doing specifically follow through the following interventions:

¹ Number to be determined from the pending Baseline Survey

- a) Ensuring that the inclusion of at least 40% of the targeted women, youth and other marginalized groups are among the key criteria for selection of beneficiaries for the fund and matching grants;
- b) Ensuring that there is gender disaggregation in the key performance indicators so that women, youth and other marginalized groups are mainstreamed into the project activities during implementation; and
- c) Inclusion of a Gender Specialist, which will be cost shared with the WAATP in the PIU to champion gender mainstreaming in project activities.

Criteria for choice of farmer beneficiaries remain mainly smallholder farmers already in farmer cooperatives along selected value chains. Other beneficiaries include government agencies, agribusiness firms, MSMEs, other private operators and professional/semi-professional association operating in the project areas and willing to work with smallholder farmers to provide services necessary for the commercialization of smallholder agriculture in Liberia. The counties with footprints of existing private sector participation in the selected commodity value chains will form the criteria for selection of Counties for the proposed project.

04 Project Components

To achieve the aforementioned Project Development Objective (PDO), the project is structured around three (3) components:

Component 1: Institutional Capacity Building and Strengthening Enabling Environment for Farmers, State, and non-State Actors.

This component has four sub-components:

Subcomponent 1.1: Strengthening market-oriented smallholder farmer-groups for selected commodity value chains.

This sub-component will finance services for strengthening of existing and formation of new farmer groups. Two strategies will be used for social mobilization: (i) extensive communication and awareness creation of the market opportunities identified by the project and incentive support for agribusiness firms and SMEs to create a business linkage that will serve as a stimulus for aggregation and consistent supply of high quality products; and (ii) use of Business Development Service Providers (BDSPs), contracted by the Project to identify market opportunities for farmers and their groups.

Subcomponent 1.2: Institutional Strengthening for selected Government Ministries, Departments, and Agencies- MDAs.

This sub-component will use technical assistance to build capacity and/or strengthen coordination among the following ministries and departments and related agencies. As to strengthen their capacity to deliver efficient service to smallholder farmers and other actors in the value chains and will explore the use of institutional development plans, disbursement linked or performance-based indicators in the delivery of support.

Subcomponent 1.3: Institutional Strengthening for selected Private Sector and non-State Institutions

This sub-component will fund technical assistance (TA) and capacity building of carefully selected agribusiness firms and non-state actors. The financing under this sub-component will focus on services involving TA, training and studies and will be coordinated by the PCU and regional PIUs for:

- (i) Capacity building to agribusinesses and other SMEs with good business linkage plans with smallholder farmers
- (ii) Technical assistance and training support to umbrella bodies of the value chain actors such as the Liberia Business Association (LIBA), Farmers Union Network, Agribusiness Investment Network
- (iii) Support for establishing and/or institutionalizing rice and oil palm value chain stakeholder forum (learning from the cassava value chain forum).
- (iv) Support for developing “Innovation Enterprises” in Liberia, focusing on women, youth, and technology.

Advisory services will be provided to assist institutions in developing competitive business proposals for consideration under component 2.

Subcomponent 1.4: Strengthening the Enabling Environment- Policy, Regulations, and Administrative procedures for Agri-Business Growth

The financing under this sub-component will focus on services involving TA, training and studies and will be coordinated by the PCU and regional PIUs through interventions in the following areas:

- (i) Policy/business regulatory diagnostics to identify priority areas for reform and to select among those areas that the project will support, such as tariff reform, LIRSAL
- (ii) Workshop/s for awareness creation/ratification of ECOWAS Trade Liberalization Scheme;
- (iii) Convening of Development Partners to facilitate establishment and development of the Agri-Public-Private Sector Forum to facilitate dialogue and action on policy and program initiatives.

Component 2: Financial and Technical Assistance for Enhancing Productivity and Competitiveness.

This component supports access to finance improve smallholders’ integration into competitive value chains and will support smallholder farmers, agribusinesses, BDSPs and financial service providers. The component will support activities through the Liberia Agriculture Commercialization Fund (LACF); that will finance matching investment grants for goods and works and technical assistance grants for beneficiaries to acquire TA services from vetted BDSPs. LACF will have three windows: : (i) investment support for productive linkages between smallholder farmers and agribusinesses, (ii) investment support to agribusinesses and business development service providers; (iii) support to financial institutions for product innovation and outreach.

Subcomponent 2.1: Investment support for productive linkages between smallholder farmers and agribusinesses.

The successful inclusion of smallholder farmers into organized and well-structured value-chains largely depends on their organization to gain the confidence and trust of agribusinesses. Aggregating farmers will help smallholder farmers to access more efficiently market inputs, procure supplies, and disseminate information that facilitate improvement in farm productivity and quality. Off-takers that source directly from farmer organizations can expand their supply base, strengthen their supply chain, and increase their processing conversion rates. The project will also help to strengthen the capacity of other public and private sector actors within each value chain to reduce risks and/or reduce transaction costs in the targeted value chains. This sub-component will support linkages between farmer-based organizations and off-takers and facilitation of out-grower schemes.

Subcomponent 2.2: Support to agribusinesses and business development service enterprises.

This sub-component will co-finance investment proposals by agribusinesses and BDS enterprises that contribute to the Project's objective of enabling smallholder farmers to be profitably linked to commercial markets. Business plans submitted by these enterprises are expected to have a clear linkage to smallholder farmers in the form of service provision, sourcing, or co-investment and can include:

- (i) Upstream services, including agro-inputs, mechanization, irrigation, and extension services. Proposals can also be submitted for small scale farm equipment, such as drip irrigation and tools or materials
- (ii) Downstream services, such as aggregation, warehousing, packaging, distribution, logistics. Proposals can also be submitted for processing equipment, such as rice mills and oil palm processing equipment
- (iii) ICT services to improve market information dissemination to producers, providing agro meteorological alerts for crop treatments to mitigate risks of pests.

Subcomponent 2.3: Support to financial institutions

This subcomponent will facilitate smallholders' and FBOs' access to adapted formal financial services, particularly for tree crop value chains that need longer-term finance. This sub-component aims to strengthen the capacity of financial institutions to improve services to Liberia's agriculture sector. It will therefore support developing of suitable financing products and services for the targeted value chains and rolling them out in the project districts

Component 3: Project Management, Monitoring and Evaluation

The MoA is responsible for the overall coordination of the STAR-P in Liberia. In continuity with WAAPP, the MoA entrusts the overall coordination of project implementation to the Project Management Unit (PMU) through the Project Implementation Unit (PIU).

04 Project Activities likely to trigger safeguards policies

The specific activities under the STAR-P project that will result in land acquisition and impacts on livelihoods include:

- a. Rehabilitation of existing and/or construction of new productive physical infrastructure projects that will facilitate the process of smallholder farmer commercialization by promoting increased productivity, value addition and access to agricultural markets;
- b. Repairs and sustenance of selected production infrastructure, such as farm service centres and rehabilitation of low land areas;
- c. Investments in minor irrigation infrastructure creation and management on lowland (such as lift irrigation and tube-wells);
- d. Limited tube-wells with pumping facilities to be provided in critical areas for high value produce such as rice and horticultural crops;
- e. Restoration of selected post-harvest infrastructure (aggregation centres, ware houses, storage silos, etc.);
- f. Provision of post-harvest equipment (rice planters, seeders, harvesters, tractors, par boilers, etc.);
- g. Construction and maintenance of transportation infrastructure (feeder and access roads, culverts, and small bridges); and
- h. Repairs and improvising of necessary processing infrastructure (seed processor, crop processing facilities, etc.).

Since the exact location of project sites are not yet identified at this stage, the actual numbers of PAPs likely to be impacted by the STAR-P project cannot be discussed in the RPF however location include Lofa, Bomi, Nimba, Cape Mount and Margibi Counties.

06 The purpose of this Resettlement Policy Framework (RPF)

The purpose of the RPF is to provide a general resettlement and compensation principle and implementation arrangements to guide the Smallholder Agriculture Transformation and Agribusiness Revitalization Project (STAR-P) address, minimize and/or mitigate, adverse impacts related to resettlement issues including impacts on land, properties, livelihoods etc., when they occur during implementation. In accordance with the WB resettlement policy, a Resettlement Policy Framework (RFP) needs to be prepared for projects with multiple sub-projects whose location and extent of resettlement impacts cannot be known at appraisal, which is the case with STAR-P. This Resettlement Policy Framework is prepared in compliance with the World Bank's policy on Involuntary Resettlement (OP4.12) and the Liberia legal requirements on land acquisition.

07 Policy, Legal and Institutional Framework

The principles and procedures for land acquisition and resettlement in this project are drawn mainly from the Constitution and other relevant laws, legislation, regulations, and local rules governing land acquisition and other assets in Liberia as well as the World Bank safeguards policies on involuntary resettlement (OP 4.12). The relevant legal and policy framework governing land acquisition in Liberia are listed below and described further in chapter 3:

Legal and Policy Framework:

- Liberian Constitution 1986
- Land Act, 1905
- The Land Rights Act
- National Land Right Policy

- Land Acquisition Act of 1929
- County Act of 1969
- Land Commission Act, 2008
- The National Rice Development Strategy of Liberia 2012

Institutional Framework

- Ministry of Agriculture
- Ministry of Land, Mines and Energy
- The Ministry of Finance and Development Planning
- Environmental Protection Agency (EPA)
- Ministry of Public Work (MOPW)
- The Liberia Land Authority (LLA)
- The Local Government Authority (LGA)
- The Local Communities and their Traditional Rulers
-

OP 4.12-World Bank Policy on Involuntary Resettlement

STAR-P will be an Environmental Assessment Category B project. It has triggered OP4.01 (Environmental Assessment), OP 4.09 (Pest Management) and OP4.12 (Involuntary Resettlement). Table ES 1 below summarizes the safeguards policies triggered for this project.

Table ES1: Safeguard Policies Triggered

Safeguards Policies Triggered by Project	Yes	No
Piloting the Use of Borrower Systems to Address Environmental and Social Issues in Bank-Supported Projects (OP/BP 4.00)		No
Environmental Assessment (OP/BP 4.01)	Yes	
Natural Habitats (OP/BP 4.04)		No
Pest Management (OP 4.09)	Yes	
Indigenous Peoples (OP/BP 4.10)		No
Physical Cultural Resources (OP/BP 4.11)		No
Involuntary Resettlement (OP/BP 4.12)	Yes	
Forests (OP/BP 4.36)	Yes	
Safety of Dams (OP/BP 4.37)		No
Projects on International Waterways (OP/BP 7.50)		No
Projects in Disputed Areas (OP/BP 7.60)		No

The gaps between the Land regulations in Liberia and the World Bank policies and the Gap filling procedure are explained in Table ES 2 below:

Table ES 2: Gaps between the Liberia laws and the World Bank

Legislation of the Republic of Liberia	WB Involuntary Resettlement	Conclusion on gaps	Policy Actions to address the gaps
1. Eligibility			

Legislation of the Republic of Liberia	WB Involuntary Resettlement	Conclusion on gaps	Policy Actions to address the gaps
<p>a) Individuals, groups or organizations having documented ownership or titles over property/ies (buildings, land, church, mosques, shops, crops, etc.) are eligible to receive compensation for the land being alienated, demolished/damaged, and lost crops caused by the project implementation. In cases where their lands are not alienated but partially used for public projects, the Ministry of Agriculture, STAR-P through the Land Commission and the Environmental Protection Agency (EPA) shall be charged with the responsibility of administering and regulating public and private lands. This includes land tenure, land policy, land reform, land use, planning and all other aspects of land administration)</p>	<p>a) Individuals, groups or organizations who have formal legal rights to land (including customary and traditional rights recognized under the laws of the Liberia) are provided compensation for the land they lose;</p>	<p>In general the provisions of the Liberian legislation and WB's (OP 4.12) have the same approach on persons with formal legal right over the property.</p>	<p>To address this issue, there is no policy gap between the WB (OP 4.12) and Liberia legislation.</p>
<p>b) Individuals, groups, and organizations enjoying other property/ies rights (right to lease, right to free use, etc.) are eligible for compensation, whereas the amount of compensation for these groups are included and paid from the</p>	<p>b) Individuals who do not have formal legal rights to land but have a claim to such land or assets – provided that such claims are recognized under the laws of Liberia or become recognized through a process identified in the resettlement plan – are provided compensation for</p>	<p>The Liberian legislation and WB's (OP 4.12) have the same approach on compensation payment to organizations and individuals enjoying other property/ies, and on those who did not register their structures before the cut-off date.</p>	<p>To address this issue, there is no policy gap between the WB (OP 4.12) and Liberia legislation.</p>

Legislation of the Republic of Liberia	WB Involuntary Resettlement	Conclusion on gaps	Policy Actions to address the gaps
<p>compensation paid to titled owners.</p> <p>Individuals, groups, or organizations having constructed buildings on their own lands but not registered them as of the cut-off date may receive compensation.</p>	<p>the land they lose.</p>		
<p>c) Individuals, organizations or groups having built a construction or planted trees in areas belonging to others cannot receive compensation for loss of assets.</p>	<p>c) Individuals, groups, or organizations who have no recognizable legal right or claim to the land they are occupying are provided resettlement assistance in lieu of compensation for the land they occupy, and other assistance as necessary, if they occupy the project area prior to the cut-off date.</p>	<p>The Liberia legislation does not allow/provide payment of compensation for structures built illegally or trees planted on land belonging to others. To address this policy gap, the WB (OP 4.12) on involuntary resettlement of PAPs shall apply.</p>	<p>Apply the WB safeguards standards to ensure that squatters are not disadvantaged by the project</p>
2. Entitlements			
Legislation of the Republic of Liberia	WB Involuntary Resettlement	Conclusion on gaps	Policy Actions to address the gaps
<p>As per Liberia legislation compensation is paid only to the owners and persons having the property rights over the assets. If the ownership/property rights has been acquired before the project cut-off date, whereas all the improvements done after the cut-off date in excess of the scope set by the law and all the encumbrances generated</p>	<p>PAPs are provided resettlement assistance in lieu of compensation for the land they occupy, and other assistance, as necessary, to achieve the objectives set out in this policy, if they occupy the project area prior to a cut-off date.</p>	<p>The Liberia legislation does not allow/provide payment of compensation to persons without legal title or property rights. To address this policy gap, the WB (OP 4.12) shall apply.</p>	<p>WB (OP 4.12) shall apply.</p>

Legislation of the Republic of Liberia	WB Involuntary Resettlement	Conclusion on gaps	Policy Actions to address the gaps
over the property after the cut-off date are not subject to compensation.			
Adequate compensation should be paid to owners in case of alienation, whereas the amount of compensation exceeding the market value will be considered as adequate.	Compensation levels should be sufficient to replace the lost land and other assets at full replacement cost in local markets.	Both Liberia legislation and WB (OP 4.12) provides for compensation for lost land and assets. National legislation appears to be more beneficial for the PAPs.	Ensure budgetary provision for compensation payment in line with the Liberian Law and World Bank policy
Provisions for livelihood rehabilitation measures and/or allowances for severely affected PAPs and vulnerable groups, and/or resettlement expenses shall be provided by either the Project Implementation Unit or Ministry of Agriculture through the Ministry of Finance & Development Planning.	The WB policy requires rehabilitation for income/livelihood, for severe losses, and for expenses incurred by any and all PAPs during the relocation process.	Liberia legislation provides limited provisions for income/livelihood compensation and/or expenses incurred by the PAPs during the relocation process especially for squatters on government.	To address this gap, the WB (OP 4.12) shall apply.
3. Information Requirements			
The resolution of the Government on acknowledgment of exceptional superior public interest is to be properly communicated to the owners and persons having property rights over the assets within seven days after it enters into force. The owner and persons having property rights over the property to be alienated are entitled to participate in	Information related to quantification and costing of land, structures and other assets, entitlements, and amounts of compensation and financial assistance are to be disclosed in full to the affected persons and the public.	The Liberian legislation and the WB OP 4.12 require information sharing and information disclosure	Meaningful consultation, adequate disclosure and grievance redress mechanism in place

Legislation of the Republic of Liberia	WB Involuntary Resettlement	Conclusion on gaps	Policy Actions to address the gaps
<p>completing the description of the property to be alienated. The copy of the protocol on description is to be sent to the owner and the persons having property rights over the property. Local municipalities are required to acknowledge the communities through mass media and public discussions on expected changes in their living environment (the county superintendents, the City Mayor, the Consultant, STAR-P, and local authorities shall be responsible).</p>			

08 RAP Preparation and implementation process.

This RPF guides the preparation of Resettlement Action Plan (RAP) or Abbreviated Resettlement Action Plan (ARAP). Projects requiring RAP/ARAP shall be prepared and taken through the World Bank clearance requirements before any works can commence. Preparation and determination of the type of instrument is premised on two parameters (i) whether involuntary land acquisition is involved or not (ii) the number of people to be affected will determine whether the process will include a Full RAP (200 affected individuals or more), or an ARAP (Less than 200 affected persons). This RPF provides the procedures to follow in the preparation and clearance of the RAP/ARAP. MoA through the PIU Implementation Support Team will make sure that, the following processes (E3) are followed for each activity that triggers resettlement.

Table E3: Steps for the Preparation and Implementation of RAP/ARAP

Step	Activity	Responsible person/agency	Time frame
1	Identification of sub-project locations	PIU (including Safeguards officers/ gender specialists), private investors etc	
2	Sub-project environmental and social risk screening	PIU (Safeguards officers/ gender specialists)	After sub-project locations are identified.

Step	Activity	Responsible person/agency	Time frame
3	Assessment of the need for rerouting / re-siting certain sub-project components in case they affect inhabited dwellings	PIU (Safeguards officers/ gender specialists),	Two weeks after E&S screening
4	Confirm need for resettlement/compensation actions	PIU (Safeguards officers/ gender specialists),	Two weeks after E&S screening
5	Draft TORs for (A)RAP preparation	PIU (Safeguards officers/ gender specialists), site engineers	Two weeks
6	TOR to be reviewed and cleared by the WB	World Banks safeguards specialist	One week
7	Use TOR to initiate EOI and contracting of consultant to prepare the RAP or ARAP as needed	PIU (Safeguards/procurement)	Two weeks
8	Use RPF to comply with the process required to undertake land acquisition and compensation payment	RAP consultant/ preparation team	As part of RAP preparation Process and Timelines
9	Initial information and consultation with potential PAPs	RAP preparation team	As part of RAP preparation Process and Timelines
10	Census of affected people and assets (including the identification of vulnerable persons or households)/ socio-economic baseline studies	RAP preparation team	As part of RAP preparation Process and Timelines
11	Establishment and public disclosure of cut-of-date	RAP preparation team	Immediately after completion of census
12	Valuation of affected properties	RAP preparation team (valuation expert)	As part of RAP preparation Process and Timelines
13	Preparation RAP or ARAP report	RAP preparation team	after field surveys have been carried out.
14	Confirm availability and flow of funds for RAP implementation	PIU/MOA/Ministry of Finance	
15	Draft RAP Submitted to the World Bank for review and clearance.	PIU/MOA	As soon as RAP/ARAP is completed by consultant and reviewed by MoA
16	Public consultation and disclosure of RAP	PIU/ RAP preparation team	Immediately report is approved by the Bank.

Step	Activity	Responsible person/agency	Time frame
17	Implement RAPs and ARAPs	PIU/ MOA	To be completed before civil works can commence.
18	Receiving and resolving of complaints and grievances	PIU/MOA/District, County representatives	Continuous during project cycle
19	Monitoring of RAP implementation	Safeguards officers/ gender specialist/ M&E officer	Continuous during project cycle
20	Evaluation of Post-RAP implementation	Third party/ M&E/ Gender specialist and Safeguards officers	After 1 year
21	Preparation of RAP completion report	Third party	At the end of compensation and implementation.

09 Consultation and Participation

Community participation and involvement in planning, preparation, implementation and monitoring process will be an integral part of the resettlement process. A stakeholder Engagement Plan will be prepared to guide STAR-P engagement with stakeholders. Persons affected by the project should participate into the whole process of the compiling and implementation of the resettlement plan. Appropriate engagement mechanisms should be used to provide PAPs, relevant local authorities, CBOs, NGOs, CSO etc with information and understanding of this framework. PAPs need to understand the project impacts, mitigations measures, the decision-making processes related to resettlement and livelihood restoration and should include options and alternatives from which affected persons may choose. Consultations should happen in local language where possible; women should be consulted separately if that is more appropriate. The consultation process should ensure sizeable participation of women, youth, and groups at risk of exclusion, and also ensure prior distribution of project information in a form that is accessible to community members, etc.

10 Procedure for Delivery Entitlements

Entitlements for compensation shall be based on the eligibility criteria and the various categories of losses identified during the field consultations. Unless otherwise indicated, payment of compensation and other entitlements and the extension of assistance will be made to PAP's households and individuals. In dealing with compensation, preference shall be given to land-based resettlement strategies for Project.

Affected Persons whose livelihoods are land-based and where sufficient land is not available at a reasonable price, non-land based options centered on opportunities for employment or self-employment should be provided in addition to cash compensation for land and other assets lost. However, this lack of land shall be documented and justified. In addition to these entitlements,

households who are found in difficult situations and are at greater risk of impoverishment (i.e. widowed household heads, households without employment, single parent households etc.) as identified by the census will be provided with appropriate assistance by the project. Assistance may be in form of food, temporary accommodation, medical subsidy, employment referrals or priority employment in project activities. The assistance is meant to help them cope with the displacement caused by the project. It is not possible to provide an exhaustive list of such persons at this project preparatory stage. However, based on an understanding of the social structure of the rural community and the nature of the projects, it is possible to suggest that the most likely affected persons will comprise both individuals and communities including women and vulnerable groups.

11 ELIGIBILITY FOR COMPENSATION

Once sub-projects are approved, and specific sites identified through clear alternative considerations, a census of the affected persons will be undertaken. Based on the census, the status of the affected persons will be established. The proposed project will provide compensation to all affected people eligible for compensation based on nature or category of their losses including physical assets or income affected within a set and communicated cut-off-date.

The following PAP categories are eligible for compensation:

- People who have been part of the surveyed proposed foot prints of the sub-projects. Landlords owning land affected by the proposed sub-projects;
- People whose structures are to be affected by the developments;
- People who use or/and rent land for cultivation (sharecroppers), whose livelihoods including crops, trees and other identified livelihoods are to be removed or damaged due to land acquisition activities.
- All persons who have formal legal rights to land or assets
- All persons who do not have formal legal rights to land or assets but have a claim to land or assets that is recognized or recognizable under the national law.
- Persons who have no recognizable legal rights or claim to the land or assets they occupy.

12 ENTITLEMENT MATRIX

Affected persons of the Project will be entitled to compensation, assistance, and resettlement as specified in the Entitlement matrix of the Project in Table ES 3 below.

Table ES 3: Entitlement Matrix

Land and Assets	Types of Impact	Affected Entities	Compensation/Entitlement/Benefits
Agricultural land	Customary lands, private lands	Farmer/ title holder	Prevailing market value of the land to be acquired if there is a vibrant and free land market. Otherwise a negotiated price will be agreed.)

Land and Assets	Types of Impact	Affected Entities	Compensation/Entitlement/Benefits
		Tenant/ lease holder	Cash compensation for the harvest or product from the affected land or asset, equivalent to average market value of last 3 years, or market value of the crop for the remaining period of tenancy/ lease agreement, whichever is greater.
Commercial Land	Land used for business partially affected	Title holder/ business owner	Cash compensation for affected land equivalent to market value.
	Assets used for business severely affected If partially affected, the remaining assets become insufficient for business purposes	Title holder/business owner	Land for land replacement or compensation in cash according equivalent to market value to PAP's choice. Land for land replacement will be provided in terms of a new parcel of land of equivalent size and market potential with a secured tenure status at an available location which is acceptable to the PAP. Transfer of the land to the PAP shall be free of taxes, registration, and other costs. Relocation assistance (costs of shifting + allowance) Opportunity cost compensation equivalent to 2 months net income based on tax records for previous year (or tax records from comparable business, or estimates)
Residential Land	Land used for residence partially affected, limited loss	Land owner	Cash compensation equivalent to market value for affected land.
		Rental/lease holder	Cash compensation equivalent to 10% of lease/ rental fee for the remaining period of rental/ lease agreement (written or verbal)
		Title holder	Land for land replacement or compensation in cash equivalent to market value according to PAP's choice. Land for land replacement shall be of minimum plot of acceptable size

Land and Assets	Types of Impact	Affected Entities	Compensation/Entitlement/Benefits
			<p>under the zoning law/ s or a plot of equivalent size, whichever is larger, in either the community or a nearby resettlement area with adequate physical and social infrastructure systems as well as secured tenure status.</p> <p>When the affected holding is larger than the relocation plot, cash compensation to cover the difference in value.</p> <p>Transfer of the land to the PAP shall be free of taxes, registration, and other costs.</p> <p>Relocation assistance (costs of shifting + allowance)</p>
	<p>Land and assets used for residence severely affected</p> <p>Remaining area insufficient for continued use or becomes smaller than minimally accepted under zoning laws</p>	Rental/lease holder	<p>Refund of any lease/ rental fees paid for time/ use after date of removal</p> <p>Cash compensation equivalent to 3 months of lease/ rental fee</p> <p>Assistance in rental/ lease of alternative land/ property</p> <p>Relocation assistance (costs of shifting + allowance)</p>
<p>Buildings and structures used for:</p> <ul style="list-style-type: none"> • Residential • Business 	<p>Structures are partially affected</p> <p>Remaining structures viable for continued use</p> <p>Entire structures are affected or partially affected</p>	<p>Owner</p> <p>Rental/lease holder</p> <p>Owner</p>	<p>Cash compensation equivalent to market value for affected building and other fixed assets</p> <p>Cash assistance to cover costs of restoration of the remaining structure</p> <p>Cash compensation for affected assets (verifiable improvements to the property by the tenant). Disturbance compensation equivalent to two months rental costs</p> <p>Cash compensation for entire structure and other fixed assets without depreciation, or alternative structure of equal or better size and</p>

Land and Assets	Types of Impact	Affected Entities	Compensation/Entitlement/Benefits
	Remaining structures not suitable for continued use		<p>quality in an available location which is acceptable to the PAP. Cash compensation should take into account the market values and importance of a replace value of all property.</p> <p>Right to salvage materials without deduction from compensation</p> <p>Relocation assistance (costs of shifting + allowance)</p> <p>Rehabilitation assistance if required (assistance with job placement, skills training)</p>
		Squatter/informal dweller. i.e. PAPs with no legal or customary title but with occupancy prior to the cut-off date	<p>Full replacement costs for structures only.</p> <p>Cash compensation equivalent to market value for affected structure without depreciation.</p> <p>Right to salvage materials without deduction from compensation</p> <p>Relocation assistance (costs of shifting + assistance to find alternative secure accommodation preferably in the community of residence through involvement of the project.</p> <p>Alternatively, assistance to find accommodation in rental housing or in a squatter settlement scheme, if available).</p> <p>Rehabilitation assistance if required assistance with job placement, skills training).</p>
Standing crops	Crops affected by land acquisition or temporary acquisition or	PAP (whether owner, tenant, or squatter)	Cash compensation equivalent to average of last 3 years market value for the mature and harvested crop.

