PROJECT: FORM GHANA LIMITED
COUNTRY: GHANA

SUMMARY OF FULL RESETTLEMENT ACTION PLAN (FRAP)

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<th>Project Appraisal Team</th>
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<td>AZEVEDO L., ONEC.3</td>
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<td>MECCA A., GECL;</td>
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<td>BEMPONG G., EDRE1</td>
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<td>OSEI-BOAKYE D., ORPF</td>
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1. **Description of the project, project area and area of influence**

The project aims to establish and manage 11,700ha of sustainable commercial forest plantation composed of 10% indigenous tree species and 90% teak. It is being implemented by Form Ghana Ltd (Project Company) in close collaborating with the Government of Ghana through the Forestry Commission and is the first FSC\(^1\) certified Plantation Company in Ghana and West Africa, and is already producing Carbon Credits as per VCS standards.

A pilot for teak as a short rotation hardwood was implemented on 64ha of land in 2001 before initiating the actual project in 2007 starting with a large scale nursery to support the plantation operations. As at end 2014, over 4,140ha had been planted and it is projected that 6,900ha would have been planted by end 2015. As planting progresses, commercial thinning will begin in 2016 initially on the old stands while plantation maintenance will be continuous till 2021 when exploitation and commercial harvesting for this less advanced stands is expected to commence. The project will initially focus on production of billets, poles, and high quality round logs for local and export markets.

The project operations are located about 280 Km northwest of Accra, precisely in Berekum (*Tain II Forest Reserve*) and Akumadan (*Asubim & Afrensu Brohuma Forest Reserve*). A 50 years renewable land lease accompanied by tripartite Agreements for Benefit Sharing Agreements (BSA) between the GoG, the local communities and the project company has been signed for a total area of 14,000ha of degraded forest land (based on 2006 legislation on the land lease concept for Forest Reserves).

\(^1\) Forest Stewardship Council (FSC) is the most globally recognized and internationally accepted certifying body for Sustainable Forest Management Standards
The following document is a summary of the Socio-Economic Impact Mitigation Action Plan (SEIMAP) prepared by Form International B.V. for Form Ghana on 10 August 2015.

2. Potential impacts
The physical impact of the project will be limited to the planting of trees on the project area, leading to the physical displacement of those residing within the project area and economic displacement of those performing economic or subsistence activities in the project area. Since all income-generating activities within a forest reserve are prohibited according to Ghanaian legislation, displacement only concerns illegal activities. However, as livelihoods are still affected by the project, means are sought for facilitating the project affected people in their livelihoods.

Based on the results from the social survey and asset inventory, the project involves physical displacement of 27 households from the Akumadan project area. A total of 31 buildings were identified in the total project area. The impacts of the project on these households include:

- Loss of houses
- Loss of farmland
- Loss of original living environment

A total of 420 households are directly impacted through loss of farmland in both Akumadan and Tain II. The loss of farmland will happen gradually, as the trees will only hamper growth of farm products after a number of years. Also, planting will be done in a phased approach, with 1,500-2,000ha per year. The total farmland was 1853ha within the project areas. The impacts on these affected households are:

- Loss of farmland
- Loss of grazing land
- Loss of sheds, tents and other structures

A number of cattle herders reside close to the project area, south of Tain II Forest Reserve. Their cattle grazes outside Form Ghana land and drink water from a drinking pond close to their settlement. However, during 2 months in the dry season, the drinking pond dries up and the herders take their cattle to the Tain River, the northern border of the reserve. The cattle herders must therefore cross the forest reserve. The Form Ghana project area may be in the way of the route that is commonly used to cross to the Tain River. However, because of the fragmented nature of the Form Ghana project area, it does not block access to the river. The impact of Form Ghana on the cattle herders is therefore:
- Potential change of access route to the Tain River for cattle drinking purposes.

The total number of Project Affected People per Forest Reserve is demonstrated in the below table.

**Table A: Number of PAPs**

<table>
<thead>
<tr>
<th>Category of PAP</th>
<th>Akumadan</th>
<th>Tain</th>
<th>Total</th>
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<tbody>
<tr>
<td>Farmer Household</td>
<td>5</td>
<td>415</td>
<td>420</td>
</tr>
<tr>
<td>Settler households</td>
<td>27*</td>
<td>0</td>
<td>27</td>
</tr>
<tr>
<td>Cattle herder household</td>
<td>0</td>
<td>12</td>
<td>12</td>
</tr>
<tr>
<td>Vulnerable households</td>
<td>(3)</td>
<td>0</td>
<td>(3)</td>
</tr>
<tr>
<td><strong>Total PAP</strong></td>
<td><strong>32</strong></td>
<td><strong>427</strong></td>
<td><strong>459</strong></td>
</tr>
</tbody>
</table>

* 3 out of 27 HHs are deemed to be vulnerable

**Alternative site scenario**

Form international has conducted extensive research into alternative sites for planting. With the objective of planting Teak in mind, several Forest Reserves were assessed for suitability. The area should be a Forest Reserve because the legal status and ownership status of Forest Reserves is clear. The development of plantations in private land is possible but there is a large risk of problems with land ownership and conflicts over land. Private land is typically in the hands of many land owners and even with all caution and good conduct it is difficult to avoid conflicts over land ownership. Some land owners can be absent for longer periods of time which makes it extremely difficult to assure all landowners are heard before a land transaction is made. Form Ghana therefore chooses to work on Forest Reserves only. Since all income-generating activities within a forest reserve are prohibited according to Ghanaian legislation, displacement only concerns illegal activities. As such, the Environmental Protection Agency (EPA) and the Forestry Commission (FC) have not recognized the identified affected people as Project Affected People.

**3. Organizational responsibility**

Form Ghana implements the socio-economic impact mitigation action plan, financed with company resources. Form Ghana has been operational in the area since 2007. Their commitment is secured by their interest in the success of the resettlement process. The company is well embedded in the area from a social perspective, with regular stakeholder meetings, social monitoring and a large group of local employees. This provides a good basis for negotiations with local governments and host families. It is important that Form Ghana is actively involved in this process because all the parties involved in resettlement will be working together long after
implementation of the socio-economic impact mitigation action plan. Form Ghana will ensure a continuous, open dialogue with the host families, PAP, traditional council and local government. This will be part of the monitoring of resettlement after implementation. The organizational responsibilities are allocated to capable members of the Form Ghana Management Team. The HR Manager will be managing the resettlement process. She is assisted by the Plantation Managers of the Akumadan site and the Tain site. The Plantation Managers are responsible for the practical implementation of the resettlement plan on both sites. Relocation of PAP is the direct responsibility of the HR Manager. The Monitoring Supervisors on both sites are responsible for the monitoring and documentation of the process. They report to the Plantation Managers and assist in the process where necessary. Considering the large number of intercroppers on the Tain site, a foreman has been appointed to work with the inter-croppers. He/she will be the first point of contact, and reports to the plantation manager. All regular inter-cropper monitoring activities are still the task of the monitoring manager. Form Ghana considers the option of appointing an Environmental & Social officer. This must fit within the organizational structure of the company and add to the current knowledge base.

4. Community participation

4.1. PAP consultation
The views of the PAP were assessed in personal interviews, group discussions and stakeholder meetings. Traditional authorities were consulted in group meetings. The local government was consulted in meetings with officials from the Forestry Commission. IUCN, EPA and local governments were consulted at a later stage, to inform and request input on the draft SEIMAP report. The stakeholder views were taken into account when developing the SEIMAP. Each concern was addressed in the plan and solved either through discussions or through the design of effective measures to overcome the raised issues. The members of Form Ghana’s Advisory Panel and Mr. Paul Hol (Form international), have been consulted. The group meetings with cattle herders, settlers and farmers have been recorded and filed and can be requested at Form Ghana. A summary of the input received from the PAP is listed below.

