

RESETTLEMENT ACTION PLAN

AHAFO SOUTH EXPANSION RESETTLEMENT & LAND ACCESS – PROJECTS AHAFO, GHANA



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Glossary of Terms

Caretaker: Is an employee of a Farmer, who manages the farming activities. The person has no ownership or rights to the crops. A caretaker has no sharecropping agreement with the farmer or the landlord.

Community: A group of individuals broader than the household, who identify themselves as a common unit due to recognized social, religious, economic or traditional government ties, or through a shared locality.

Compensation: Payment in cash or in kind for an asset or a resource that is acquired or affected by a project at the time the asset needs to be replaced.

Complete Structures: Buildings, including houses and institutional structures, which have enclosed walls, roofs and leveled earth or concrete floors.

Compound: A place of residence for one or more households which includes a number of clustered and interrelated buildings, usually with shared cooking facilities. Compounds are also referred to as Homesteads.

Crop Survey: A survey undertaken of all Eligible Crops within the Moratorium Area following the declaration of the Entitlement Cut-Off Date.

Displacement Assistance: Support provided to people who are physically displaced by a project. Assistance may include transportation, shelter, and services that are provided to affected people during their move. Assistance may also include cash allowances that compensate affected people for the inconvenience associated with displacement and defray the expenses of a transition to a new locale, such as moving expenses.

Economic Displacement: Loss of income streams or means of livelihood resulting from land acquisition or obstructed access to resources (land, water, or forest) which results from the construction or operation of a project or its associated facilities.

Economically-Displaced Households: Households whose livelihoods are impacted by the Project, which can include both resident households and people living outside the Project Area but having land, crops, businesses or various usage rights there.

Eligible Crops: Crops planted within the Moratorium Area by Project-Affected People before the Entitlement Cut-Off Date and that are eligible for compensation in accordance with this RAP.

Eligible Land: The land (cropped and fallow, agricultural and communal) within the Moratorium Area that is eligible for compensation in accordance with this RAP.

Eligible Structures: The buildings and structures constructed within the Moratorium Area before the Entitlement Cut-Off Date and that are eligible for compensation in accordance with this RAP.

Entitlements: The benefits set out in the RAP, including: financial compensation; the right to participate in livelihood restoration programs; housing, house sites and service provision; and, transport and other short-term assistance required to resettle or relocate.

Entitlement Cut-off Date: The date established by the Project as the deadline for entitlement to compensation, also known as the Moratorium Date. Persons occupying the Project Area after the Entitlement Cut-Off Date are not eligible for compensation and/or resettlement assistance. Similarly, fixed assets (such as built structures, crops, fruit trees, and woodlots) established after the Entitlement Cut-Off Date (Moratorium Date) will not be compensated.

Environmental and Social Impact Assessment (ESIA): The ESIA developed for the Ahafo South Project. The ESIA is an integrated study examining how the biophysical, social and health environments are likely to be impacted by the Project.

Farmer: A person who has acquired the right to use a piece of land for farming activities, either for cash generation or home consumption, and is engaged in such activities at the time of the Entitlement Cut-Off Date.

Farmstead: A structure located on a farm used as temporary accommodation while tending to crops. May be constructed in similar fashion to a homestead building, and include bedrooms and associated facilities, but is not the primary or sole residence.

Full Built Asset Survey: A detailed survey of all Buildings within the Moratorium Area following the Entitlement Cut-Off Date, recording ownership, constructional details, internal and external measurements, photographs and GPS positioning.

Full Replacement Cost: The market value of assets plus transaction costs, where depreciation of structures and assets is not taken into account.

Homestead: A place of residence for one or more households which includes a number of clustered and interrelated buildings, usually with shared cooking facilities. A homestead is also commonly referred to as a Compound.

Host Community: People living in or around areas to which people physically displaced by a project will be resettled to, who in turn may be affected by the resettlement.

Household: A person, or group of persons living together, in an individual house or Compound, who share cooking and eating facilities, and form a basic socio-economic and decision-making unit.

IFC: International Finance Corporation, a division of the World Bank Group, which provides investment and advisory services to private sector projects in developing countries, with the goal of ensuring everyone benefits from economic growth.

Incomplete Structures: Buildings and structures missing any major construction elements such as walls, roofs, rammed earth or concrete floors, doors, and/or window openings.

Institutional Structures and Infrastructure: Buildings, structures and facilities for public, government and religious use, such as schools and churches, within the Moratorium Area, and being used for the purpose for which they were established at the Entitlement Cut-Off Date.

Involuntary Resettlement: Resettlement is involuntary when it occurs without the informed consent of the displaced persons or if they give their consent without having the power to refuse resettlement.

Landlord: Is a person who has customary control over a piece of land on which a farm is located. The Landlord may or may not own buildings and structures on the farm.

Land Survey: All Eligible Land which was recorded in a survey of the Moratorium Area following the declaration of the Entitlement Cut-off Date.

Livelihood Programs: Programs intended to replace or restore quality of life indicators (education, health, nutrition, water and sanitation, income) and maintain or improve economic security for Project-Affected People through provision of economic and income-generating opportunities, including, but not limited to, activities such as training, agricultural production and processing and small and medium enterprises.

Millennium Development Goals: There are eight United Nations brokered Millennium Development Goals (MDGs), which range from halving extreme poverty to halting the spread of HIV/AIDS and providing universal primary education, all by a target date of 2015. They form a blueprint agreed to by all the world's countries and leading development institutions, and seek to galvanize efforts to meet the needs of the world's poorest.

Mining Area: The area declared by a mining entity and approved by the Minerals Commission of Ghana for mining operations, under the Minerals and Mining Act 2006.

Moratorium Area: The Area within the Mining Area identified by a project, which is required as a zone for mining activities. All eligible buildings, crops and land within this area at the time of the Entitlement Cut-Off Date will be eligible for compensation, according to the terms of this RAP.

Moratorium Date: Another term for the Entitlement Cut-Off Date, being the date established by the Project as the deadline for entitlement to compensation. Persons moving into the Project Area after the Entitlement Cut-Off Date are not eligible for compensation and/or resettlement assistance. Similarly, fixed assets (such as built structures, crops, fruit trees, and woodlots) established after the Entitlement Cut-Off Date will not be compensated.

Newmont: Newmont Mining Corporation, one of the World's leading gold companies.

NGGL: Newmont Ghana Gold Limited, a Ghanaian subsidiary of Newmont Mining Corporation, operating the Ahafo Mine in the Brong Ahafo region of Ghana.

Non-resident Household: A household (or individual) that has an asset in the Moratorium Area, which existed on or before the Entitlement Cut-off Date, but who resides outside the Moratorium Area.

Occupied Structures: These are structures that have signs of regular and sustained human occupancy, for a period prior to the Entitlement Cut-Off Date.

Other Structures: Wells, toilets, kitchens, animal pens, etc, constructed within the Moratorium Area before the Entitlement Cut-Off Date.

Performance Standard 5: The International Finance Corporation's (IFC) Performance Standard on Involuntary Resettlement, which embodies the basic principles and procedures that underlie the IFC's approach to involuntary resettlement associated with its investment projects, and stands as the benchmark against which resettlements are measured.

Physical Displacement: Loss of shelter and assets resulting from the acquisition of land associated with a project that requires the affected person(s) to move to another location.

Project: The Ahafo South Resettlement & Land Access Project, to expand and operate an existing gold mine.

Project-Affected Household: All members of a household, whether related or not, operating as a single socio-economic and decision-making unit, who are affected by a project.

Project-Affected Person: Any person who, as a result of the implementation of a project, loses the right to own, use, or otherwise benefit from a built structure, land, annual or perennial crops and trees, or any other fixed or moveable asset, either in full or in part, permanently or temporarily.

Project Area: The Ahafo South Project Area as covered by the Mining & Moratorium Declaration which included primarily the pits, waste dump, tailings storage facility, plant site, watershed, haul and access road areas, together with required safety and environmental buffer zones. The extension of the Ahafo South Project Area comprises the Tailings Storage Facility (TSF) Expansion (Apensu North), the Subika Bypass Road (SBR) project area, the Environmental Control Dam (ECD) 4 Watershed project area and the Ola (resettlement community) Phase 4 project area which is the expansion of Kenyasi No. 2 Resettlement Site.

Physically Displaced Household: Households who normally live in the Project Area and who will lose access to shelter and assets resulting from the acquisition of land associated with the Project that requires them to move to another location.

Project Sponsor: A corporate entity seeking IFC financing for a project either directly or through a financial intermediary supported by IFC.

Rapid Asset Survey: An initial asset survey of all buildings within the Moratorium Area at the Entitlement Cut-Off Date, recording basic information such as external measurements,

photographs and GPS positions, with the aim of recording all buildings as rapidly as possible and minimizing post-moratorium speculation.

Relocation: A process through which physically displaced households are provided with a one-time lump sum compensation payment for their existing residential structures and move from the Project Area because they meet certain conditions.