Land and Assets	Types of Impact	Affected Entities	Compensation/Entitlement/Benefits
	easement		
Trees •Oil Palm Trees •Rubber Trees •Sugar Cane	Trees lost	Title holder, tenant, or squatter	Cash compensation based on type, age and productive value of affected trees plus 10% premium. This should be equivalent to the market value.
Temporary Acquisition	Temporary acquisition	PAP (whether owner, tenant, or squatter)	Cash compensation equivalent to market value for any assets affected (e.g. boundary wall demolished, trees removed)
Business	Loss of income/revenue or means of livelihoods <hr/> Three months' net income for each affected business based on monthly net income loss. Full replacement cost of structure and land	Owner of business both formal and Informal	Three months' net income for each affected business based on monthly net income loss. Full replacement cost of structure and land

13 Method of Valuation

The purpose of the valuation exercise is to assess the loss to the affected persons as part of the Assessment of Resettlement Issues under the project. The scope of the valuation covers all assets on the site. Disruptions to accommodation and business activities should be considered as far as it may be appropriate for payment of compensation for the period of disruption of the activity.

The process of valuation inspection and referencing depends on the key points, which the valuation will take care of as follows:

- ✓ Collection of all relevant primary and secondary data on the affected property during final detailed valuation inspection and referencing to serve as basis for assessment of loss;
- ✓ A comprehensive primary database for monitoring, evaluation and audit.

During the valuation exercise, the relevant data should be captured by registered valuers:

Category	Process
a) Land	<ul style="list-style-type: none"> - Capture location details of the land. - Identify the boundaries of the area/section of the land to be affected. - Take detailed measurement of the land area to be affected along the affected boundaries.
b) Buildings (Immovable Structures)	<ul style="list-style-type: none"> - Photograph all affected immovable properties – detailed internal measurement of buildings should be done. - Collate property details, which will include noting affected accommodation details, constructional details of affected parts and external works (fence walls, gates, pavements) affected owner’s details etc.
c) Crops	During the inspection and enumeration exercise details such as type, age, stage of growth, size of farm (or number of crops for isolated economic/perennial trees) nature of farm etc. are captured.
d) Temporary Structures (Movable Properties)	Collate data on temporary structures by categorizing temporary structures based on constructional details (wall materials, affixed to concrete slabs or not), size of structure and use of structure business/residential) and type.
Intangible Assets (loss/impact arising from disturbance)	Obtain relevant data on households affected (tenants, owners, relatives), apprentices/trainees and determine intangible loss on households, business and livelihoods.
Squatters/tenants	Dialogue with policy makers will be initiated to explore the possibility of giving compensation to those without formal legal rights or claims to such lands in order to conform to WB OP 4.12.

14 INSTITUTIONAL CAPACITY ASSESSMENTS FOR RAP IMPLEMENTATION

The stakeholders involved in carrying out resettlement and/or compensation under the STAR-P project include the Ministry of Agriculture under PIU, Ministry of Finance and Development Planning, LLA, (the regulatory lead agency for property valuation, compensation and land rights registration and transfer), the county and districts local governments with particular reference to Agriculture, community superintendents. Other institutions, such as the District Lands Office and the District Valuation Office, will participate in the RAP implementation as cross-cutting units between the key institutions. The capacity of the various players to implement the RPF and the ESMF is limited. The project will recruit and add to the PMU level staffing an environmental officer, safeguards and gender specialist and communication and Citizens Engagement Specialist to provide oversight on E&S management. Provisions for capacity building is been costed under

the project. capacity building is intended to cover relevant government officials, the PMU/PIU, Farmer and agribusiness groups etc. a comprehensive plan to operationalize the training will be established by project effectiveness.

15 Grievance Procedure

This section describes avenues for PAPs to lodge a complaint or express a grievance against the project, its staff or contractors during RAP implementation. It also describes the importance, procedures, roles and responsibilities in grievance management process. To be effective, the mechanism shall utilize existing local administrative and community structures.

A grievance mechanism must be made available to parties who have grievances or are not satisfied with any part of the resettlement and compensation process. These grievances could relate to the valuation of assets, amount of compensation paid, level of consultation, non-fulfilment of contracts, and timing of compensation, amongst others. Complaints and grievances also concern issues related to construction safety and nuisances caused by construction. Grievances will be handled through negotiation aimed at achieving consensus.

Steps of grievance redress will include:

A verbal or a written complaint from aggrieved person will be received by the Project Manager or a person assigned in the project as the Grievance Officer (GO) and recorded in a grievance log (electronically if possible). Grievances can be lodged at any time, either directly to the Contractor, Sub-county/District Office or via the grievance committee member. The process for lodging a complaint is outlined below:

- The GO will receive a complaint from the complainant.
- The GO will ask the claimant questions in their local language write the answers in English and enter them in English onto the Grievance Form.
- A representative of the community shall witness translation of the grievance into English.
- The GO reads the complaint in English and translates it into the complainant's local language on the Grievance Form.
- The local leader and the complainant both sign the Grievance Form after they both confirm the accuracy of the grievance.
- The GO lodges the complaint in the Grievance Log.

The table below presents a summary of the grievance redress procedure with institutional roles and responsibilities.

Schedule template for Grievance Redress

Steps	Process	Description	Time frame
1.	Grievance receipt and registration/ logging	-Face to face; phone; letter, recorded during public/ community meetings; recorded from Contractor, Sub-county/District Office, Grievance Officer or any of the grievance committee member. Significance assessed and grievance recorded or logged using the grievance form and filed by the Grievance Officer.	1-2 Days
2.	Development and implementation of response	-GRT meets or takes a decision on the grievance -Grievance assigned to appropriate party for resolution if necessary -Response development with input from relevant stakeholders -Redress response/action approved by GRT and logged -Redress response/update of progress on resolution communicated to the complainant -Start implementing redress action	5- 10 Days
3	Verifying the implementation of redress action	-Redress action implemented and verified by GRT. -GRT satisfied with implementation of redress action	10-15 Days
4	Close grievance or refer grievance to 2 nd tier resolution	-Completion of redress action recorded or logged -Confirm with complainant that grievance can be closed or determine what follow up is necessary -Record final sign off of grievance If grievance cannot be closed, return to step 2 or recommend 2 nd level settlement	15-25 Days
5	Court of law	-if 2 nd level settlement does not address dispute, complainant can resort to court of law	Unknown
6	Monitoring and evaluation, and	Grievance Redress Mechanism Process is documented and monitored	-

Steps	Process	Description	Time frame
	reporting		

The project GRM will be improved by the World Bank’s Grievance Redress Service (GRS), which provides an easy way for project-affected communities and individuals to bring their grievances directly to the attention of Bank Management. The GRS will ensure that complaints are directed promptly to relevant Bank Task Teams and/or Managers for review and action, as appropriate. The goal is to enhance the Bank’s involvement, responsiveness and accountability.

16 Monitoring and Evaluation

Monitoring aims to identify and address implementation challenges during the course of the project, as required, while evaluation is intended at checking at the resettlement benefits that have been delivered to PAPs to ensure the output or outcome are consistent with the resettlement policies of the World Bank and relevant country laws. M&E activities will be guided by a Monitoring and Evaluation Plan (MEP) to be prepared by the project. This monitoring plan will indicate parameters to be monitored, institute monitoring milestones and provide resources including responsible persons or institutions, necessary to carry out the monitoring activities.

This Monitoring and Evaluation is based on two components:

- Internal monitoring – undertaken by the Monitoring Officer within MoA,
- External evaluations – undertaken by an external agency e.g. independent entity/consultant

17 Provisional Budget for the implementation of the RPF

This section of the RPF presents a consolidated budget estimate for the implementation of the RPF. An estimated budget US\$799,700 is required to fund activities such as safeguard training; setting up of a grievance committee; sub-project screening training; cost of consultancy; disclosure of RPF; monitoring and superstition etc. as detailed in Table ES4 below.

Table ES 4: Indicative RPF Budget for STAR-P

Nº.	Item/Activity	Cost in USD	Justification
1.	Costs of employing one Safeguards Specialist and the assistant in the PIU for 5 years	252,000	Monthly gross remuneration for safeguards specialists and their assistants
2.	Capacity building for safeguards team for MoA under PIU	10,000	Equip technical team to enhance institutional capacity
3.	Training of County and District technical team NGOs, CBOs	90,000	superintendents, agricultural officers, environment officers, Local leaders, women and youth leaders
4.	Costs of Livelihood Restoration Programs	100,000	Training and skills

Nº.	Item/Activity	Cost in USD	Justification
			development for local population in project affected areas i.e. hiring personnel of train, financial management, agricultural production
5.	Mainstreaming HIV/AIDS, Gender (5 yrs.).	120,000	Sensitization, Production of IEC materials, conducting VTC
6.	Engagement with stakeholders and affected communities	70,000	Community engagements with local leaders, NGOs, procuring services of RAP specialist
7.	Monitoring and evaluation plan	20,000	Internal (in-house evaluation) and External monitoring (independent entity/consultant) of Post RAP implementation, RAP audit.
08.	Grievance Management	20,000	Establishing grievance management framework from county level to Ministry and PIU (training, allowances and other logistical requirements)
09	RAP Audit	45,000	Social Safeguards monitoring and audits
	Sub Total	727,000	
10	Contingency	72,700	10% of total budget
Total Budget Estimate for RPF Implementation		799,700	

18 Source of Funds

The budget for the RPF will be internalized into project costs. However, the budget for resettlement activities including compensation cost for affected assets will be developed from the specific social assessment studies and census during the preparation of the ARAP or RAP and will be funded by the Government of Sierra Leone.

1 INTRODUCTION

1.1 Background

The Government of Liberia has received a loan of US\$ 25 million from the World Bank towards promoting the Smallholder Agriculture Transformation and Agribusiness Revitalization Project (STAR-P). The proposed project aims at promoting smallholder agriculture commercialization and improving access to markets through facilitating linkages with private sector firms in selected commodity value chains of Liberia. Efforts at commercialization of agriculture in Liberia have been constrained by lack of organization capacity of the producers, inadequate access to productive assets and modern technology and market access issues. The inputs market is not well organized and farmers lack the capacity and information to respond appropriately. The access of these farmers to assets and credit is limited and therefore this constrains their ability to expand production, increase yield or engage in partnership with major players within value chains.

This project will promote productivity by strengthening existing farmers' organizations to enable productive business linkages between organized groups of smallholder farmers and selected agribusiness firms. This will be done across targeted value chains with focus on improving production system, the extension services, and enhanced opportunities for value addition and access to markets. The project will establish partnership with the private sector and entrepreneurs for effective forward and backward linkages with producers. New marketing channels will be explored including commodity off-take arrangements, contract farming, out-grower schemes etc. Agribusiness firms, Nucleus farms and MSME groups will be selected based on their innovative plans and experience working with organized farmers' groups or co-operatives.

STAR-P under component 2 will invest in rehabilitating existing and/or construct new productive physical infrastructure to support productivity and smallholder farmer commercialization. These activities may impact on land and/or people (land acquisition, resettlement, and livelihood disruptions). According to World Bank safeguards screening process, STAR-P is a category B project and triggers the World Bank's Safeguards policies on Involuntary Resettlement OP 4.12. In compliance with the policy requirements of the OP 4.12 and the relevant laws of Liberia, the Ministry of Agriculture has prepared this RPF for ensuring that the project either avoids or minimizes any possible displacement or resettlement impacts. A framework is prepared at this stage because the location of investments will not be known by the time the project is approved by its Board. The World Bank's operational policy (BP/OP 4.12) and the laws of Liberia require that persons displaced by projects are compensated for their loss and/or assisted to re-establish their livelihoods to an extent commensurate to pre-project baseline conditions.

Among the activities to be carried out in the STAR-P project with safeguards implications are:

- Rehabilitation of existing and/or construction of new productive physical infrastructure projects that will facilitate the process of smallholder farmer commercialization by promoting increased productivity, value addition and access to agricultural markets;
- Repairs and sustenance of selected production infrastructure, such as farm service centres and rehabilitation of low land areas;
- Investments in minor irrigation infrastructure creation and management on lowland (such as lift irrigation and tube-wells);
- Limited tube-wells with pumping facilities to be provided in critical areas for high value produce such as rice and horticultural crops;
- Restoration of selected post-harvest infrastructure (aggregation centres, ware houses, storage silos, etc.);
- Provision of post-harvest equipment (rice planters, seeders, harvesters, tractors, par boilers, etc.);
- Construction and maintenance of transportation infrastructure (feeder and access roads, culverts, and small bridges); and
- Repairs and improvising of necessary processing infrastructure (seed processor, crop processing facilities, etc.).

1.2 Project Description

1.2.1 Project Development Objective-PDO

The project development objective is to increase agricultural productivity and promote commercialization of smallholder farmers through productive linkages between the farmers and the private agribusiness firms in selected value chains of Liberia. This objective will be achieved through support for interventions aimed at commercialization of smallholder agriculture and facilitating private sector investment in agribusiness by fostering productive business linkages between smallholder farmers and selected agribusiness firms with capacity strengthened by private business service providers. Agribusiness firms, Nucleus farms and medium-and small-enterprises (MSME) groups will be selected on the basis of their innovative plans and experience working with organized farmers' groups or cooperatives. The project will aim at supporting a few commodity value-chains with significant potential for enhancing competitiveness and creating jobs through value addition and compliance to standards.

1.2.2 Project Beneficiaries

This project will directly benefit a predetermined number of rural farmers in production Counties for the targeted value chains, especially the rural poor and the disadvantaged groups who are engaged in agriculture-related economic activities along the selected value chains out of which at

least 40 percent will be women, youth and other marginalized groups. The project will by so doing specifically follow these interventions:

- a) Ensuring that the inclusion of at least 40% of the targeted women, youth and other marginalized groups are among the key criteria for selection of beneficiaries for the fund and matching grants;
- b) Ensuring that there is gender disaggregation in the key performance indicators so that women, youth and other marginalized groups are mainstreamed into the project activities during implementation; and
- c) Inclusion of a Gender Specialist, which will be cost shared with the WAATP in the PIU to champion gender mainstreaming in project activities.

Criteria for choice of farmer beneficiaries remain mainly smallholder farmers already in farmer cooperatives along selected value chains. Other beneficiaries include government agencies, agribusiness firms, MSMEs, other private operators and professional/semi-professional association operating in the project areas and willing to work with smallholder farmers to provide services necessary for the commercialization of smallholder agriculture in Liberia. The counties with footprints of existing private sector participation in the selected commodity value chains will form the criteria for selection of Counties for the proposed project.

1.2.3 PDO Level Results Indicators

The project seeks to lay the basis for the transformation of the agricultural sector of Liberia with a long-term objective of improving food security, gaining access to markets and boosting incomes of smallholder farmers in selected value chains. It is anticipated that the interventions of the project would lead to the achievement of the following key results, namely increased yield, increased volume of sales, increased value addition, reduced postharvest losses and increased access to markets.

The key results expected from the proposed project are:

- a) Increase in the average yield of targeted commodities cultivated by direct project beneficiaries (Mt/Ha), disaggregated by gender.
- b) Increase in the quantity of output produced disaggregated by gender.
- c) Increase in the marketed volumes of production and values of commodities by producer organizations to agribusinesses, as percentage compared to baseline, disaggregated by gender.
- d) Increase in average real income of households of direct beneficiaries from project support activities.
- e) Total direct project beneficiaries (number), of which women and youth constituting its 40 percent (%).

In addition to these five (5) key PDO results indicators, the results framework will also measure selected related intermediate level results indicators for each of the components e.g. direct beneficiaries as farmers reached with agricultural assets or services; adoption of new technologies shown by farmers adopting improved agricultural technology; improved access to markets indicated by volume/ value of annual sales volume (Mt & US\$) for the targeted commodities produced by the farmers' groups disaggregated by gender and sales to agribusiness firms and the open market; and percentage of the replacement value of the common assets used for income-generating activities of the farmer groups saved annually. The project will track gender sensitive indicators in order to determine the overall impact of the interventions on female farming households. One of such gender-focused indicators is a direct project beneficiary, 40% of which is female and youth population. A separate indicator will also cover citizen engagement on the project.

To achieve the aforementioned PDO, the project is structured around three (3) components:

- (i) Institutional Capacity Building for farmers, state and non-state organizations;
- (ii) Financial and Technical assistance for the enhancement of productivity and competitiveness; and
- (i) Project Management, Monitoring and Evaluation.

1.3 Project Components

1.3.1 Component 1: Institutional Capacity Building for farmers, State and Non-State Organizations

This component is designed to build the capacity of community institution, enhance capacities of the supply chains of selected agricultural commodities, and improve agricultural policy environment. It has two sub components:

1.3.1.1 Subcomponent 1.1: Strengthening Existing Smallholder Farmer-Groups for selected commodity value-chains

This sub-component will support the existing organization of smallholder farmers into viable farmer groups and cooperative associations that will optimize capacity building and institution strengthening, so as to enhance their influence along their respective supply chains, increase their ability to create stronger market linkages, and better position them to influence government policy on agriculture.

The targets are the existing farmers' groups and cooperatives from WAAPP and previous projects in Liberia that are partly functional but not well coordinated. Efforts will be made to strengthen these groups into STAR-P farmer groups (SFGs) and subsequently federated at a later stage into STAR-P Cooperative Associations SCAs) at the County level. The SFGs will be supported to prepare acceptable business plans, negotiate supply contracts with agro-service dealers and processing firms, and forge financial linkages with financial institutions. Project funds will also provide training for SFGs and SCAs on how to develop good and quality

products for niche markets. SCAs will be empowered to identify, design and share infrastructure investment costs, use and maintain productive assets, formulate demand for advisory services.

This component will also provide communication and information support within STAR-P and MoA as forms of institutional strengthening of producer groups/ its networks; market orientation; and institutionalization of market information system among others. The project will finance the design and implementation of the MOA communication programs and will also create opportunities to disseminate information about the project and its guidelines to potential beneficiary SFGs and private sector actors to enhance comprehension of the content of the project implementation manual by all key stakeholders –SFGs and agribusiness investors. The system will introduce the use of information technology by producer groups, cooperative associations and districts to increase transparency. Internet services will also be provided to connect communities to markets.

1.3.1.2 Subcomponent 1.2: Capacity building/ Institutional support for Government MDAs and selected Non-State Institutions

This subcomponent will support capacity development for appropriate arms/agencies of government and selected non-state institutions mandated to support agricultural development. This will take forms of technical assistance, training, and equipment supplies, among others for participating Counties. The Counties will also be made to extend, built capacities and management support to SFGs through the SCAs on continual basis so as to enhance the sustainability of the project investments. There will also be capacity development for government ministries and agencies responsible for the promotion of agribusiness development in Liberia. Such support will be provided to the following institutions: MoA, Central Agriculture Research Institute (CARI), Liberia Business Association (LIBA), Cooperative Development Agency, Liberia Produce and Marketing Corporation (LPMC)/ Liberia Agriculture Commodity Regulatory Authority (LACRA), Ministry of Finance and Development Planning (Aid Management Unit) and the Ministry of Commerce and Industry (MoCI), etc.

The project will selectively support activities and services of these MDAs that are relevant to developing agribusiness in Liberia. In addition, the project will provide some funding for periodic policy dialogue between government, SFGs/SCAs, MSMEs and other important actors along the agricultural value chain.

The LATA delivery mechanism will also be strengthened including the extension services and the CDA County units. It will support capacity development and establishment of special delivery unit for LATA that will drive the policy and activities of LATA and provide the coordination mechanism of activities of MoA, MoCI and MFDP. This sub component will also strengthen county units of CDA to provide handholding for farmer-groups in formation of cooperatives, capacity building and effective link to the District administration. The project will provide for the role a Value Chain Coordinator for the selected value chains at the MOA.

1.3.1.3 Component 2: Financial and Technical Assistance for Enhancement of Productivity and Competitiveness

The objective of this component is to sustainably increase agricultural productivity and competitiveness through matching grant support to farmers and agribusiness for increased investment in value chain segments and farmers linkage activities. This component will also finance productivity enhancing assets, new production technologies and small-scale infrastructure.

1.3.1.4 Subcomponent 2.1: Value Chain Financing (VCF) and Technical Assistance (TA) for Productivity Enhancement

This sub-component aims to improve smallholder farmer productivity, market access, and farm income by strengthening market linkages between smallholder farmers, organized in producer organizations, and agribusiness firms, and the public sector in targeted value chains. Stronger farmer-agribusiness linkages are important in addressing key inefficiencies along value chains, providing incentives and helping to manage risks that are essential in promoting inclusive growth. Project interventions will help to address critical market failures that persist in agricultural value chains including limited market access for farm produce; weak farm agribusiness linkages; irregular and inconsistent supply of farm produce to agribusinesses; limited access to affordable finance; inadequate skills and limited access to technology; and policy, institutional, and coordination failures. Strengthening linkages between farmers and agribusinesses will therefore create incentives for farmers to adopt new technologies and farm practices that can increase productivity as well as create market opportunities that contribute to boosting incomes of targeted beneficiaries and improving competitiveness of the agriculture sector.

The project will facilitate market linkages for existing farmer producer organizations by actively brokering offtake agreements among farmer producer organizations, MSMEs, and buyers of agricultural produce. Eligible producer organizations will be supported to develop business plans that will describe their capital needs, farm and value-added productive investments, and services to increase productivity, improve efficiency, and enhance market access. Eligible producer organizations will receive project support based on a competitive evaluation of business plans submitted in response to a call for proposals. Project financing for productivity and quality improvements will be designed to meet product specification determined by buyers. Project support for Technical Assistance and Business Development Services will aim to enhance the capacity of beneficiaries to improve their business operations, formulate, and implement business plans. Private Service providers, NGOs, and public-sector agencies will competitively bid to provide technical assistance and Business Development Services.

Project support will involve provision of financing for productive investments, technical assistance, and business development services. The productive investments here include support for production inputs, processing equipment, and other assets that can increase productive capacity, value addition, and marketing opportunities of the producer organization. Technical

assistance will be used to deliver services to producer organizations, such as extension services, technology demonstration and transfer. Business development services will include support for managing farming as business, accounting, and financial services. Agribusiness MSMEs will also be able to participate in off-take agreements, value addition and market opportunities.

In addition, the project will provide technical assistance to build the capacity of producer organizations, including upgrading their governance, management, and negotiation skills to deal with buyers and agribusiness firms. A competitive matching grant scheme will be established to provide financing to eligible producer groups, cooperatives and agribusiness MSMEs. The matching grant will finance investments in productivity enhancing activities, such as farm inputs, technology acquisition and upgrade, infrastructure, implementation of innovative business practices and acquisition of technical, business, and managerial skills. The matching grant facility will be implemented by the PIU with additional support from consulting firm or NGO with grant management experiences.

1.3.1.5 Subcomponent 2.2: Matching Grants for FBO assets and related market infrastructure

The objective of this subcomponent is to facilitate the enhancement of competitiveness of the selected commodity value chains in the market. Matching grants will be utilized to support investment in a package of inputs, advisory services, assets and market infrastructure from the business plans of the farmers' organization. STAR-P farmer groups (SFGs) and processor groups (SPGs) will be empowered to undertake initiatives that will assist them to increase value added products and reduce post-harvest losses. For the economically active producer groups (SFGs and SPGs), who constitute the majority of beneficiaries, the Project will contribute 70% of the total cost of the desired subproject, while the beneficiaries will make a 30% contribution to be paid up front. This sub-component will also place substantial emphasis on supporting the expansion of economic opportunities for women and youths. Advisory services will also be supported to increase the adoption of new technologies by beneficiaries of the STAR-P.

This sub-component will finance the acquisition of advisory services and new improved production inputs through matching grants as a means of partly addressing the failures of the financial and credit markets in the Liberian agriculture sector. First, this subcomponent will co-finance the procurement of advisory services from certified and registered service provider by SCAs, to transfer technical know-how on proper use of production inputs. Beneficiary SFGs are expected to make 10 percent of the cost of procuring advisory services counterpart contribution. Second, the facility will be used to enhance the financial capacity of STAR-P farmers/ SFGs to purchase improved production inputs (such as seeds, fertilizers, and agro-chemicals).

Under this sub-component, STAR-P farmer/ SFGs will receive Matching grants equivalent to 50% of the purchase price of new technologies for a maximum period of two years. Confirmation by the Project of the deposit of the counterpart contribution of 50% by the beneficiaries into the Project Account is required before actual procurement of advisory service or improved input.

This sub-component will partner with WAATP to strengthen the “Innovation Platforms” where all value chain actors meet to address challenges and initiate contractual arrangements. The beneficiaries will be linked to these Platforms and skill training schemes will be developed and provided. In addition, this project will target poor STAR-P farmers and disadvantaged groups (such as the handicap, widows, the sick, and economically-inactive members of the community) who do not currently have access to either subsidized or market rate credit. At least 50 percent of funds provided under this subcomponent will be given to targeted vulnerable groups. Furthermore, the project will provide a one-time grant equivalent to the full cost of their asset subproject, to assist the targeted vulnerable groups to constitute an asset base for their income-generating activities.

Project resources will also be allocated as grants to qualified SFGs for rehabilitation of existing and/ or construction of new productive physical infrastructure projects that will facilitate the process of smallholder farmer commercialization by promoting increased productivity, value addition and access to agricultural markets. This sub-component will facilitate repairs and sustenance of selected production infrastructure, such as farm service centers and rehabilitation of low land areas. The project will earmark investments for minor irrigation infrastructure creation and management on lowland (such as lift irrigation and tube-wells). The project will partner with Energy and Extractives Global Practice (E&E GP) of the Bank for supply of solar driven pumps, provision of farm light and link to existing hydro facilities. Limited tube-wells with pumping facilities will be provided in critical areas for high value produce such as rice and horticultural crops.

Under this sub-component, funding will also be provided for the restoration of selected postharvest infrastructure (aggregation centers, ware houses, storage silos, etc.); provision of postharvest equipment (Rice Planters, seeders, harvesters, tractors, par boilers, etc.); construction and maintenance of transportation infrastructure (feeder and access roads, culverts, and small bridges); and repairs and improvising of necessary processing infrastructure (seed processor, crop processing facilities, etc.). Funding principles will be 90% grants and up to 10% of the investment costs (in cash or in materials and labor) as counterpart contributions by producer associations in the community.

1.3.1.6 Subcomponent 2.3: Support to MSMEs

This subcomponent aims at providing matching grants and technical assistance to competitively support MSMEs to mitigate risks of adoption of new technologies on production lines with substantial benefits to the smallholder farmers. Technical Assistance and Business Development Services will be provided to enhance the capacity of beneficiaries to improve their business operations, formulate, and implement business plans. The competitive matching grant scheme will be established to provide financing for investment in productivity enhancing activities. These will include technology acquisition and upgrade, infrastructure, implementation of innovative business practices and acquisition of technical and business skills. It is also anticipated that the matching grant will be used by the MSMEs to leverage financing from

commercial bank lending. The combination of Technical Assistance and financing will be used to boost their productivity and increase market access.