4.2. Settlers Feedback
Most of the settlers expressed an interest to participate in the resettlement program. They expressed a number of concerns:

1. The yam harvest is still to be done. They fear of losing this harvest if they partake in the program.
2. Uncertainty regarding the eligibility of those people that were living in the Form
3. Ghana project area before but have left before the survey, to take part in this resettlement program.
4. They have no money to bear the costs of traditional customs in Kotaa, introducing the settlers to the traditional council.
5. They worry that Form Ghana will not allow them to stay in the host community after the 5 year intercropping agreement has expired.
6. Female-headed households are concerned that they won’t be able to construct their own houses.
7. A lack of water in Tain II Forest Reserve, making it difficult to farm there
8. Many settlers have children that attend school in Akumadan. They are worried that they cannot continue if the whole family must move at once to Berekum.

These concerns were recorded by Form Ghana and incorporated in the development of the final livelihood support program.

4.3. Farmers Feedback
The farmers generally welcome the opportunity to sign an intercropping agreement with Form Ghana. They expressed a number of concerns during the group meetings and personal interviews:

1. If Form Ghana accepts Fulani herdsmen to let their cattle graze on Form Ghana land, this will likely damage the farmers’ crops.
2. Uncertainty regarding the eligibility of those farmers that have not been included in the survey to sign intercropping agreements with Form Ghana.
3. Farmers don’t have money to pay for participation in the survey.
4. Form Ghana is taking the land from the farmers.
5. Prohibition of constructing barns on the land will make it impossible to store harvested crops on the land.
6. Uncertainty regarding the boundary of Form Ghana land. Farmers don’t know if their farm is located on or off Form Ghana land.
7. Farmers planted teak inside the forest reserve and are now worries that they will not be able to harvest those trees.
8. Since Form Ghana does not allow the cultivation of plantain and cassava, the farmers that have already planted those crops are worried to lose their produce.

These concerns were recorded by Form Ghana and the answers clarified.

4.4. Herders Feedback
The cattle herders are positive about their relation with Form Ghana. They had no comments about the project and SEIMAP implications but did file a request for permission to deepen the water hole close to their settlement. This would ascertain water supply for the cattle during the dry season, eliminating the need to go to Tain River and cross Form Ghana land. Form Ghana responded that they have no objections regarding the deepening of the water hole but could not give permission as the water hole is not located on Form Ghana land. At the time of revising this report, the whole has been deepened at the request of the Fulani, by their own leaders. Form Ghana has not been involved in the process.

4.5. Vulnerable households Feedback
The female-headed settler households were visited by Form Ghana Management staff to ask for their input on the resettlement program and inquire if they had any concerns. The main concerns are listed below:
1. It is not possible to construct a house for a female-headed household
2. Fellow settlers are not trusted to construct their house
3. There is no money available to pay for someone to construct the houses
4. It will not be possible for them to participate in the resettlement program
Form Ghana has processed these concerns and included in the resettlement program that Form Ghana will facilitate the construction of the houses for the female-headed households. This will enable these vulnerable households to participate in and fully benefit from the resettlement program.

5. Integration with host communities
Form Ghana had a meeting with the traditional council of the selected host community of Kotaa to assess the possibility of hosting PAPs in the area. The traditional council is asked to provide communities that could function as host communities for these people. After that, Form Ghana communicated intensively with the chief of Kotaa about the resettlement options in his community (minutes available). The chief consulted with his elders and community members. A tour was organized to introduce the settlers to the chief and elders, and the community. A monitoring system and grievance and redress system was developed in consultation with the Kotaa chief to help assist a smooth transition for the settlers and the community of Kotaa. FORM Ghana has put in place grievance procedures and has elaborated a set of protocols to describe the rules and regulations of the company per theme. The protocols are an addition to the ESMP and the ESIA and fit within the framework of the AfDB documentation.
6. Socio-economic studies

6.1. Identification of PAP
Categories of Project Affected Persons were identified based on the company’s experience since 2001, and on the SEIA reports for both plantation sites. Three categories of PAPs were distinguished: farmers, settlers and cattle herders. Settlers are present only in the Akumadan plantation site, cattle herders only in the plantation in Tain II Forest Reserve. Farmers are present in both plantation sites.

6.2. Preliminary meetings
After the preliminary survey, the identified households (Akumadan) and communities (Tain II) were informed in preliminary meetings, conducted by Form Ghana’s Management staff. In these meetings, a number of issues were addressed:

- The names of the (potential) PAPs were listed in order to make sure to include everyone in the survey.
- The purpose of the questionnaires was explained.
- (Potential) PAPs were asked for their consent to participate in the survey.
- If the PAPs agreed to the survey, a date was set for the actual household questionnaires.
- Questions of community members and PAP were answered.

Minutes of the preliminary meetings were recorded by Form Ghana.

6.3. Results socio-economic survey and asset inventory
The results of the socio-economic survey are presented in different sections for each of the identified PAP groups; the settler population, the farmer population, and the cattle herder population. This allows proper evaluation of the needs and requirements for the livelihood facilitation of each of these groups. A division is made between the two plantation areas where Form Ghana operates: Tain II Forest Reserve, and the two fringing reserves Asubima and Afrensu Brohuma. For practical purposes, the area around Tain II Forest Reserve, where this survey took place, is referred to as ‘Tain’. The area in and around Asubima and Afrensu Brohuma Forest Reserves is referred to as ‘Akumadan’.

6.3.1. Settler population
A total of 27 households live as settlers in the areas leased by Form Ghana; Asubima and Afrensu Brohuma Forest Reserve (see map in Annex C). They live in shattered houses and small communities. None of the households has access to electricity. They use water from nearby streams as drinking water, and they collect firewood for cooking. Their houses are constructed of
wood or mud, with thatched roofs. For all settlers, the houses on Form Ghana land are their primary residences. Only one household indicated to stay elsewhere for 3 months in the year. The others stay the full year. There are no facilities within the forest reserves. The distances to the nearest facilities as perceived by the settlers are presented in table A below. Distances are often based on time estimations of the settlers.

Table B: Perceived average distances from settlers to nearest facilities, in km.

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<thead>
<tr>
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<th>Hospital/clinic</th>
<th>Primary school</th>
<th>JHS</th>
<th>Gravel road</th>
<th>Paved Road</th>
<th>Market</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average distance (km)</td>
<td>10.6</td>
<td>8.0</td>
<td>10.4</td>
<td>3.9</td>
<td>7.2</td>
<td>12.1</td>
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The average household size is 4.7 persons. On average there are 3 men and 2 women per household, giving a distribution of 62 women and 70 men included in the household questionnaires. Most settlers came from the North of Ghana (25), one household came from Burkina Faso and one originated from Brong Ahafo Region. The settlers of Akumadan mostly migrated in the last decade; 2001-2010. One households came to the region in 1970. The reason for migration is mostly work, or a search for available, fertile farmland. One household migrated for family reasons. The ethnicity of the settlers is related to the regions of origin. The majority of the respondent group is Dagarti (44%), a tribe from the north of Ghana and Burkina Faso. The Grusi (20% of the respondent group) and Frafra (15%), and Kasena (12%) originate from the same area as the Dagarti but each speak a different language. The next largest ethnic group, the Ashanti (7%), come from Ashanti Region, where Akumadan is also located.