Replacement Cost: The rate of compensation for lost assets must be calculated at full replacement cost, that is, the market value of the assets plus transaction costs. With regard to land and structures, IFC defines “replacement costs” as follows:

Agricultural Land: the market value of land of equal productive use or potential located in the vicinity of the affected land, plus the cost of preparation to levels similar to or better than those of the affected land, plus the cost of any registration and transfer taxes.

Household and public structures: the cost of purchasing or building a new structure, with an area and quality similar to or better than those of the affected structure, or of repairing a partially affected structure, including labor and contractors’ fees and any registration and transfer taxes. In determining the replacement cost, depreciation of the asset and the value of salvage materials are not taken into account, nor is the value of benefits to be derived from the project deducted from the valuation of an affected asset.

Resettlement: A process through which physically displaced households are provided with replacement plots and residential structures at a designated site. Resettlement includes initiatives to restore and improve the living standards of those being resettled.

Resettlement Action Plan (RAP): The document in which a project proponent specifies the procedures that it will follow and the actions that it will take to mitigate adverse effects, compensate losses, and provide development benefits to persons and communities affected by a project.

Resident Household: A household (or individual) that is occupying a house in the Moratorium Area, built on or before the Entitlement Cut-off Date, as their primary or sole residence.

Sharecropper: A person who enters into an agreement with a landowner to farm a specified area of land for an agreed period, and pays a proportion of the income accrued to the landlord as payment.

Social License to Operate: The concept of a Social License to Operate exists when a mining project is seen as having the approval and broad acceptance of society to conduct its activities. It is not a license provided by civil authorities, or a product of an internal corporate process such as an audit of company practices. It comes from the acceptance of mine development and activities by neighboring communities.

Speculation: The erection of buildings or structures, or planting of crops within the Moratorium Area, with the sole aim of claiming compensation from the project proponent. Speculation may be pre-moratorium; occurring before the Entitlement Cut-Off Date has been declared, or post-moratorium; occurring after the Entitlement Cut-Off Date.

Stakeholders: Any and all individuals, groups, organizations, and institutions interested in and potentially affected by a project or having the ability to influence a project.

Stool: A chieftdom, in which traditional leaders are responsible for land allocation, along with broader responsibilities of ensuring order and spiritual continuity across generations.

Tenant: A person who lives in a structure belonging to another regardless of whether he/she pays rent or not.

Tenant Farmer: A person who manages a farm on behalf of the landlord, for a specified fee or income.

Unoccupied Structures: Structures which have no signs of regular and sustained human occupancy.

Vulnerable Persons: 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.

List of Abbreviations

AILAP:	Agricultural Improvement & Land Access Program
CRRC:	Crop Rate Review Committee
ECD:	Environmental Control Dam
ESIA:	Environmental and Social Impact Assessment
FBAS:	Full Built Asset Survey
IFC:	International Finance Corporation
IMS:	Information Management System
KVIP:	Kumasi Ventilated Improved Pit
LEEP:	Livelihood Enhancement & Community Empowerment Program
LVD:	Land Valuation Division (of Ghana)
Newmont:	Newmont Mining Corporation
NGGL:	Newmont Ghana Gold Limited
NGO:	Non-Governmental Organization
OICO:	Opportunities Industrialization Centers International
PAP:	Project-Affected Person
RAP:	Resettlement Action Plan
RAS:	Rapid Asset Survey
RNC:	Resettlement Negotiation Committee
SEP:	Stakeholder Engagement Plan
SIA:	Social Impact Assessment
WCC	Women's Consultative Committee

Executive Summary

Newmont Ghana Gold Limited's (NGGL's) Ahafo Mine, located in the Brong Ahafo Region of Ghana, West Africa, has undergone different phases of resettlement and land access since its initiation in 2005. The fourth and most recent development is the expansion of the Ahafo South Resettlement & Land Access Project in 2012.

The expansion project comprises 4 different areas: the Tailings Storage Facility (TSF) Expansion (Apensu North), the Subika Bypass Road (SBR) project area, the Environmental Control Dam (ECD) 4 Watershed project area and the Ola (resettlement community) Phase 4 project area which is expansion of Kenyasi No. 2 Resettlement Site. This document represents the Resettlement Action Plan (RAP) for the expansion of the Ahafo South Resettlement & Land Access Project in accordance with Ghanaian and international best practice based on IFC Performance Standards.

The RAP identifies all laws of the host country that are applicable to land acquisition and involuntary resettlement including relevant local customs and traditions that govern affected communities in Chapter 2. It outlines both domestic and international legislation and requirements, and where required states how any gaps between the two are addressed.

Chapter 3 on baseline data collection sets out the activities undertaken at the different project areas between April 2011 and February 2012. Qualified surveyors recorded details of all affected structures (residential structures and annexes), land and crops and collected socio-economic data of the affected households and individuals to identify the project's adverse impacts. The objectives of the Socio-Economic Surveys were to identify potential adverse impacts on Project Affected Persons and potentially vulnerable people and households; to refine livelihood supports; and to serve as a baseline to measure effectiveness of resettlement plans and mitigation measures. NGGL Community Relation Officers, community and government representatives witnessed every survey. Secondary data complemented the baseline survey to evaluate the salient socio-economic characteristics of the project area.

The expansion resettlement & land access project physically resettled 47 households and compensated a total of 494 structures. The total area of land affected by the project is 782.51 acres or 316.67 hectares as outlined in Chapter 4.

In its Chapter 5 the RAP further outlines project-specific stakeholder engagement activities as a complement to the Project's Stakeholder Engagement Plan (SEP). The SEP outlines and documents NGGL's consultation and disclosure practices which are being implemented for the Ahafo South Resettlement & Land Access Project.

The Compensation Framework is discussed in Chapter 6 with details on compensation eligibility and entitlements. The Compensation Framework is developed through intensive consultation and negotiation with the communities and key stakeholders, and finally culminated in the development of Final Agreements outlining the eligibility and entitlements of Project Affected Persons in respect of compensation and resettlement. Chapter 7 develops in more detail the Resettlement Packages and gives the details of the resettlement infrastructure and plots and relocation and compensation packages.

The livelihood restoration and other community development initiatives which are designed to improve the PAPs welfare post physical and economic displacement are set out in Chapter 8. Livelihood restoration is focused on local employment, money management, a Skills Development for Income Improvement Program (SDIIP) and an Agricultural Improvement and Land Access Program (AILAP) to which 842 persons from the entire Ahafo South project had participated by August 2013. The rehabilitation measures that are put in place for the 30 identified vulnerable households during the physical relocation and rehabilitation of affected communities are documented in Chapter 9.

NGGL's Cultural Resources Management Plan sets out the protocols to ensure protection of cultural heritage should any sites of archaeological significance have been identified in the project area as discussed in Chapter 10.

Chapter 11 describes the organization which is put in place to implement the resettlement program. In accordance with IFC guidelines, it comprises a mixed team, combining NGGL staff and external consultants where specific technical expertise is required. There is a staged build-up of the resettlement team as the project developed with the full team in place during Resettlement implementation.

As outlined in Chapter 12 NGGL has put in-place a Standard Operating Procedure (SOP) that seeks to manage complaints in a planned and systematic manner. This is to facilitate the speedy resolution of disputes and grievances, and also to promote trust and build a positive rapport between NGGL and its external stakeholders.

The Project will conduct monitoring and evaluation to track the Resettlement Action Plan Implementation as set out in Chapter 13. The monitoring and evaluation will give particular attention to the project-affected communities, especially vulnerable groups, female headed households, sharecroppers and caretakers. External monitoring will be carried out by an independent consultant who will work closely with the project-affected persons. Monitoring will also be taken up internally by the Company to assess the success and identify potential difficulties and problem areas.

The RAP concludes with a detailed budget and schedule prepared following conclusion of compensation and resettlement negotiations in Chapter 14.

Preamble

This Resettlement Action Plan (RAP) for the Ahafo South Expansion Resettlement & Land Access Project has been prepared by Intersocial Consulting Ltd (Intersocial), in close collaboration with and on behalf of Newmont Ghana Gold Limited (NGGL). The document contains a record of the procedures, actions and commitments being taken to resettle, relocate, and compensate the people and households impacted by the Project, consistent with the laws of Ghana and the International Finance Corporation's applicable policy and guidelines on Involuntary Resettlement (Performance Standard 5).

Proponent's Commitment

Newmont endorses the RAP presented in this document, and commits to its complete, timely and effective implementation. The RAP will be made public, along with Newmont's stated commitment to implement the RAP.

Introduction

This document represents the Resettlement Action Plan (RAP) for the expansion of the Ahafo South Resettlement & Land Access Project at Newmont Ghana Gold Limited's Ahafo Mine in Brong-Ahafo Region, Ghana.

This expansion comprises 4 different project areas:

1. Tailings Storage Facility (TSF) Expansion (Apensu North)
2. Subika Bypass Road (SBR) project area
3. Environmental Control Dam (ECD) 4 Watershed project area
4. Ola (resettlement community) Phase 4 project area - the expansion of Kenyasi No. 2 Resettlement Site.