1.3.2 Component 3: Project Management, Monitoring and Evaluation

Overall Institutional set-up: The MoA is responsible for the overall coordination of the STAR-P in Liberia. In continuity with WAAPP, the MoA entrusts the overall coordination of project implementation to the PMU through the Project Implementation Unit (PIU). The five-key staff (Project Coordinator, Accountant, M&E Officer, Communication Officer and Procurement Officer) will be recruited under the PPA to enable the project accelerate its start-up. Other positions that would be needed within the project will be filled at project implementation start.

The Ministry of Finance and Development Planning will transfer the proceeds of the grant necessary for Project execution to the PIU: the STAR-P Implementation Unit (PIU) will be responsible for the day-to-day coordination and management, procurement, M&E, reporting, assessment of impacts, and systematic analysis of lessons learned of the project.

Programmatic harmonization: Coordination within agricultural sectoral programme (Programme Management Unit - PMU). The PMU houses all Agriculture donor projects and serves as the supervisory structure for all projects in the sector. It coordinates and hosts National Steering Committee Meetings, project coordination meetings and reports to the Minister of Agriculture. The PMU facilitates and oversees the implementation of agriculture projects in line with approved agriculture policies and procedures of the GoL, the IFIs and other partners. As the facilitator for project implementation in the MoA, the functions of the PMU include: (i) Aid Coordination, (ii) Program Management, (iii) Investments and Procurement Coordination, and (iv) sector management capacity building.

1.4 Rationale for Preparation of a Resettlement Policy Framework

This document represents the Resettlement Policy Framework (RPF) for the proposed STAR-P project. It describes the policies, procedures and processes that will be followed throughout the project in the course of mitigation of adverse social impacts due to project activities among the project affected persons, with and without legal title, whose land/properties, businesses and other assets are expropriated for the execution of the construction works.

Resettlement Policy Framework is prepared to guide potential land acquisition and potential resettlement for the construction of infrastructural projects in accordance to the requirements of the World Bank (WB) and its Operational Policy 4.12 and fit with the national legislation.

WB OP 4.12 indicates that a Resettlement Policy Framework (RPF) needs to be prepared at appraisal if the extent and location of resettlement cannot be known because the project has multiple components. By the time of preparation of this document the type of the infrastructural projects which will be supported by this program is unknown. Thus, framework is being prepared and not Resettlement Action Plan.

2 BASELINE CONDITIONS

2.1 Socio Environment

2.1.1 Location

The Republic of Liberia is located at latitudes 4°21' N and 8°33' N of the equator and longitudes 11°28'W and 7°32'W. Liberia covers 111,369km², and is located entirely within the humid Upper Guinean Forest Ecosystem in West Africa on the Atlantic Coast. Liberia is divided into a hierarchical arrangement of political jurisdictions consisting of 15 counties, 136 districts arrayed within counties, and numerous clans arrayed within districts (Figure 1). Individual counties comprise from 4-18 districts and varying numbers of clans. The six largest counties (7,770 km²) are: Nimba County-11,551 km²; Lofa County, 9,982 km²; Gbarpolu County-9,953 km²; Sinoe County 9,764 km²; Bong County-8,754.0 km²; and Grand Bassa County-7,813.7 km². Other counties range in area from 1,880 km² (Montserrado County) to 5,663 km² (Rivercess County).



Figure 1: Map of Liberia showing Towns and administrative set up

2.1.2 Population

The estimated population of Liberia is 3.440 million people (36 individuals/km²), a 65% increase since 1984. Liberia's population growth rate in 2008 was estimated to be 5.3% and is expected to decline to 2.1% by 2025. Net migration is positive as a result of in-migration from surrounding countries that have also experienced political unrest. The major coastal cities, which also include major population centers are: Monrovia, the capital and largest city in the country. An estimated 58% of the population of Liberia lives along the coast (EPA 2007).

2.1.3 Population Density

According to USAID 2013², the highest concentration of population occurs in and around coastally located Monrovia, the capital and largest city in the country, including Montserrado and nearby counties. Montserrado County has 595 individuals/km², and nearby Margibi County has 78-individuals/ km², Bomi County, 44 individuals/ km², Bong County, 38 individuals/ km², and Grand Bassa County, 28-individuals/ km², which includes the seaport Buchanan. Other counties with moderate to high relative densities include Maryland County (59 individuals/km²) which includes the coastal city of Harper in the extreme southeast, bordering Côte d'Ivoire; north central Nimba County (40 individuals/km²), bordering Guinea and Côte d'Ivoire; Lofa County (72 individuals/km²) in the west, bordering Sierra Leone; and Grand Cape Mount County (27 individuals/km²) in the northwest, which includes the coastal city of Robertsport and borders Sierra Leone and Guinea. The remaining 6 counties have densities ≤ 15 individuals/km².

2.1.4 Human Indicators

By any measure, Liberia is one of the poorest and least developed countries in the world, and among sub-Saharan African countries. Liberia's 2013 Human Development Index score places it 174th out of 186 countries. According to GoL figures, nearly 64% of Liberians, or 2.5 million people, live below the poverty line, and 48% live in extreme poverty

2.1.5 Food Security

The 2013 Liberia Comprehensive Food Security and Nutrition Survey estimates that more than one in three Liberian households has an "unacceptable" food consumption pattern, i.e. one that cannot sustain an active and healthy life (WFP, 2013). In Liberia, most rural households are food insecure, meaning that they lack access at all times of the year to sufficient, safe, and nutritious food to meet their dietary needs and food preferences for an active and healthy life. Nationally, 80% of the rural population was either moderately vulnerable (41%) or highly vulnerable (40%) to food insecurity (GoL 2007). Different rural livelihood profiles provide differing degrees of food security; the most food insecure groups were those involved in palm oil production and selling followed by hunters and contract laborers.

² USAID 2014: *Liberia Climate Change Assessment Report*

2.1.6 Life Expectancy

Other health indicators are also poor: average life expectancy at birth is 58 years (2013); infant mortality is 70 deaths per 1,000 live births (2013); and, maternal mortality rate is 770 deaths per 100,000 live births (2010). HIV prevalence among adults aged 15-49 years is 1.5% (2009). Adult literacy rates average 61% (2010). Poverty and underdevelopment are not the only challenges. Liberia emerged from its protracted civil war as a deeply divided country, its social fabric torn by ethnicity, religion, geography, and history. There are 16 ethnic groups, and Christianity (85%), Islam (12%), and indigenous religions (3%) are practiced.

2.1.7 Size of Household Population

On average, household size is 5.6 persons, with the proportion of female-headed households varying from 5% in Bomi County to 21% in Lofa County, the area most heavily and continually affected by violence during the conflict (USAID, 2014). The effects of the conflict are evident as well in the spatial distribution of disabled people as a percentage of the population.

2.1.8 Land Tenure

Land is an issue here in Liberia. The country's land-tenure system reflects a long-standing division between the urban elite and rural indigenous populations. Urban land rights are governed by a Western statutory system. Rural communities make up 85 percent of the country's population and largely practice subsistence agriculture-use their own customary systems. However, most customary lands don't have title and by law the government owns all land not secured by a deed. However, the government recognizes rural people's rights to use this land, but not to own it.

2.1.9 Gender Dimension of Liberia's Agricultural Sector

As in most African countries, there is a clear division of labor between men and women in agriculture in Liberia. It is estimated that almost 43% of the labor for food crops production is supplied by women. Whereas men represent 35% of general agriculture labor force. However, in rice and cassava production, women contribute 36% of the total labor in rice and cassava production. While women do most of the weeding and harvesting of rice crop, the men provide most of the labor for clearing and preparing the land.

Men and women also have clearly defined socio-economic roles. On an average, 33% of household income is jointly generated by men and women. About 33% and 16% of the household incomes are generated exclusively by men and women separately. An additional 5% is generated by women with the support of children, and 10% jointly by all household members. About 6% of food crops are produced only by men, whereas 8% of the food crops are produced only by women. About 57% of the food crops are produced jointly by women and men.

In contrast however, about 22% of cash crops income is produced by men only, and only 5% by women only. Women and men jointly produce 49% of cash income. Besides in production, women are the dominant actors in processing and marketing of farm produce. About 50% of rural women in Liberia are actively engaged in agro-processing, compared to only 25% of rural

men. In addition to agro-processing, women are clearly the dominant actors in marketing and trading of agricultural produce in the country, comprising 80% of all actors in this area and accounting for the majority of micro creditors in rural and urban areas. Given the important role of women in agricultural and rural development in Liberia, it is not surprising that current policies on gender harmonization place emphasis on removing barriers to women's participation in development efforts.

2.1.10 Women access to land

Despite their significant role in the agricultural sector, women face numerous constraints in the agriculture value chain, especially their lack of access to land. This represents one of the key constraints in rural areas that undermines women's contribution to agricultural growth and rural development, making them more vulnerable to poverty. Men have more access than women to cultivable lands (33% men versus 16% women) on an individual basis. In general, only about 56% of female headed households have access to land. Other constraints for women include less access to almost all forms of agricultural inputs and technologies, limited access to farm tools, limited access to agricultural extension services. Since extension workers generally tend to exclusively focus on male farmers for crop support services, women have limited access to new technologies. Extension services provided to women have focused mostly on nutrition and food security issues and, thereby, neglected the commercial aspect of agriculture. Given the strategic importance of women in national development, especially agricultural development, the GoL places greater importance on equitable access to resources and opportunities.

2.1.11 Agriculture

Liberia's agriculture sector is forest based. Dominated by traditional subsistence farming systems mainly in the uplands, the farming is characterized by labor intensity, shifting cultivation, low technologies and low productivity. Rice and vegetables occupy about 87% of the cultivated land. Small acreages of tree crops are maintained for generating cash income. Commercial agricultural activities are almost exclusively carried out on plantation estates of rubber, oil palm, coffee and cocoa, the latter two are produced exclusively for export, with little value addition done for rubber and oil palm. Besides the plantation estates, very little private sector investment has been made in the agriculture sector, except for limited commodities trading which has persisted over the years.

2.1.12 Rice production in Liberia

Rice is the primary staple food of most of Liberia's 4.3 million people. It is produced by 71% of the estimated 404,000 farm families predominantly on the uplands where traditional technology of slash and burn shifting cultivation remains largely unchanged. Annual per capita consumption of rice in Liberia is estimated to be 133kg, one of the highest in Africa. In 2016, rice was cultivated over a land area of 251,230ha. With an average yield of 1.1 t/ha, the total domestic rice production was estimated to be about 296,090 metric tons. The demand for rice in Liberia is however far higher than the domestic production. The import bill for rice has steadily grown from US\$25 million in 1990 to US\$58.4 million in 2006, US\$70.9 million in 2007 and

approximately US\$200 million in 2008³. Interventions to increase rice production in Liberia therefore could have multiple socio-economic effects both within rural livelihood and between various livelihoods.

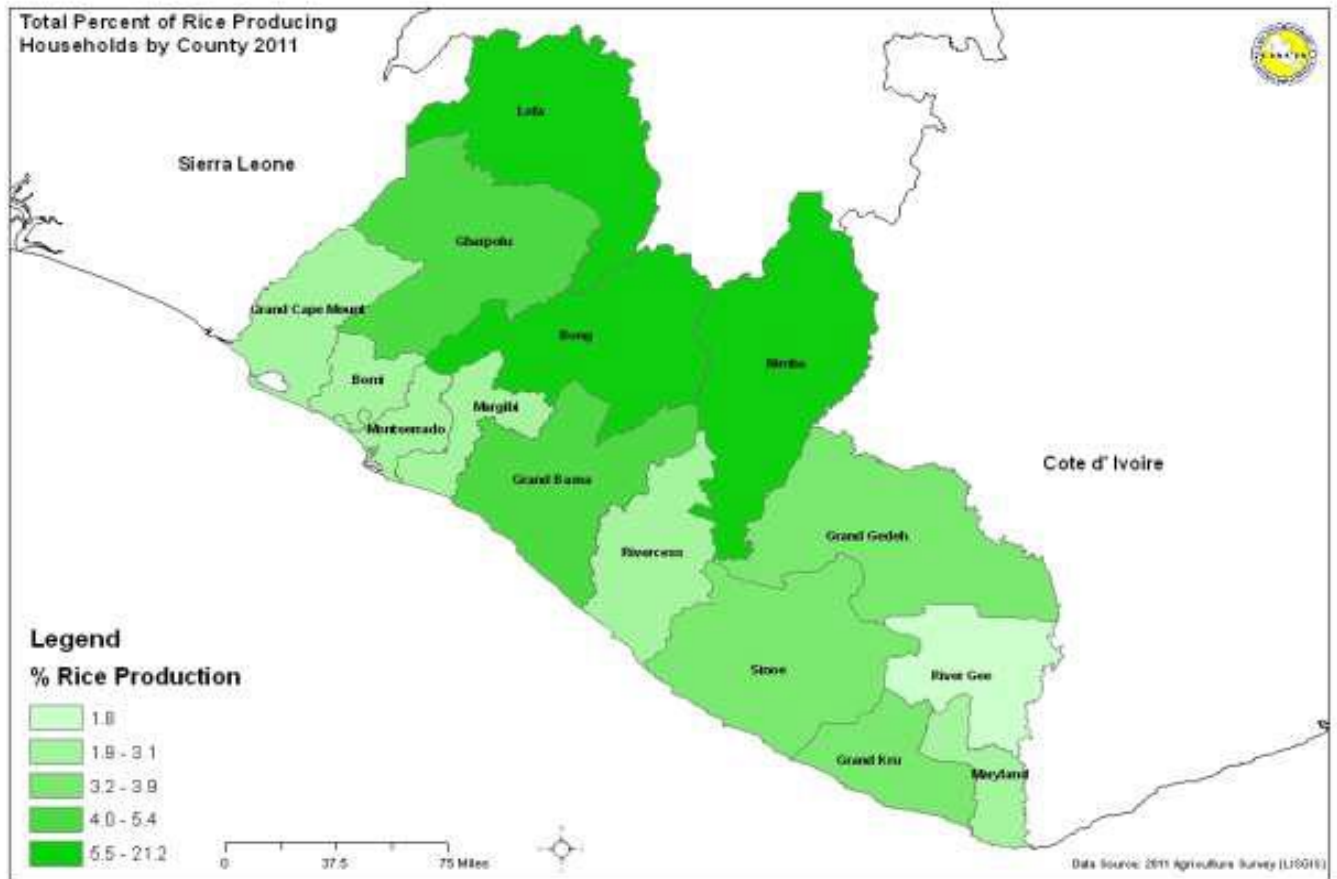


Figure 2: Rice production in Liberia³

2.1.13 Demand of rice Projections

In Liberia, a majority of the locally produced rice is pounded and/or milled by farmers and consumed by the smallholder farm families⁴. The reliance of consumer markets on imported rice constantly strains the overall trade balance of the country. In Liberia, rice is presently produced over a period of about 6 months in the upland environments. By cultivating a single crop per annum in lowland rain-fed and lowland irrigated rice farming areas, Liberia will be able to achieve rice self-sufficiency by 2018. However, by intensifying production Liberia can reach rice self-sufficiency with a projected annual surplus of 172,000 metric tons being obtained by 2018 (**Figure 2** and **Table 1**). This clearly shows that, if rice demand is to be met through local

³ Ministry of Agriculture Monrovia 2012: *National Rice Development Strategy of Liberia Doubling Rice Production by 2018*

⁴ U SAID (August 2009) *Global Food Security Response Liberia Rice Study, REPORT N°.157*

production, both the productivity level and area under rice cultivation needs to be raised significantly.

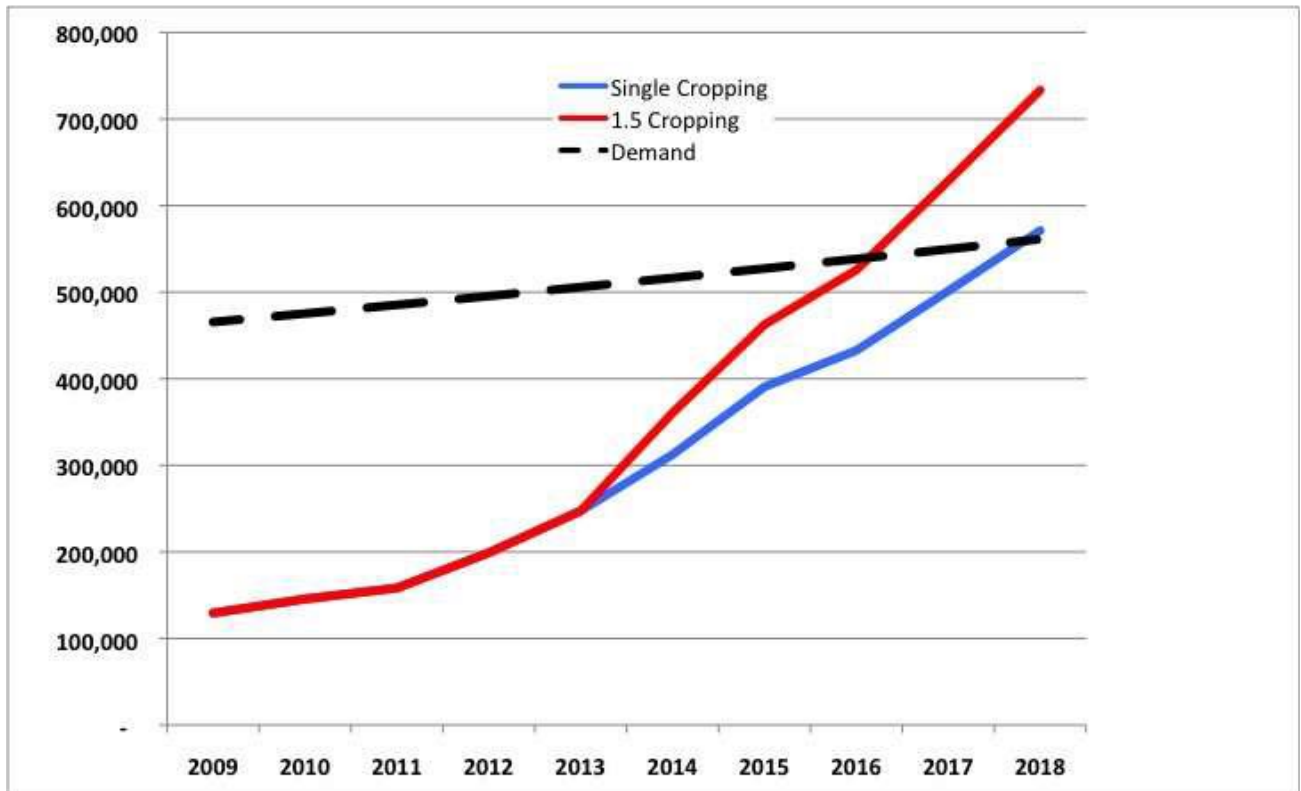


Figure 3: Rice production and demand (MT) projections 2009–2018, showing two production scenarios

Table 1: Rice Production Based on Area and Yield on area and Yield in 2008/2009 and 2018 Targets in Future by Production Systems ⁵

⁵ Ministry of Agriculture Monrovia 2012: National Rice Development Strategy of Liberia Doubling Rice Production by 2018

Year	Upland			Lowland Rain-fed			Irrigated Lowland			Total Production	Milled Equivalent (MT)	Demand Milled (MT)
	Area (Ha)	Yield (MT/Ha)	Production (MT)	Area (Ha)	Yield (MT/Ha)	Production (MT)	Area (Ha)	Yield (MT/Ha)	Production (MT)			
2009	190,000	0.90	171,000	20,000	1.2	24,000	2,000	2.0	4,000	199,000	129,350	465,500
2010	190,000	0.95	180,500	22,000	1.5	33,000	5,000	2.1	10,500	224,000	145,600	475,276
2011	190,000	0.95	180,500	24,000	2.0	48,000	6,000	2.5	15,000	243,500	158,275	485,256
2012	190,000	1.20	228,000	26,000	2.2	57,200	7,000	3.0	21,000	306,200	199,030	495,447
2013	190,000	1.50	285,000	27,000	2.5	67,500	8,000	3.5	28,000	380,500	247,325	505,851
2014	190,000	1.75	332,500	34,500	2.5	86,250	15,500	4.0	62,000	480,750	312,488	516,474
2015	190,000	2.00	380,000	42,000	2.8	117,600	23,000	4.5	103,500	601,100	390,715	527,320
2016	190,000	2.00	380,000	49,500	3.0	148,500	30,500	4.5	137,250	665,750	432,738	538,394
2017	190,000	2.00	380,000	57,000	3.2	182,400	38,000	5.5	209,000	771,400	501,410	549,700
2018	190,000	2.00	380,000	64,500	3.5	225,750	45,500	6.0	273,000	878,750	571,188	561,244

2.2 Physical Environment

2.2.1 Soils

Large areas of Liberia (75%) are Ferralsols that are highly weathered soils with low fertility and low capacity to retain nutrients. They are suitable for surface farming techniques and provide valuable materials for road construction. They are well-drained with good physical structure; their deep rooting depth makes up for their relatively low water-holding capacity. Acrisols are less weathered than Ferralsols but still low in mineral nutrient reserves. The presence of a subsurface layer of clay accumulation may impede internal drainage and makes them more susceptible to erosion. These soils have high humus content and suitable for cultivation of swamp rice, with proper water management.

2.2.2 Climate

Liberia's climate consists of two separate climate regimes: the equatorial climate regime restricted to the southernmost part of Liberia, where rainfall occurs throughout the year, and the tropical regime dominated by the interaction of the Inter-tropical convergence zone (ITCZ) and the West African Monsoon. The tropical climate of Liberia is hot and humid throughout the year, with little variation in temperature (mean daytime temperatures 27-32°C; mean nighttime temperatures 21-24°C). There are two distinct seasons in Liberia, dry (Nov.-May) and wet (May-Oct.). Annual rainfall amounts are 4000-5000 mm along the coastal belt, declining to 1300 mm at the forest-savanna boundary in the north. The seasonal variation in rainfall has a critical influence on the vegetation. Liberia exhibits a fairly high average relative humidity throughout most of the year ranging from above 80% along the coastal belt with lower humidity in the interior portion of the country.

2.2.3 Land Cover and Vegetation

Liberia is situated within the Upper Guinean Forest that extends from Guinea at the northwestern extreme to the eastern limit in Cameroon. The Upper Guinean Forest is fragmented and Liberia is estimated to account for more than half of West Africa's remaining Upper Guinean tropical forest. The climax vegetation over most of Liberia is forest, which covers about 4.39 million hectares or 45% of Liberia's land area. The most recent forest classification included 2.42 million hectares of closed dense forest, 1.02 million hectares of open dense forest and 0.95 million hectares of degraded forest.

3 POTENTIAL IMPACTS AND MITIGATIONS

Activities under component 2 is expected to have impacts on land and people (land acquisition, loss of access to land/ assets livelihood disruptions etc.). Impacts may be caused by the development of permanent infrastructure, as well as temporary construction activities. Involuntary Resettlement of PAPs not only requires the physical relocation of people to a new location, but also loss of or restriction of access to properties, loss of crops among others. The RPF describes the policies, procedures and processes that will be followed throughout the project to minimize all such impacts on the project affected persons. These impacts will be addressed in compliance with the Constitution of Ghana, with other Ghanaian regulations, and with the World Bank safeguard policy on involuntary resettlement (OP 4.12). This includes provisions for PAPs with and without legal title, whose land/properties, businesses and other assets are expropriated for the execution of the construction works.

The potential social impacts (both positive and negative) associated with the project are described below.

3.1 Potential Positive Impacts

A summary of positive impacts of STAR-P can be summarized as follows:

Table 2: Social benefits of proposed projects

STAR-P project activities	Benefit/ impact
<ul style="list-style-type: none"> ▪ Rehabilitation of existing and/or construction of new productive physical infrastructure projects including markets, production technologies etc. ▪ Repairs and sustenance of selected production infrastructure, such as farm service centres and rehabilitation of low land areas; ▪ Investments in minor irrigation 	<ul style="list-style-type: none"> a) Contribute to the GoL agenda for transformation and the Ministry of Agriculture Liberia’s Agriculture Transformation Agenda; b) The project interventions with a focus on value addition will provide income generation to farmers and improved livelihoods at household’s level and reduce poverty; c) The Project will support to improve market access for producers. d) The project has a strong focus on gender considerations and will specifically expand women economic opportunities through their involvement in the STAR-P and a mapping of the number of women, youth and the disadvantaged group who possess and could participate directly in the project is being pursued. e) Build the capacity of community institutions, enhance capacities of the supply chains of selected agricultural commodities, and improve agricultural policy environment, f) The project will also support the youth intervention in Agriculture for both skilled and unskilled youth. g) Support for CARI will improve agricultural research especially in rice,

STAR-P project activities	Benefit/ impact
<p>infrastructure creation and management on lowland (such as lift irrigation and tube-wells);</p> <ul style="list-style-type: none"> ▪ Limited tube-wells with pumping facilities to be provided in critical areas for high value produce such as rice and horticultural crops; ▪ Restoration of selected post-harvest infrastructure (aggregation centres, ware houses, storage silos, etc.); ▪ Provision of post-harvest equipment (rice planters, seeders, harvesters, tractors, par boilers, etc.); ▪ Construction and maintenance of transportation infrastructure (feeder and access roads, culverts, and small bridges); and ▪ Repairs and improvising of necessary processing 	<p>horticulture and oil palm in the country;</p> <p>h) The production technologies at smallholder levels especially cottage palm oil processing will go along-way to improving the processing and handling of the product (packaging etc.) thereby improving marketability of the products;</p> <p>i) Most importantly, the cottage processing of palm oil is done mainly by women hence, improved technology will relieve them from committing most of their time to this activity hence enabling them have time for other family responsibilities;</p> <p>j) Additionally, the project provides an avenue to explore public private partnership (PPP) in smallholder agriculture development by building on some of the existing interventions already in place such as rice production in Lofa, Bomi, Nimba, and Sinoe counties; for vegetables production in Grand Bassa and Grand Gedeh Counties; while Grand Cape Mount and Bomi Counties have presence of private sector investment in oil palm production and processing. These ventures ought to be nurtured and will provide case studies in government effort to expand and enhance such ventures to boost production and profitability of farming for the small-scale farmers</p> <p>k) Access to financial and technical assistance, will support the delivery of services to producer organizations for improved production at farm level.</p> <p>l) The project in partnership with WAATP will strengthen the Innovation Platforms where all value chain actors will be meeting to address challenges in their entrepreneurship share innovative ideas and skills;</p> <p>m) The project will assist targeted vulnerable groups to constitute an asset base for their income-generating activities;</p> <p>n) The project will partner with Energy and Extractives Global Practice (E&E GP) of the Bank for supply of solar driven pumps, provision of farm light and link to existing hydro facilities. Limited tube-wells with pumping facilities will be provided in critical areas for high value produce such as rice and horticultural crops which will enhance production and efficient usage of water;</p> <p>o) smallholder farmers will be capacitated into viable farmer groups and cooperative associations to enhance their influence along their respective supply chains, increase their ability to create stronger market linkages, and better position them to influence government policy on agriculture;</p> <p>p) Horticultural interventions will improve supply of fresh and leafy vegetables</p>

STAR-P project activities	Benefit/ impact
infrastructure (seed processor, crop processing facilities, etc.).	<p>which will have a double pronged advantage in terms of incomes to mainly women and youth but also improve nutrition at household with sources of vitamins;</p> <p>q) The project will provide employment opportunities through engaging labour in civil and infrastructure works which will translate to economic empowerment at household levels and improvement in livelihoods though it will on short-terms basis;</p> <p>r) Project will support irrigation (water holding ponds) and use of basic irrigation equipment to avail water to the fields; this will enhance both water availability and efficiency usage in farming making farmers to be able to have more crop seasons in a year thereby guaranteeing household food security and income which translates to better livelihoods and poverty reduction in the communities.</p> <p>s) Project will help improve post-harvest and storage equipment and enhance and minimize producers vulnerability to middlemen especially during bumper harvests periods.</p>

3.2 Likely Negative Impacts

The likely adverse resettlement impacts are summarized below.