The age distribution of the settler households shows a large peak at the ages 5-10. Older children are less represented in this group, possibly because they move elsewhere for schooling, jobs or marriage. Most of the household members (58%) did not receive any education and are therefore likely illiterate. About a third of the respondents attended (at least) primary school, and 6% attended secondary education. The main source of income for all but 3 households is farming. The three other households earn their income through hired labor. In addition, seven (7) men worked for Form Ghana (from 7 households) and four (4) women (from 3 households). In total, eight (8) households had at least one (1) person working for Form Ghana. There is one household with a disabled child. Also, some of the children were sick in the past year. None of the adults was sick or disabled. The children were mostly sick with Malaria. Others complained of stomach aches, fever and coughing. Twelve households visited the
hospital or a clinic at least once in the past 12 months. One household owns a motorcycle, 17 households own at least 1 bicycle. The vast majority (22) of the households owned at least 1 cell phone and almost all households (25) owned at least 1 cutlass. None of the settlers owned a TV, but 11 households had a radio. There were 2 households with a hoe.

Households with a female household head are considered vulnerable because of their position in rural Ghanaian society. Three out of 27 settler households are female-headed. There are 5 households with sick children and no households with sick adults. There is one household with a disabled child. There was a total of 5 single-headed households in the settler population.

Most of the households farmed on Form Ghana land, with an average size of 3.9 acres. Only 5 households did not have a farm on-reserve. Most of these farmers held an intercropping agreement (15). These agreements were signed between 2009 and 2013, with a peak in 2010. 12 farmers used hired labourers to assist with weeding and harvesting. They hired between 1 and 25 labourers in the past year. The labourers were paid per area (GHS 15-100) or per day (GHS 6-7). Out of the 17 households that were farming within Form Ghana land, 5 were using fertilizer, usually more than one type. Despite company rules, 7 households were using herbicides (some more than 1 type) and 3 were using pesticides (table 3.4). Form Ghana will ensure renewed education of company rules with intercropping farmers, to mitigate this problem. Intercropper meetings will be used as a medium to convey this information. 13 settler households have a farm off-reserve, with an average size of 5.6 acres. They started farming there between 2003 and 2015. There were also 6 farmers that owned farmland elsewhere, away from their current residences.

The total area of farmland from the settlers on Form Ghana land is 95.5 acres (38.6ha). Most of that land is planted with maize, followed by yam, peanuts and beans. The settlers in Akumadan have on average 4.3 acres of farmland on Form Ghana land, per household, and 5.4 acres of farmland off Form Ghana land. The average production per acre is expressed in different units, depending on the local sales quantities. On average, production per acre is better off Form Ghana land then on Form Ghana land, except for yam. This may be due to the fact that farmers are not allowed to use chemicals on their farm on Form Ghana land. Two households that owned a farm produced only non-commercially (subsistence farming). The other farmers produced partly commercial, partly non-commercial. On average, 72% of the produced maize was sold and 12% of the produced peanuts. As most of the settlers are farmers, they usually sell part of their produce on the market. Many farmers choose several markets to sell their crops. Nkoranza and
Techiman are the most popular sales locations, followed by Abofoa (table 3.7). A number of settlers also mentioned Accra and Kumasi as sales locations. These cities are far away from their residences and it is therefore assumed that these farmers have a middleman to assist in their sales. Most of the settlers have chickens and goats. A few own some pigs and sheep.

6.3.2. Farmer Population
A total of 420 households were farming on Form Ghana’s lease area in the past 6 months; 415 in Tain II and 5 in Akumadan. The farmers live in fringing communities and go to their farms on foot. They sometimes stay on the farmland for a short time during sowing or harvesting because they don’t want to risk losses from stealing or damage by animals. For almost all of the farmers in Tain, the houses where they stayed during the survey were their primary residences. Only six households indicated to stay there as a temporary residence. In Akumadan, only 3 of the 5 farmer households regarded this house as their primary residence. The facilities present in each of the communities are presented in the full RAP, not all distances could, however, be retrieved. The vast majority of the farmer households still rely on firewood as their cooking fuel. A few use charcoal or gas. The average size of the households is 5.6 people, including children. The total amount of people included in the survey was 2310 in Tain and 28 in Akumadan. In Tain II, 52% of the farmers was male (1210), 48% female (1100). In Akumadan, 39% was male (11), 61% female (17).

The majority of farmers in Tain II originate from the north of Ghana (68%); Upper West Upper East and Northern Region. 28% are originally from Brong Ahafo Region, where Tain II is located. The farmers mostly migrated to the Tain area between 2007 and today, with a smaller peak between 2000 and 2005. The reason for migration is mostly work, or a search for available, fertile farmland. Some households migrated for family purposes, medical care or schooling. The ethnicity of the farmers in Tain II is related to the regions of origin. The majority of the respondent group is Dagarti (44%), a tribe from the north of Ghana and Burkina Faso. Next largest group is Brong (22%), a tribe from Brong Ahafo Region, where Tain II is located. Konkomba (10%) and Frafra (8%) originate from the same area as the Dagarti but each speaks a different language. The Ashanti come from the Ashanti Region, bordering Brong Ahafo Region to the south-east. The Grusi, Mamprusi and Kasena tribes originate from the north of Ghana. In Akumadan, most of the households belong to an ethnic group that originates from the north of Ghana. 32% (9 people) are Ashanti, originating in the Ashanti Region, Where Akumadan is located. The age distribution of farmers shows that most of the farmers population is child (0-10 yrs.), both in Tain II and in Akumadan. The vast majority of respondents were Christian. In
Akumadan, all of the households were Christian. In Tain, a minority was Muslim, traditionalist or had no religion.

The education level of farmer household members in Tain is split out between those that are currently studying, the ‘student’ population, and those that are currently not studying, the ‘non-student’ population. The student population mostly attends lower level education; kindergarten and primary school. 24% attends junior high school and 3% attends tertiary education (senior high school). The majority of the non-student population has received no education (58%), and may be considered illiterate. 18% attended primary school and 22% continued on to junior high school and 2% attended senior high school. Most members of the households farming in Tain II are farmers (71%). The remaining respondents are Students (17%), unemployed (4%) or have other jobs (7%). Other jobs include trading, teaching, masonry, hairdressing, seaming, driving, tailoring, fitting and more. Amongst the farmers in Tain II, 35 households have one (or more) person(s) working for Form Ghana. In total, 36 men and 5 women are employed by Form Ghana. In Akumadan, 1 man is employed by Form Ghana.

6.3.2.1. Sickness and disabilities

36 farmer family members have been sick in the past year in Tain (10 men, 6 women, 20 children) and 2 in Akumadan (1 woman, 1 child). Most common diseases are Malaria, Epilepsy and Tuberculosis. Elephantiasis, Anaemia, Asthma, Cataract, Paralysis, Ulcers and Headache are occasionally mentioned. In Tain II, 15 farmer families have a disabled family member; one family has 2 disabled family members. From the 17 disabled persons amongst the farmers households, 6 are men, 6 are women and 5 are children. The types of disabilities range from physically handicapped to mentally challenged.