While the TSF, SBR and Ola Phase 4 developments resulted in infrastructure-induced resettlement, the requirement for the resettlement of the inhabitants of the ECD 4 Watershed Area stemmed partly from an overflow of process solution which occurred at Newmont's processing site on 9 October 2009. The overflow was caused by a pond-level instrument malfunction as a result of which some of the cyanide-laden process solution flowed through a diversion channel to the Environmental Control Dam (ECD) 4. The Minister of Environment, Science & Technology (MEST), directed the EPA to conduct a study into assisting the hamlets within the ECD 4 Watershed Area and the study concluded that the inhabitants requested to be resettled from the area.

On 25 March 2011 Newmont Ghana Gold Limited (NGGL) signed a Memorandum of Understanding (MOU) with the Ministry of Environment Science and Technology (MEST), for Newmont to undertake, at NGGL'S cost, the land access consultation, compensation and resettlement of those individuals and households impacted by the process solution overflow incident.

The purpose of this Resettlement Action Plan is to present how Newmont ensured the resettlement of households in the expansion of the Ahafo South Resettlement & Land Access Project Area to the highest Ghanaian and international standards. The following key areas are covered in this RAP:

1. Project Background
2. Institutional and Legal Framework
3. Baseline Data Collection and Analysis
4. Identification of Project Impacts
5. Stakeholder Engagement
6. Compensation Framework
7. Resettlement Package
8. Livelihood Restoration and Community Development Programs
9. Vulnerable Persons
10. Protection of Cultural Heritage
11. Organizational Framework
12. Grievance Procedures
13. Monitoring, Evaluation and Reporting
14. Resettlement Implementation Schedule and Budget

1 Project Background

Newmont Ghana Gold Limited's (NGGL's) Ahafo Mine is located in the Brong Ahafo Region of Ghana, West Africa. The Project Area is located approximately 300 km northwest of the capital city, Accra, 107 km northwest of Kumasi, and 55 km south of the regional capital of Sunyani (**Figure 1-1**).

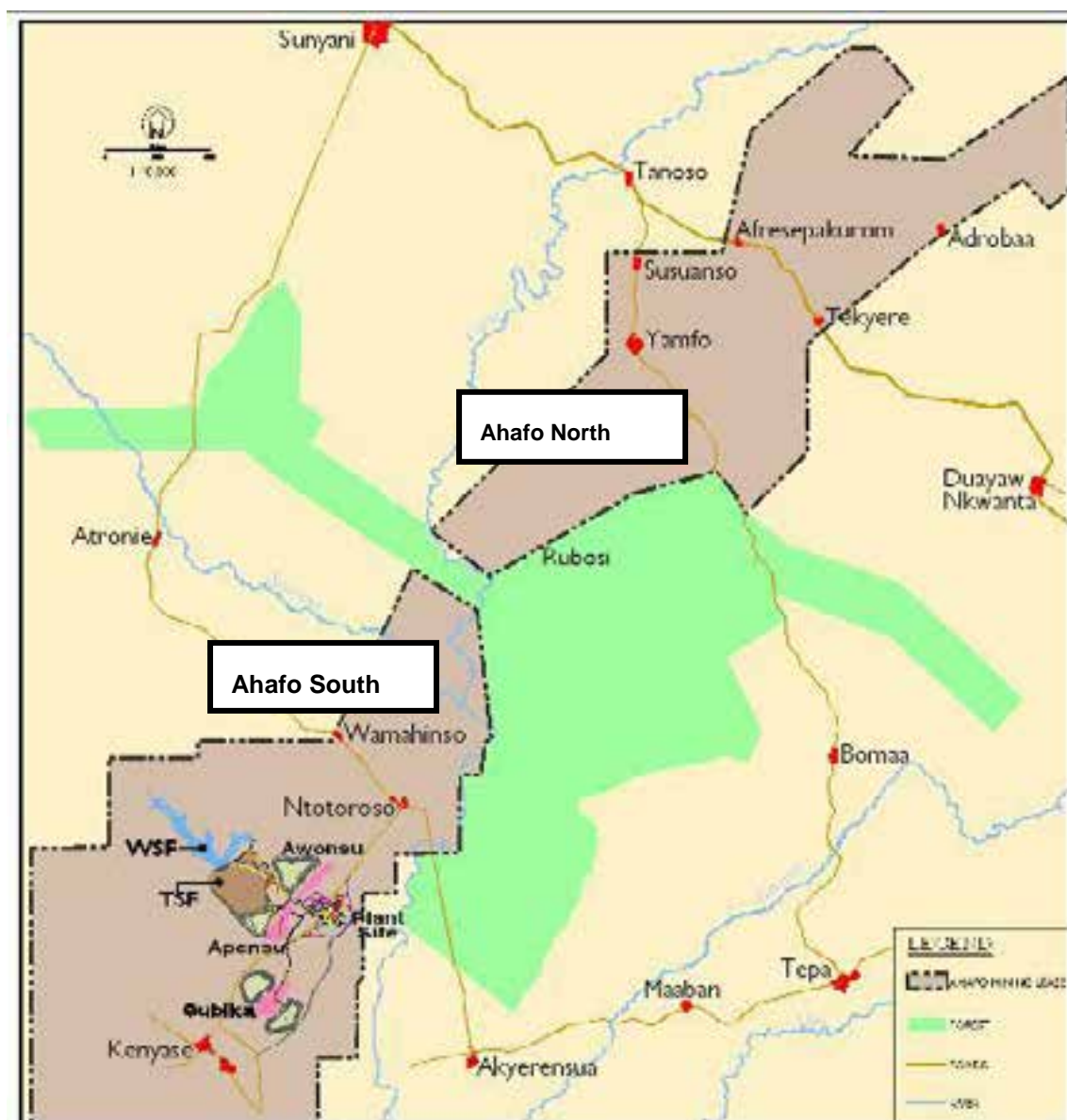


Figure 1-1: Ahafo Mine, showing North and South Areas

To date, the Ahafo South Mine has undertaken three main phases of resettlement:

1. The Ahafo South Project was initiated in 2005 and impacted approximately 1,705 households farming 2,426 hectares of land and 862 completed structures. Newmont constructed 402 resettlement houses with improved quality and associated facilities, in two planned and permitted resettlement communities close to the two main towns in the project area: Kenyasi No. 2 and Ntotroso.

2. The Amoma Project was initiated in June 2008 to develop the fourth and final pit for the Ahafo South Project. The Amoma Project impacted 1,892 households. 1,538 households were compensated for loss of crops or land, 758 households were compensated for unoccupied structures at a replacement valuation rate, and 55 households were resettled at the Ntotroso resettlement community.
3. The Subika Pit Expansion Project was initiated in May 2009 to extend the life of mine of the Ahafo Project. This expansion required an additional 69.9 hectares of land in the Subika East area. 196 farmers were compensated for loss of crops/land, 927 individuals were compensated for unoccupied structures at a replacement valuation rate, and 44 households were resettled in the Kenyasi No.1 and Kenyasi No. 2 resettlement sites.

The Company has been working with these resettled communities to ensure that resettlement community infrastructure is maintained. The objective was to establish sustainable systems managed by the resettlement communities themselves and the District Assembly.

An independent assessment team representing the International Finance Corporation (IFC) reviews the Ahafo Resettlement Action Plan and its implementation periodically. The first review was undertaken in August 2005 and there have been nine reviews since, the latest IFC team visit took place in April 2013. The independent experts have completed a RAP close out audit for the Ahafo Project and have certified that the company has fulfilled its commitment to restore and improve the livelihoods of the impacted people from the original Ahafo South land take. The review reports are publicly available on the IFC and Newmont websites.

1.1 The Ahafo South Expansion Resettlement & Land Access Project

The current fourth phase of the Ahafo South Resettlement & Land Access Project (the Project) consists of different areas and phases as presented in Figure 1-2, including:

1. The Subika Bypass Road (SBR) which was required to redirect traffic outside the mining zone and improve the quality of local transport links. The SBR project area is a stretch of land between the Kenyasi No. 1 Resettlement Site through the ECD4 Watershed project area up to the Ntotroso Resettlement Site.
2. The Environmental Control Dam (ECD) 4 Watershed Area, including land required for meeting the requirements of the life of mine.
3. The Tailings Storage Facility (TSF) Expansion at Apensu North which was required to increase the storage capacity for waste from the project.
4. The resettlement of the Ola community Phase 4, an expansion of Kenyasi No. 2 Resettlement Site.

The four individual project areas constitute the overall Project Area to which this RAP applies as presented in Figure 1-2.