Table 3: Potential adverse social impacts/ issues

No.	Type of Impact	Description of Potential Impact/Issue	Social Significance
Social Environment			
1	Land Acquisition	Possible cases of land acquisition by cooperatives and investors for farm expansion. Land may also be acquired for construction of warehouses, storage facilities and small irrigation infrastructure.	Moderate
2	Loss of crops, trees and other land assets	Clearing of land during construction and rehabilitation and maintenance of transportation infrastructure (feeder and access roads, culverts, and small bridges) may result is loss of crops, trees and other farm assets.	Moderate
3	Loss of existing sources of income and	Execution of physical works may impact on livelihoods such as temporary or permanent loss of incomes when roadside businesses (markets, kiosks etc.) are disrupted.	Moderate

No.	Type of Impact	Description of Potential Impact/Issue	Social Significance
	livelihood	This impact may occur during the construction phase and may be short-term and reversible.	
4	New technology	Unfamiliarity with new farming interventions and technologies may affect their crop yields.	Moderate
5	Generation of crop-based waste	This intervention will generate a range of waste including husks from rice and cassava peelings which if not well managed can turn to be a public health risks to the communities. In most rice hullers in rural areas of Liberia there are heaps of rice husks, which farmers try to dispose through burning, which adds to carbon emissions generation. Rice husks can be used to make briquettes for fuel which is already underway by CHAP a local NGO;	Major
6	Sexual exploitation and STDs	The influx of migrants into these communities as result of the project may increase in sexual violence which could lead to pregnancies and STDs.	Moderate
7	Existing social infrastructures and services	Increase influx settlers likely to put pressure on existing social facilities especially water. Water is relatively a scarce commodity in the project areas of Lofa, Bomi, Nimba, Margibi and Sinoe etc. Many communities in the project area experience severe problems with finding sufficient water for household use, particularly in dry seasons. Water use for construction of the project infrastructure could exacerbate this shortage for some communities.	Major
8	Misdistribution of benefit and damage	Possible misdistribution of benefit among communities. For example, some farmer may receive benefit from irrigation development; however some farmer may not receive benefit from irrigation development.	Moderate
9	Cultural heritage	Buried cultural heritage resources could be damaged during trenching or ploughing.	Minor

3.3 Mitigations Measures

- a) In keeping with its commitments and international standards, STAR-P should compensate those impacted prior to their economic displacement. In addition, equitable and timely compensation should be provided to would-be affected land owners and owners of other properties
- b) In order not to unnecessarily disrupt the community's food security, farmers of food crops should be allowed to continue farming on the land until compensation has been paid, and the livelihood programs are initiated to enable a smooth transition for farmers out of the Project Area. Farmers will also be given the opportunity to harvest crops before the land is occupied for construction work.
- c) Before implementation of any project infrastructure, MoA should ensure that they plan to prepare a RAP/ARAP as per this RPF and compensate accordingly to the entitlement matrix prior to land acquisition.
- d) In cases of affecting structures, ensure replacement compensation is provided to property (building, public utilities) owners/ operators.
- e) For projects that will likely have a major impact on communities, STAR-P should ensure that they prepare a Livelihood Resettlement Plan for affected communities. This should be prepared as per the RPF.
- f) Community members should be engaged in a participatory and transparent manner to ensure that they are knowledgeable about the project activities and proposed interventions are acceptable to the communities.
- g) Women should be actively involved in the various stages of the project, especially through several stakeholder workshops, community surveys, and local supervision committees including farmer cooperative groups. Views expressed by women representatives on issues like choice of technology, and selection of project facilities have to be considered in project design.
- h) Skills development and trainings should also be provided to women and youth especially in business management skills, post-harvest handling, import utilization, leadership and management thereby promoting economic livelihoods and empowerment.
- i) Furthermore, community sensitization should also be conducted on regular basis to ensure both women and men actively participate in the planning and managing agricultural resources.
- j) Special consideration should be given to local workforce as much as possible provided that skillset and technical requirements meet the requirements for the works involved.
- k) Before commencement of civil and mechanical works, active engagement with the communities, particularly targeting the vulnerable groups including women and girls, on

raising the awareness of the potential arrival of external workers, expected social conducts and behaviors, and grievance redress mechanisms should be done.

- l) The contractors should have a Labor Influx Management Plan and Worker's Camp Management Plan; and also conduct mandatory training for all employees on the legal conducts in local communities and legal consequences for non-compliance.
- m) The project should ensure that the contractors' team is sensitized not to engage in relationships with underage girls and married women, and on issues relating to exploitation, HIV/AIDs and STDs.
- n) Maximize the distance of the camp sites from the communities and provide provision of services and entertainments within the camps to reduce the need to use community facilities and interacting with the local community.
- o) Sensitization to communities prior to construction of should be carried out.
- p) Workers to be employed should be sensitized regularly on issues of sexual harassment and assault.

4 OBJECTIVES AND METHODOLOGY USED FOR THE RPF

4.1 Objectives of the Resettlement Policy Framework (RPF)

The RPF will provide project stakeholders with procedures to address compensation issues as related to affected properties (including land and assets) and livelihoods including land and income generated activities during project implementation under STAR-P.

The main objectives of the RPF are to:

- a) Provide details on the policies governing land expropriation, the range of adverse impacts and entitlements;
- b) Establish the resettlement and compensation principles and implementation arrangements for the STAR-P;
- c) Clarify the policies, principles and procedures that will govern the mitigation of adverse social impacts induced by the STAR-P operations;
- d) Provide a framework for implementation of the stated strategies to ensure timely acquisition of assets, payment of compensation and delivery of other benefits to project affected persons (PAP);
- e) Describe the legal and institutional framework underlying approaches for resettlement, compensation and rehabilitation;
- f) Define the eligibility criteria for identification of Project Affected Persons (PAPs) and entitlements;
- g) Provide guidelines to develop an Entitlement Matrix;
- h) Describe the consultation procedures and participatory approaches involving PAPs and other key stakeholders;
- i) Provide procedures for the Grievance redress mechanism and for filing grievances and resolving disputes;
- j) Provide a framework for supervision, monitoring and evaluation of resettlement implementation;
- k) Develop an outline for the development of Resettlement Action Plans.

Generally, all resettlement and compensation activities under the project will be conducted in accordance with the provisions of relevant laws and the objectives in Liberia and of the World Bank involuntary resettlement policy; (i) avoid or minimize resettlement, (ii) compensate at full replacement cost, (iii) provide livelihood assistance (iv) provide specialized assistance for vulnerable households, etc.

4.2 Methodology Used for the Preparation of the RPF

The method and approaches used for the preparation of this RPF for STAR-P included field visits, literature review and stakeholder consultations. Although the project is yet to determine the specific sites for investments, the consultant visited some counties named as potential areas and where the private sector was already involved in commercial agriculture.

4.2.1 Field visits

The study involved visits to five selected counties of Lofa, Nimba, Margibi, Bomi, and Grand Cape Moun. Critical observations were made for potential resettlement concerns and experience of the private sector operations within the counties. Through field inspection, data were collected and compiled, in order to identify significant triggers and potential drivers of displacement, resettlement, and compensation.

4.2.2 Literature Review

In furtherance of the preparation of the Resettlement Policy Framework, the following documents were accessed and reviewed amongst others:

Draft (ToR) for a Consultancy for preparation of Resettlement Policy Framework;

- a) STAR-Project Appraisal Document (PAD);
- b) Liberia Gender and Land Rights, FAO 2018;
- c) Liberia Environmental Policy Requirements and Environmental Protection Agency Act;
- d) Environmental & Social Management Framework (ESMF) for the STAR-P
- e) Liberia Land Administration Project (LLAP), June 2017 under Liberia Land Authority;
- f) Review of regulatory laws of Liberia; and
- g) Review of the World Bank Operational Safeguards Policies

4.2.3 Stakeholders Consultation and Participatory Approaches

The Consultant conducted stakeholder consultations with farmer cooperatives and associations, county technical team from Nimba, Lofa, Bomi, Margibi and Grand Cape Mount Co, MoA, EPA, City Mayors, District Agricultural Officers, Women groups and Elders (**Table 4** and **Table 5**). The meetings were held between 10th March 2018 and 17th March 2018 at the respective offices. Meetings with MoA, EPA and World Bank were also held between 10th April and 16th April 2018.



Photo 1: Stakeholder consultations held at Lofa County

The main purpose of these engagements was to;

- a) Have an insight into how resettlement and land acquisition issues are handled in such projects.
- b) Get a fair understanding of the social economic baseline indicators of the project areas.
- c) Understand the challenges they face as farmers, their needs and benefits for the project
- d) establish how grievances have been handled in the past project implementation
- e) Ascertain if there is sufficient capacity to handle both Environmental and Social safeguards at project level and at the County level.

Emphasis was placed on a fully inclusive, open and transparent stakeholder participation process in the transfer of information on the proposed STAR-P.

Table 4: Stakeholders Consulted:

#	Stakeholder	Interest during project implementation	Date of engagement
1	Ministry of Agriculture-Project Management Unit.	Responsible for development objectives project and gives direction of the study.	10 th April 2018
2	Environment Protection Agency (EPA).	Responsible for ensuring compliance to general environmental issues throughout the life span of the project.	13 th April 2018
3	World Bank safeguard unit	Ensure compliance to World Bank safeguard policies	16 th April 2018

Table 5: Stakeholders consulted per County

County	Lofa County	Nimba County	Margibi County	Bomi County	Grand Cape Mount Co.
Date of consultation	March 10 - 11, 2018	March 12-13, 2018	March 14, 2018	March 15, 2018	March 17, 2018
Location/Districts	a. Foya b. Kolahun	a. Gbehlaygeh b. Sanniquellie	a. Gabi b. Mamba kaba	a. Dowein b. Sengeh	a. Porkpa b. Tewor
Farmers Cooperatives and Associations	Intofawer Farmers' Cooperative Society Foya women farmers' union	Gbeh women Farmers Union Gbeh Kwando cooperative society	farmers' groups	Farmers of Bomi	Farmers of Grand Cape
City Mayors and other staff	City Mayor, elders d. District Agriculture Officers	c. City Council d. DAO	CAC DAO	Regional Agriculture Officer for Bomi	Grand Cape Mount Regional Agricultural Officer District Agriculture Officers (DAO) Elders

4.2.4 Relevant Issues Raised during the Stakeholders Consultation Meetings

During the consultation meetings with Smallholder Farmer Groups, Cooperatives and Associations Members in the five (5) Counties, they informed the Consultant that their major challenges are:

- 1) Lack of farming inputs including chemicals, fertilizers, seeds, etc.;
- 2) Timely supply of seeds, tools and other inputs during farming season;
- 3) Low price and spoilage of commodities due to availability of buyers to timely purchase their harvest produce;
- 4) Lack of market access for commercialization of farm produce, especially cocoa and coffee which the farmers in Lofa (Faya and Kolahun) have to transport across the border to Sierra Leone for sales according to information provided by the farmers' representatives;
- 5) Lack of local Bank to assist farmers in obtaining micro-finance loans;
- 6) Lack of improved market to farm road to transport harvested produce to the market; and
- 7) Lack of technical and financial capacity to properly manage their respective organizations.

In Nimba (Gbehlaygeh and Sanniquellie), leaders of the Gbeh Women Farmers Union, Gbeh Kwando Cooperative Society and the District Agriculture Officer (DAO) expressed similar challenges as above. They further indicated that they have rice and other produce in stock but no buyer.

4.2.4.1 More Findings

- The findings specifically show that there are many legally established Women and Men Farmers Cooperatives, Associations and Unions within the five (5) Counties selected for the implementation of the Project.
- According to information gathered from the District Agriculture Officer (DAO) and other Local Authorities during the consultative meetings in Nimba, they informed the Consultant that Nimba, especially the two districts (Gbehlaygeh and Sanniquellie) has more than 15,000 registered farmers.
- In Lofa and Margibi Counties, the County Agriculture Coordinators (CACs), District Agriculture Officers (DAOs) and the City Mayors informed the Consultant that they have more than 20,000 registered farmers in the County. These farmers are either organized as Farmers Cooperatives legally registered with the Cooperative Development Agency of Liberia (CDA), or Farmers Associations.
- In Bomi and Grand Cape Mount Counties respectively, there are private sector investments in oil palm production and processing. These private sector investment arrangements under the public private partnership (PPP) is expected to provide case studies for government's effort to expand and extend such arrangement opportunities in the future to smallholder farmers in order to enhance agricultural productions for medium

and small-scale farmers in the country. Despite the presence of these private sector investments, smallholder groups, farmers Cooperatives and Associations continue to actively engage in farming activities to ensure that farm products are available to enhance income generation at household level and support livelihoods of the community members.

4.2.4.2 Recommendation

- It is therefore recommended that during the initial implementation phase of this project, a market survey be conducted including capacity training need assessment, and socio-economic survey in order to identify specific areas of technical support and interventions.
- Conduct a market survey at targeted project locations (Lofa, Nimba, Bomi, Margibi and Grand Cape Mount) where interventions can be made to ensure that farmers have easy access to market to farm roads for commercialization of farm produce.
- To enhance productivity, the Consultant recommend that the market infrastructures should be established in an ideal location/area where all smallholder farmers, organized producer organizations, agribusiness firms will have linkage for commercialization of farm produce on daily basis.
- Establish local banks or support banking institutions that will be responsible to provide long-term loans to farmers with low interest rates for the growth and development of the agriculture sector in the country.
- In addition, the project should provide avenue to explore public private partnership (PPP) in smallholder agriculture development by building on some of the existing interventions already in place such as rice production in Lofa, Bomi, Nimba

5 POLICY, LEGAL AND INSTITUTIONAL FRAMEWORK GOVERNING LAND ACQUISITION AND RESETTLEMENT PLANNING

5.1 Legal Framework

The Constitution and other relevant laws, legislation, regulations, and local rules governing land acquisition and other assets in Liberia as well as the World Bank safeguards policies on involuntary resettlement (OP 4.12) provide a basis for resettlement and compensation principle and procedures for this project. These are briefly described below.

5.1.1 The Liberian Constitution, 1986

Article 22 (a) and (b) of the Constitution gives right to all individuals to own property, either on an individual basis or in conjunction with other individuals, as long as they are Liberian citizens. The right to ownership of property however does not extend to mineral resources on or beneath the land.

Article 24 of the Constitution of the Republic of Liberia states that, “while the inviolability of private property shall be guaranteed by the Republic, expropriation may be authorized for the

security of the nation in the event of armed conflict or where the public health and safety are endangered for any other purposes, provided reasons for such expropriation are given and there is prompt payment of just compensation. It states further such expropriation or compensation may be challenged freely in a court of law, and that when property taken for public use when ceased to be so used, the Republic should accord the former owner or those entitled to the property through such owner the right of first refusal to reacquire the property.

Article 26 of the Constitution of Liberia states, among other things, that where any person's or any association's rights have been unconstitutionally contravened, that person or association may invoke the privilege and benefit of court direction, order or writ, including a judgment of unconstitutionality, and anyone injured by an act of the Government or any person acting under its authority, whether in property or otherwise, shall have the right to bring suit for appropriate redress.

5.1.2 Land Act, 1905

Before independence, land acquisition and distribution in Liberia was done on the basis of relationship and class system. Opposition to this system of land tenure led to the establishment of a set of rules known as the 'digest of law to govern the affairs of the settlers in terms of land distribution'. This subsequently culminated in the Land Distribution Act of 1856, which removed the restriction to land distribution on the basis of citizenship. Later, this Act was repealed by the 1905 Land Act to provide for the expansion of the country from a few miles along the coast into the interior and ownership of the new vast amount of land and people therein.

5.1.3 The Land Rights Acts

Chapter 2 describes nature of ownership and rights in land, and categories of land ownership to include a) Public Land; b) Government Land; c) Customary Land; d) Private Land. Chapter 3 prescribes proof, protection, registration and regulation of land; Article 12 states that 'The right to own and/or use land is not absolute, but is subject to reasonable regulations'. Chapter 5 of the Act provides for acquisition of private land; Articles 17-19 and 22 of the Act describe ways of acquiring private ownership of land including purchase, donation, intestacy, gift, will or Adverse Possession; provided that in all cases a valid acquisition of a Private Land may be only by persons qualified to hold Private Land in keeping with Article (15) of the Act. Article 18 describes acquiring of private land by purchase; Article 19 (2) prescribes conditions for acquiring private land by purchase from Owner of a Private Land; and 22 Article 20 describes ways of acquiring land from the state. Articles 20 and 21 describe purchase of private land from the State and a Community respectively.

Chapter 10 provides for demarcation and categories of Customary Land; Article 38 (1) states that a Land-owning Community may divide its Customary Land into various categories, including but not limited to the following: a) Residential Area, b) Agricultural Area, c) Commercial Area, d) Industrial/Mining Area, e) Cultural Shrines/Heritage Sites, f) Protected Area, g) Forest Land, and h) Any other Categories of land that the Community deems appropriate.

5.1.4 Revised Laws and Administrative Regulations for Governing Hinterland (RLARGH)

Article 66 of the RLARGH states that, “title to the territory of the Republic of Liberia is vested in the sovereign state.” The right and title of the respective tribes to land of an adequate area for farming and other enterprises essential to the necessities of the tribe main interest in the land to be utilized by them for their purposes; and whether or not they have procured deeds from Government, delimiting by notes and bounds such reserves, their rights and interests in and to such areas, are a perfect reserve and give them title to the land against any person or persons whomsoever. The article further states that when the tribe should advance, they should petition the Government for the division of the land into family holdings and the Government should grant deeds to each family in fee simple. Article 67 of the RLARGH states, among other things, that individuals not members of a tribe may enter a tribal land for the purpose of using said land. However, said persons should obtain permission from the Tribal Authority prior to commencing his/her activities and agree to pay some token in the nature of rent.

5.1.5 National Land Right Policy

Government in 2013 endorsed a Land Rights Policy. The Policy provides recommendations for land rights in Liberia, based on four land rights categories: Public Land, Government Land, Customary Land and Private Land. The Policy recommends the full legal recognition of customary land rights by protecting customary and private land equally. The Land Rights Policy of Liberia aims at promoting the judicious use of the nation’s land and all its natural resources by all sections of the Liberian society in support of various socio-economic activities undertaken in accordance with sustainable resource management principles and in maintaining viable ecosystems. Key policy provisions include facilitating equitable access to land, guaranteeing security of tenure and protection of land rights, ensuring sustainable land use and enhancing land capability and land conservation.

In 2014 the LLC (now the LLA) drafted a Land Rights Act, which is currently pending approval of the Senate. The Land Rights Act draft is based on the recommendations from the Land Rights Policy and reflects the four categories of land ownership as outlined above. The Land Rights Act draft seeks to ensure that customary land is given protection equal to private land for all Liberians. Further, the Land Rights Act draft prescribes the means by which land may be acquired, used, transferred and otherwise managed.

Possibly, the first formal legal recognition of community land in Liberia was the issuance of a deed in 1876 for conditional fee simple ownership. Fee simple ownership was subject to three conditions: (1) demonstrating “civilized” customs, (2) cultivating a certain amount of coffee trees, and (3) building on the land. The law that authorized the deed gave each male member of the tribe one town lot and thirty acres of farmland. These individual holdings likely remained subject to customary law, and thus within a larger community land tenure system. Individual or family- based holdings, even when a community has a deed for its land, are not uncommon as the customary tenure system persists, which allows for such holdings. This land administration

setting makes Liberia likely the first African state or colony to formally recognize community land.

5.1.6 Land Acquisition Act of 1929

The Act outlines procedures for obtaining rights to any piece of land in Liberia through purchase. It distinguishes land in Liberia into two categories: the hinterland and the county area. The procedure for obtaining land located in the hinterlands is as follows:

- ✓ Obtain consent of Tribal Authority to have a parcel of land deeded to the individual by the Government;
- ✓ Pay a sum of money as a token of one's intention to live peacefully with the tribesmen;
- ✓ Paramount or clan chief signs a certificate which purchaser forwards to the office of the District Commissioner (who also acts as the Land Commissioner for the area);
- ✓ The District Commissioner, after ascertaining that the land is not encumbered in anyway, approves that the land be deeded to the applicant and he issues a certificate to the applicant.

The procedure for obtaining land located in the county is as follows:

- ✓ Application to the Land Commissioner in the county in which the land is located;
- ✓ The applicant obtains a certificate from the Land Commissioner, if he is satisfied that the land is unencumbered.

After the purchaser completes the above steps, he pays to the Bureau of Revenues the official value of land, which is not less than fifty cents per acre. Thereafter, the purchaser shall obtain and submit a receipt to the President for an order to have the land surveyed. A deed will then be prepared by the Land Commissioner, authenticated, and given to the purchaser.

5.1.7 County Act of 1969

The Act first instituted official distribution and demarcation of land boundaries in Liberia. Heretofore, counties were created through political means. For example, the three oldest counties in Liberia—Montserrado, Sinoe, and Maryland were all products of political consideration.

5.1.8 Land Commission Act, 2008

The Act provided for establishment of the Land Commission with mandate and purpose to propose, advocate and coordinate reforms of land policy, laws and programs in Liberia. Its mandate extends to all land and land-based natural resources, including both urban and rural land, private and public land, and land devoted to residential, agricultural, industrial, commercial, forestry, conservation and any other purposes. However, it does not have adjudicatory or implementation role.

The commission's primary objectives include to:

- ✓ Equitable and productive access to the nation's land, both public and private;
- ✓ Security of tenure in land and the rule of law with respect to landholding and dealings in land;
- ✓ Effective land administration and management; and
- ✓ Investment in and development of the nation's land resources.

5.1.9 Land Administrative Policy 2015

The Land Administration policy presents a framework for land administration in Liberia. It focuses on the main features of good land administration and those pertaining to the identification, ownership, use, and valuation of land, including information on all lands, as well as the identification of land and the determination of rights to the land, recording of those rights, valuation of land and the management of government and public land, coordination of land use planning, the establishment of the institutional framework at central and local government levels to carry out this mandate.

5.1.10 The National Rice Development Strategy of Liberia 2012

Aims to improve food security and achieve self-sufficiency through the doubling domestic rice production by 2018. Rice is a staple cereal crop in Liberia with great social and political significance. Demand far exceeds local production, however, which requires high imports and affects the country's trade balance and foreign exchange.

5.2 OP 4.12-World Bank Policy on Involuntary Resettlement

The World Bank's safeguard policy on involuntary resettlement (OP 4.12) is to be complied with where involuntary resettlement, impacts on livelihoods, acquisition of land or restrictions to access to natural resources, may take place as a result of the project. It includes requirements that:

- ✓ Involuntary resettlement should be avoided where feasible, or minimized, exploring all viable alternative project designs.
- ✓ Where it is not feasible to avoid resettlement, resettlement activities should be conceived and executed as sustainable development programs, providing sufficient investment resources to enable persons physically displaced by the project to share in project benefits. Displaced persons should be meaningfully consulted and should have opportunities to participate in planning and implementing resettlement programs.
- ✓ Displaced persons should be assisted in their efforts to improve their livelihoods and standards of living or at least to restore them, in real terms, to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher. This policy covers direct economic and social impacts that both result from Bank-assisted investment projects, and are caused by the involuntary taking of land resulting in:
 - Relocation or loss of shelter;
 - Loss of assets or access to assets; or

- Loss of income sources or means of livelihood, whether or not the affected persons must move to another location.

5.2.1 Comparison between Land Law in Liberia and World Bank

In principle, Liberia laws and regulations relevant to land acquisition and resettlement adhere not only to the objective of compensation for affected families or persons, but also to the objective of rehabilitation. However, Liberia laws (squatter rights, illegal occupation of private land, etc.) are unclear on how rehabilitation is to be achieved and in practice the provision of relocation and rehabilitation is left between the Ministry of Agriculture, Ministry of Finance & Development Planning, Local Governments and the specific project proponents. Another major difference between the Liberia laws and the WB policies is that the WB OP 4.12 recognizes titled and non-titled owners/users as well as registered and unregistered tenants, i.e. lack of legal title is no bar to compensation and rehabilitation. To clarify these issues and reconcile eventual gaps between the Liberia laws and regulations and WB OP 4.12, this Resettlement Policy Framework (RFP) mandates compensation at full replacement cost of all items, including the rehabilitation of informal/non-titled settlers, and rehabilitation packages (as appropriate, to be determined in the RAP) for PAPs that may need to be relocated, suffer business losses, or may be severely affected.

Furthermore, public disclosure and consultation are well articulated in the Liberia laws and the project shall ensure due inclusion of (potential) PAPs and, in particular, vulnerable groups affected by the project, in the public consultation and participation process prior to and during project implementation.

Table 6 below highlights the differences between Liberian laws and World Bank policies regarding resettlement and compensation.

Table 6: Gaps between the Liberia laws and the World Bank

Legislation of the Republic of Liberia	WB Involuntary Resettlement	Conclusion on gaps	Policy Actions to address the gaps
1. Eligibility			
a) Individuals, groups or organizations having documented ownership or titles over property/ies (buildings, land, church, mosques, shops, crops, etc.) are eligible to receive compensation for the land being alienated, demolished/damaged,	a) Individuals, groups or organizations who have formal legal rights to land (including customary and traditional rights recognized under the laws of the Liberia) are provided compensation for the land they lose;	In general, the provisions of the Liberian legislation and WB's (OP 4.12) have the same approach on persons with formal legal right over the property.	To address this issue, there is no policy gap between the WB (OP 4.12) and Liberia legislation.