At a regional level, HIV/AIDS prevalence amongst adults of 15-49 years old, was 2.6% in Ashanti Region and 2.0 in Brong Ahafo Region in 2012. At a national level, HIV/AIDS prevalence in Ghana was 1.4% in 2012. According to the Global Health Observatory Data Repository, the prevalence was 1.3% in 2013. The prevalence of tuberculosis in Ghana was 71 out per 100,000 population in 2013, with an incidence of 66 per 100,000 population per year, according to the Global Health Observatory Data Repository and Ghana’s Tuberculosis Profile. Malaria prevalence is very high in Ghana. According to the WHO World Malaria Report (2013), there were 10.7 million suspected malaria cases, on a population of 25.4 million people, in 2012. 8.8 million cases were presumed and confirmed.
In Tain, 47 out of 415 households (11%) have a female household head. In Akumadan, 1 out of 5 households (20%) have a female household head. There are 10 households with sick men, 7 with sick women and 21 with sick children. There are a total of 16 households with a disabled household member, either physical or mental. There were a total of 28 single-headed households in the farmer population. Vulnerability of ethnic and religious groups has also been considered. Although Muslims, Traditionalists and Non-religious people are minorities compared to the Christian majority, there has been no reason to assume that these people are vulnerable. The only groups that are visibly distinct from other groups are the Fulani. Their nomadic lifestyle does not mix with the farmer communities, and there are often complaints and grievances outed from both sides. The Fulani are described as a separate category of PAP and their vulnerability will be taken into consideration in the development of their livelihood improvement packages.

Most of the farmers have a small piece of farmland on Form Ghana’s lease area in Tain II (<10 acres). 302 out of 415 (73%) farms make use of hired laborers, 1325 in total. Together with the working family members, 2639 people are working on the farms in Tain. These people work a total of 4571 acres (1852ha) of land, meaning that one person can take care of 1.7 acres, children included. All 5 farms in Akumadan are 2.5 acres or smaller. Four of the 5 have hired labourers, 18 in total. There are 9 women, 6 men and 4 children working on the farms, making a total of 19 people working at the farm. The total size of farms in Akumadan is 7.75 acre, which is 1.6 acre per person on average. Most farmers have a farm of 2-10 acres in Tain. The average farm size is 11 acres per person. In Akumadan, the farms are smaller; all under 5 acres. 25% of farmers in Tain also have farmland off Form Ghana land. This 25% of the farmers have on average 86% of their land off Form Ghana land and four (4) out of five (5) farmers in Akumadan have land off Form Ghana land. On average this is 3 times the size of the land on Form Ghana land. A total of 20% of the farmers in Tain has an intercropping agreement. In Akumadan, all five (5) farms have an intercropping agreement.

Maize is by far the most cultivated crop, both in Akumadan and Tain. Other popular crops are beans, cassava, peppers and yam. In Tain, 93% of the Maize is cultivated on Form Ghana land. Cashew is a major crop outside Form Ghana land, but is not cultivated on Form Ghana land. This is most likely caused by the fact that Form Ghana is located in a forest reserve, which means it is illegal to farm there. A long-term investment like cashew is considered a too high risk. One farm did take this risk with his cocoa farm, but only on a small piece of land (5 acres). On average almost 90% of the cultivated surface in Tain is on Form Ghana land. In Akumadan, the farmers have most of their farmland off Form Ghana land (64%). Most farmers produce partially
commercial and partially subsistence. The percentage commercial production is similar on and off Form Ghana land, and also similar in Tain and in Akumadan; between 81% and 92%. The majority of the households in Tain and Akumadan have chickens, and a large number also has goats for livestock. Other animals that are kept by the households are sheep, pigs, Guinea fowl and others.

6.3.3. Cattle Herders
The cattle herders that live in the Fulani settlement get their drinking water from nearby streams. There is no electricity. They live in tents constructed of wooden floors and plastic covers. The nearest facilities such as a primary school or borehole are located in Kotaa. All the cattle herders indicate that they live permanently in their current residences. Their family often lives elsewhere but due to the nature of their work, they don’t get to visit them often. The total number of men in the households is 43, and 26 women, 69 in total. The age distribution of the cattle herder households shows a peak at young ages (0-5), and again at 20 to 25. There are very few household members older than 45, and no women above the age of 40. 91% of the cattle herders are Fulani, 6% is Gonja and 3% is Hausa. They speak the Fulani language, as well as Hausa, all of the cattle herders included in this survey were Muslim. The majority of the cattle herder households (67%) had received no education. Only 7% attended schooling at a higher level than primary school. Some respondents indicated that they attended Arabic school (figure 3.20). The school level of this education type remains unclear. The cattle herders indicated that they have additional sources of income, aside cattle herding. Some are in cattle trade, others sell milk, clothes or rice. They were interested to start a small farm near their residences but had not started this yet. None of the cattle herders works for Form Ghana. All the cattle herders have at least 1 cell phone. Two have a radio and three a TV. The TV owners all live in Berekum. Three households have a motorcycle and 1 household has a bicycle. The 11 cattle herder households included in this survey herded a total of 535 pieces of cattle. 77% of that cattle belonged to the respondents.

None of the cattle herders were female-headed. There were no sick or handicapped people within their households. Almost all of the households were single-headed, with families living far from the household head. The Fulani cattle herders can be considered as vulnerable because their nomadic lifestyle does not mix with the farmer communities, and there are often complaints and grievances outing from both sides. The Fulani are described as a separate category of PAP and their vulnerability will be taken into consideration in the development of their livelihood improvement packages.
7. Legal framework, including mechanisms for conflict resolution and appeal
Key documents upon which the legal framework of this Socio-Economic Impact Mitigation Action Plan is based on are the Constitution of Ghana and The State Lands Act. Ghana does not have a law specifically for plantation forests, hence these general laws apply.

   Article 20
   (2) Compulsory acquisition of property by the State shall only be made under a law which makes provision for. (a) the prompt payment of fair and adequate compensation; and (b) a right of access to the High Court by any person who has an interest in or right over the property whether direct or on appeal from other authority, for the determination of his interest or right and the amount of compensation to which he is entitled.
   (3) Where a compulsory acquisition or possession of land effected by the State in accordance with clause (1) of this article involves displacement of any inhabitants, the State shall resettle the displaced inhabitants on suitable alternative land with due regard for their economic well-being and social and cultural values.

b) State lands act (1962)
   Section 4. Claims and compensation
   (1) A person who claims a right or has an interest in land subject to an instrument made under section 1 or whose right or interest in that land is affected shall, within six months from the date of the publication of the instrument made under section 1, submit in writing to the Lands Commission, (a) particulars of the claim or interest in the land of that person, (b) the manner in which the claim or interest is affected by the executive instrument issued under this Act, (c) the extent of the damage done, and (d) the amount of compensation claimed and the basis for the calculation of the compensation.
   (2) The Lands Commission shall on receipt of the claim for compensation under subsection (1) cause the payment to the owner, of fair and adequate compensation to be assessed by the Government for the land acquired.
   (3) In assessing the compensation for land under subsection 2 account shall be taken of (a) the market or replacement value of the land, (b) the cost of disturbance or any other damage suffered thereby, and (c) the benefits to be derived by the people of the area in which the land is situated from the use for which the land is acquired.
(4) Subject to the Constitution, where a compulsory acquisition or possession of land effected under this Act involves displacement of the inhabitants, the Lands Commission or any other government agency as directed by the President shall settle the displaced inhabitants on suitable alternative land with due regard for the economic well-being and social and cultural values of those inhabitants.