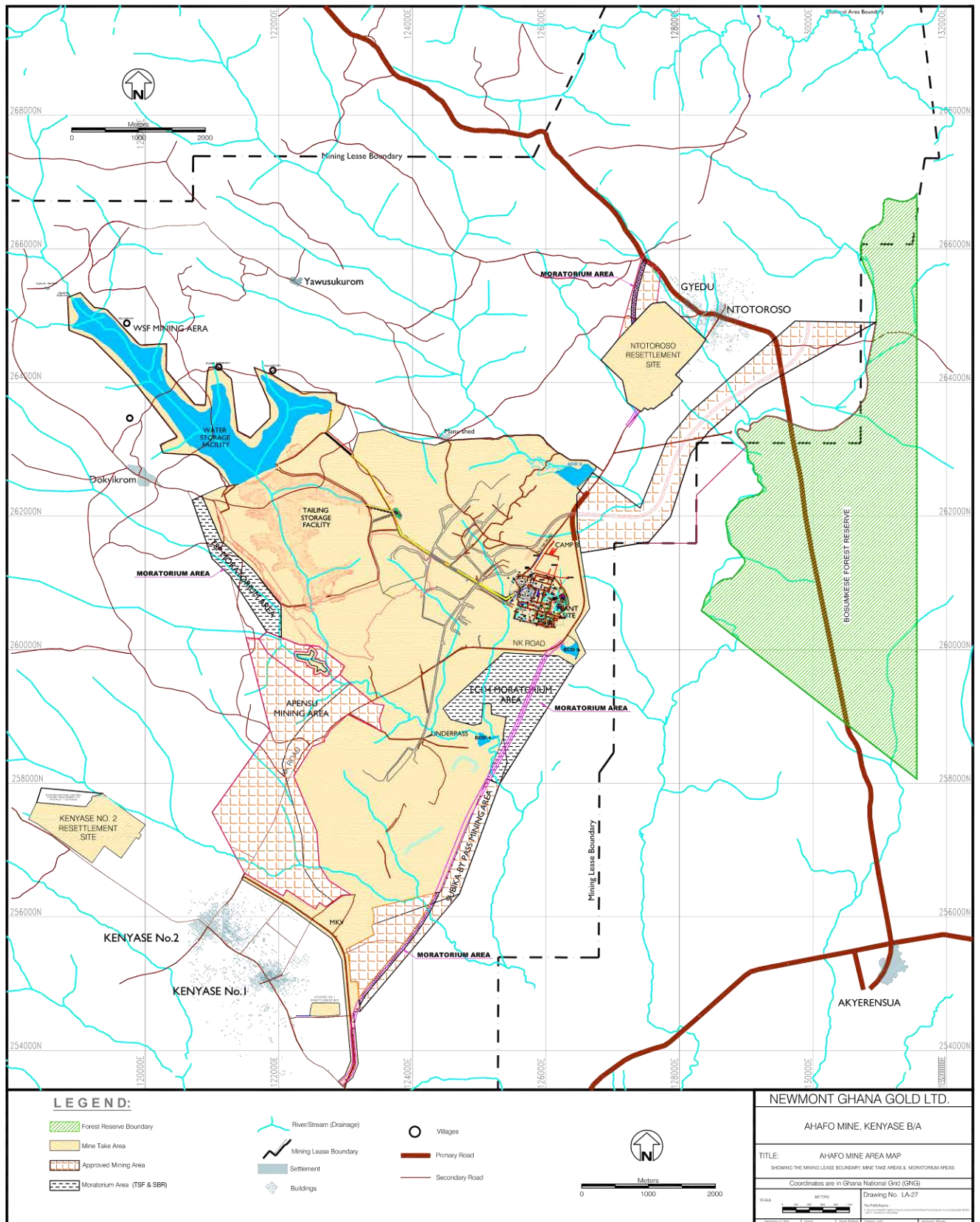


Figure 1-2: Ahafo South Resettlement & Land Access Project Areas

2 Institutional & Legal Framework

In accordance with Ghanaian and international best practice, this section of the Resettlement Action Plan identifies all laws of the host country that are applicable to land acquisition and involuntary resettlement including relevant local customs and traditions that govern affected communities.

2.1 IFC Guidance

The IFC (RAP Handbook, p. 26-27) states:

“Where national legislation falls short of meeting the conditions prescribed by IFC Performance Standards, the project sponsor will ensure the project meets the Performance Standards. The sponsor will identify gaps between local law and IFC policy and propose a strategy to address those gaps, without infringing on issues of national sovereignty.”

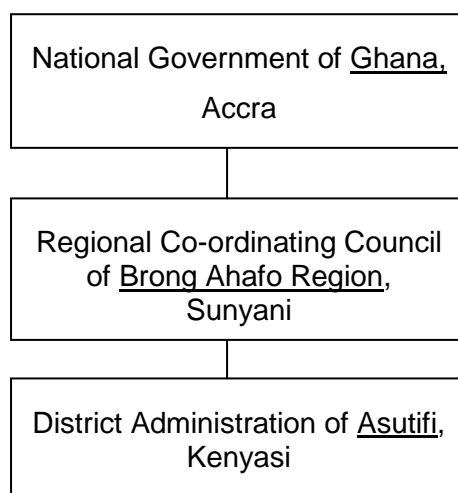
Accordingly, this section of the RAP outlines the following:

- 2.1 IFC Guidance
- 2.2 Ghana Institutional Framework
- 2.3 Ghana Legal Framework
- 2.4 Land Tenure & Transactions
- 2.5 International Standards & Guidance
- 2.6 Newmont Social Standards
- 2.7 Gap Analysis of National Law and IFC Standards

2.2 Ghana Institutional Framework

2.2.1 Government Structures

Ghana has a three-tier system of Government, consisting of National, Regional and District levels. However, there is also direct interaction between central and district levels of government in some decision-making processes, including the direct appointment of District Chief Executives by the President. In relation to those entities with oversight of the Project Area, the various government entities are organized as follows:



The Brong Ahafo Region has 27 administrative districts, with the Project located within the Asutifi North District. The town of Kenyasi is the administrative capital of the District.

In addition, a level of sub-district administration exists, consisting of urban / town / area / zonal councils and unit committees. Urban / town / area / zonal councils are defined by population threshold. Unit Committees are the lowest level of administration. A unit covers a population of 500 to 1,000 people in rural areas and approximately 1,500 in urban areas.

2.2.2 Traditional Authorities

Traditional authorities possess deep institutional relevance, particularly in rural areas where they continue to command considerable respect. Paramount and Divisional chiefs exert control over various sub-chiefs, who represent communities within their respective stools (chiefdoms), and village chiefs, who represent smaller communities. At the settlement level, sub-chiefs or village chiefs, in consultation with elders, typically resolve disputes. Chiefs also play an important role in allocating land within their stool.

There are Paramount and Divisional Chieftaincy areas (or Autonomous Chieftaincies) located within the Ahafo South Project Area. These are the Paramount Chieftaincies of Kenyasi No. 1 and Kenyasi No. 2 and the Ahafo North Divisional Council, which is made up of the traditional areas and authorities of Ntotroso, Gyedu and Wamahinso. The Project Area falls completely within these three Traditional Areas.

2.2.3 Household Organization

In the Brong Ahafo Region, people typically have as their primary residence a homestead, which serves as the social and residential center of an extended family. The residents normally number some ten or more persons. Each extended family is typically composed of individuals from more than one related nuclear family, or household.

2.3 Ghana Legislation

The legal framework lays the foundation for four key elements of the Resettlement Action Plan:

- Approach to Land Access and Management
- Establishing rates of compensation
- Determining eligibility for compensation and resettlement assistance, including livelihood initiatives
- Establishing mechanisms to resolve grievances among affected persons related to compensation and eligibility.

The legal context of resettlement in Ghana is complex. As in many parts of Africa, dual, customary and titled ownership exist. The State has attempted to curtail customary ownership and regulate land administration by legislation, resulting in an often-conflicting legal landscape.

Private sector land acquisition and resettlement related to mining activities is governed by the following:

- The 1992 Constitution of Ghana, which ensures protection of private property and establishes requirements for resettlement in the event of displacement from State acquisition
- The State Lands Act of 1962, which mandates compensation rates and sets procedures for public land acquisitions
- The Minerals and Mining Amendment Act of 2006, which allocates all mineral rights to the State and requires adequate compensation for loss of assets due to mineral operations.

State agencies oversee various land policies relating to land acquisition, resettlement and compensation. The main agency in this Project is the Land Valuation Division (LVD) of the Lands Commission, which oversees compensation regulations, and is the designated authority for settling disputes over property compensation in private sector projects.

2.3.1 The Constitution of Ghana (1992)

The Constitution of Ghana (1992) specifically requires resettlement (and not just cash compensation) where land is acquired in the public interest.

The Constitution also recognizes the right to private property and its protection by the State.

2.3.2 The State Lands Act (1962, and 2000 Amendment)

Section 6(1) of the State Lands Act of 1962, and the Amendment Act of 2000, provides that any person whose property is affected by a public project is entitled to compensation, and provides a mechanism by which people not satisfied with compensation may seek redress by notifying the Minister, who refers the case to a tribunal made up of three persons appointed by the President.

2.3.3 The Minerals and Mining Act, 2006 (Act 703)

The legal framework for mining in Ghana is the Minerals and Mining Act, 2006 (Act 703). Regardless of who owns the land in which minerals are situated, exercise of any mineral rights requires a license granted by the Minister for Mines, as the agent of the State for the exercise of powers relating to minerals. The powers of the Minister must be exercised with the advice of the Minerals Commission. This Commission has constitutional authority to regulate and manage the utilization of mineral resources and to co-ordinate policies in relation to minerals.