Legislation of the Republic of Liberia	WB Involuntary Resettlement	Conclusion on gaps	Policy Actions to address the gaps
1. Eligibility			
<p>and lost crops caused by the project implementation. In cases where their lands are not alienated but partially used for public projects, the Ministry of Agriculture, STAR-P through the Land Commission and the Environmental Protection Agency (EPA) shall be charged with the responsibility of administering and regulating public and private lands. This includes land tenure, land policy, land reform, land use, planning and all other aspects of land administration)</p>			
<p>b) Individuals, groups, and organizations enjoying other property/ies rights (right to lease, right to free use, etc.) are eligible for compensation, whereas the amount of compensation for these groups are included and paid from the compensation paid to titled owners.</p> <p>Individuals, groups, or organizations having constructed buildings on their own lands but not registered them as of the cut-off date may receive</p>	<p>b) Individuals who do not have formal legal rights to land but have a claim to such land or assets – provided that such claims are recognized under the laws of Liberia or become recognized through a process identified in the resettlement plan – are provided compensation for the land they lose.</p>	<p>The Liberian legislation and WB’s (OP 4.12) have the same approach on compensation payment to organizations and individuals enjoying other property/ies, and on those who did not register their structures before the cut-off date.</p>	<p>To address this issue, there is no policy gap between the WB (OP 4.12) and Liberia legislation.</p>

Legislation of the Republic of Liberia	WB Involuntary Resettlement	Conclusion on gaps	Policy Actions to address the gaps
1. Eligibility			
compensation.			
c) Individuals, organizations or groups having built a construction or planted trees in areas belonging to others cannot receive compensation for loss of assets (squatters)	c) Individuals, groups, or organizations who have no recognizable legal right or claim to the land they are occupying are provided resettlement assistance in lieu of compensation for the land they occupy, and other assistance as necessary, if they occupy the project area prior to the cut-off date.	The Liberia legislation does not allow/provide payment of compensation for structures built illegally or trees planted on land belonging to others.	To address this policy gap, the WB (OP 4.12) on involuntary resettlement of PAPs shall apply.
2. Entitlements			
Legislation of the Republic of Liberia	WB Involuntary Resettlement	Conclusion on gaps	Policy Actions to address the gaps
As per Liberia legislation compensation is paid only to the owners and persons having the property rights over the assets. If the ownership/property rights has been acquired before the project cut-off date, whereas all the improvements done after the cut-off date in excess of the scope set by the law and all the encumbrances generated over the property after the cut-off date are not subject to compensation.	PAPs are provided resettlement assistance in lieu of compensation for the land they occupy, and other assistance, as necessary, to achieve the objectives set out in this policy, if they occupy the project area prior to a cut-off date.	The Liberia legislation does not allow/provide payment of compensation to persons without legal title or property rights. To address this policy gap, the WB (OP 4.12) shall apply.	WB (OP 4.12) shall apply.
Adequate compensation should be paid to owners in case of alienation, whereas the	Compensation levels should be sufficient to replace the lost land and other assets at full	Both Liberia legislation and WB (OP 4.12) provides for compensation for lost	Apply the compensation level that is more beneficial to the PAPs where is

Legislation of the Republic of Liberia	WB Involuntary Resettlement	Conclusion on gaps	Policy Actions to address the gaps
1. Eligibility			
amount of compensation exceeding the market value will be considered as adequate.	replacement cost in local markets.	land and assets. National legislation appears to be more beneficial for the PAPs.	disagreement on which criteria to apply
Provisions for livelihood rehabilitation measures and/or allowances for severely affected PAPs and vulnerable groups, and/or resettlement expenses shall be provided by either the Project Implementation Unit or Ministry of Agriculture through the Ministry of Finance & Development Planning.	The WB policy requires rehabilitation for income/livelihood, for severe losses, and for expenses incurred by any and all PAPs during the relocation process.	Liberia legislation provides limited provisions for income/livelihood compensation and/or expenses incurred by the PAPs during the relocation process especially for squatters on government.	To address this gap, the WB (OP 4.12) shall apply.
3. Information Requirements			
The resolution of the Government on acknowledgment of exceptional superior public interest is to be properly communicated to the owners and persons having property rights over the assets within seven days after it enters into force. The owner and persons having property rights over the property to be alienated are entitled to participate in completing the description of the property to be alienated. The copy of the protocol on description is to be sent to the owner and	Information related to quantification and costing of land, structures and other assets, entitlements, and amounts of compensation and financial assistance are to be disclosed in full to the affected persons and the public.	Requirements of the Liberian legislation and the WB OP 4.12 are almost the same on this issue. Almost the same is not same as being the same. So there must be a choice here!	Ensure adequate, full and appropriate channels of disclosure to the public and the PAPs

Legislation of the Republic of Liberia	WB Involuntary Resettlement	Conclusion on gaps	Policy Actions to address the gaps
1. Eligibility			
the persons having property rights over the property. Local municipalities are required to acknowledge the communities through mass media and public discussions on expected changes in their living environment (the county superintendents, the City Mayor, the Consultant, STAR-P, and local authorities shall be responsible).			

5.3 Institutional Framework for preparation and implementation of RAP under STAR-P

This section discusses the institutional arrangements available to implement the resettlement process associated with the STAR-P Project. The ultimate responsibility, however, rests with the MoA. Institutions with the responsibility to play in the implementation process involve a number of government institutions and organisations, both at central and local level, private enterprises, non-governmental organisations (NGOs) and local institutions of the project affected people. The main actors to be involved in carrying out resettlement and/or compensation are discussed below.

5.3.1 Ministry of Agriculture

The MoA is responsible for the overall implementation and coordination of the STAR-P in Liberia. In continuity with STAR-P, the MoA entrusts the overall coordination of project implementation to the PMU through the Project Coordination Unit. MoA will screen all activities and whenever the activities are expected to lead to the taking of land and involuntary resettlement, will prepare a Resettlement Action Plan based on the principles included in this Resettlement Policy Framework.

The STAR- P Coordination Unit (PCU) will be responsible for the day-to-day coordination and management, procurement, M&E, reporting, assessment of impacts, and systematic analysis of lessons learned of the project.

Roles and responsibilities

- *Overall project coordination and implementation process of the project ensuring compensation and rehabilitation mechanisms are implemented adequately,*

- *Setting up the project implementing Unit*
- *Establish linkages with ongoing projects*
- *Supervision, quality assurance, monitoring and reporting,*
- *Disbursement of project funds*
- *Ensuring the carrying out of social surveys and related assessments,*
- *Ensuring the participation of other stakeholders such as the project affected community and non-governmental organizations,*
- *Monitoring and evaluation of affected projects.*
- *Monitoring contractor compliance with recommendations of RAP and ESMPs,*
- *MoA will also be responsible in handling community grievances related to resettlement,*
- *Compensation as well as other social issues from communities and construction workers.*

5.3.2 Ministry of Land, Mines and Energy

The Ministry of Lands, Mines and Energy, besides its pivotal role in mineral resource development, is also in charge of the national responsibility of administering and regulating public and private lands. This includes land tenure, land policy, land reform, land use, planning and all other aspects of land administration. It coordinates the activities of gold and diamond miners and is responsible for issuing mining licenses. The Vision and Mission of the MME (former Ministry of Lands, Mines and Energy) is to ensure the sustainable management and utilization of Liberia's lands and mineral resources for socio-economic growth and development.

The Ministry's activities and implementation of the current reforms are in pursuance of its set aims and objectives. These are:

- ✓ Develop and manage sustainable lands and mineral resources;
- ✓ To facilitate equitable access, benefit sharing from and security to land and mineral resources;
- ✓ Promote public awareness and local communities' participation in sustainable mineral and land service delivery and mineral resource management and utilization;
- ✓ Develop and maintain effective institutional capacity and capability at the national, regional, district and community levels for land and mineral service delivery; and
- ✓ Develop and research into problems of mineral resources and land use.

Roles and responsibilities

- *Ministry will be responsible in coordination and review of land related issues*
- *Regulation of concessions and resettlement of PAPs*
- *Ministry play a direct role in compensation and resettlement activities of proposed project.*

5.3.3 The Ministry of Finance and Development Planning

The Ministry through the PMU/PIU will help the project in informing the GoL on the key project deliverables. It will also help in linking the right department that will help in the evaluation of properties when resettlement needs arise. The Ministry will transfer the proceeds of the grant necessary for Project execution to the PMU/PIU.

Roles and responsibilities

- *Assist in the valuations of properties if an involuntary resettlement arises.*
- *The Ministry will be in charge of releasing funds for compensation to PAPs*

5.3.4 Environmental Protection Agency (EPA)

The EPA is mandated to set environmental quality standards and ensure compliance with pollution control. It is responsible for the provision of guidelines for the preparation of Environment Assessments and Audits, and the evaluation of environmental permits. These may include certification procedure for agrochemicals and their application and other activities potentially dangerous to the environment.

The EPA is also established to coordinate, monitor, supervise and consult with relevant stakeholders on all activities in the protection of the environment and sustainable use of natural resources.

Roles and responsibilities

- *Its roles include managing the ESIA process, making decisions and ensuring that management occurs in accordance with the decision made. In this regard the EPA reviews reports including the project brief, ESIA and follow-up, monitoring reports.*
- *The Authority in consultation with the lead agencies is empowered to issue guidelines and prescribe measures and standards for the management and conservation of natural resources and the environment.*

5.3.5 Ministry of Public Work (MOPW)

The MOPW is responsible for land-use zoning and may be engaged in site the selection. The Ministry of Public Works carries out the following broad functions:

- *Provision of advice, technical services, planning, design and construction of works projects for other Government Departments and Agencies.*
- *Management of works and maintenance programmes associated with public buildings, roads bridges, airfields, jetties, water supplies, sewerage and rural electricity; and*
- *Maintenance and operation of facilities owned by the Government.*

5.3.6 The Liberia Land Authority (LLA)

The Liberia Land Authority (LLA) was established with the passing of the LLA Act1 by the Legislature in October 2016. The LLA has the legal mandate for land administration in Liberia.

The LLA will subsume the Department of Lands, Surveys and Cartography (DLSC) under the Ministry of Mines and Energy, the Deeds Registry currently within the Center for National Documents and Records Agency (CNDRA), and relevant functions from the Ministry of Internal Affairs (e.g. County Land Commissioners). The LLA's main activities will focus on a) land policy and planning, b) provision of land survey, registration and mapping services, c) provision of land valuation services, d) creation of a national Land Information System, e) alternative land dispute resolution services, f) coordination of access to government and public land for investment and conservation projects, g) promotion of land use planning and zoning by local governments, and h) demarcation and titling of the customary land rights of local communities.

Roles and Responsibilities

- *Ensuring ownership of land*
- *Assisting in land surveys and ensuring that farmers have land titles*
- *Putting in place to ensure that tenure security and rule of law*
- *Ensure policies that encourage use of land*

5.3.7 The Local Government Authority (LGA)

The LGA oversees the operation of the Local Government system and implements policy in relation to local government structures, functions, human resources and financing. The LGA is responsible for the management of development at the county and district levels. As such, it will be involved in site selection of the sub-projects.

Roles and Responsibilities

- *During compensation, the local government authority in project-affected areas will be helpful for identification or verification of rightful property owners.*
- *Assist during the identification of rightful property owners, and resolving compensation grievances.*
- *The LGA will receive and solve disputes from lower local governments.*
- *Co-ordinate and carry out routine monitoring activities during the implementation of activities,*

5.3.8 The Local NGOs

The local NGOs (Community Facilitators) may be contracted by MoA to facilitate community development and monitor the day-to-day implementation.

Roles and Responsibilities

- *Ensuring that community concerns are taken into account at every stage of the planning and implementation process.*
- *Providing information on behalf of the community about key aspects that require consideration in the assessment process, and*
- *Participating in the supervision, Monitoring and evaluation of project activities.*

- *Organizing the community's participation in the planning and undertaking of the resettlement planning activities.*

5.3.9 The Local Communities and their Traditional Rulers

During the entire process of selecting potential resettlement sites, the affected local communities' traditional rulers must be informed and consulted continuously, so that their concerns and preferences are properly taken into account during the decision-making process.

Roles and responsibilities

- *To participate fully in all aspects of the program including project identification, preparation, implementation, operation and maintenance.*
- *Be a part of the GRM that will be established. That is representatives to handle community grievances.*
- *To express their views on project risks, impacts, and mitigation measures and allow the project proponent (MoA) to respond to them.*

6 PROCESS FOR PREPARATION AND IMPLEMENTATION OF RESETTLEMENT ACTION PLANS

This RPF guides the preparation of Resettlement Action Plan (RAP) or Abbreviated Resettlement Action Plan (ARAP). Projects requiring RAP/ARAP shall be prepared and taken through the World Bank clearance requirements before any works can commence. Preparation and determination of the type of instrument is premised on two parameters (i) whether involuntary land acquisition is involved or not (ii) the number of people to be affected will determine whether the process will include a Full RAP (200 affected individuals or more), or an ARAP (Less than 200 affected persons). This RPF provides the procedures to follow in the preparation and clearance of the RAP/ARAP. MoA through the PIU Implementation Support Team will make sure that, the following processes (**Table 7**) are followed for each activity that triggers resettlement.

Table 7: Steps for the Preparation and Implementation of RAP/ARAP

Step	Activity	Responsible person/agency	Time frame
1	Identification of sub-project locations	PIU (including Safeguards officers/ gender specialists), private investors etc	
2	Sub-project environmental and social risk screening	PIU (Safeguards officers/ gender specialists)	After sub-project locations are identified.
3	Assessment of the need for rerouting / re-siting certain sub-project components in case they affect inhabited dwellings	PIU (Safeguards officers/ gender specialists),	Two weeks after E&S screening
4	Confirm need for resettlement/compensation actions	PIU (Safeguards officers/ gender specialists),	Two weeks after E&S screening
5	Draft TORs for (A)RAP preparation	PIU (Safeguards officers/ gender specialists), site engineers	Two weeks
6	TOR to be reviewed and cleared by the WB	World Banks safeguards specialist	One week
7	Use TOR to initiate EOI and contracting of consultant to prepare the RAP or ARAP as needed	PIU (Safeguards/procurement)	Two weeks
8	Use RPF to comply with the process required to undertake land acquisition and compensation payment	RAP consultant/ preparation team	As part of RAP preparation Process and Timelines

Step	Activity	Responsible person/agency	Time frame
9	Initial information and consultation with potential PAPs	RAP preparation team	As part of RAP preparation Process and Timelines
10	Census of affected people and assets (including the identification of vulnerable persons or households)/ socio-economic baseline studies	RAP preparation team	As part of RAP preparation Process and Timelines
11	Establishment and public disclosure of cut-of-date	RAP preparation team	Immediately after completion of census
12	Valuation of affected properties	RAP preparation team (valuation expert)	As part of RAP preparation Process and Timelines
13	Preparation RAP or ARAP report	RAP preparation team	after field surveys have been carried out.
14	Confirm availability and flow of funds for RAP implementation	PIU/MOA/Ministry of Finance	
15	Draft RAP Submitted to the World Bank for review and clearance.	PIU/MOA	As soon as RAP/ARAP is completed by consultant and reviewed by MoA
16	Public consultation and disclosure of RAP	PIU/ RAP preparation team	Immediately report is approved by the Bank.
17	Implement RAPs and ARAPs	PIU/ MOA	To be completed before civil works can commence.
18	Receiving and resolving of complaints and grievances	PIU/MOA/District, County representatives	Continuous during project cycle
19	Monitoring of RAP implementation	Safeguards officers/ gender specialist/ M&E officer	Continuous during project cycle
20	Evaluation of Post-RAP implementation	Third party/ M&E/ Gender specialist and Safeguards officers	After 1 year
21	Preparation of RAP completion report	Third party	At the end of compensation and implementation.

6.1 Identification of sub-project sites

Since the exact locations of the project sites are unknown, the preparation and disclosure of this Resettlement Policy Framework is a requirement for Borrowers prior to project effectiveness. However, during implementation of the STAR- P, identification of these sites will be made

during the sub-project design stage and when that happens, a screening of each proposed intervention or project site should be undertaken to identify the anticipated or potential social impacts and risks for the proposed intervention.

6.2 Screening

The safeguard consultants recruited by MoA-PIU, based on the design of the subproject, shall carry out screening to identify the involuntary resettlement impacts and risks. If there is no resettlement impact identified, then the World Bank policy on involuntary resettlement OP 4.12 shall not be triggered and no RAP is required but the Due Diligent Report specifying no demand on land acquisition and resettlement impact should be prepared and submitted to the World Bank for clearance.

If resettlement impacts are found because of the STAR-P subproject, the project shall take the following steps to minimize displacement:

- Wherever inhabited dwellings may potentially be affected by a component of a sub-project, the sub-project shall be redesigned (facility relocation, rerouting) to avoid any impact on such dwellings and to avoid displacement/relocation accordingly;
- Wherever the impact on the land holding of one particular household is such that this household may not be sustainable in the long term, even if there is no need to physically displace this household, the sub-project shall be redesigned (facility relocation, rerouting) to avoid any such impact;
- Minimization of land impact will be factored into site and technology selection and design criteria;
- Infrastructures required by the project will be routed inside existing rights-of-way (roads,) wherever possible.

Where resettlement is unavoidable, Bank policy on Involuntary Resettlement (OP4.12) shall be triggered. If the screening results show that more than 200 people would be affected, this will require the preparation of a Resettlement Action Plan (RAP). If the PAPs are less than 200 persons then, an Abbreviated Resettlement Action Plan (ARAP) will be prepared in accordance with OP 4.12. This will inform the choice of resettlement and compensation options and help estimate compensation cost.

The World Bank should submit each RAP for review and approval in good time before the commencement of works on the subproject. Activities for compensation and support can be started only when the World Bank has approved each RAP. The payment for compensation, allowances and other support or assistance should be completed before taking of land and related assets.

6.3 TOR and consultancy for RAP Preparation

- a) For any sub-project that triggers the need for RAP or ARAP, the PIU with the help of key stakeholders will prepare the ToRs for the RAP and submit to the World Bank for approval.
- b) Upon clearance of the ToRs, the PIU would proceed to procure a consultant to prepare the RAP/ARAP if there is no internal capacity to prepare such a RAP/ARAP. This means that the procurement of the consultant for the preparation of RAP/ARAP is the responsibility of the PIU.

6.4 Public Consultation and Participation

Community participation and involvement in planning, preparation, implementation and monitoring process will be an integral part of the resettlement process. A stakeholder Engagement Plan will be prepared to guide STAR-P engagement with stakeholders. Persons affected by the project should participate into the whole process of the compiling and implementation of the resettlement plan. Appropriate engagement mechanisms should be used to provide PAPs, relevant local authorities, CBOs, NGOs , CSO etc with information and understanding of this framework. PAPs need to understand the project impacts, mitigations measures, the decision-making processes related to resettlement and livelihood restoration and should include options and alternatives from which affected persons may choose. Consultations should happen in local language where possible; women should be consulted separately if that is more appropriate. The consultation process should ensure sizeable participation of women, youth, and groups at risk of exclusion, and also ensure prior distribution of project information in a form that is accessible to community members, etc.

6.5 Census of Affected Entities

A census of families and persons adversely affected by STAR-Project activities shall be conducted by the Project. The census shall include a complete inventory of all losses to be incurred by each PAP. This information shall include as a minimum: (a) number of persons, main occupation and level of income; (b) number, type, and dimension of the houses; (c) number, quality, and area of all the residential plots; (d) number, category, type, and area of agricultural land held and to be lost by each PAP; (e) tenure status of agricultural land and amount of rent paid by tenant/lessee, where applicable; (f) quantity, category, and dimension of all rent of other fixed assets adversely affected; (g) productive assets lost as a percentage of total productive assets; (h) temporary damage to productive assets; (i) quantity, category, and quality of non-agricultural livelihood adversely affected; (j) quantity, type, and quality of community resources to be acquired. In special cases where there are no clearly identifiable owners or users of the land or asset, the RAP team must notify the respective local authorities and leaders. A “triangulation” of information-affected persons; community leaders and representatives; and an independent agent (e.g. local organization or NGO; other government agency; land valuer) may help to identify eligible PAPs.

While identifying the project affected people, particular attention is to be paid to the needs of the Vulnerable groups among those economically and /or physically displaced particularly those below the poverty line, the landless, the elderly, women and children, women and child headed households, indigenous groups, ethnic minorities, HIV/AIDS afflicted persons, orphans, street children, and other historically disadvantaged groups who may not be protected by Liberia's land compensation procedures.

6.6 Socio Economic Survey

The census and inventory of loss are supplemented with data from socioeconomic study. The socioeconomic study data and information are used to establish baseline information on household income, livelihood patterns, standards of living, and productive capacity. This baseline information constitutes a reference point against which income or livelihood restoration and the results of other rehabilitation efforts can be measured. Other areas of socioeconomic analysis may include: land tenure and transfer systems; the patterns of social interaction in the affected communities; public infrastructure and social services that will be affected; and social and cultural characteristics of displaced communities. The means of sustaining livelihood for the affected will be captured, as this will be used to analyze options for providing resettlement assistance.

Interviews are conducted with a systematic sample and using uniform questionnaire. The sample should provide a sufficient number of cases for statistical analysis

6.7 Cut-off Date Disclosure and Notification

Cut-off date is the last day of inventory of all PAPs. It is established to prevent people from taking advantage of project area of impact to establish themselves just to receive compensation. Cut-off dates help to cap the number of PAPs within a particular period but the dates must be publicly disclosed. PAPs must be notified both in writing and by verbal notification delivered in the presence of all the relevant stakeholders. Enforcing the cut-off date will be the role of MoA. In line with OP 4.12, the following three categories of affected people will be eligible to Project resettlement assistance:

- a) those who have formal legal rights to land (including customary and traditional rights [recognize ownership and use systems inherent in customary land tenure systems] recognized under the laws of the country);
- b) those who do not have formal legal rights to land at the time of the cut-off but have a claim to such land or assets-provided that such claims are recognized under the laws of Liberia or become recognized through a process identified in the resettlement plan; and
- c) those who have no recognizable legal right or claim to the land they are occupying.

Persons covered under (a) and (b) above are provided compensation for loss of land and assets and other assistance as needed. Persons covered under (c) above are provided resettlement assistance in lieu of compensation for the land they occupy, and other assistance, as necessary, if they occupy the project area prior to the cut-off date.

In practice, this means that people usually considered in Liberia as “squatters” will be entitled to Project assistance as long as they are present on site at the cut-off date. However, persons who encroach on the area after the cut-off date are not entitled to compensation or any other form of resettlement assistance. All persons in the three categories above are provided compensation for loss of assets other than land (i.e. structures and crops).

7 VALUATION AND COMPENSATION

7.1 Basis for Valuation

Project Affected Persons (PAPs) when displaced by the project will be provided full replacement cost of lost structures and will be able to rebuild or replace their structures without difficulties. The valuation will estimate building/structure compensation rates based on full replacement cost without depreciation. Buildings and structures will be valued on the basis of Replacement Cost Method to arrive at the market value. World Bank's OP 4.12 stipulates that depreciation of an asset and value derived from salvaging materials from razed structures should not be discounted when deriving replacement cost. Additionally, the policy (OP 4.12) requires replacement value to include cost of materials transport to site, labor costs and any transfer fees or taxes involved in replacing an asset. In addition, persons who will lose their crops and trees due to sub-project activities will be compensated based on the District rates provided by the County Agriculture Coordinator of the respective districts, which should take into account the replacement cost. In this respect, it is the duty and responsibility of CAC to compile or review District Compensation rates for their respective Districts.

The assets valuation exercise should be guided by valuation methods currently used by the Ministry of Finance and Development Planning (now the Liberia Revenue Authority, the Ministry of Agriculture and that of Real Estate Surveyor (property valuator) and valuation rates for land, tree crops and structures. In events where, Liberian legal provision does not meet the principle of full replacement cost as required by the World Bank policy on involuntary resettlement, compensation amount under this RAP should be supplemented by Bank's OP 4.12 provision. The objective is to achieve the principle of the World Bank policy of full replacement cost not of property that will be affected by the STAR-P.

7.2 The Process of Valuation Inspection/Referencing

The process of valuation inspection and referencing depends on the key points, which the valuation will take care of as follows:

- ✓ Collection of all relevant primary and secondary data on the affected property during final detailed valuation inspection and referencing to serve as basis for assessment of loss;
- ✓ A comprehensive primary database for monitoring, evaluation and audit.

To ensure comprehensive and transparent asset inventory, a multidisciplinary team should be constituted for the valuation process. This should compose of the following:

- Project Representative (Team Leader)

- Representative of the Local Government (Local leaders)
- County/District Land Board Representative
- Town/Village representative
- Woman Representative
- Surveyor and Valuation expert
- Sociologist (to get the social impacts and sensitize the PAPs)

Table 8 presents some relevant data to be captured by the valuers.

Table 8: Valuation information

Category	Details
a) Land	<ul style="list-style-type: none"> - Capture location details of the land. - Identify the boundaries of the area/section of the land to be affected. - Take detailed measurement of the land area to be affected along the affected boundaries.
b) Buildings (Immovable Structures)	<ul style="list-style-type: none"> - Photograph all affected immovable properties – detailed internal measurement of buildings should be done. - Collate property details, which will include noting affected accommodation details, constructional details of affected parts and external works (fence walls, gates, pavements) affected owner’s details etc.
c) Crops	During the inspection and enumeration exercise details such as type, age, stage of growth, size of farm (or number of crops for isolated economic/perennial trees) nature of farm etc. are captured.
d) Temporary Structures (Movable Properties)	Collate data on temporary structures by categorizing temporary structures based on constructional details (wall materials, affixed to concrete slabs or not), size of structure and use of structure business/residential) and type.
Intangible Assets (loss/impact arising from disturbance)	Obtain relevant data on households affected (tenants, owners, relatives), apprentices/trainees and determine intangible loss on households, business and livelihoods.

During the survey each asset is enumerated and recorded in an inventory. An evaluation of the asset is carried out using either the harmonized evaluation table or the acceptable method as proposed by the valuation expert. The values of each asset are recorded in a register and declared to the PAPs for agreement. Upon agreement, both the PAP and the Surveyor or Valuation expert signs the form. The PAP and Valuation team retain copies of the signed forms.

7.2.1 Valuation for Customary Land

Implementation of STAR-P may require the use of land under customary land ownership for the proposed sub-projects. In this case, valuation methods for affected land and assets should conform to customary laws, and land assets would be valued and compensated for according to the following guidelines:

- a. The PAPs would be compensated for assets and investments.
- b. Compensation rates would be at replacement costs as of the date that the replacement is to be provided.
- c. The market value for cash crops would have to be determined and used.
- d. Calculation of compensation would not be made after the cut-off date.

7.2.2 Valuation for Government Owned Land

Once it becomes necessary to acquire a site for a public purpose, the relevant authorized officer is mandated to prepare the relevant instruments and guidance necessary for the state to acquire the specified property. For cases where the public is using the government land for example settlements, for grazing or any other productive activity, the individual or the community is only compensated for properties on the surface and not land. For example, he/she is compensated for crops, any improvements and structures because these have been a source of their livelihood. The same procedure obtains for the private owners except that the owner is compensated for both the land and loss of income.