(5) In assessing compensation under this Act account shall not be taken of the improvement on the land made within two years previous to the date of publication of the instrument made under section (1), unless the improvement was made in good faith and not made in contemplation of acquisition under this Act.

c) Forest protection act (1974) and amendment (2002)
Section 1. Forest offences
(1) Any person who in a Forest Reserve without the written consent of the competent forest Authority (a) fells, uproots, lops, girdles, taps damages by fire or otherwise damages any tree or timber; (b) makes or cultivates any farm or erects any building; […] or (i) pastures cattle or permits any cattle to trespass, commits an offence and is liable on summary conviction to a fine not exceeding 500 penalty units or to imprisonment not exceeding 2 years or to both, […].

Other related laws are listed below:
- Forest Plantation Development Act
- The Administration of Lands Act, 1962 (Act 123);
- The State Lands Regulations 1962 (LI 230);
- The State Lands (Amendment) (No.2) Regulations 1963 (LI285);
- Lands (Statutory Way Leaves) Act, 1963 (Act186);
- Office of the Administration of Stool Lands Act, 1994 (Act 481);
- Environmental Assessment Regulations (LI 1652)
- The 2006 Resettlement Policy Framework (RPF) of the Ministry of Transportation and its Agencies; the RPF states that no one is to be denied compensation because he/she is not the holder of a legal document. It proposes payment of supplemental assistance to non-holders of legal titles.

d) Land Tenure
The Forest Reserve is under the custody of the Forestry Commission, a governmental department at the local level. This department can grant leases to companies for reforestation of the degraded lands. The company must sign a benefit sharing agreement with the forestry commission
declaring that an agreed percentage of the returns is divided between the Forestry Commission, traditional council and the local communities.

In Akumadan, Form Ghana has signed a land lease agreement with traditional land owners and the Government of Ghana for the reforestation of the project area to restore productive forest in the degraded forest reserves. In Tain II, Form Ghana has committed to a Public Private Partnership (PPP) with the Forestry Commission for the development of a commercial forest plantation within Tain II Forest Reserve. In both sites, Form Ghana rents the land from the Forestry Commission with a renewable lease for 50 years. Both the PPP and lease constructions are part of the national policy to restore degraded forest reserves in Ghana, which is a strong policy instrument showing the commitment of the Government of Ghana to conserve, restore and promote the sustainable use of forest resources in the country.

Land tenure outside of the forest reserve is managed by the traditional council. Therefore, the negotiations on host communities involve close consultation with the chiefs and elders at the local and at the district level.

e) International Standards and Guidance
Form Ghana is committed to ensure that the resettlement of Project Affected People does not result in socio-economic hardship. Resettlement will be carried out in accordance with the Ghana National legal framework and with the AfDB Involuntary Resettlement Policy, more specifically Operational Safeguard 2: Involuntary resettlement land acquisition, population displacement and compensation which consolidates the policy commitments and requirements set out in the Bank’s policy on involuntary resettlement, and incorporates a number of refinements designed to improve the operational effectiveness of those requirements.

In addition, IFC’s document on Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets of 2007 was taken into account. This document considers actively developing and sustaining relationships with affected communities and other stakeholders throughout the life of their project.

8. Institutional framework
Since all income-generating activities and habitation within a forest reserve are prohibited according to Ghanaian legislation, displacement only concerns illegal activities. As such, the

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national authorities do not recognize the people that are identified as project affected (PAP) in this report and will therefore not be involved in the implementation of the action plan.

a) Ministry of Lands and Natural Resources
This is the state agency in charge primarily of the management and administration of state and vested lands. It is responsible for advising on policy framework for development of particular areas so as to ensure that development of such areas is coordinated. The functions of Lands Commission are spelt out in Article 256 of the 1992 Constitution and the Lands Commission Act (Act 483) 1994. The Ministry has the oversight responsibility for the land and natural resources sector and its functions include: Policy formulation, Co-ordination, Monitoring and Evaluation, Validation of Policies, Programs and Projects, Supervision of Sector Departments and Agencies; and Negotiations with Development Partners.

b) Forestry Commission
The Forestry Commission of Ghana is responsible for the regulation of utilization of forest and wildlife resources, the conservation and management of those resources and the coordination of policies related to them. The Commission embodies the various public bodies and agencies that were individually implementing the functions of protection, management, the regulation of forest and wildlife resources. These agencies currently form the divisions of the Commission:

- Forest Services Division (FSD)
- Wildlife Division
- Timber Industry Development Division (TIDD)
- Wood Industries Training Centre (Forestry Commission Training School)
- Resource Management Support Centre (RMSC)

The Forestry Commission has given their approval of the SEIMAP, but the Ministry will not be involved in the implementation of the plan.

c) Local Government Authorities
The Regional Coordinating Council (RCC) and the District Assembly (DA) are responsible for the overall development of the region and district respectively and their functions include: to prepare and submit development plans and budgets to superior institutions for approval and implementation. These institutions were set up by an Act of Parliament, to serve as the planning authority for the region and district respectively.
With regard to environmental management at the district level, the District Environmental Management Committees (DEMC) has been set up by law (Act 462) to among other things:

- Promote and provide guidelines for the establishment of community level environmental committees to put into effect the environmental programs of the Assembly in the community;
- Plan and recommend to the DA, strategies and activities for the improvement and protection of the environment with emphasis on fragile and sensitive areas, river courses etc.

The Forestry Commission and all applicable local government authorities have given their approval of the SEIMAP, but the governmental authorities will not be involved in the implementation of the plan.

d) Environmental Protection Agency (EPA)

As the law stipulates, the EPA is statutorily mandated to ensure that the implementation of all undertakings do not harm the environment. The Agency has eleven (11) regional offices, which are accessible and staffed and equipped to perform its functions. It is expected that sub-projects that will require the preparation of EIA will abide by statutory requirements and the implementing institutions will liaise sufficiently with the Agency to ensure compliance. The EPA is the National Focal Point for Climate Change and is responsible for all national communications to the UNFCCC.

e) Traditional Authorities

Traditional authorities encompass chiefs or traditional rulers, and traditional councils. In Ghana, the traditional authority system comprises:

- Chiefs;
- Queen Mothers;
- Linguists;
- Family/lineage/clan heads;
- Head of ‘asafo’ companies; and
- Priests and priestesses.

In pre-colonial times, traditional authorities constituted the axis for the exercise of executive, legislative and judicial powers. Traditional authorities are now largely the custodians of the traditions and customs of their subjects. Chiefs (or other traditional rulers) have an important role as custodians of communal land and exercise traditional authority over people living within their areas. Forestry has had diverse impacts on traditional authority systems, especially as they relate
to authority over land. The regulation, allocation and management of land have been a responsibility and right of traditional authority and structures. Chiefs are recipients of part of royalties from the forestry sector and land rent payable in private tree plantation operations. Traditional councils, who assist the chiefs, also receive a share of royalties. Traditional authorities are key players in decision-making. Traditional authorities sit on important boards such as the Forestry Commission board and the National REDD Working Group.

Within the traditional structure, the Paramount Chief (Omanhene) is the head. Below the Paramount Chief are the divisional and sub-divisional chiefs (Ahene) whose areas are synonymous with traditional towns and villages. At the community level, sub-chiefs or community chiefs, in consultation with elders, typically resolve disputes.

The traditional authorities of the community of Kotaa are actively involved in the implementation of the SEIMAP. The chief of Kotaa has agreed to facilitate the hosting of the settler communities from the Akumadan site. Together with his traditional leaders, he will ensure the integration of the settlers in the community. Regular meetings will be organized to address potential issues, and intensive communication with Form Ghana is in place to monitor the resettlement process. Form Ghana will interfere only when necessary, in order to give the community and the settlers the opportunity to establish a sound relationship. The chief has indicated that there is sufficient capacity in the community to guide the process. Form Ghana ensures sufficient facilities (clean drinking water, well-prepared housing site, allocation of farmland). Should problems arise, Form Ghana is stand-by to assist. A Grievance and Redress Mechanism is in place, as well as an intensive social monitoring system in order to timely identify and address any issues that may arise.