The Minerals and Mining Act requires mineral rights holders to affect as little as possible the interests of any lawful occupier of the land. All mining leases state that the lease holder shall not hinder nor prevent members of the local population from exercising certain customary rights and privileges such as hunting, gathering firewood for domestic purposes, collecting snails, grazing livestock, cultivating farms, and observing rites in respect of graves or other sacred areas. Lawful occupants retain these rights as long as their use does not interfere with mining operations.

In accordance with Section 111 of the Act a "Mining Area" may be designated from time to time by the holder of a mining lease, with the approval of the Minerals Commission.

Occupants within a Mining Area must ask permission from the leaseholder to erect any building or upgrade crops.

Specifically, Section 72 (4) states:

"In the case of a mining area, the owner or lawful occupier of the land within the mining area shall not erect a building or a structure without the consent of the holder of the mining lease, or if the consent is unreasonably withheld, without the consent of the Minister".

Section 72 (6) states:

"An owner or lawful occupier of land shall not upgrade to a higher value crop without the written consent of the holder of the mining lease, or if the consent is unreasonably withheld, without the consent of the Minister".

Under Section 74 of the Act, a mineral right holder must compensate for any disturbance to the rights of owners or occupiers and for damage done to the surface of the land, buildings, works or improvements, or to livestock, crops or trees in the area of mineral operations and also compensate for the deprivation of the use or a particular use of the natural surface of the land or part of the land.

In accordance with Section 73, the Act requires that the amount of compensation be determined by agreement between the parties concerned, with the approval of the Land Valuation Board (now the Land Valuation Division). In practice, this agreement involves a broad cross-section of stakeholders, including affected farmers, and local traditional and political leaders. If an agreement cannot be reached, the Minister of Mines arbitrates.

The Legal Instrument (L.I. 2175) for the 2006 MMA came into effect on June 12th, 2012. This sets out the specific provisions for compensating and resettling affected people from mining leases. The LI contains the following sections:

1. Claims for compensation
2. Assessment of compensation
3. Compensation principles
4. Time for payment of compensation
5. Determination by High Court
6. Resettlement
7. Resettlement requirements
8. Matters to be addressed in resettlement plan
9. Plan formulation
10. Approval of resettlement plan
11. Implementation of resettlement plan
12. Resettlement Monitoring Committee
13. Surface rights
14. Exercise of surface rights of a mining lease area
15. Interpretation

These regulations do not apply to Newmont's projects where a mining area was declared prior to June 2012 but apply to all new resettlement projects going forward.

2.3.4 Additional Legislation and Regulations

Other legislation and regulations relevant to the resettlement process include those pertaining to environmental protection and assessment, and architecture and planning, particularly the Town and Country Planning Ordinance of 1945, the Local Government Act of 1993 and the National Building Regulations 1996 (L.I. 1630). These stipulate detailed planning requirements for urban developments, consultations required, as well as mechanisms to ensure registration of land titles and allocation of plots with security of tenure.

The Mining and Environmental Guidelines (1986) also provide for resettlement:

"Any pre-existing settlement located close to mining operations where the pre-existing inhabitant's public safety is at risk, or where the inhabitants are subjected to unreasonable nuisance, shall be resettled at a more distant site with at least an equal standard of accommodation and services at the cost of the company".

2.4 Land Tenure and Transactions

Broadly two types of land ownership exist in Ghana. These are:

- State or Public Lands
- Private Lands.

State or Public Lands refer to lands acquired by the State for public use through compulsory acquisition under relevant legislation. These are managed by the Lands Commission.

Private Lands are largely under customary ownership by stools, families/clans and individuals. They usually connote some form of communal ownership.

In between these two broad categories of land ownership are Vested Lands, in which there is a split in ownership between the State (through management of the lands) and the beneficiary, usually stool/skin.

In the project area customary ownership of Private Lands predominates. Within this type of ownership, the main categories of interests and rights identified are:

- **Stool Lands or Allodial Interest:** This is where the overall interest is vested in the chief, as occupant of the stool, for and on behalf of the community. The Chief may allocate land to members of the land owning community (indigene) and stranger/migrants for all land use purposes, including farming and building.
- **Family Land or Right of Usufruct:** This refers to the interest acquired by the indigene of the stool land area by virtue of being a member of the family/clan. It is inheritable and can be passed from generation to generation without consent from the custodian of the stool.
- **Freehold Land or Alienation Holder:** This interest arises where a person has purchased land outright from the stool or family; in which case he possesses the allodial title in land and thus holds the paramount interest in that land. This is usually held by migrant/settler farmers who came to live in the community many years ago. An alienation holder can use or allocate land (subject only to relevant national laws) without the consent of any authority.
- **Customary Law Leasehold or Tenancy/Sharecropping Interests (for agricultural purposes):** These are interests in land in which land owners and farmers agree to share proceeds of a crop in a predetermined ratio. 'Abunu' involves crop sharing into two (2) equal parts, while 'Abusa' is sharing into three (3) equal parts. In both cases, the farmer may continue to crop on the land for the life of the crop, or if fire engulfs the farm and the crops are destroyed; then the land reverts to the land owner. There could be a renegotiation for a fresh start or the farmer could leave without any obligation on both parties. However, where the farmer crops till the end of the life of the crop the land reverts to the land owner. Customary land transactions involving farm sharing does not transfer ownership in the land. When an agreement is made between a landlord and a farmer with respect to sharing a farm, without explicitly indicating an intention to transfer ownership it simple means to own and cultivate the land for the life of the crops (common with cash crops). Unless certain customary rites are performed to signify an actual transfer or gift of the land to another party, the sharing does not intend to transfer ownership rights on the land.
- **Customary Law Leasehold (for non-agricultural purposes):** These are interests acquired for other non-farm activities, e.g. for buildings. These may be acquired from stool, family or freehold lands. It is usually for a pre-determined number of years, and for a specific use.

2.4.1 Land Tenure Issues

The customary practice of land allocation by traditional authorities results in the provision of land to a variety of users through a range of mechanisms. Very often, being communal lands, other members of the wider community have lesser rights such as rights of access, and rights to collect mushrooms, snails and medicinal plants which have grown naturally. Customary land use rights are sometimes enshrined in writing, and sometimes left to the memory of responsible persons.

The Government of Ghana has at various times sought to formalize the process of land tenure, including the definition of land titling processes and the allocation of responsibility to a number of land administration institutions, including the Lands Commission, Land Title Registry, Survey and Mapping Department, Land Valuation Division, Department of Town and Country Planning, and Office of the Administrator of Stool Lands.

The government has now attempted to streamline land administration in the country by amalgamating the various land institutions (Lands Commission, Survey Department, Land Title Registry and Land Valuation Division) into a single umbrella body known as the Lands Commission.

2.5 International Standards & Guidance

2.5.1 IFC Performance Standards (2012)

The IFC's Policy and Performance Standards on Social and Environmental Sustainability have become the international benchmark for good practice on extractive industry projects. The majority of large mining companies, including Newmont, and financial institutions funding mining projects seek adherence to IFC standards. The IFC expects that the application of these standards will lead to positive development outcomes in the social and environmental sustainability of projects.

Central to the standards is the IFC's principle of "do not harm" to people or the environment. Negative impacts should be avoided where possible, and if these impacts are unavoidable, they should be reduced, mitigated or compensated for appropriately. In particular, the IFC is committed to ensuring that the costs of economic development do not fall disproportionately on those who are poor or vulnerable, that the environment is not degraded in the process, and the natural resources are managed efficiently and sustainably.

The IFC also recognizes that the roles and responsibilities of the private sector in respecting human rights are emerging as an important aspect of corporate social responsibilities.

Private sector related resettlement is particularly defined by the IFC's Performance Standard 1 on Assessment and Management of Environmental and Social Risks and Impacts and Performance Standard 5 on Land Acquisition and Involuntary Resettlement. The IFC has developed the following series of Performance Standards, designed to improve social and environmental outcomes:

Performance Standard 1:	Assessment and Management of Environmental and Social Risks and Impacts
Performance Standard 2:	Labor and Working Conditions
Performance Standard 3:	Resource Efficiency and Pollution Prevention
Performance Standard 4:	Community Health, Safety and Security
Performance Standard 5:	Land Acquisition and Involuntary Resettlement
Performance Standard 6:	Biodiversity Conservation and Sustainable Management of Living Natural Resource
Performance Standard 7:	Indigenous Peoples
Performance Standard 8:	Cultural Heritage

The requirements of the standards are summarized at the start of the RAP chapters.

2.5.2 Performance Standard 1: Assessment and Management of Environmental and Social Risks and Impacts

Performance Standard 1 structures the way in which environmental and social issues are to be handled and serves as the core around which the other Standards are framed.

Performance Standard 1 requires that affected communities be appropriately engaged on issues that could potentially affect them. Key pre-requisites include:

- Ensuring free, prior and informed consultation, and facilitating informed participation
- Obtaining broad community support
- Focusing on risks and adverse impacts, and proposed measures and actions to address these
- Undertaking consultation in an inclusive and culturally appropriate manner
- Tailoring the process to address the needs of disadvantaged or vulnerable groups.