7.3 Determination of Compensation Payment

7.3.1 Compensation Packages

Two main resettlement packages will be designed/used to ensure satisfactory compensation for PAPs who lose assets or livelihoods when the STAR-P project is implemented. These packages will be developed in consultation with PAPs. Each PAP will have the opportunity to choose the option that best suits their circumstance. In-kind and/or in cash resettlement packages will be used as means of compensation (**Table 9**). The type of compensation will be an individual choice although every effort will be made to instill the importance and preference of accepting in kind compensation if the loss amounts to more than 20% of the total loss of subsistence assets. PAPs will be advised about benefits of replacement of physical assets and risk inherent in cash payments. For example, unless the affected person chooses cash compensation land-for-land compensation will be encouraged as it ensures PAPs immediately have land for settlement or farming and avoids risk of squandering compensation payments.

Table 9: Forms of compensation

Cash Payments	Compensation will be calculated and paid in local currency. Rates will be adjusted for inflation
In-Kind Compensation	Compensation may include items such as land, houses other buildings, building materials, seedlings, agricultural inputs and financial credits for equipment.
Assistance	Assistance may include moving allowance, transportation and labor, title fees, or other related costs.

Making compensation payments raises some issues regarding inflation, security, and timing. One purpose of providing in-kind compensation is to reduce inflationary pressures on the costs of goods and services. Local inflation may still occur; thus, market prices shall be monitored within the time period that compensation is being made to allow for adjustments in compensation values. The question of security, especially for people who will be receiving cash compensation payment, needs to be addressed by the MoA. Each recipient in consultation with the district and Municipal officials shall decide upon the time and place for in-kind compensation payments.

All compensation payments will be made to the affected party in the presence of the following:

- ✓ Accountant
- ✓ Valuer
- ✓ Surveyor
- ✓ Resettlement Committee - Chairperson
- ✓ Land Commissioner
- ✓ Representative from the Superintendent Office
- ✓ Representative from the office of the CAC

7.3.2 Compensation for Land

All types of compensation should be clearly explained to the individual or household. A land acquisition team comprising the Land Owner(s), the Local Community, local leader chairperson, District officials and Land Valuation Offices should draw up a contract listing all property and land to be acquired, and the types of compensation (cash and/or in-kind) selected. A person selecting in-kind compensation has an order form, which is signed and witnessed. The compensation contract should be read aloud in the presence of the affected party and other stakeholders prior to signing.

7.4 Determination of Compensation Rates

7.4.1 Compensation for Loss of Crops

Compensation of crops will be determined by the following criteria below:

7.4.1.1 Perennial Crops

Cash compensation will be provided for the loss of perennial crops, calculated using the approved district rates (considered adequate for replacement value). In addition, a transitional allowance will be provided to cover any loss of livelihood during the period between the loss of crops and the availability of income from new crops.

7.4.1.2 Annual (Seasonal) Crops

The project will provide all compensation under the entitlement matrix six months prior to the commencement of construction. At the time of payment, the timing of the project will be made clear and instruction provided as to how crops will be managed during this time. This timeframe provides adequate opportunity for all seasonal (or “annual”) crops to be harvested, and thus there is no impact to annual crops. As such, no direct compensation will be paid for annual crops. A transitional allowance will be provided to ensure that any changes in livelihood derived from

such crops is adequately compensated. In the absence of adequate notice to harvest the crop resulting in loss, the crop will be compensated.

7.4.1.3 Unintentional Damage to crops

If there is unintentional damage to crops during construction of proposed STAR-P activities whether owned by PAPs or not, compensation will be paid for both annual and perennial crops, based on approved government rates.

7.4.2 Compensation for Buildings and Structures

Compensation for buildings and other structures will be paid by replacement costs for labor and construction materials of these structures including fences, water and sanitation facilities, etc., will be used to calculate the values. Where part of the compensation is to be paid in cash the applicable replacement costs for construction materials will be used to calculate the values. Alternatively, compensation will be paid in-kind for the replacement cost without depreciation of the structure.

7.4.3 Compensation for Sacred Sites

The use of sacred sites, ritual sites, tombs and cemeteries shall not be allowed at any time unless it is absolutely necessary.

7.5 Organizational Elements and Procedure for Delivery of Compensation

MoA in conformity with the RAPs prepared for the project will effect compensation and resettlement. The following broad principles will be followed in delivery of the RAP. The compensation process will involve several steps and would be in accordance with the individual project resettlement and compensation plans. The procedures to follow during compensation include;

7.5.1 Public Participation with the Local Communities

This would initiate the compensation process as part of an ongoing process that would have started at the land selection/screening stage and at the time the socio-economic assessment is being carried. This would ensure that no affected individual/household is simply “notified” one day that they are affected in this way. Instead, this process seeks their involvement and wishes to inform communities in a participatory approach with the project, from the beginning.

7.5.2 Notification of Land Resource Holders

The representatives of the Resettlement Committee, Land Commissioners, City Mayors, and district heads involved in identifying the land will notify the PAPs and village inhabitants who will help to identify and locate the property users. The users will be informed through both a formal notification in writing and, as many people are illiterate, by verbal notification delivered in the presence of the Local Government Authorities or his representative. In addition, the Village Committees and individuals who control land will accompany the survey teams to verify owners. Those who hold title deed to the land will be informed about the compensation process and requirements needed to show ownership. Where there are clearly no identified owners or users, project implementers (MoA), the respective local government administrations, lands

offices and traditional leaders will be solicited to help identify owners or users and sensitize them on the program and its implications. It is hoped, however that the media publications would be sufficient to avoid such eventuality.

7.5.3 Agreement on Compensation and Preparation of Contracts

All types of compensation are clearly explained to the individual or household. The Technical Committee will draw up a contract, listing all property and land being surrendered and/or assets impacted, and the types of compensation (cash and/or in-kind) selected. A person selecting in-kind compensation has an order form, which is signed and witnessed. The compensation contract is read aloud in the presence of the affected party and the respective Technical Committee and other village leaders prior to signing of the contract.

7.5.4 Documentation and Verification of Land and Other Assets

The government authorities at both national and local levels; community elders and leaders; representatives from the MoA should arrange meetings with PAPs to discuss the compensation and valuation process. For each individual or household affected by the sub-project, the RAP preparation team will complete a Compensation Report containing necessary personal information on the PAPs and their household members; their total land holdings; inventory of assets affected; and demographic and socio-economic information for monitoring of impacts. This information will be documented in a Report, and ideally should be “witnessed” by an independent or locally acceptable body (e.g. Resettlement Committee). The Reports will be regularly updated and monitored.

8 ELIGIBILITY CRITERIA AND ENTITLEMENT

According to World Bank policy, PAPs should be assisted in their efforts to improve their former living standards, income earning capacity, and production levels, or at least to restore them to pre-Program level whereby lack of legal title does not exclude individuals from the eligibility to receive compensation and/or rehabilitation assistance. PAPs eligible for compensation will include;

- those who have formal legal rights to land or other assets, and
- those who initially do not have formal legal rights to land or other assets but have a claim to legal rights based upon the laws of the country and project covenant;
- Those who have no recognizable legal right or claim to the land they are occupying are also eligible for compensation for immovable assets.
- If there are cases occupying illegally public land, then no compensation will be offered for the land but they will be eligible for compensation of the immovable assets and potential loss of livelihood including resettlement assistance. However, it is not anticipated that there will be any such PAPs.

Affected items could include, but may not be limited to, the following:

- Permanently or temporarily affected land;
- Houses or other structures, crops, trees, or other assets;
- Small kiosk or any other small business or production; and/or,
- Suffered income losses as a result of the Project.

The WB's OP 4.12 recognizes that individuals and households who occupy project-affected areas after the cut-off date are not eligible for compensation.

8.1 Eligibility Criteria for Compensation

The proposed STAR-P activities will provide compensation to all affected people eligible for compensation based on the nature or category of their losses for example physical assets or income and cut-off-date.

The following PAP categories are eligible for compensation:

1. People who have been affected in the surveyed part of the proposed working areas;
2. Landlords owning land affected by the proposed sub-projects;
3. People whose structures are to be affected by the developments;
4. People who rent land for cultivation (sharecroppers) and their crops or trees are to be removed or damaged due to land acquisition activities.

5. Any other group of persons that has not been mentioned above but is entitled to compensation according to the laws of Liberia and World Bank/Donor policies, such as social and community organizations (schools, religious agencies etc.).
6. Those who can show proof of assets loss, apart from those categories mentioned above, from before the census cut-off date.

The report could just state that compensation would be paid to all PAPs that were captured/counted at the last day of inventory (cut-off-date).

In addition, compensation will be paid only to those persons;

- Who prior to the commencement of the project, have evidence of ownership or occupancy of the land
- Who have property (a house, crops or thriving business enterprise) situated in the area identified for development;

8.2 Entitlement Matrix

The entitlement matrix captures all project-affected persons (PAPs), the characteristics of the impact, and the types of compensation/reinstatement due to them. All project-affected persons will be entitled to a combination of compensation measures and livelihood assistance, depending on the nature of ownership rights of lost assets and scope of the impact, including social and economic vulnerability of the affected persons.

Entitlement matrix outlined in **Table 10** below defines the type of compensation and assistance that should be provided to the different categories of project affected households. The following principles will guide payment of compensation for lost assets:-

- Compensation shall be paid prior to acquisition or displacement;
- Compensation shall be extended to all PAPs irrespective of tenure status;
- Compensation will be at replacement cost meaning that replacement of assets with an amount sufficient to cover full cost of lost assets and related transaction costs. Replacement cost for agricultural land implies the market value of land of equal productive potential or use located in the vicinity of the affected land, plus the costs of preparing the land to levels similar to those of the affected land; and any registration and transfer taxes;
- Compensation for structures shall include the full market cost of materials and labour required for reconstructing a building of similar surface and standing. In other words, the affected person must be able to have their structure rebuilt in a different location using the compensation paid for the old building. Depreciation will not be taken into account while calculating the cost of affected structures. The Compensation package will also include cost of moving, such as transport costs as well as any associated land titling or transfer fees.

- In case of physical displacement and depending on tenure category, PAPs will be provided transition assistance such as moving allowances, subsistence allowances and alternative plot or house where possible. PAPs will also be offered support after displacement during transition period and based on a reasonable estimate of the time likely to be needed to restore their livelihood and standards of living. All efforts will be made to resettle the physically displaced families within the same settlement to enable them to retain their identity and continue their inter-personal and inter dependency relations.
- PAPs will be provided with development assistance in addition to compensation measures such as land preparation, credit facilities, training, or job opportunities;
- In cases where in-kind replacement is not the preferred option of the PAPs, then the cash compensation will be based on the replacement cost. For the purposes of this RPF, the use of replacement value, or market value, will mean the higher value of two options.

Table 10: Entitlement Matrix

Land and Assets	Types of Impact	Affected Entities	Compensation/Entitlement/Benefits
Agricultural land	Land used for agriculture partially affected.	Farmer/ title holder	Cash (monetary) compensation for affected land based on market value
		Tenant/ lease holder	Cash compensation for the harvest or product from the affected land or asset, equivalent to average market value of last 3 years, or market value of the crop for the remaining period of tenancy/ lease agreement, whichever is greater.
Commercial Land	Land used for business partially affected	Title holder/ business owner	Cash compensation for affected land equivalent to market value.

Land and Assets	Types of Impact	Affected Entities	Compensation/Entitlement/Benefits
	<p>Assets used for business severely affected</p> <p>If partially affected, the remaining assets become insufficient for business purposes</p>	Title holder/business owner	<p>Land for land replacement or compensation in cash according equivalent to market value to PAP's choice. Land for land replacement will be provided in terms of a new parcel of land of equivalent size and market potential with a secured tenure status at an available location which is acceptable to the PAP.</p> <p>Transfer of the land to the PAP shall be free of taxes, registration, and other costs.</p> <p>Relocation assistance (costs of shifting + allowance)</p> <p>Opportunity cost compensation equivalent to 2 months net income based on tax records for previous year (or tax records from comparable business, or estimates)</p>
Residential Land	Land used for residence partially affected, limited loss	Title holder	Cash compensation equivalent to market value for affected land.
		Rental/lease holder	Cash compensation equivalent to 10% of lease/ rental fee for the remaining period of rental/ lease agreement (written or verbal)

Land and Assets	Types of Impact	Affected Entities	Compensation/Entitlement/Benefits
		Title holder	<p>Land for land replacement or compensation in cash equivalent to market value according to PAP's choice.</p> <p>Land for land replacement shall be of minimum plot of acceptable size under the zoning law/ s or a plot of equivalent size, whichever is larger, in either the community or a nearby resettlement area with adequate physical and social infrastructure systems as well as secured tenure status.</p> <p>When the affected holding is larger than the relocation plot, cash compensation to cover the difference in value.</p> <p>Transfer of the land to the PAP shall be free of taxes, registration, and other costs.</p> <p>Relocation assistance (costs of shifting + allowance)</p>
	<p>Land and assets used for residence severely affected</p> <p>Remaining area insufficient for continued use or becomes smaller than minimally accepted under zoning laws</p>	Rental/lease holder	<p>Refund of any lease/ rental fees paid for time/ use after date of removal</p> <p>Cash compensation equivalent to 3 months of lease/ rental fee</p> <p>Assistance in rental/ lease of alternative land/ property</p> <p>Relocation assistance (costs of shifting + allowance)</p>
Buildings and structures	<p>Structures are partially affected</p> <p>Remaining structures viable for continued use</p>	Owner	<p>Cash compensation equivalent to market value for affected building and other fixed assets</p> <p>Cash assistance to cover costs of restoration of the remaining structure</p>

Land and Assets	Types of Impact	Affected Entities	Compensation/Entitlement/Benefits
		Rental/lease holder	<p>Cash compensation for affected assets (verifiable improvements to the property by the tenant).</p> <p>Disturbance compensation equivalent to two months rental costs</p>
	<p>Entire structures are affected or partially affected</p> <p>Remaining structures not suitable for continued use</p>	Owner	<p>Cash compensation for entire structure and other fixed assets without depreciation, or alternative structure of equal or better size and quality in an available location which is acceptable to the PAP. Cash compensation should take into account the market values and importance of a replace value of all property.</p> <p>Right to salvage materials without deduction from compensation</p> <p>Relocation assistance (costs of shifting + allowance)</p> <p>Rehabilitation assistance if required (assistance with job placement, skills training)</p>

Land and Assets	Types of Impact	Affected Entities	Compensation/Entitlement/Benefits
		Squatter/informal dweller	<p>Cash compensation equivalent to market value for affected structure without depreciation.</p> <p>Right to salvage materials without deduction from compensation</p> <p>Relocation assistance (costs of shifting + assistance to find alternative secure accommodation preferably in the community of residence through involvement of the project.</p> <p>Alternatively, assistance to find accommodation in rental housing or in a squatter settlement scheme, if available).</p> <p>Rehabilitation assistance if required assistance with job placement, skills training).</p>
Standing crops	Crops affected by land acquisition or temporary acquisition or easement	PAP (whether owner, tenant, or squatter)	Cash compensation equivalent to average of last 3 years market value for the mature and harvested crop.
Trees	Trees lost	Title holder, tenant, or squatter	Cash compensation based on type, age and productive value of affected trees plus 10% premium. This should be equivalent to the market value.
Land Acquisition	Temporary acquisition	PAP (whether owner, tenant, or squatter)	Cash compensation equivalent to market value for any assets affected (e.g. boundary wall demolished, trees removed)
Road side businesses	Temporary displacement	Business owners	Need to provide assistance for movement and compensate for loss of income during the relocation period.

Land and Assets	Types of Impact	Affected Entities	Compensation/Entitlement/Benefits
Utility companies	Damage to underground facilities and interruption of service	Utility companies	Compensation for repair of damaged infrastructure and restoration of service.

8.3 Procedures for Delivery of Entitlements

Entitlements for compensation shall be based on the eligibility criteria and the various categories of losses identified during the field consultations. Unless otherwise indicated, payment of compensation and other entitlements and the extension of assistance will be made to PAP households and individuals. In dealing with compensation, preference shall be given to land based resettlement strategies for Project.

Affected Persons whose livelihoods are land-based and where sufficient land is not available at a reasonable price, non-land based options centered on opportunities for employment or self-re-employment should be provided in addition to cash compensation for land and other assets lost. However, this lack of land shall be documented and justified. In addition to these entitlements, households who are found in difficult situations and are at greater risk of impoverishment (i.e. widowed household heads, households without employment, single parent households etc.) as identified by the census will be provided with appropriate assistance by the project. Assistance may be in form of food, temporary accommodation, medical subsidy, employment referrals or priority employment in project activities. The assistance is meant to help them cope with the displacement caused by the project. It is not possible to provide an exhaustive list of such persons at this project preparatory stage. However, based on an understanding of the social structure of the rural community and the nature of the projects, it is possible to suggest that the most likely affected persons will comprise both individuals and communities including women and vulnerable groups.

8.4 Vulnerable Groups

According to World Bank, vulnerable people are considered to be ones who by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage, or social status, may be more adversely affected by resettlement than others and who may be limited in their ability to claim or take advantage of resettlement assistance and related development benefits. Vulnerable groups will be a possible risk of becoming more vulnerable due to displacement, compensation, and resettlement process.

Vulnerable groups include households headed by women and also those by the children, households victimized by HIV/AIDS, households made up of the aged or handicapped, households whose members are impoverished, households whose members are involved in

conflict crimes, households whose members are abducted and women defiled by rebels etc. Assistance shall take the following form depending upon the vulnerable people's requests and needs:

- Assistance in financial literacy training especially for women and assistance in compensation payment procedures (e.g., going to the bank with then person to cash the compensation cheque);
- Assistance in the post payment period to secure the compensation money and reduce risks of misuse/robbery;
- Assistance in the locating and growing of fodder banks for the Pastoralists for cattle grazing;
- Ensuring migrant and settler farmers are included in the consultations regarding the RPF/RAP and compensation and have their share of the compensation and assist in finding alternative sites for farming and also be incorporated into the out-grower and small holder schemes of the project;
- Assistance in building i.e. providing materials, workforce, or building houses;
- Health care if required at critical periods i.e. moving and transition period.

8.5 Livelihood Restoration

If it is found that there are severely affected households and/or relocation households by the subproject, income restoration program or a livelihood restoration program shall be prepared. In order to assist PAPs to restore livelihoods and income levels, the subproject will provide an income restoration package adapted to the needs and situation of PAPs as identified in the socioeconomic surveys.

The scope of the entitlements should include an allowance to cover living costs during a period of reduced income while PAPs restore current livelihood and income generating activities or make a transition to new income-generating activities. In kind assistance to reinforce or initiate income-generating activities should also be provided.

The income restoration/Livelihood restoration program should be decided in consultation with local authorities and PAPs eligible for the income restoration and will be fully developed in the RAP for each subproject. The RAP team should also have consultative meetings with other stakeholders such as NGOs, CBOs, institutions and organizations who will help in identifying restoration strategies and programs that best suit the PAPs.

The RAP process mentioned above should be undertaken by a team consisting of, but not limited to; sociologists, gender specialist, archaeologist, Cultural Heritage Specialist, valuers, surveyors, rural development specialist, public health specialist, agronomists, human rights lawyer, cultural heritage specialist, livelihood restoration specialist.

8.6 Cut Off Date

The cut-off date of each subproject shall be the date of census survey. Affected persons who move to the subproject areas after this time will not be entitled to receive compensation. The OP 4.12 recognizes that PAPs who occupy project-affected areas after the cut-off date are not eligible for compensation. No structure or other development established in the project-affected area after the cut-off date will be eligible for compensation.

During stakeholder engagements and community sensitization as well as household surveys, the cut-off date should be communicated to the PAPs where they will be advised against further investments or speculative land and property development after existing assets are surveyed and valued for compensation. The cut-off date should also be communicated and emphasized to the PAPs during the valuation exercise and also to other important stakeholders who have an influence to community members; such as City Mayors, District Agricultural Officials, and local leader.

The importance of cut-off date necessitates clear communication to project affected persons and communities and this should be enshrined in the communication plan of the RAP preparation and implementation. Failure of setting and clearly communicating the cut-off date often leads to speculative development along the project route in effort to target compensation. This affects project schedule and unduly increases resettlement cost. Communicating and enforcing the cut-off date will be the role of MoA.

8.7 Speculative Structures

Opportunistic structures established after the cut-off date shall not be compensated. During RAP implementation, these will be established by:

1. Comparing with property surveying/ valuation records;
2. Consultation with Resettlement Committee Chairpersons and local authorities to ascertain whether the contested structure existed at the time of the cut-off date or census and whether it was established in good faith or for opportunistic compensation purposes.

9 STAKEHOLDER AND COMMUNITY CONSULTATION AND PARTICIPATION

9.1 Introduction

Stakeholder and community consultation and participation provide opportunities for informing the PAPs and other stakeholders about the proposed project and eliciting PAP and stakeholder feedback. They also provide opportunities for people to present their views and values and for allowing consideration and discussion of sensitive social mitigation measures and trade-offs, as well as affording PAPs with opportunities to contribute to both the design and implementation of the program activities, while at the same time creating a sense of ownership for the project. In so doing, the likelihood of conflicts between and among the affected persons and with the management committees will be reduced.

Public consultations in relation to the RAP occur at all stages, starting with inception and planning when the potential lands and alternative sites are being considered. A participatory approach is adopted as an on-going strategy throughout the entire project cycle starting with the RAP preparation.

Public participation and consultations take place through individual, group, or community meetings. Additionally, radio programs and other media forms may be used to further disseminate information. PAPs are consulted in the survey process; public notices where explanations of the sub-project are made; RAP implementation of activities; and during the monitoring and evaluation process. Selection of ways to consult, and expand participation by PAPs and other stakeholders, should take into consideration literacy levels prevalent in affected communities; ethnicity and cultural aspects; and practical conditions (like distance).

The role of community elders, technical, political and cultural leaders in the participation strategy is important and should be one of the tools used during consultations. The RAP team should ensure that these leaders and local representatives of PAPs are fully involved in designing the public consultation procedures.

Particular attention shall therefore be paid to public consultation with PAPs, households and homesteads (including host communities) when resettlement and compensation concerns are involved. As a matter of strategy, public consultation shall be an on-going activity taking place during the:

- project inception and planning
- screening process
- feasibility study,
- preparation of project designs
- resettlement and compensation planning
- drafting and reading/signing of the compensation contracts.

- payment of compensations
- resettlement activities and
- implementation of post-project community support activities

9.2 Key Issues

The objective of consultations will be to secure the participation of all people affected by the project in their own resettlement planning and implementation, particularly in the following areas:

- alternative project design;
- assessment of project impacts;
- resettlement strategy;
- compensation rates and eligibility for entitlements;
- choice of resettlement site and timing of relocation;
- Community development opportunities and initiatives;
- development of procedures for redressing grievances and resolving disputes; and
- mechanisms for monitoring and evaluation; and for implementing corrective actions

9.3 Consultation Phases

Consultations will carry out at different phases such as; sensitization, data collection, and implementation phases.

9.3.1 Community Involvement and Sensitization

The affected persons should be engaged in active consultations at the beginning of the project and they should have access to the Resettlement Action Plan and be encouraged to provide input. Consultations should happen in local language where possible; women should be consulted separately if that is more appropriate. The consultation process should ensure sizeable participation of women, youth, migrants, and groups at risk of exclusion, and also ensure prior distribution of project information in a form that is accessible to community members, etc. Communities within the project areas will be sensitized on the project and likely project impacts and the extent of their involvement to ensure project success. Measures instituted to address negative project impacts will be well communicated to the community.

9.3.2 Data Collection Phase

Before collection of social and economic profile as well as background information of affected PAPs, a consultation of communities is very crucial. The levels of consultation will vary from households to community groups, based on the particular context of the sub-project(s). Before consulting with the affected persons, the RAP team will first consult with local authorities (Chiefs, elders, zoes, superintendent, county Representative (Member of Parliament) at different levels as well as the district leaders. The RAP team will design the questionnaire but it will be the households, organizations, and institutions that will validate their effectiveness through feedback. Focus group discussions with women, farmers' associations, communities as well as primary and/or secondary schools and health centers are usually good sources for establishing the community baseline situation.

9.3.3 Implementation Phase

During implementation, PAPs will be informed about their rights and options. The PAPs will be consulted and sensitized about the grievance redress mechanism and how it should be followed; that is how and who to lodge complaints related to compensation, displacement, social and gender impacts related to the STAR-P. The participation of local authority and PAPs in disseminating information and resolving disputes will be important once RAP implementation starts.

PAPs will also be engaged on disclosure of the RAP implementation process, securing of agreements, delivering of compensation, implementing RAPs among others.

9.3.4 Monitoring and Evaluation Phase

PAPs representatives will participate in the sub-project workshops at mid-term and at the end of RAP implementation. To the extent possible, the RAP should include social accountability tools like citizen report cards to assess the quality of RAP implementation, and in some cases, assist the RAP team in tracking expenditures. The latter would be significant in helping PAPs with money management and restoring their livelihoods. PAPs will be able to suggest corrective measures, as needed, to improve RAP implementation in the sub-project(s). Prior to closing the RAP, PAPs will participate in a feedback survey as part of the RAP's independent impact evaluation exercise.

9.3.5 Notification Procedure

Affected persons will be notified through both formal (in writing) and informal (verbal) manner, for example at community meetings. Public notices in the daily newspapers, flayers, signboards, and radio talk shows will be conducted to notify the public of the intention to acquire land earmarked for subprojects. A copy of such notice shall be served to each owner, occupier and person or agent having an interest in the land thereof. The names and addresses of the owners, occupiers and agents shall be readily ascertainable.

The notice shall state:

- ✓ The Project's proposal to acquire the land;
- ✓ The public purpose for which the land is wanted;
- ✓ That the proposal or plan may be inspected at MoA or district offices
- ✓ That any person affected may, by written notice, object to the transaction giving reasons for doing so, to the entities cited above within a period to be specified at the time of publication of the Notice;
- ✓ List the cutoff date detailing that in-migration after this date will not receive compensation.

9.3.6 Documentation

The names and addresses of affected persons will be compiled and kept in a database including claims and assets. MoA will maintain records of these persons as well as the district administration. The records are also important especially for future monitoring activities. Documentation will include documents relevant to land transactions (voluntary and involuntary).

9.3.7 Contract Agreement

A contract listing of all property and land/ farms being surrendered and the types of compensation (both cash and kind) will be prepared. The contracts will be presented at community meetings prior to signing. The handing over of property and compensation payments will be made in the presence of the affected persons and the Compensation Committee, and in public.

9.3.8 Linking Resettlement Implementation to Civil Works

PAPs will need to be compensated, in accordance with this Resettlement Policy Framework and subsequent Resettlement Action Plans before works on the sub project can begin. For activities involving land acquisition or loss, denial or restriction to access of resources, it is required that provisions be made, for compensation and for other assistance required for relocation, prior to displacement. The assistance includes provision and preparation of resettlement sites with adequate facilities. In particular, land and related assets may be taken away only after compensation has been paid and resettlement sites and moving allowances have been provided to PAPs.

For project activities requiring relocation or resulting in loss of shelter, the resettlement policy further requires that measures to assist the project-affected persons be implemented in accordance with the individual RAPs. In the Implementation Schedule of each RAP, details on resettlement and compensation must be provided. The schedule for the implementation of activities, as agreed between the Project Planning team and PAPs must include:

1. Target dates for start and completion of civil works,
2. Timetables for transfers of completed civil works to PAPs, dates of possession of land that PAPs are using (this date must be after transfer date for completed civil works to PAPs and for payments of all compensation) and;
3. The link between rap activities to the implementation of the overall sub projects.