9. Eligibility
Form Ghana identified the following categories of people that perform activities within the area managed by Form Ghana and are therefore affected by the project:

1) **Farmers**
   People that farm (partially) within but live outside the project area

2) **Settlers**
   People that live and farm within the project area

3) **Cattle herders**
   People that herd cattle within but live outside the project area
   These groups are described in detail in the section below.
9.1. Farmers
Project-affected farmers are people from fringing communities that started farming within reserve boundaries when the forest became degraded. They live at walking distance from their farms in communities just outside the forest reserves. Some of the farmers farm only within the reserve; others have land on- as well as off-reserve. A total of 420 farmers households was identified; 5 in Akumadan and 415 in Tain. The farmers are aware that they are not allowed to farm in the reserve however the law is not actively enforced and therefore they have been able to farm in the reserve. These farmers are found both in Akumadan and in Tain II FR, in the area managed by Form Ghana. In the Akumadan project areas, the number of people farming within the reserve is considerably smaller than in Tain II because on most of the Akumadan plantation area, the canopy has become too dense for farming. Most of the farmers have therefore chosen to farm elsewhere.

9.2. Settlers
People that not only farm but also live inside the forest reserve are defined as settlers. They live in both forest reserves at the Akumadan site: Asubima and Afrensu Brohuma, in the area managed by Form Ghana. In the area managed by Form Ghana in Tain II Forest Reserve there are no settlers.

9.3. Cattle herders
The Fulani are a nomadic people from Northern Ghana and bordering countries. A number of Fulani herd and water their cattle within the part of Tain II Forest Reserve that is managed by Form Ghana. This group is referred to as cattle herders. In Akumadan there are no cattle herders. A total of 12 cattle herder households were identified in Tain. The cattle herders mostly live by themselves in the settlement close to Form Ghana’s office site, with their households living in towns or communities elsewhere. The word household commonly refers to a single herder in this specific PAP category. The number of households is variable as the cattle herders come and go.

9.4. Eligibility criteria
Only PAPs registered during the baseline survey were considered to be eligible for either the livelihood facilitation or supplementary assistance. The date of completion of the baseline survey was the cut-off date for eligibility to livelihood facilitation or any assistance, 2 April 2015. This was made known to the PAP in meetings following the socio-economic survey. A procedure was
written for these meetings, to ensure that the same information would be supplied to all PAPs. Minutes were kept of each meeting.

Settlers are eligible for the status of PAP if they are residing within Form Ghana’s plantation area at the time of the survey or before. All people that were living on Form Ghana land during project implementation are eligible to partake in the program and can indicate their desire to join at any time, within the year after relocation of the currently identified PAP. Proof of their former presence in the area can be generated through previous data of Form Ghana and identification by other settlers. Farmers are eligible if they have farmed on Form Ghana land in the six months prior to the survey. Cattle herders are eligible if they make use of Form Ghana’s land for cattle herding and/or watering purposes.

No restrictions have been placed on land and house access for settlers before approval by the AfDB, and before final agreements are made on relocation. All PAP have been given adequate opportunity to be included in the survey. They have been informed through fore-mentioned community meetings, for which wide and open invitations have been distributed, through engagement with Form Ghana’s community volunteer network, and through direct contact during the socio-economic survey. It was also made known to community representatives that in case PAP had not been included in the survey, they could make themselves known to the company. No new people have come forward yet (March – July 2015).

9.5. Identification of vulnerable households
Vulnerability of households is defined according to the AfDB standards, as written in their Operational Safeguard 2: “Vulnerable people are people 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”. Based on this definition, the following categories of potentially vulnerable people were identified:
- Female-headed households
- Households with disabled persons

10. Valuation of, and compensation for losses
10.1. Valuation of losses
For asset valuation, photos were taken of the houses of the settlers, on Form Ghana land. There was no need to assess in detail the value of assets as the PAP will not receive monetary
compensation. The collected data will suffice as a baseline to assess improvement of livelihood after relocation. The actual survey was carried out from Wednesday 11 March until Thursday 2 April. A total of 459 households were interviewed, which represents 100% of the PAP.

10.2. Livelihood support packages
FORM Ghana has opted to facilitate the PAPs in their livelihood through livelihood support packages. This approach has been chosen in order to be in line with both national laws and the AfDB standards on resettlement where: “The borrower or client (...) offers land-to-land compensation and/or compensation in-kind in lieu of cash compensation where feasible”. The mitigation packages were developed in consultation with all the relevant stakeholders, and in compliance with national and international laws and regulations. The word ‘facilitation’ has been chosen rather than ‘compensation’ because of sensitivity in national legislation. The needs and desires of the PAP formed the basis for composing the packages.

10.3. Existing situation
Most farmers and settlers have been active in the area since before Form Ghana was established. When Form Ghana started their project all farmers and settlers were offered the opportunity to intercrop with the company until canopy closure and all people from fringing communities were offered the opportunity to work for the company. The opportunity of relocation has been brought forward in previous stakeholder meetings. A number of settlers have already chosen to move on their own account, some to Tain II FR but most to other places in Ghana. People have never been forced to move from the project area. Those that have moved in the past have done so on a voluntary basis.

10.4. Livelihood support packages for PAP
10.4.1. Farmers
All farmers have been or will be offered the opportunity to sign an intercropping agreement with Form Ghana, which means they can farm legally within the reserve until the tree plantations reach canopy closure (intercropping agreement available in full RAP). Farmers take 100% of crop revenues; no payments to the company are required. They can choose a parcel of the size that they require. After canopy closure, farmers can choose to move their farm to a place where the canopy is still open, so they can continue their farming practices. Full establishment of the area in Tain II FR is expected to take at least until 2020, offering new intercropping opportunities throughout the years. Form Ghana will assure intercropping possibilities for all inter-croppers until at least 2020.
Intercropping is beneficial to the farmers as well as the company. The farmers gain free and legal access to land. Farmers take 100% of crop revenues; no payments to the company are required. They can choose a parcel of the size that they require. After farm establishment they weed their land, promoting growth of the young teak trees. Growth of trees on intercropping land is visibly better than growth on parts of the plantation without intercropping. In addition, Form Ghana offers job opportunities to members of fringing communities. This has been done in the Akumadan areas since 2007, where ca. 350 people are employed permanently or as contract workers, and has started in Tain II FR as well (ca. 900 people employed). All intercropping farmers are offered the opportunity to work for the company.

As part of the Community Development Plan, Form Ghana will provide training programs, possibly in collaboration with selected NGO’s, universities, to assist with the development of alternative livelihood activities. Fringe communities, including farmers intercropping on project land, will be offered training on alternative income generation activities such as snail farming, grass cutter breeding, agroforestry, woodlots, SME business development, agribusiness (trade, processing), etc. This will ensure that PAP will have meaningful options of developing alternative livelihood options next to farming.