2.5.3 Performance Standard 5: Land Acquisition and Involuntary Resettlement

The Objectives of Performance Standard 5 are:

- To avoid, and when avoidance is not possible, minimize displacement by exploring alternative project designs.
- To avoid forced eviction.
- To anticipate and avoid, or where avoidance is not possible, minimize adverse social and economic impacts from land acquisition or restrictions on land use by (i) providing compensation for loss of assets at replacement cost and (ii) ensuring that resettlement activities are implemented with appropriate disclosure of information, consultation, and the informed participation of those affected.
- To improve, or restore, the livelihoods and standards of living of displaced persons.
- To improve living conditions among physically displaced persons through the provision of adequate housing with security of tenure at resettlement sites.

In particular, PS 5 notes that there should be consultation and informed participation of affected persons and communities in decision-making processes related to resettlement. A grievance mechanism should also be established to receive and address specific concerns about compensation and relocation.

2.5.4 Equator Principles

The Equator Principles (EPs) are a voluntary set of standards for determining, assessing and managing social and environmental risk in project financing. The EPs are considered the financial industry 'gold standard' for sustainable project finance. The EPs, based on the International Finance Corporation (IFC) performance standards on social and environmental sustainability, and on the World Bank Group's Environmental, Health and Safety general guidelines, are intended to serve as a common baseline and framework for the implementation by each adopting institution of its own internal social and environmental policies, procedures and standards related to its project financing activities.

Equator Principles Financial Institutions (EPFIs) commit to not providing loans to projects where the borrower will not or is unable to comply with their respective social and environmental policies and procedures that implement the EPs. The Principles were adopted in June 2003 by ten of the world's leading financial institutions, and as of November 2013, 78 of the world's leading financial institutions had adopted the Principles.

2.6 Newmont Social Standards

Newmont has articulated a comprehensive set of Social Responsibility Standards, including SR-S.10 on Land Access, Acquisition, and Resettlement. Newmont is a member of global organizations including the International Council on Mining and Metals (ICMM) and the Global Compact whose aims are to promote responsible business practices.

Newmont is listed on the DOW Jones Sustainability Indexes. Launched in 1999, the Dow Jones Sustainability Indexes are the first global indexes tracking the financial performance of the leading sustainability-driven companies worldwide.

The Company's commitment to meeting Ghanaian legislation and international good practice contributes to maintaining a Social License to Operate. A Social License to Operate is the acceptance and belief by society and, specifically Newmont's local communities, in the value creation of the Company's activities, such that the Company is allowed to access and extract mineral resources.

The Company is committed to minimizing disruption to the local communities, sustaining existing livelihoods, supporting the Re-establishment or replacement of displaced livelihoods, and ensuring properly administered land transactions defined in consultation with stakeholders.

Policies and programs have been put in place to ensure the complete fulfillment of these commitments.

2.7 Gap Analysis of National Law and IFC Standards

IFC guidelines state that project proponents should demonstrate how they address gaps between domestic requirements and international standards and requirements. Table 2.1 below displays both domestic and international requirements, and where required states how any gaps identified are addressed.

Table 2-1. Gap Analysis of National and IFC Requirements for Resettlement

Resettlement Topic	Ghanaian Legislative Requirements	IFC Policy	Gap	Strategy
Timing of compensation payment	Prompt	Compensation must be transparent and consistent	The revised mining act is now broadly in line with IFC requirements	Compensation payments are prompt, transparent, and consistent, through compensation policies developed and agreed with stakeholders
Calculation of compensation	Fair and adequate The Act requires that the amount of compensation, subject to approval of the Land Valuation Division, be determined by agreement between the parties concerned	Cash compensation should be sufficient to replace the lost land and other assets at full replacement cost in local markets	National law requires approval of Government valuers. IFC Standards stress full market replacement costs	Compensation rates are determined by Independent Valuer at market rates, approved by LVD, and agreed through negotiations
Squatters	No specific provisions – all PAPs present on the cut-off date are eligible for RAP entitlements	Establish a cut-off-date for eligibility for inhabitants regardless of tenure	IFC recognizes squatters rights before cut-off regardless of legal tenure	All eligible owners of pre-cut off date assets (buildings, crops, etc.) are considered for some level of compensation and treated equally regardless of legal tenure

Resettlement Topic	Ghanaian Legislative Requirements	IFC Policy	Gap	Strategy
Resettlement	Displaced persons are to be resettled on suitable land with due regard for their economic well-being and social and cultural values	Physically displaced persons will be offered a choice of replacement properties of equal or higher value, equivalent or better characteristics and advantages of location. Compensation in kind is preferred option but cash compensation at full replacement value applies where appropriate	IFC specifies that replacement properties must be equal or higher value, and that there must be both a choice of properties, replacement in kind being the preferred option, and a cash alternative where appropriate	Resettlement, relocation and compensation framework meet both national and IFC standards
Livelihoods and Resettlement Assistance	New measures require Mining Company to resettle impacted people on suitable alternative land with the objective to improve livelihoods and standards of living	Provide additional targeted assistance (e.g. credit facilities, training, or job opportunities) and opportunities to improve or at least restore their income earning capacity, production levels and standards of living to economically displaced persons whose livelihoods or income levels are adversely affected	National Law does not specify assistance, but IFC requires targeted assistance in terms of livelihood supports	Resettlement assistance in terms of moving assistance and allowances forms part of compensation framework, in addition to loss of earnings assistance and longer term livelihood development programs
Vulnerable Groups	No provision	Must develop RAP with particular attention being paid to the needs of the poor and the vulnerable	IFC requires focused measures for vulnerable groups	Specific efforts are made to identify vulnerable, or potentially vulnerable, households at time of baseline surveys, and a specific NGRL Vulnerable Program has been developed with key stakeholders

Resettlement Topic	Ghanaian Legislative Requirements	IFC Policy	Gap	Strategy
Consultation and Information Disclosure	A Resettlement Monitoring Committee must be established with community participation	Must ensure that resettlement activities are implemented with appropriate disclosure of information, consultation and the informed participation of those affected	IFC requires active participation of those affected	Detailed Stakeholder Engagement Plan and Communications Strategy ensure informed participation through life of project, from inception to completion
Grievances	If an agreement cannot be reached, the Minister of Mines arbitrates	Must establish a grievance mechanism to receive and address specific concerns about compensation and relocation, including a recourse mechanism designed to resolve disputes in an impartial manner	IFC requires specific grievance mechanism to be in place	Detailed grievance mechanism in place and articulated through Stakeholder Engagement Plan, with recourse to the Minister if required
Monitoring and Evaluation	A Resettlement Monitoring Committee must be established with community participation	Requires monitoring and reporting on effectiveness of RAP implementation	IFC requires effective monitoring and evaluation of the effectiveness of RAP implementation	Detailed monitoring, evaluation and monitoring program built into the overall project management process

3 Baseline Data Collection & Analysis

This section outlines the baseline data collection activities undertaken for the Project and analyses the results.

3.1 IFC Guidance

The IFC (RAP Handbook, p. 12) notes the importance of comprehensive data collection in the preparation of a Resettlement Action Plan;

“The ultimate goal of a RAP is to enable those displaced by a project to improve their standard of living—a goal that requires an examination of social, environmental, and economic conditions beyond simple physical inventories.”

The IFC Guidelines on preparing a Resettlement Action Plan outline the following important aspects of data collection which are required to inform a successful RAP.

Mapping

The area from which people will be moved as well as the area to which people will be resettled will be mapped in detail, with individual affected households demarcated (identified with registration numbers derived from the built asset and socio-economic surveys).

Land Surveys & Thematic Maps

From the land surveys different types of land will be mapped according to use and potential (for instance, crop suitability assessments and natural vegetation).

From these survey maps, resettlement planners can prepare various thematic maps that identify the location and extent of important types of land use. Additional thematic maps can be prepared that identify:

- Land use categories
- The location of common property resources
- Cultural property (for example, places of ritual significance, graveyards, and monuments)
- Road and transportation networks
- The location of farms, employment and services.

In addition to its usefulness for planning, mapping of the Project Area, affected households, natural resources, fixed assets and infrastructure provides the sponsor with a spatial reference or baseline with which to protect the project from claims by people who build or upgrade crops in the Mining Area after the Entitlement Cut-Off Date.

Demographic Data

The census of people affected by the project, gathered through the detailed asset surveys, is a key initial stage in the preparation of the RAP. The Project demographic data can serve four important and interrelated functions:

- Enumerating and collecting basic information on the affected population
- Registering the affected population by residence or locality
- Establishing a list of legitimate beneficiaries before the project's onset that counters spurious claims from those moving into the Project Area solely in anticipation of benefits
- Laying a framework for subsequent socio-economic research needed.

Socio-economic Studies

In addition to basic demographic data (age, sex, family size), social and economic information (ethnicity, health, education, occupation, income sources) should also be gathered from among the affected people. This information can provide resettlement planners with a general understanding of the communities affected by the project, and the scope of compensation and resettlement assistance necessary to mitigate adverse effects.

Resettlement planners must give particular attention to vulnerable groups living in the Project Area. These groups may include households headed by women or children, people with disabilities, elders and the extremely poor.