When approving recommendations for resettlement during screening, PAPs must confirm that the resettlement plans contain acceptable measures that link resettlement activity to civil works, in compliance with this policy. Proper timing and coordination of the civil works shall ensure that no affected persons will be displaced economically and physically due to civil works activity, before compensation is paid and before any project activity can start. According to the WB environmental and social framework; project activities that will cause physical and/economic displacement will not commence until specific plans have been finalized and approved by the Bank.

9.3.9 Disclosure Arrangements for RPF and RAPs

MoA shall disclose the RPF on its website, print media, public libraries and all institutions where STAR-P activities will be implemented. All RAPs prepared guided by the RPF should also be similarly disclosed. RPF and any subsequent RAPs prepared for the project specific activities shall be cleared and be disclosed on World Bank's *Infoshop* before its implementation, as well as to PAPs and stakeholders in a manner and language understood by them.

The STAR-P activities should ensure that attention is provided to the women, as well farmer groups headed by women when developing the LRS. Women play a vital role in agricultural programs and for this reason; livelihood restoration needs for women should be factored into the design.

10 INSTITUTIONAL CAPACITY ASSESSMENT FOR RPF IMPLEMENTATION

10.1 Roles and Responsibilities of Key Players

The stakeholders involved in carrying out resettlement and/or compensation under the STAR-P include; the Ministry of Agriculture through the Project Implementation Unit, Ministry of Finance and Development Planning, Ministry of Lands, Housing and Urban Development (the regulatory lead agency for property valuation, compensation and land rights registration and transfer), the districts local governments with particular reference to Agriculture. Other institutions, such as the Land Commissioner and the District Valuation Office if any, will participate in the RAP implementation as cross-cutting units between the key institutions. **Table 11** below specifies who will be responsible in preparation, implementation and monitor the RAP and the GRM and how the different groups will report.

Table 11: Summary of institutional Roles and Responsibilities in Resettlement Activities

Institutions	Mandates	Potential Roles and Responsibilities
The Ministry of Agriculture (MoA) through the PIU	The Ministry implements agricultural programs, protects farming interests, encourages investment in the agricultural sector, and monitors overall activities including the movement of agricultural commodities into and out of the country. The Ministry also regulates the harvesting of botanical species by herbalists and other farmers as a part of shifting cultivation practices. The MOA includes four departments: Administration; Planning and Development; Technical Services; and, Research and Extension. The Quarantine Service within the Technical Service department is charged with oversight, is weak of invasive species.	<p>The roles of MoA will include;</p> <ul style="list-style-type: none"> ✓ Undertake initial subproject screening ✓ RAP Implementation, ✓ Ensuring the carrying out of social surveys and related assessments, ✓ Ensuring participation of other stakeholders such as PAPs, RCCs, LGA and NGOs ✓ Overseeing the implementation process and ensuring compensation and rehabilitation Mechanisms are implemented adequately. ✓ Monitoring and evaluation of affected projects ✓ Monitoring contractor compliance with recommendations of RAP and ESMPs,

Institutions	Mandates	Potential Roles and Responsibilities
		<ul style="list-style-type: none"> ✓ MoA will also be responsible in handling community grievances related to resettlement, compensation as well as other social issues from communities and construction workers. ✓ To ensure that project activities are consistent with national policies. ✓ To manage project funds on behalf of the executing agencies, keep financial records according to international standards, implement internal management control, and ensure regular external audit (in collaboration with the Audit Authority in the country); ✓ To prepare quarterly, semi-annual and monitoring and evaluation (M&E) reports.
Ministry of Finance and Development Planning	Ministry of Finance & Development Planning through the Aid Management Unit. The role is to help the project in informing the GoL on the key project deliverables. They will also help in linking the right department that will help in the evaluation of properties with resettlement needs arise	<ul style="list-style-type: none"> ✓ Assist in the valuations of properties if an involuntary resettlement arises. ✓ responsible for providing funding for compensation payment
The National Project Strategic Committee (NPSC)	The project will be under the general oversight of the NPSC chaired by the Minister of Agriculture, as the key sector ministry, and will comprise of the representatives from the Ministry of Finance and Development Planning (MoFDP), Ministry of Commerce and Industry (MoCI) other sector ministries	<ul style="list-style-type: none"> ✓ The NPSC will oversee overall project implementation ✓ approving the annual work plans; ✓ approving the annual budget; ✓ reviewing progress in the implementation of the work

Institutions	Mandates	Potential Roles and Responsibilities
		<p>plans and other aspects of project performance, including taking responsibility on fiduciary oversight responsibilities following World Bank procedures on FM and procurement; and</p> <ul style="list-style-type: none"> ✓ ensuring that there is policy and implementation coordination, not only between sub-components of the project but also among all the project implementing institutions and addressing any emerging problems likely to affect project implementation and providing oversight during project implementation.
Ministry of Lands, Mines and Energy	Review of lands policies by the Commission of Lands.	<ul style="list-style-type: none"> ✓ Coordination and Review of land related issues ✓ Regulation of concessions and resettlement of settlers
Ministry of Internal Affairs	The Ministry is mandated to carry out a number of responsibilities in the Local Government Act as follows: to inspect, monitor, and where necessary offer technical advice/assistance, support supervision and training to all Local Authorities; to coordinate and advise Local Governments for purposes of harmonization and advocacy; to act a Liaison/Linkage Ministry with respect to other Central Government Ministries and Departments, Parastatals, Private Sector, Regional and International Organizations; and to research, analyze, develop and formulate national policies on all taxes, fees, levies, rates for Local	<ul style="list-style-type: none"> ✓ Supervising and carrying out environmental and social studies that lead to design of the RAP/ESMP for projects, ✓ Carrying out routine monitoring activities during implantation

Institutions	Mandates	Potential Roles and Responsibilities
	Governments.	
Environmental Protection Agency-EPA	EPA retains its mandatory role of coordination, supervision and monitoring environmental issues. As for the implementation of the ESIA process, EPA's role will involve coordinating the review of the ESIA's of the planned interventions with relevant line agencies.	<ul style="list-style-type: none"> ✓ Managing ESIA process making and ensuring compliance. ✓ ✓ Reviewing reports including ESIA's, CESMP ✓ Follow up monitoring report
District Local Councils-DLC	District Local Councils are responsible for local policy matters, economic development, resolving local conflicts and providing orderly leadership.	<ul style="list-style-type: none"> ✓ Project Identification, supervision, monitoring and evaluation. ✓ Participation and sensitization of PAPs, ✓ Local officers to ensure that proper resettlement, compensation and grievance management are undertaken, ✓ Addressing issues related to gender and children during RAP implementation ✓ Local governments will also be important in managing and monitoring social impact assessment framework through site visits or resolving complaints from affected communities. ✓
Local Councils I-III	Ascertaining ownership, community mobilization and sensitization and providing guidance for the compensation process to PAPs	<ul style="list-style-type: none"> ✓ Help in community mobilization and ensuring law and order in villages through local defence units, which should be useful for ensuring security during project implementation, including compensation

Institutions	Mandates	Potential Roles and Responsibilities
Communities	The Communities are responsible for demanding, planning, contributing a cash contribution to capital cost, and operating and maintaining rural water supply and sanitation facilities	<ul style="list-style-type: none"> ✓ Being the primary beneficiaries of the subprojects, the community will be made to participate fully in all aspects of the program including project identification, preparation, implementation, operation and maintenance. ✓ Representatives to handle community grievances.

10.2 Capacity Needs Assessment for Implementation of RPF and RAP

The capacity of the various players to implement the RPF and the ESMF is limited. The project will recruit and add to the PMU level staffing an environmental officer, safeguards and gender specialist and communication and Citizens Engagement Specialist to provide oversight on E&S management. It is noted that, the Safeguards specialists will be strategically located at the PMU level in order to provide support to WAATP and other projects that will be generated by the Ministry of Agriculture. Provisions for capacity building is been costed under the project. capacity building is intended to cover relevant government officials, the PMU/PIU, Farmer and agribusiness groups etc. a comprehensive plan to operationalize the training will be established by project effectiveness. The framework for capacity building and implementation will include:

10.2.1 Capacity Building at the local level

Once Project areas/sites are identified by both STAR-P and the Communities, the PIU shall request the community to designate one knowledgeable person to work along with the Environmental and Social Safeguards Officers as a Liaison Officer. This Liaison Officer will play an interphase role between the Community, EPA and PIU on matters of land acquisition issues as well as environmental and social compliance in its establishment. Such officer once designated could benefit from short-term specialized trainings on safeguards such as environmental screening, RAP process, grievance mechanism, land acquisition and resettlement, reporting and monitoring amongst others.

10.2.2 Capacity Building for Collaborating Institutions

It is anticipated that, there will be a range of collaborating institutions under the project which will include NGOs, FBOs, and the private sector players and participating farmers. Each of these categories will require responsive capacity enhancement on aspects of safeguards issues based largely their levels involvement in STAR-P activities.

10.2.3 Proposed training areas

To ensure effective implementation of this RPF and management of any subsequent RAPs the following training recommendations are made:

10.2.4 Training in Overseeing RAP Planning, Preparation and Managing Implementation

Relevant personnel in MoA offices and under PIU should be trained to have skill capabilities outlined below:

- ✓ RAP planning,
- ✓ RAP preparation
- ✓ Managing implementation of RAPs
- ✓ Difference between RAP and Abbreviated Resettlement Action Plans (ARAP)
- ✓ Stakeholder engagement training on mobilization of resettlement related activities
- ✓ Knowledge of land acquisition and resettlement
- ✓ Handling grievances and grievance redress
- ✓ Trainings gender based violence
- ✓ Trainings in handling sexual harassment

Training courses on a) Management of Land Acquisition, Resettlement and Rehabilitation, b) environmental and social management framework and c) Environmental and Social safeguards provided by World Bank is recommended as a basic start for MoA, and the supporting district-level staff.

10.2.5 Training in Vulnerability Assessment and Management during Resettlement

The safeguard team under MoA and Liaison Officers appointed from the respective districts should be trained in identifying and management of vulnerable persons during resettlement. These people often require special assistance when affected by the developments during implementations. Training should entail identifying categories of vulnerabilities as suggested by World Bank/IFC.

10.2.6 Trainings in social safeguards

PIU staff should be trained on World Bank policies and procedures as well as GoL laws relation to resettlement, land acquisition and overall social aspects. The training should impart skills based on requirements of Liberian laws and regulations and World Bank operational policies, especially OP 4.12. These include;

- ✓ Resettlement & Land Acquisition
- ✓ World Bank Safeguard policies
- ✓ Liberia Government laws and regulations
- ✓ Social Impact Assessment
- ✓ Livelihood Restoration Programs and plans
- ✓ Environmental and Social Assessments
- ✓ Community Consultation/Participatory Planning
- ✓ Child protection
- ✓ Gender Based Violence
- ✓ Sexual harassment

The specific personnel to be trained include and not limited to:

- ✓ Social Development specialists
- ✓ Sociologists
- ✓ Community Development officers
- ✓ Environmental officers
- ✓ Municipal officers
- ✓ Land officers at District and Municipal level

11 GRIEVANCE REDRESS AND PROCEDURES

A grievance mechanism must be present and made available to PAPs who have grievances or are not satisfied with any part of the resettlement and compensation process. Grievances will be handled through negotiation aimed at achieving consensus.

The goal of the Grievance Redress Mechanism (GRM) is to promote a mutually constructive relationship and enhance the achievement of project development objectives. The GRM is to ensure that complaints are directed and expeditiously addressed by the relevant agencies which is to enhance responsiveness and accountability. While a project-specific feedback and complaints mechanism is set up, the STAR-P will incorporate the existing grievance mechanism that uses the chiefdom-based approach in areas of the project.

The PIU safeguards team shall work with community leaders, chiefs or elders in the project area to set up a Local Council Grievance Committees to be the first point grievances are addressed. All attempts shall be made to settle grievances amicably before resorting to the MoA Grievance Committee or further to courts of law. Entities seeking redress and wishing to record grievances will do so by notifying their Local leaders or elders selected who will chair a Local Grievance Committee at Local council level set up with guidance of MoA PIU staff. The Local grievance redress committees (LGRC) will be initiated at the village level to record grievances and also help in mediation. This committee will comprise the area local chief or a trusted village elder, a religious representative, and specific vulnerable group representatives of relevance to the village i.e. women and the disabled. Disputes will be resolved at the village level as far as possible.

The Local Leader will inform and consult with the District/County Administration to determine validity of claims. If valid, the Local Leaders will convene a meeting of the Local Council Grievance Committee to resolve the grievance and notify the complainant of the outcome. If the complaint is rejected, the matter shall be brought before the District or County government authority for settlement. The GRC at the district and county levels will be resolved under a County/District GRM constituted by the Project. At the County Level, the Grievance Redress Committee will be established to deal with any grievances unsettled at the village level. More serious grievances must immediately be referred to the police.

A committee of knowledgeable persons, experienced in the subject area, shall be constituted at the county level to handle complaints that have not been addressed or resolved at the district level. All effort shall be made to resolve issues at the County Level. If the county level committee is unable to resolve the issues, the case will be transferred to MoA/PMU Level GRM. Inability to resolve issues at project level will be triggered automatic transfer of the case to PMU/PIU Level GRM. The chairperson of the GRM committee shall communicate the committee's decision to the aggrieved PAPs in writing and keep record of all decisions related to

each case. The committee will have registration log of complaints and the log shall be kept in a place accessible to the public.

A committee under PIU shall be established to handle grievances to come from communities affected to handle complaints that have not been addressed or resolved at the county level. All effort shall be made to resolve issues at the PMU/PIU level. This is the last level of appeal and the decision at PMU level shall be the final and binding. The chairperson of the GRM committee shall communicate the committee's decision to the aggrieved PAPs in writing and keep record of all decisions related to each case. The committee will have registration log of complaints which will be kept by the Social safeguards officer.

If PAP is not satisfied with the GRM processes set for the project, the PAP will have the right to seek remedy through the court. The committee shall keep record of all decisions related to each case.

All objections to land acquisition shall be made in writing, in the language that the PAPs understands and are familiar with, to the Local Leader. Copies of the complaint shall be sent to MoA's PIU, within 20 days after the public notice. Channeling complaints through the Local Council Grievance Committee is aimed at addressing the problem of distance and cost the PAP may have to face.

The Local Leaders, elders and chiefs (trained by MoA's safeguards team) shall maintain records of grievances and complaints, including minutes of discussions, recommendations and resolutions made.

The procedure for handling grievances should be as follows:

- a. The affected person should file his/her grievance in writing or verbally, to the GRM committee Chair. If by verbal narration, the chair will document in writing. The grievance note should be signed and dated by the aggrieved person. The grievance log book shall have: i) case reference number, ii) the aggrieved name, iii) the date the case is received, iv) the date the case is resolved and, v) a remarks column. A sample of grievance form is provided in **Annex 3**
- b. The GRM Committees should respond within 14 days during which any meetings and discussions to be held with the aggrieved person should be conducted. If the grievance relates to valuation of assets, a valuer may need to revalue the assets. In this case, the aggrieved person must be notified by the Local Leader that his/her complaint is being considered.

- c. If the aggrieved person does not receive a response or is not satisfied with the outcome within the agreed time (s) he can lodge his grievance to the Local Administration (County/District).
- d. The Local Administration will then attempt to resolve the problem (through dialogue and negotiation) within 14 days of the complaint being lodged. If no agreement is reached at this stage, then the complaint is taken to MoA-PIU Grievance Committee.
- e. As mentioned above, if aggrieved person is not satisfied, then case is forwarded to Courts of Law.
- f. All PAPs who have issues with their compensation and assistances are required to channel complaints to the appropriate level of GRMs.
- g. Mediation meetings and outcomes will be recorded and kept in safe places at each of the Grievance Redress Mechanism Committee's locations.

11.1 Typical Grievances under STAR-P

Likely common grievances related to resettlement in STAR-P implementation areas will include:

- a) Unfair compensation,
- b) Delays in compensation money,
- c) Encumbrances amongst PAPs and their relatives,
- d) Issues of valuation of assets,
- e) levels of consultation,
- f) Non-fulfilment of contracts,
- g) Timing of compensation, amongst others.

Other likely environmental and social related issues will:

- a) Abuse or improper use of pesticides;
- b) Crop destruction by neighbors' livestock;
- c) Non-payment of work done;
- d) construction safety and nuisances
- e) Access routes through a neighbor garden
- f) Non-payments of infrastructure construction materials;
- g) Employment opportunities offered by the projects activities; and
- h) Encroachment on neighbors' lands

11.2 Principle of good GRM

The grievance mechanism should follow the following principles:

- a) It should be scaled to address the risks and impacts on affected communities,

- b) Be culturally appropriate,
- c) Be clear and accessible for any individual or group at no cost (vulnerable groups), and
- d) Be transparent and including regular reporting, and preventive of retribution and to not impede access to other remedies.

Furthermore, the grievance mechanism should be designed to provide safe channels for complaints of sexual harassment during construction. Details of this will be outlined in a GBV action plan designed by the project. In the complaint resolution, the Implementing partners should use existing complaint and resolution mechanisms, including informing the PIU about serious concerns/complaints and involve them in the resolution, if appropriate. All grievances should be logged in a complaint register to assess whether the grievance is closed or whether further action is needed. The GRM process will also respect anonymity and protection of privacy.

11.3 Steps of grievance redress

A verbal or a written complaint from aggrieved person will be received by the Project Manager or a person assigned in the project as the Grievance Officer (GO) and recorded in a grievance log (electronically if possible). Grievances can be lodged at any time, either directly to the Contractor, Sub-county/District Office or via the grievance committee member.

The process for lodging a complaint is outlined below:

- a) The GO will receive a complaint from the complainant.
- b) The GO will ask the claimant questions in their local language write the answers in English and enter them in English onto the Grievance Form.
- c) A representative of the community shall witness translation of the grievance into English.
- d) The GO reads the complaint in English and translates it into the complainant`s local language on the Grievance Form.
- e) The local leader and the complainant both sign the Grievance Form after they both confirm the accuracy of the grievance.
- f) The GO lodges the complaint in the Grievance Log.

11.4 Tasks of Grievance Redress Committee

The specific tasks of the GRC will be:

- a) Set up a systematic process of recording grievances in a register (“Grievance Book”) as well as electronically. The register should be located in the PIU office and should be accessible to residents.
- b) Both written and verbally communicated grievances should be recorded.
- c) Suggested categories are grievances regarding:
 - Replacement structure or land, and procurement of construction materials;
 - Agriculture and crops;
 - Livelihoods; and
 - Valuation process and payment of compensation.

- Damaged property during construction
 - Exclusion in the census
 - Complaints on the consultation process followed
 - Complaints against contractor and labor
 - Any other social issue related to project intervention affecting the communities
- d) Prepare a database for recording and keeping track of the grievances and how they were resolved. The database should be a ‘living’ document, updated weekly. It should also record the status of each grievance (date opened/in-process/closed). Access to making entries into the database should be restricted to the implementation team, but the general community should be able to use “Grievance Book”/ register to see the status of their complaints.
- e) Communicate the grievance procedure to the people, the process for recording their complaints and the timelines for redress. Communication should be done through a community meeting involving the resettled community. Pamphlets outlining the procedures and commitments of the grievance mechanism should be distributed to all households.
- f) Raise grievances at the regular implementation team meeting for discussion. Some resolutions will require coordination/ interaction with the local authorities, which the GO should follow up, while some would require intervention from the ministry.
- g) Provide a regular update on the status of grievances via the database, including reasons for delay, if any. This update needs to be provided on a weekly basis. Also, clearly define grievances that will not be entertained by the GO. These could be related to issues other than those linked to the resettlement and rehabilitation process.

11.5 Women’s Involvement and Participation in the Grievance Process

All subprojects under the STAR-P should ensure that women have fair representation on all its committees. Established forms of gender segregation and defined roles and responsibilities may affect women’s access to and use of a grievance mechanism. Women may also be inhibited or hindered from complaining about specific incidents (e.g. compensation, land ownership, harassment, and inequality in getting employment). In some communities, women may have lower literacy rates than men and be less familiar with formal processes. The subprojects should ensure that consultation on design of the mechanism provides for inclusion and participation of women, and that its implementation facilitates women’s access.

The RAPs therefore should ensure that the grievance mechanism committee to be established includes female staff who are aware of and sensitive to the role of women in local society and the issues they face. The project should train personnel in the handling of gender-sensitive issues, preferably the social development specialist for MoA should have a training in Gender based Violence.

Schedule template for Grievance Redress

Steps	Process	Description	Time frame
1.	Grievance receipt and registration/ logging	-Face to face; phone; letter, recorded during public/ community meetings; recorded from Contractor, Sub-county/District Office, Grievance Officer or any of the grievance committee member. Significance assessed and grievance recorded or logged using the grievance form and filed by the Grievance Officer.	1-2 Days
2.	Development and implementation of response	-GRT meets or takes a decision on the grievance -Grievance assigned to appropriate party for resolution if necessary -Response development with input from relevant stakeholders -Redress response/action approved by GRT and logged -Redress response/update of progress on resolution communicated to the complainant -Start implementing redress action	5- 10 Days
3	Verifying the implementation of redress action	-Redress action implemented and verified by GRT. -GRT satisfied with implementation of redress action	10-15 Days
4	Close grievance or refer grievance to 2 nd tier resolution	-Completion of redress action recorded or logged -Confirm with complainant that grievance can be closed or determine what follow up is necessary -Record final sign off of grievance If grievance cannot be closed, return to step 2 or recommend 2 nd level settlement	15-25 Days
5	Court of law	-if 2 nd level settlement does not address dispute, complainant can resort to court of law	Unknown
6	M&E, and reporting	Grievance Redress Mechanism Process is documented and monitored	-

12 MONITORING AND EVALUATION PLAN

Monitoring aims to identify and address implementation challenges during the course of the project, as required, while evaluation is intended at checking at the resettlement benefits that have been delivered to PAPs to ensure the output or outcome are consistent with the resettlement policies of the World Bank and relevant country laws. M&E activities will be guided by a Monitoring and Evaluation Plan (MEP) to be prepared by the project. This monitoring plan will indicate parameters to be monitored, institute monitoring milestones and provide resources including responsible persons or institutions, necessary to carry out the monitoring activities.

This Monitoring and Evaluation is based on two components:

- Internal monitoring – undertaken by the Monitoring Officer within MoA,
- External evaluations – undertaken by an external agency e.g. independent entity/consultant

12.1 Internal Monitoring

Internal monitoring will be led by the undertaken by the Safeguards Specialist and Monitoring Officers. PIU department will establish a reporting system for the project RAP that will:

- Provide timely information to the project about all resettlement and compensation issues arising as a result of resettlement related activities;
- Identify any grievances, especially those that have not yet been resolved at the local level and which may require resolution at the higher levels;
- Document completion of project resettlement and compensation that are still pending, including for all permanent and temporary losses; and
- Evaluate whether all PAPs have been compensated in accordance with the requirements of this RPF and that PAPs have better living conditions and livelihoods

The monitoring process will be used to analyze progress and change at regular intervals and shall be linked to the various stages of the RAP, as follows:

12.1.1 Monitoring during Resettlement

During resettlement, M&E should focus on resettlement issues such as:

- ✓ Number of families that have been moved;
- ✓ Number of people given possession and legal papers to new property (land or house);
- ✓ Impacts on livelihood and income;
- ✓ Registration of unemployed people.

12.1.2 Monitoring after Resettlement

After the physical relocation is completed, monitoring shall focus on rehabilitation issues and status on each of the measures will be assessed, for example:

- ✓ Target date for completion (e.g. within two months of resettlement);
- ✓ Progress to date
- ✓ Progress in the last month
- ✓ Target for the month
- ✓ Reasons for delay, if any; and
- ✓ Action to be taken, including specific responsibilities of other members of implementation team.
- ✓ Socio-economic assessment to ensure minimal impacts – that the PAPs are not worse off than before the RAP process.

12.2 External Monitoring Process

MoA under the PIU will engage an Independent Monitoring consultant for the purposes of evaluating the resettlement and compensation process and implementation requirements to verify that compensation, resettlement and rehabilitation have been implemented in accordance with this RPF and the agreed subproject RAPs. In recruiting the consultant, effort will be made to draw on personnel with resettlement and social development experience. The External Monitor must have past experience in conducting external resettlement monitoring for donor-funded projects, preferably, linier projects. Sample terms of reference for the independent monitor have been provided in Box 1 below.

Box 1: Sample Terms of Reference for External Monitoring Agency

MoA/PIU will seek an independent monitoring entity for the Resettlement Action Plan of the proposed Project on STAR-P. The appointed entity will be required to undertake roles below and submit semi-annual information to MoA about RAP progress.

a) Scope of Work:

The external monitoring agency will have the following responsibilities:

- Monitor RAP timelines and how they match planned implementation schedule.
- Monitor RAP activities, disbursement of compensation payments, and provide assessment of compliance of RAP actions with requirements of funding agency.
- Conduct surveys among resettled PAPs to assess their satisfaction with RAP implementation.
- Act as independent observer at consultative meetings and grievance resolution sessions.

b) Specific actions

The monitor will:

- Undertake post RAP evaluation to assess success of overall resettlement activities.
- Review the socio-economic baseline and census database to confirm its accuracy and validity.
- Identify and select impact indicators for monitoring impacts including ones that might be gender-specific.

c) Implementation Arrangements

Over the engagement period, the monitor shall report directly to MoA's/PIU Project Coordinator and the unit safeguards team.

d) Reporting

- Detailed work plan for the assignment comprised in a comprehensive inception report that shows grasp of monitoring requirements.
- Monitoring report every 6 months.

e) Requisite qualifications

The External Monitor must have past experience in conducting external resettlement monitoring for donor-funded projects, preferably, linear projects or projects within low income communities. The monitor should have demonstrated competency in Liberian and World Bank safeguard policies.

the independent evaluation will determine:

- If all sub-projects have been screened for Environmental and Social Risks
- If the right safeguards instrument has been prepared for sub-project that trigger involuntary resettlement
- If compensation payments have been completed in a satisfactory manner;
- If there are improvements in livelihoods and well-being of PAPs
- If PAPs livelihood and well-being have improved, and have not worsened as a result of the sub-project

Several indicators will be used to measure these impacts. These include, among others,

- Comparison of income levels of PAPs before-and-after the RPF and or ARAP/RAP implementation;
- Comparison of income levels of households/individuals/ farmers benefitting from the Project;
- Livelihoods and employment assistance offered under the project and other accessible alternative incomes;
- Number of grievances and their status, time and quality of resolution;
- Number of vulnerable people/groups identified and assisted and impact of resettlement assistance provided on them;

- Number of demolitions if any after giving notice if any, and
- Number of PAPs paid in a given period in comparison with what was planned.