10.4.2. Settlers
Settlers are offered alternative settlement options in a host community in the vicinity of Tain II Forest Reserve, where the company aims to attract a larger number of intercroppers to the benefit of the project. It is within the framework of facilitating increased intercropper cooperation that Form Ghana can offer facilitation of resettlement of settlers from the Akumadan area to the Tain II area. Form Ghana has arranged a site within the host community where settlers are offered a traditional land use agreement from the chief of the host community. The PAP will be allowed to construct a house on the selected area. The settlers supply their own construction materials, whether re-used from their old houses or acquired in the host community. Form Ghana will facilitate the transport of construction materials from their original homes to the new site.

As part of the valuation process, the settlers have visited the designated resettlement area in the host community. Considering the current housing situation of the settlers, and the availability of natural resources in the host community, it is not expected that settlers need to purchase materials for their new homes as a result of the relocation process. Settlers will bring along useful materials from their current homes and will find all necessary new
materials in the new area, without having to buy materials, as the required materials are mud, wood and thatch. This has been pre-assessed by the settlers during the visit to the host community. In the unexpected event that certain materials cannot be sourced in the surroundings of the new settlement area, Form Ghana will assist the settlers, directly or indirectly, in such a manner that they will be able to construct their new homes without having to buy materials.

During construction, the PAP will be offered temporary housing close to the construction site. Form Ghana facilitates the transportation of the households and their belongings from the current housing site to the host community. The PAP will have access to host community facilities after relocation. This includes the following facilities:

- Connection to the road network, maintained by Form Ghana
- Water from boreholes
- Access to clinics, hospitals, schools and other services that are available in the host community or nearby towns
- Possibility to make use of transportation to markets

Form Ghana will investigate the possibilities to improve and/or enhance existing facilities. All farmers have been or will be offered the opportunity to sign an intercropping agreement with Form Ghana, which means they can farm legally within the reserve until the tree plantations reach canopy closure. Intercropping farmers take 100% of crop revenues; no payments to the company are required. They can choose a parcel of the size that they require. After canopy closure, farmers can choose to move their farm to a place where the canopy is still open, so they can continue their farming practices. Full establishment of the area in Tain II FR is expected to take at least until 2020, offering new intercropping opportunities throughout the years. Form Ghana will assure intercropping possibilities for all inter-croppers until at least 2020. In addition, Form Ghana offers job opportunities to members of fringing communities.

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10.4.3. Cattle herders
In order to respect the law and protect the young trees, Form Ghana security must keep the cattle herders and their cattle from entering the project area. However, considering the nomadic nature of the cattle herders and the mobility of their cattle, the herders can easily relocate as long as there is sufficient grazing land that they can use and a water source for the cattle that they can access. From the socio-economic survey it became apparent that the cattle herders only make use of the forest reserve to access the Tain River as a water source in part of the dry season, after the water in their dam has dried up or deteriorated in quality (December-February). Form Ghana will not block access to this water source because the planting blocks are distributed over the forest reserve in a patchy manner, not as a contiguous area. Form Ghana offers job opportunities to the cattle herders and has an ongoing dialogue with them to ensure a sound relationship.

**10.4.4. Vulnerable households**

Vulnerable households have been identified that are likely not to benefit fully from the livelihood support packages developed by Form Ghana. For these households, special provisions have therefore been made. A total of 3 households have been identified that are eligible for these provisions. The female-headed households that have settled on Form Ghana land will receive assistance with the construction of their houses in the host community, as they are unable to construct these themselves. This way they can have equal benefits from the resettlement program. Disabled headed households are considered individually, because situations are too different to generalize the needs of these households. Form Ghana will assess if assistance is necessary and find a suitable approach for each household.

**Table C: Entitlement matrix for PAPs**
Form Ghana has the logistics present to facilitate the resettlement of the project affected people. A truck is available (Mitsubishi Canter), with a driver, to transport the households and their belongings from the Akumadan site to the host community. There are 8 trucks in the company that are used mainly for transportation of workers to and from the field. On weekends, all trucks are available, and on weekdays, at least one truck can be made available. If there are not enough trucks available for relocation, the company has the option of renting a vehicle. This has been included in the budget. The settler families can indicate when they would like to depart and Form Ghana will make a planning for the timely transportation of all settler households. There will be assistance with loading and off-loading, provided by a Form Ghana employee.

11. Identification and selection of resettlement site, site preparation and relocation

11.1. Identification of host community

For the resettlement of the settlers in Akumadan, a host community was selected based on a number of criteria.

- The host community must be located at walking distance of Form Ghana’s plantation area, in order to offer intercropping opportunities for the relocated farmers.
- Facilities such as a clinic, primary school, clean drinking water and electricity should be present.
- There should be a good connection to the local road network.
The community members as well as the chief must be positively inclined towards the housing of up to 30 households in their community.

There should be enough land available to house the relocated households.

A good relation between the host community and Form Ghana is required.

One community was found to meet these criteria and was therefore considered suitable to function as a host community, the community of Kotaa. The current number of households in Kotaa is approximately 150. It was agreed with the chief that the relocated settlers could be hosted on a selected piece of land within the community, with access to all the community facilities. There will be no host families.

Form Ghana has arranged a site within the host community where settlers are offered a traditional land use agreement from the chief of the host community. The designated area is situated on the south-western edge of the village along an access road. The area comprises 2.2 hectares in total. With approximately 27 settler households to be relocated, this site provides almost 800m² per household. The settlers will be allowed to construct a house on the selected area.

11.2. Description of the site

The site is to the east of Kotaa along a dirt road that leads to a neighboring village. The site is covered with fallow agricultural land in various stages of regeneration. A single house is found on the site. To start constructing houses there, the site will be slashed manually and lightly levelled with a grader. Drainage will be checked and improved where needed. At the site the settlers will construct houses using traditional materials found locally (poles, wattle, loam for the walls and roof construction, and grasses or corrugated iron sheets for roofing). Materials will be sourced locally or in the immediate vicinity.

12. Shelter, infrastructure and social services

Form Ghana offers the PAP the possibility to move from the forest reserve to a host community, close to Form Ghana land. They will receive a traditional land use agreement from the chief and his traditional council that gives them legal right to live on that land for an unlimited time. The PAP will be able to make use of the community facilities, including:

- Connection to the road network, maintained by Form Ghana
- Water from boreholes
- Access to clinics, hospitals, schools and other services that are available in the host community or nearby towns
- Possibility to make use of transportation to markets

At their current place of residence, the PAP live next to their farmland. Once resettled this will be further away. However, the canopy will shortly be too dense for farming in their current place of residence so the guarantee of farmland after resettlement is a benefit to the PAP. Also, there will be water points constructed close to their farmland to facilitate irrigation and supply of drinking water during work, and there will be (seasonal) storage rooms constructed on-site for their produce. The settlers are now living illegally within a forest reserve. They are under a constant risk of eviction by the Forestry Commission. In the host community they will be legal and hold a legal title to the land where their house is. This secures their future. For community members that intercrop in the Form Ghana concession in the forest reserve, Form Ghana will construct water points that they can access from their farms. Form Ghana will investigate the possibilities to improve and/or enhance existing facilities in the host communities.

13. Environmental protection

During construction of the site an area will be cleared to make room for the buildings and roads. Building waste will have limited or no impact as they are all local and organic materials. The drainage patterns are kept similar to the original, pre-project situation. There is not much difference in the risk of erosion and surface run-off between the pre-project farmland and the village once fully installed, with the exception of drainage water of additional paths and the roofs of houses collecting water that lands on the soil in a concentrated way. Drainage is designed in such a way that this water will not create erosion on the site. Trees, fruit trees and other vegetation will be planted by the people around their houses which can help in reducing surface run-off and help increase infiltration. The spots where roads and buildings are placed will have compacted soil. This is also expected during road construction and building. Seeing the limited extent of the total area impact will be very local. Active work has gone into discussing with the Chief and local people for the selection of the location. More people coming to the village may put pressure on existing services. The new settlement creates additional employment both temporary (builders, suppliers building materials) and long term (shops, service providers). The fact that the population of Kotaa grows will make the village more attractive for the installation of schools, medical facilities etc. The settles have access to land in the Tain forest reserve and will have a legal living status in Kotaa, where in the Asubima forest reserve they were living illegally.