Baseline Data for Monitoring and Evaluation

Information gathered can be used to establish indicators not only for resettlement implementation, but also for monitoring and evaluation of income restoration and sustainable development initiatives associated with a RAP.

Surveys Consolidation

Resettlement planners should consolidate data gathering efforts as much as possible, both to economize on project resources and to minimize survey fatigue among the affected population.

Inventory of Affected Assets

The Project Proponent must undertake a detailed survey of all losses that will result for each household, enterprise, or community affected by the project. The survey should account for land acquisition and loss of physical assets as well as loss of income. Assets held collectively, such as water sources, forest resources, and community structures should be recorded separately. It is essential for resettlement planners to consult with affected people during this step to develop a reasonable consensus on the methods and formulas for assigning value to lost assets and income forgone during resettlement.

3.2 Full Built Asset Survey

NGGL consultants undertook asset surveys in the different project areas following the declaration of the Moratorium Area on 14th April 2011 for the ECD4 project area, on 4th August 2011 for the TSF project area and on 15th February 2012 for the SBR (MKV and Gyedu section) project area.

The Asset Surveys were conducted by qualified surveyors who measured all houses and annexes in the area and collected information on house materials and quality in order to determine resettlement and compensation eligibility (where applicable).

The surveyors collected the following information:

- Demographic data including number of persons per household
- Details on structures: internal and external measurements and construction material
- Reconfirmation of GPS coordinates taken during the Rapid Asset Surveys
- Detailed structure sketches
- Photographs
- Sign-off by relevant owners and witnesses.

Each Survey Team included a Newmont Community Relations Officer who communicated the implications of the survey and compensation processes and a Community Task Force team member, employed by NGGL and drawn from the local communities, to guide the team at the site.

The survey process was overseen by representatives of the Resettlement Negotiation Committee (RNC), and by representatives from the Land Valuation Division (LVD) of the Lands Commission to verify that the survey was undertaken in accordance with government regulations.

The quality of the structures built in the area ranges from very rudimentary structures with plastic walls and roofs to substantial landcrete and wooden buildings.

3.3 Crop Survey

NGGL consultants undertook a detailed survey of all crops in the Project Area following the declaration of the moratorium in order to determine the compensation for crops. Crops planted subsequent to this survey were considered post-moratorium and therefore not eligible for compensation.

The independent crop survey consultants gathered the following information:

- Basic Owner/Occupier information
- Farm boundaries
- Basic crop information
- Ownership interests in the land
- Dated photographs of the farm and the farmer
- GPS coordinates and photos of the farm
- Sign-off by relevant farmers/owners and witnesses.

The survey process was overseen by the following key people:

- A senior community representative, usually the Chief Farmer, to witness that the survey was carried out in a fair and transparent manner
- An LVD representative to verify that the survey was undertaken according to government regulations.

3.4 Crop Assessment

An NGGL crop assessor visited the affected farms once the survey information was verified and processed in order to control the accuracy of the survey data and crops eligible for compensation and issue a compensation chit to each owner. The LVD oversaw this process.

An independent certified valuer also reviewed NGGL's crop valuation procedures and processes to ensure quality control and provide a sign off by a qualified valuer.

Rates of crop compensation for the Ahafo Project are agreed annually by the Crop Rate Review Committee (CRRRC) that consists of elected representatives of all project-affected communities, relevant regional and district government representatives, Directors of the Ministry of Food & Agriculture, local NGOs and NGGL.

Farmers are informed by NGGL about when payment of compensation will be made by check. They are also granted the opportunity to attend a money management training program which is made available to all recipients of compensation. Recipients are strongly encouraged to take advantage of this opportunity in order to gain the skills that will help them maximize long term benefits from the compensation payments.

3.5 Land Survey

NGGL consultants also undertook a land survey in the project areas to gather information on the non-cropped areas in the Moratorium Area. The compensation for deprivation of use of land is based on this land survey.

The Land Survey team gathered the following information:

- Basic owner/occupier information (if applicable)
- Farm boundaries (if applicable)
- Ownership interest in the land (if applicable)

- Basic description of the area: grassland, secondary forest, marshland, etc.
- Photographs of owners and details of the general land type
- GPS coordinates
- Sign-off by relevant owners and witnesses.

The Land Survey was conducted by the same teams that carried out the Crop Survey. As nearly all land in the Project Area was cropped the scope of the Land Survey was rather limited. A senior community representative and a LVD representative oversaw the process.

3.6 Socio-Economic Survey

The Socio-Economic Surveys were undertaken in April and August 2011 after all assets and crop surveys and assessments were completed. These surveys gathered detailed information at a household and individual level on current living standards, incomes and livelihoods. The objectives of the Socio-Economic Surveys were to identify potential adverse impacts on PAPs and potentially vulnerable people and households; to refine livelihood supports; and to serve as a baseline to measure effectiveness of resettlement plans and mitigation measures.

The detailed Socio-Economic Surveys covered the following main topics:

- Demographic Information
- Household Composition
- Education & Skills Base
- Economic Activities & Livelihoods
- Household Incomes
- Health & Welfare
- Access to Water & Sanitation.

All households residing in the Project Area were included in the Socio-Economic Surveys, as well as a sample of the households farming in the Project Area but living elsewhere.

3.7 Analysis of Baseline Data

Analysis of data collected serves three main purposes:

1. It provides information needed to establish the entitlements for household and community level compensation, and planning and design of resettlement sites
2. It yields basic social and economic information needed to develop appropriate livelihood development packages
3. It provides quantifiable baseline data for future monitoring and evaluation of RAP implementation.

3.8 Analysis of Secondary Data Sources

Secondary data used in the baseline survey included records from NGGL and the district assembly with the most up-to-date source being the Asutifi District Medium Term Development Plan 2006-2009. This Plan was used to provide an overview of the District's salient socio-economic characteristics as outlined in this section.

3.8.1 Brong Ahafo Regional Characteristics

The Brong Ahafo Region is the second largest in Ghana, covering an area of 39,577,008 square kilometers. The region has a tropical climate with average temperatures of 24° C.

The region has a population of 1.8 million with primarily Brongs and Ahafo of Akan descent and an inter-censal growth rate of 2.5%. The major languages spoken are Bono and Asante Twi.

The region has a predominantly rural character with 70% of the region's population engaging in agriculture and agriculture related livelihoods. The Brong Ahafo Region is identified as the "breadbasket" of Ghana as it supplies approximately 30% of the nations' food.

3.8.2 Asutifi District Overview

The Asutifi District covers an area of 1,500 km² and is one of the smallest districts in the Brong Ahafo Region. The district consists of 117 settlements and the four traditional paramount areas of Kenyasi No. 1, Kenyasi No. 2, Hwidiem and Acherensua.

The district capital is Kenyasi, located 6 km south of the Ahafo Mine Site and approximately 50 km from the regional capital Sunyani.

3.8.3 District Demography

The population of the Asutifi district numbered 105,843 people in 2010 (Source: National Population and Housing Survey 2010) with a small majority of males (52.1%) over females (47.9%) as outlined in Table 3.1 below. The inter-censal growth rate is 2.8% that is below the national rate of 3.0% for the same period. The District population was estimated to be 94,486 in the year 2004 and projected to be 99,928 in 2009 based on the growth rate of 2.8%.

Table 3-1. Age/Sex Distribution

AGE	MALE		FEMALE		TOTAL	
	NO.	%	NO.	%	NO.	%
0-14	21,282	20.1	20,054	18.9	41,331	39.0
15-64	31,684	30.0	28,573	27.0	60,257	57.0
65+	2,080	2.0	2,170	2.0	4,250	4.0
TOTAL	55,046	52.1	50,797	47.9	105,843	100.0

Source: Population Census Report -2010

The Asutifi District Development Plan comments that in recent times, due to the presence of mining, job seekers, mostly from the Central and Western Region of the country, have migrated to the mining communities in the district in search of employment.

There has been an increase in population in the main communities associated with the project in recent years in line with national growth as presented in Table 3-2 below:

Table 3-2. Population Growth by Settlements

Settlement		Population (2000)	2004	2006	2009	2011
1	Kenyasi No. 2	7 451	8 334	8 814	9 586	10 321
2	Kenyasi No. 1	3 599	4 026	4 257	4 630	5 157
3	Ntotroso	2 643	2 956	3 127	3 400	5 088
4	Wamahinso	1 474	1 649	1 744	1 896	2 025
5	Gyedu	-	-	-	-	1 371

Source: Socio-economic Baseline Study, December 2011, including AMAHDSS Data from 2011.

The main ethnic groups in the district are the Ahafos, the Ashantis and the Bonos. While there are ethnic and religious minorities, no caste system operates in the district and there is no prejudiced community. The prevailing systems of kinship, marriage, inheritance, and residence are principled but flexible and open to outsiders.

Out-migration is not common in the district. The gross out-migration rate is about 35 people per 1000 with males accounting for about 58% of the movement. In-migration is rather prominent in the district and males (59.4%) form the majority of such migrants. About 11.4% of the sampled population were migrants mainly Ashantis, Bonos, Fantis and others from the Volta Region and Northern part of the Country.