Furthermore, other outcome indicators that assess the effectiveness of the resettlement and changes occurred to the communities’ standard of living will be assessed using a monitoring form. Key indicators are given in Table below. An illustration of a monitoring form is provided in ANNEX 4.

Table 12: Outcome Indicators

Category	Indicator
Assets	Change in housing size/no of rooms
	Change in housing quality
	Change in house ownership
	Change in number/access/size of outbuildings
	Change in access to distant land plots/ homestead land
Employment	Change in number of people employed
	Change in the number of ‘vulnerable’ people unemployed
	Change in the stability of income (e.g. from full-time to part time employment)
Income	Change in the average income per person, per household
	Change in source of income
Expenditure	Change in expenditure/ time spent on travel (to work, healthcare, markets, extracurricular activities, cultural sites, kindergarten)
	Change in expenditure on healthcare, kindergarten, household goods, livestock produce)
Infrastructure	Changes in access to entertainment/ community facilities
	Change in access to/ quality of healthcare, education, kindergarten, markets, transportation
	Availability of extracurricular activities at school
Health	Change in frequency/ type of health problems, frequency of accessing healthcare
Education	Change in no of children attending kindergarten/ <i>boarding school</i>
Community	Change in type/ frequency of interactions
Networks	Change in support received within the community

12.3 Supervision by the World Bank

The Implementation Support missions will specifically focus on reviewing the quality of ESMF and RPF implementation, finding solutions to implementation problems, assessing the likelihood of achieving the project Development Objective, review with the PIUs the action plan and disbursement programs for the next six months; verify compliance of project activities with the Bank’s environmental and social safeguard policies; and review monthly and quarterly reporting.

The World Bank's safeguards team will every six months carry out missions to the project sites to identify compliance and ensure that all the WB policies including Op 4.12 is followed.

12.4 Completion audit

The World Bank Safeguard Policy, OP 4.12 states that upon completion of a project, the project proponent oversees an assessment to determine whether the objectives of the resettlement instrument have been achieved. 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. The completion audit will allow the project to verify that all resettlement/compensation related measures identified in the RPF and any RAP/ARAP developed for that purpose were implemented or otherwise, and that compensation programmes have been completed in compliance with OP 4.12.

The audit will also evaluate and ensure that the actions prescribed in the RPF and any RAP/ARAP and implemented had the desired effect. The Project may engage a local consultant to carry out the completion audit. The completion audit is to be undertaken after implementation of the RPF and or RAP/ARAP or when required to ascertain reported infractions in the RAP implementation process.

12.5 Responsibility of the Authorities

The role of the implementing authorities is critical in the operationalization of the Resettlement Policy Framework. The following are important points to observe:

- Ensure that there is trust between the PAPs and the authorities throughout the process by being transparent in every action and sharing information.
- Being realistic with time frames and sequencing of related activities;
- When registration will be completed;
- When assessment will be completed;
- When computation of entitlements will be carried out;
- When payments will be made by whom and where; and
- When the acquired land will be vacated and when the contractor will move on site;

Adhering to the agreed and publicized timetable of delivery of compensation is critical. This calls for a deliberate effort to ensure;

- Funds for compensation are ready set aside and accessible when payment commences; and
- The location for resettlements is demarcated and available without encumbrances for those who opt to be relocated.

12.6 Indicators to Determine Status of Affected People

These indicators are most important with respect to the RPF policy on resettlement and compensation. They will be informed by the baseline survey and will provide the council and the World Bank data and trends for refocusing the project and for improving delivery as a whole. The following will be considered:

- ✓ Number of affected persons by types of losses
- ✓ Status of resettlement with timelines whether met or outstanding
- ✓ Affected individuals, households, and communities are able to maintain their pre-project
- ✓ Standard of living, and even improve on it; and
- ✓ The local communities remain supportive of the project.

Specific indicators may include the following, which would indicate a change in:

- ✓ Quality of, and access to services, number of people employed;
- ✓ Number of people engaged in income-generating activities;
- ✓ Number of vulnerable people;
- ✓ Sources of income;
- ✓ Expenditure pattern.

12.7 Indicators to Measure RAP Performance

In terms of the resettlement process, the following indicators could be used to understand the success of the measures identified and the working of the relevant parties in implementation the RAP:

- ✓ Compensation;
- ✓ Percentage of individuals selecting cash or a combination of cash and in-kind;
- ✓ The number of contentious cases as a percentage of the total cases;
- ✓ The number of grievances and time and quality of resolution;
- ✓ The ability of individuals and families to re-establish their pre-displacement activities;
- ✓ Number of impacted locals employed;
- ✓ General relations between the project and the local communities.

These will be determined through the following activities:

- ✓ Each individual will have a compensation dossier recording his or her initial situation, all subsequent project use of assets/improvements, and compensation agreed upon and received;
- ✓ The PIU will maintain a complete database on every individual impacted by the subproject land use requirements including
- ✓ Questionnaire data will be entered into a database for comparative analysis coordinated by the PIU;
- ✓ Relocation/resettlement and compensation, land impacts or damages; and the PCT should prepare Resettlement Completion Reports for each RAP, in addition to other regular monitoring reports.

12.8 Reporting and Documentation

Safeguards updates will be part of the overall project reports. Separate safeguard report will be provided on request by the World Bank and for other relevant discussions. The report will at least cover status of compensation disbursement, nature of complaints, redress actions and follow-ups. Other information and documentation will include;

- All disclosed safeguards Instruments
- Minutes of all consultation and disclosure meetings and workshops (including pictures where feasible)
- Sub-project Environmental and Social screening reports/forms
- EPA permits
- RAP/ Compensation Reports
- New safeguards issues not anticipated during preparation
- Site Meetings, any meeting that discusses key project issues
- Changes in decisions regarding safeguards related matters
- Grievance records
- Safeguards field visit reports etc.

13 RPF BUDGET AND DISCLOSURE

At this stage, it is not possible to estimate the exact number of people who may be affected since the technical designs/details have not yet been developed and land needs have not yet been identified. When the exact locations are known, and after the conclusion of the site specific socio-economic study, information on specific impacts, individual and household incomes and numbers of affected people and other demographic data will be available, thus facilitating the preparation of a detailed and accurate budgets for each RAP.

The PIU will manage and monitor the resettlement budget and will finance this budget through the administrative and financial management rules and manuals as for any other activity eligible for payment under the STAR-P project. At this stage, all that can be reasonably and meaningfully prepared is an indicative budget, highlighting key features that the budget must contain. **Table 13** below provides the budget estimate and the proposed attendant activities.

Table 13: Indicative RPF Budget for STAR-P

Nº.	Item/Activity	Cost in USD	Justification
1.	Costs of employing one Safeguards Specialist and the assistant in the PIU for 5 years	252,000	Monthly gross remuneration for safeguards specialists and their assistants
2.	Capacity building for safeguards team for MoA under PIU	10,000	Equip technical team to enhance institutional capacity
3.	Training of County and District technical team NGOs, CBOs ((5No. i.e. Bomi, Lofa, Nimba, Cape Mount and Margibi).	90,000	superintendents, agricultural officers, environment officers, Local leaders, women and youth leaders
4.	Costs of Livelihood Restoration Programs	100,000	Training and skills development for local population in project affected areas i.e. hiring personnel of train, financial management, agricultural production
5.	Mainstreaming HIV/AIDS, Gender (5 yrs.).	120,000	Sensitization, Production of IEC materials, conducting VTC
6.	Engagement with stakeholders and affected communities	70,000	Community engagements with local leaders, NGOs, procuring services of RAP specialist
7.	Monitoring and evaluation plan	20,000	Internal (in-house evaluation) and External monitoring (independent entity/consultant) of Post RAP implementation, RAP audit.
08.	Grievance Management	20,000	Establishing grievance management framework from county level to Ministry and PIU (training, allowances and other logistical requirements)

09	RAP Audit	45,000	Social Safeguards monitoring and audits
	Sub Total	727,000	
10	Contingency	72,700	10% of total budget
Total Budget Estimate for RPF Implementation		799,700	

13.1 Disclosure

This RPF will be disclosed in compliance with relevant Liberian regulations and The World Bank Operational Policy 4.12. After the World Bank’s review and approval of the RPF as part of the overall proposed project for funding, the implementing agencies coordinated by MoA shall share the final RPF with all other relevant Ministries, Local Governments and Institutions; it will also be disclosed in-country for all interested person to read and know the details and at the World bank’s Infoshop. Subsequent RAPs developed will also be cleared by the World Bank and disclosed in-country for all interested person to read and know the details and at the World Bank’s Infoshop.

13.2 Source of Funds

The budget for the RPF will be internalized into project costs. However, the budget for resettlement activities including compensation cost for affected assets will be developed from the specific social assessment studies and census during the preparation of the ARAP or RAP and will be funded by GoL.

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LIST OF ANNEXES

ANNEX 1: Annotated Outline for Preparing RAP

This template is extracted from OP 4.12 Annex A. Its full description can be found in the World Bank external website. The scope and level of detail of the RAP will vary depending on the magnitude and complexity of resettlement or displacement. The RAP is prepared based on the most recent and accurate information on the: (i) proposed resettlement and its impacts on displaced persons and other adversely affected groups; and (ii) legal issues affecting resettlement. The RAP covers elements that are specific to the project context.

A broad outline of the RAP, as applied to sub-projects covered under a RPF includes, but is not limited to, the following:

Description of the sub-project: General description of the sub-project and identification of sub-project area or areas.

Potential Impacts: Identification of the: (i) the sub-project components or activities that require resettlement or restriction of access; (ii) zone of impact of components or activities; (iii) alternatives considered to avoid or minimize resettlement or restricted access; and (iv) mechanisms established to minimize resettlement, displacement, and restricted access, to the extent possible, during project implementation.

Objectives: The main objectives of the resettlement program as these apply to the sub-projects.

Socio-economic studies: The findings of socio-economic studies to be conducted in the early stages of project preparation, and with the involvement of potentially affected people will be needed. These generally include the results of a census of the affected populations covering:

- ✓ Current occupants of the affected area as a basis for design of the RAP and to clearly set a cut-off date, the purpose of which is to exclude subsequent inflows of people from eligibility for compensation and resettlement assistance;
- ✓ Standard characteristics of displaced households, including a description of production systems, labour, and household organization; and baseline information on livelihoods (including, as relevant, production levels and income derived from both formal and informal economic activities) and standards of living (including health status) of the displaced population;

- ✓ Magnitude of the expected loss, total or partial, of assets, and the extent of displacement, physical or economic;
- ✓ Information on vulnerable groups or persons, for whom special provisions may have to be made; and the Provisions to update information on the displaced people's livelihoods and standards of living at regular intervals so that the latest information is available at the time of their displacement, and to measure impacts (or changes) in their livelihood and living conditions.

There may be other studies that the RAP can draw upon, such as those describing the following:

- ✓ Land tenure, property, and transfer systems, including an inventory of common property natural resources from which people derive their livelihoods and sustenance, non-title-based usufruct systems (including fishing, grazing, or use of forest areas) governed by local recognized land allocation mechanisms, and any issues raised by different tenure systems in the sub project area;
- ✓ Patterns of social interaction in the affected communities, including social support systems, and how they will be affected by the sub-project;
- ✓ Public infrastructure and social services that will be affected; and
- ✓ Social and cultural characteristics of displaced communities, and their host communities, including a description of formal and informal institutions. These may cover, for example, community organizations; cultural, social or ritual groups; and non-governmental organizations (NGOs) that may be relevant to the consultation strategy and to designing and implementing the resettlement activities.

Legal Framework: The analysis of the legal and institutional framework should cover the following:

- ✓ Scope of existing land and property laws governing resources, including state-owned lands under eminent domain and the nature of compensation associated with valuation methodologies; land market; mode and timing of payments, etc.;
- ✓ Applicable legal and administrative procedures, including a description of the grievance procedures and remedies available to PAPs in the judicial process and the execution of these procedures, including any available alternative dispute resolution mechanisms that may be relevant to implementation of the RAP for the sub-project;
- ✓ Relevant laws (including customary and traditional law) governing land tenure, valuation of assets and losses, compensation, and natural resource usage rights, customary personal law; communal laws, etc. related to displacement and resettlement, and

environmental laws and social welfare legislation;

- ✓ Laws and regulations relating to the agencies responsible for implementing resettlement activities in the sub-projects;
- ✓ Gaps, if any, between local laws covering resettlement and the Bank's resettlement policy, and the mechanisms for addressing such gaps; and
- ✓ Legal steps necessary to ensure the effective implementation of RAP activities in the sub-projects, including, as appropriate, a process for recognizing claims to legal rights to land, including claims that derive from customary and traditional usage, etc. and which are specific to the sub-projects.

The institutional framework governing RAP implementation generally covers:

- ✓ Agencies and offices responsible for resettlement activities and civil society groups like NGOs that may have a role in RAP implementation;
- ✓ Institutional capacities of these agencies, offices, and civil society groups in carrying out RAP implementation, monitoring, and evaluation; and
- ✓ Activities for enhancing the institutional capacities of agencies, offices, and civil society groups, especially in the consultation and monitoring processes.

Eligibility: Definition of displaced persons or PAPS and criteria for determining their eligibility for compensation and other resettlement assistance, including relevant cut-off dates.

Valuation of and compensation for losses: The methodology to be used for valuing losses, or damages, for the purpose of determining their replacement costs; and a description of the proposed types and levels of compensation consistent with national and local laws and measures, as necessary, to ensure that these are based on acceptable values (e.g. market rates).

Resettlement Measures: A description of the compensation and other resettlement measures that will assist each category of eligible PAPS to achieve the objectives of OP 4.12. Aside from compensation, these measures should include programs for livelihood restoration, grievance mechanisms, consultations, and disclosure of information.

Site selection, site preparation, and relocation: Alternative relocation sites should be described and cover the following:

- ✓ Institutional and technical arrangements for identifying and preparing relocation sites, whether rural or urban, for which a combination of productive potential, location advantages, and other factors is at least comparable to the advantages of the old sites, with an estimate of the time needed to acquire and transfer land and ancillary resources;

- ✓ Any measures necessary to prevent land speculation or influx of eligible persons at the selected sites;
- ✓ Procedures for physical relocation under the project, including timetables for site preparation and transfer; and
- ✓ Legal arrangements for recognizing (or regularizing) tenure and transferring titles to those being resettled.

Housing, infrastructure, and social services: Plans to provide (or to finance provision of) housing, infrastructure (e.g. water supply, feeder roads), and social services to host populations; and any other necessary site development, engineering, and architectural designs for these facilities should be described.

Environmental protection and management. A description of the boundaries of the relocation area is needed. This description includes an assessment of the environmental impacts of the proposed resettlement and measures to mitigate and manage these impacts (coordinated as appropriate with the environmental assessment of the main investment requiring the resettlement).

Community Participation: Consistent with the World Bank’s policy on consultation and disclosure, a strategy for consultation with, and participation of, PAPs and host communities, should include:

- ✓ Description of the strategy for consultation with and participation of PAPs and hosts in the design and implementation of resettlement activities;
- ✓ Summary of the consultations and how PAPs’ views were taken into account in preparing the resettlement plan; and
- ✓ Review of resettlement alternatives presented and the choices made by PAPs regarding options available to them, including choices related to forms of compensation and resettlement assistance, to relocating as individual families or as parts of pre-existing communities or kinship groups, to sustaining existing patterns of group organization, and to retaining access to cultural property (e.g. places of worship, pilgrimage centers, cemeteries); and
- ✓ Arrangements on how PAPs can communicate their concerns to project authorities throughout planning and implementation, and measures to ensure that vulnerable groups (including indigenous peoples, ethnic minorities, landless, children and youth, and women) are adequately represented.

The consultations should cover measures to mitigate the impact of resettlement on host communities, including:

- ✓ Consultations with host communities and local governments;
- ✓ Arrangements for prompt payment due the hosts for land or other assets provided to PAPs;
- ✓ Conflict resolution involving PAPs and host communities; and
- ✓ Additional services (e.g. education, water, health, and production services) in host communities to make them at least comparable to services available to PAPs.

Grievance procedures: The RAP should provide mechanisms for ensuring that an affordable and accessible procedure is in place for third-party settlement of disputes arising from resettlement. These mechanisms should take into account the availability of judicial and legal services, as well as community and traditional dispute settlement mechanisms.

RAP implementation responsibilities: The RAP should be clear about the implementation responsibilities of various agencies, offices, and local representatives. These responsibilities should cover (i) delivery of RAP compensation and rehabilitation measures and provision of services; (ii) appropriate coordination between agencies and jurisdictions involved in RAP implementation; and (iii) measures (including technical assistance) needed to strengthen the implementing agencies' capacities of responsibility for managing facilities and services provided under the project and for transferring to PAPs some responsibilities related to RAP components (e.g. community-based livelihood restoration; participatory monitoring; etc.).

Implementation Schedule: An implementation schedule covering all RAP activities from preparation, implementation, and monitoring and evaluation should be included. These should identify the target dates for delivery of benefits to the resettled population and the hosts, as well as clearly defining a closing date. The schedule should indicate how the RAP activities are linked to the implementation of the overall project.

Costs and budget: The RAP for the specific sub-projects should provide itemized cost estimates for all RAP activities, including allowances for inflation, population growth, and other contingencies; timetable for expenditures; sources of funds; and arrangements for timely flow of funds. These should include other fiduciary arrangements consistent with the rest of the project governing financial management and procurement.

Monitoring and evaluation: Arrangements for monitoring of RAP activities by the implementing agency, and the independent monitoring of these activities, should be included in the RAP section on monitoring and evaluation. The final evaluation should be done by an

independent monitor or agency to measure RAP outcomes and impacts on PAPs' livelihood and living conditions. The Bank has examples of performance monitoring indicators to measure inputs, outputs, and outcomes for RAP activities; involvement of PAPS in the monitoring process; evaluation of the impact of RAP activities over a reasonable period after resettlement and compensation, and using the results of RAP impact monitoring to guide subsequent implementation.

ANNEX 2: Sample Grievance and Resolution Form

Name (Filer of Complaint): _____

ID Number: _____ (PAPs ID number)

Contact Information : _____ (Location ; mobile phone)

Nature of Grievance or Complaint:

Date **Individuals Contacted** **Summary of Discussion**

Signature _____ Date: _____

Signed (Filer of Complaint): _____

Name of Person Filing Complaint: _____ (if different from Filer)

Position or Relationship to Filer: _____

Review/Resolution

Date of Conciliation Session: _____

Was Filer Present? Yes No

Was field verification of complaint conducted? Yes No

Findings of field investigation:

Summary of Conciliation Session

Discussion: _____

Issues _____

Was agreement reached on the issues? Yes No

If agreement was reached, detail the agreement below:

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

Signed (Conciliator): _____ Signed (Filer): _____

Signed: _____

Independent Observer

Date: _____

ANNEX 3: Grievance Close Out Form

GRIEVANCE CLOSE OUT FORM
Grievance closeout number
Define long term action required (if necessary)
Compensation required: Y N
Verification of Corrective Action and Sign off

1	Corrective Action Steps:	Due date:
2		
3		

COMPENSATION ACTION AND SIGN OFF

This part will be filled in and signed by the complainant when he/she receives the compensation or the file is closed out.

Notes:

Date: >.....

Complainant

Representative of Responsible Party

Name and Signature Name

and Signature

>.....

>.....

ANNEX 4: RAP Monitoring Form

County District	Overall objectives:..... Project purpose.....	THEMATIC PERIOD:..... 1. During Res. Comp 2. Post Res. Comp			
PERIOD OF MONITORING	MONITORING THEME, MEASURABLE INDICATORS AND PALNNED TARGETS e.g.,			TARGET REACHED AND VARIATIONS	
	Monitoring Indicator	Sources of information/ verification	Planned Target No	Actual Target No	Reasons for Variation
MONTH 1					
MONTH 2					
MONTH 3					

ANNEX 5: Types of Resettlement Action Plans

According to WB OP 4.12, all projects that entail resettlement require a Resettlement Action Plan (RAP). The scope and level of detail of the resettlement plan vary with the magnitude and complexity of resettlement based on the Project Category (OP 4.12, Annex A, para 2).

1) A full RAP is required whenever land acquisition in a project affects more than 200 people, takes more than 10 percent of any holding, and/or involves physical relocation of population.

2) An Abbreviated Resettlement Action Plan (RAP) is acceptable if fewer than 200 people are displaced. If fewer than 200 people are displaced but some physical relocation is involved, the abbreviated RAP is expanded to include a rehabilitation program. If land acquisition is minor (10 percent or less of all holdings is taken) or/and no physical relocation is involved, an abbreviated RAP is acceptable. The table below indicates the types of resettlement action plan.

Table A: RAP and ARAP Instrument

RAP	ARAP
<p>Includes a statement of objectives, policies and principles, and typically covers the following:</p> <ol style="list-style-type: none"> 1. Description of the project; 2. Project resettlement potential impacts; 3. Objectives; 4. Socio-economic studies, expected consequences; 5. Legal framework; 6. Eligibility; 7. Valuation of and compensation for losses; 8. Site selection, site preparation and relocation; 9. Housing, infrastructure and social services; 10. Organizational responsibilities; 11. Public participation, consultation and grievance mechanism; 12. Implementation schedule; 13. Cost estimate and budget; 14. Monitoring and Evaluation 	<p>Covers the following minimum elements:</p> <ol style="list-style-type: none"> 1. A census survey of displaced persons and valuation of assets; 2. Description of compensation and other resettlement assistance to be provided; 3. Consultations with displaced people about acceptable alternatives; 4. Institutional responsibility for implementation and procedures for grievance redress; 5. Arrangements for monitoring and implementation; and 6. A timetable and budget.

ANNEX 6: Matrix Indicating Stakeholders Engagement in the 5 Counties

Table B: stakeholders' engagement in five counties

County	Lofa County	Nimba County	Margibi County	Bomi County	Grand Cape Mount Co.
Date of consultation	March 10 - 11, 2018	March 12-13, 2018	March 14, 2018	March 15, 2018	March 17, 2018
1. Location/Districts	a. Foya b. Kolahun	a. Gbehlaygeh b. Sanniquellie	a. Gbi b. Mamba kaba	a. Dowein b. Sengeh	a. Porkpa b. Tewor
2. Farmers Cooperatives and Associations	a. Intofawer Farmers Cooperative Society b. Foya women farmers union	a. Gbeh women Farmers Union b. Gbeh Kwandoc cooperative society	a. CAC b. DAO c. farmers groups	a. Regional Agriculture Officer for Bomi, Grand Cape Mount, and Gbapolu b. Farmers Staff	District Agriculture Officers (DAO) Elders
3. Stakeholders	c. City Mayor, elders d. District Agriculture Officers	c. City Council d. DAO			
Crops produced	Rice, Cassava, Cocoa, Coffee, Palm, vegetables, tubers, etc.	Rice, Cassava, Cocoa, Coffee, oil Palm, vegetables, tubers, etc.	Oil palm, Rice, vegetables Cassava, Rubber	a. Cassava b. Oil palm Vegetable	a. Cassava b. Oil palm c. Vegetables
Language	a. Foya – Kissi b. Kolahun – Gbandi	a. Gio b. Mano	a. Kpelle, Bassa Mandingo Etc.	a. Gola, Via, Mende	a. Vai, Mende
Contact person	Foya: Kumba Torgbay (Farmers group chairlady) Kolahun – District Agricultural Officer	District Agriculture Officer	CAC – County Agriculture Officer DAOs	Regional Agriculture Officer;	District Agriculture Officer
Farmers constrains	a. Low price of commodities due to availability of buyers to timely purchase their harvest products b. lack of capacity training	a. Lack of market to sell products 2. Lack of tools, seeds, pesticides, fertilizer and equipment	a. Low production skills b. No coordinated price bargaining c. Insufficient markets to sell farm products	a. Lack of technical and financial support to enhance productivity	a. Lack of access to market especially during rainy seasons b. Lack of access to micro-finance load

Farmers major needs	<p>a. Technical and capacity building training for farmers</p> <p>b. Financial assistance to farmers to enhance productivity</p>	<p>a. Improved access to markets,</p> <p>b. Improved commercialization of farm products</p>	<p>a. Timely supply of needed farm implements</p>	<p>a. Establishment of farmers bank for safeguard measures and access to loan opportunities</p>
Farmers groups	<p>a. Farmers Cooperative Societies</p> <p>b. Women farmers union</p>	<p>a. Gbeh Kwado Gbeh women farmers</p> <p>b. Several cooperative societies</p>	<p>a. Farmers Union.</p> <p>b. Small holder farmers</p>	

ANNEX 7: Matrix Indicating Stakeholders Engagement in the 5 Counties

Table C: Name of stakeholders present during the consultation meeting

No	Name	County /District	Position	Contact
1.	Kumba Torgbor	Lofa	Member	0776115295
2.	Kumba Nyum	Lofa	“	
3.	Yeawa Sherman	Lofa	“	
4.	Hallie Jacob	“	“	
5.	Gabriel Fayiah	“	“	07769509545
6.	Harris Zazay	“	“	
7.	Tamba Wollie	“	“	
8.	Saah Lendor	“	“	
9.	Abu Kanyon	“	“	0772856041
10.	fallah oneday	“	“	
11.	David Nyumah	“	“	0770990841
12.	Fayiah Mccarthy	“	“	0778524307
13.	Tamba Nyumah	“	“	0770472225
14.	Tuwor Gabriel	“	“	
15.	John Pakauah	“	Youth Leader	0777637444
16.	Daniel F. Potokenor	“	City Mayor	0776019782
17.	N.David Ganowah	“	Member	0770516609
18.	Kpalloe F. Sandikie	“	“	0778248528
19.	Tamba Edward	“	“	
20.	Peter B. Lonpea	Nimba	Adm.Assistant	0777223948
21.	Madison T. Gonkanue	“	DAO, MOA	0777451031
22.	Stanley Bella	“	MIA	0770242174
23.	Oretha Gborplay	“	City Mayor	0776207235
24.	Mary Gweh	“	Member	0773460615
25.	Peter Barleah	“	“	
26.	George K. Matiah		DAO, MOA	0777451032
27.	Joseph T. Gbala		MIA	0776756716
28.	James F. Barkar		City Mayor	0776756716
29.	Garrison G. Gbarto			0777251569
30.	Caroline M. Momoh	Lofa	City Mayor	0886630518
31.	Musu E. Tuahy Younn	Margibi	County Agriculture Coordinator	
32.	Jerry Sirtor	Grand Cape Mount County	County Agriculture Coordinator	0886832992
33.	Sam Kehlea	Nimba	DAO	0776143458
34.	John Zaza	Lofa	DAO	0776846450
35.	Halala W. Kokolo	Lofa	County Agriculture Coordinator	0776282026
36.	Edmond Greaves	Bomi	Regional County Agriculture	0777023043

			Coordinator	
37.	Lawrence Kamara	“	Elder	
38.	Joseph Tamba	“	DAO	0886490894

ANNEX 8: Photos of Smallholder Farmer Groups and Stakeholders



Gbeh Kwado Gbeh Women Farmers in Nimba County

Rice stored Women Farmers waiting for buyers



Meeting held with Local Authorities and farmer groups in Lofa and Nimba Respectively