The impact of converting a small portion of farm land to a settlement for farmers moving from the Akumadan area to Kotaa has minor negative impacts on the (socio-economic) environment.
In total the positive impact of the creation of a new settlement are minor, but benefits for the people and for the village of Kotaa are considerable. The nature of the impacts is such that no specific measures are needed to mitigate any negative neither impacts nor are measures needed to enhance positive impacts.

14. Implementation schedules
The implementation of the SEIMAP will be done according to the plan presented below. The farmers can start or continue farming as soon as they have signed their intercropping agreements. Boreholes will be constructed in Tain II Forest Reserve at locations that are accessible from the farms of the intercropping farmers, as well as in the host community. Construction will start as soon as financial resources are received from the bank.

Temporary housing is constructed in the host community. This will be done with monetary resources from Form Ghana, and executed by local contractors. The houses serve to temporarily house the settlers during their time of construction. After the settlers have completed the construction of their houses, they will move out of the temporary housing facilities. These houses will then become available for the identified vulnerable households. The settlers that have been appointed by the PAP group to construct the houses in the host community will be transported to the host community to start construction of their houses, at the time that they have indicated. Construction is estimated by the settlers to take approximately one month. After construction has completed, the settler households and belongings will gradually be moved to the host community, after the final harvest of their crops at their current place of residence.

Table C: SEIMAP (RAP) Implementation

<table>
<thead>
<tr>
<th>Activity</th>
<th>Time in NL (days)</th>
<th>Time Ghana (days)</th>
<th>Date activity finalized</th>
</tr>
</thead>
<tbody>
<tr>
<td>Temporary housing is constructed by contractors employed by Form Ghana in the host community to house the settlers during construction of their houses, and to provide housing for vulnerable households.</td>
<td></td>
<td>20</td>
<td>October-November 2015</td>
</tr>
<tr>
<td>A group of settlers is moved to the host community for constructing their houses</td>
<td>1</td>
<td>2</td>
<td>November 2015</td>
</tr>
<tr>
<td>Boreholes are constructed in the host community</td>
<td></td>
<td>10</td>
<td>November-December 2015</td>
</tr>
<tr>
<td>The settlers construct their own houses in the host community</td>
<td></td>
<td>30</td>
<td>November-December 2015</td>
</tr>
<tr>
<td>All settler households are moved to the host community</td>
<td></td>
<td>95</td>
<td>January 2016</td>
</tr>
</tbody>
</table>
15. Costs and budget
Costs of implementation of the Socio-Economic Impact Mitigation Action Plan are estimated and presented in table 9.1 below. These budgeted costs have been included in the Form Ghana budget for 2015.

Table D: Budget for costs of RAP implementation

<table>
<thead>
<tr>
<th>Cost item</th>
<th>Amount</th>
<th>Unit</th>
<th>Unit price (GHS)</th>
<th>Total (GHS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ablution facility</td>
<td>1</td>
<td></td>
<td>25,000</td>
<td>25,000</td>
</tr>
<tr>
<td>Social survey</td>
<td>1</td>
<td></td>
<td>50,000</td>
<td>50,000</td>
</tr>
<tr>
<td>Solar borehole + stand + tank</td>
<td>1</td>
<td></td>
<td>45,000</td>
<td>45,000</td>
</tr>
<tr>
<td>Solar boreholes plantation</td>
<td>3</td>
<td></td>
<td>36,000</td>
<td>108,000</td>
</tr>
<tr>
<td>Relocation transportation</td>
<td>30</td>
<td>Round-trip</td>
<td>800</td>
<td>24,000</td>
</tr>
<tr>
<td>Relocation assistance</td>
<td>30</td>
<td>Trips</td>
<td>500</td>
<td>15,000</td>
</tr>
<tr>
<td>Land</td>
<td></td>
<td></td>
<td></td>
<td>25,000</td>
</tr>
<tr>
<td>Land facilitation</td>
<td></td>
<td></td>
<td></td>
<td>25,000</td>
</tr>
<tr>
<td>Fees elders and community</td>
<td></td>
<td></td>
<td></td>
<td>25,000</td>
</tr>
<tr>
<td>Assistance to vulnerable groups</td>
<td>1 year</td>
<td></td>
<td>5,000</td>
<td>5,000</td>
</tr>
<tr>
<td>House construction for female-headed households</td>
<td>3</td>
<td>houses</td>
<td>15,000</td>
<td>45,000</td>
</tr>
<tr>
<td>Finance of grievance mechanisms</td>
<td>1 year</td>
<td></td>
<td>5,000</td>
<td>5,000</td>
</tr>
<tr>
<td>Monitoring of resettlement activities (including data collection, recording and analyses)</td>
<td>1 year</td>
<td></td>
<td>12,000</td>
<td>12,000</td>
</tr>
<tr>
<td>Meetings with host community</td>
<td>6</td>
<td>meeting</td>
<td>500</td>
<td>3,000</td>
</tr>
<tr>
<td>SEIMPOR Management costs</td>
<td>1 year</td>
<td></td>
<td>12,500</td>
<td>12,500</td>
</tr>
<tr>
<td>Contingencies</td>
<td>5%</td>
<td></td>
<td></td>
<td>21,225</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td><strong>870,225</strong></td>
<td></td>
</tr>
</tbody>
</table>

16. Monitoring and evaluation
Overall monitoring of the program will be done annually through the social monitoring program. Specifically for the farmers, monitoring will also be conducted through data collection of farmer information on an annual basis as part of the intercropping agreement. The data collected is recorded and analysed by Form international to assess development of the intercropping farmer population. Regular meetings will be held with the intercropping farmers to evaluate the implementation of the livelihood support program. Potential changes in Form Ghana policies are published during these meetings and the input of the farmers is recorded and processed.

Impact of Form Ghana operations on surrounding communities is monitored every year by means of standardized group discussions with community members (men and women). This monitoring is done to get better acquainted with the people and to get a better idea on how Form Ghana is perceived by the population. There is also room for informal discussion during these
evaluations and is done apart from the stakeholder meetings. The focus lies on the situation in the communities (facilities, migration, occupation, etc.). Changes and trends are analysed and incorporated in the company management.

The settlers are included in the farmer monitoring program, as described above, but their data will be analysed as a separate group in order to determine changes or trends in the settler population. In addition, the host community is monitored actively during and after implementation of the socio-economic impact mitigation action plan. The settlers will appoint group leaders to represent their population. The group leaders will have regular meetings with the Kotaa chief, Assembly man (representative of the District Assembly) and a Form Ghana representative to discuss the situation of the settlers and the community of Kotaa. Any issues that may arise in between the meetings will be dealt with ad hoc by the Kotaa chief and discussed with Form Ghana if necessary.

The data gathered in the social monitoring system, as described above, is analysed and the results are evaluated in management meetings. Outcomes are processed and used to update management documentation and policies.

17. References and Contacts

Reference
Socio-Economic Impact Mitigation Action Plan (SEIMAP). 10/08/2015. Form International B.V.

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