The district population, in keeping with the trend regionally, is largely rural, and is classified as deprived by the Ministry of Local Government. According to the 2000 Population Census, only three communities (Kenyasi No. 2, Hwidiem and Acherensua) can be classified as urban since they have populations of over 5,000 each. On the whole 79.5% of the population is classified as rural and 20.5% declared as urban. However, current immigration trends to mining communities like Ntotroso and Kenyasi No. 2 are likely to change the ratios.

3.8.4 District Services & Infrastructure

Education:

In 2009, there were 86 Kindergartens, 94 Primary Schools, 53 Junior Secondary School (JSS) and 4 Senior Secondary Schools (SSS) in the District. The number of educational institutions available in 2010 is shown in **Error! Reference source not found.-3**. It is evident that the amount of educational infrastructure has increased; this could be due to NADEF investment into infrastructure development projects.

Table 3-3. Educational Institutions in the District

Level	Private	Public	Total
Kindergarten	18	85	103
Primary	17	87	104
J.S.S.	9	60	69
S.S.S./Tech	1	4	5

Source: District Directorate of Education, 2010

The average distance that these communities are situated away from educational institutions is represented in Table 3-4 below. There are an average amount of schools situated in and around the listed project communities. All schools are in a walkable distance from the communities (Socio-Economic Monitoring Survey, 2008).

Table 3-4. Distance to School Facility

Stool	Community	Average Distance (in meters)	
		Junior High School	Secondary High School
Kenyasi No. 1	Kenyasi No. 1	18.57	35.45
Kenyasi No. 2	Ola Resettlement	13.44	31.90
	Kenyasi No. 2 Township	19.30	40.58
	Sub- Average	16.12	36.29
Ntotroso	Ntotroso	36.64	70.00

	Ntotroso Resettlement	9.86	45.00
	Sub-Average	23.26	57.5
Gyedu	Gyedu	13.85	33.13
Wamahinso	Wamahinso	18.75	33.33

Source: Socio-Economic Monitoring Survey, July, 2008.

Health: The Asutifi District has one major health facility, Saint Elizabeth Hospital, located at Hwidiem, which is owned and managed by the Roman Catholic Church. The hospital has one Medical Officer and a total bed capacity of 130. The hospital currently provides surgical, medical, and obstetric services.

There are five other health centers managed by the Ministry of Health, seven community clinics, three private maternity homes, three homeopathic clinics and 60 trained midwives. Most of the community clinics and Traditional Birth Attendants do not function properly due to the lack of logistic support and inadequate remuneration for their clinic attendants.

The district lags behind the country generally in certain aspects of health coverage, with a Doctor-Patient ratio of 1:42,237 as against a national figure of 1:7,813.

As outlined in Table 3-5 below, the predominant disease, as in all other districts in Ghana, is malaria which represents 55% of the causes of illness and reflects the poor sanitation conditions in the district. Other main causes of illness are upper respiratory tract infections, skin diseases and accidents.

Table 3-5. Top Ten Causes of OPD Attendance

NUMBER OF OPD CASES								
	2006		2007		2008		2009	
No	Diseases	Cases	Diseases	Cases	Diseases	Cases	Diseases	Cases
1	Malaria	34,199	Malaria	50,970	Malaria	65,644	Malaria	75,358
2	URTI	6,035	URTI	10,564	URTI	13,630	ARI	25,858
3	Skin disease	3,838	Skin disease	5,961	Skin disease	8,402	Skin disease	9,438
4	Rheumatism	3,166	Diarrhoea	3,245	ARI	6,053	Diarrhoea	7,408
5	Hypertension	2,421	ARI	3,117	Rheumatism	4,874	Rheumatism	5,614
6	ARI	2,296	Rheumatism	2,964	Diarrhoea	4,872	Gynaec Disease	5,374
7	Diarrhoea	1,872	Intestinal worms	2,073	Intestinal worm	4,851	Intestinal worm	4,712
8	Intestinal worms	1,319	Eye infection	1,932	Enteric fever	5,563	Hypertension	4,437
9	Home accidents	706	Hypertension	1,525	Gynaec Disease	2,793	Malaria in Preg.	3,860
10	Malaria in Preg.	599	Gynaec Disease	1,311	Hypertension	2,620	Enteric fever	3,356
	Total	56,451	Total	83,662	Total	119,302	Total	145,415

Source: District Health Directorate, Kenyasi-2011

Water and Sanitation: With the exception of Kenyasi, Acherensua and Hwidiem, communities do not have access to pipe borne water. According to the District Development Plan (2006-2009), only 17% of households have access to piped water systems, 57% utilize hand-dug wells, 21% have access to boreholes, and the remaining 5% use unhygienic water sources.

As much as 98.2% of the residents in the district dump their refuse openly at either temporary or permanent sanitary areas created by the respective communities. These sanitary areas are occasionally cleaned by the community. The situation is very bad in the

bigger communities like Kenyasi No. 1 Kenyasi No. 2, Ntotroso-Gyedu, Hweddiem, Acherensua, Dadiesoaba, Nkasiem and Gambia No. 2.

Energy: The primary source of fuel is wood which accounts for about 46.3% of total household energy consumption. The other sources are charcoal 10.4%, kerosene 26%, electricity 13.5%, and LPG 3.8%.

3.8.5 District Economy

The District Medium Term Development Plan (DMTDP) indicates that the average household income per month from sampled households is GHc252 - 553. Different income sources and their distribution are characterised in Table 3-6. Crop farming comprises the main source (51.1%) of all incomes. This is followed by wages and salaries (19%) and business and trading (17%).

Table 3-6. Income from sampled households (DMTDP)

Income	Percentage (%)
Crop Farming	51.1
Livestock Farming	2.3
Small Scale Industry	4.5
Business and Trading	17
Wages and Salaries including mine workers	19
Pensions, Rents and Remittances	4.1
Others	2
Total	100

Source: Socio-economic Survey, 2006.

The predominant occupation in the District is subsistence farming which engages 66.7 per cent of the economically active labor force. About 91 per cent of those engaged in other occupations outside agriculture still take up agriculture as a minor activity. The service sector, which is the next highest ranked occupation after agriculture, recorded 27.1 per cent, which is an improvement on the situation in 2002 (21%). This trend indicates a growing services sector in the district. This can be attributed to the upsurge of mining activities in the district coupled with the influx of migrants and the demand for mining related services. At the regional and national levels, agriculture engages about 71 per cent and 57.2 per cent of the economically active labour force respectively.

The major food crops produced in the area are maize, cassava, plantain, cocoyam and rice. Cocoa is the primary cash crop with oil palm, cola and cashew produced to a far lesser extent. The major vegetables grown include garden eggs, tomatoes, okra and pepper.

3.8.6 District Land Use

The district contains a repetitive mosaic of land cover composed of:

1. Forest Land: primarily national forest reserves
2. Farm Land: newly cultivated fields, mixed food crops, and cocoa plantations
3. Fallow Land: fallow thickets, secondary forests and elephant grass
4. Settlements: homestead plots, villages, towns and roads.

Forestry: The district lies within the wet semi-equatorial zone marked by two rainy seasons, May to July and September to October. The semi-deciduous forest vegetation covering the district is gradually but steadily giving way to derived wooded savanna through the indiscriminate felling of trees for timber, farming, charcoal and fuel-wood. The district has a moist semi-deciduous forest. Forest reserves cover about 30% of the entire land surface of the area. However, these reserves are also under threat from farming activities, legal and

illegal, undertaken in forest reserves and from timber contractors who are not adhering to concession terms. The timber industry is well developed and represents an important source of revenue for the District Assembly. However, the rate of extraction far exceeds any attempts at reforestation and it is therefore a depleting resource.

Farming: Farming households typically practice swidden-fallow agro-forestry, a sophisticated agricultural system that mimics natural forest cycles. The system begins with clearing and burning a fallow thicket or secondary forest. The newly opened field is planted with a mix of food and cash crops that mature at different rates. Typically, production begins with one or more years of mixed food crop production (e.g. Cassava and cocoyam) and then proceeds through a number of years of cash crop production (e.g. Pineapple and plantain). Farmers can “fallow” their fields, or part of a field, at any time, but often prefer to move into tree crop production, such as cocoa, oil palm, citrus and teak. Fishing is not popular in the district even though the Tano River is stocked with abundant fish. For superstitious reasons, this fish is not eaten. Fishing is however done on a small scale from small rivers and from fish farming, to supplement protein sources in the district.

Fallowing: Fallow land, which is uncropped land left to recover from previous farming activities, forms an integral part of the agro-forestry system. Fallows are often managed, in such a way that the ensuing fallow forbs (herbaceous flowering plants), thicket, and secondary forest provide useful products, including building materials, fuel, food and medicine. Fallows also allow the soil to rebuild fertility lost during the years of cultivation. Historically fallows used to be left uncultivated for 15 years or more, but today fallow periods tend to be shorter (less than 5 years).

Settlements: Settlements includes rural and urban homesteads, communities, roads and schools.

While some sizeable communities and clustered settlements are found along secondary roads and local distributors, extended family residences predominate in the District. In rural areas, these residences are termed ‘rural homesteads’ and sometimes contain more than one household. A single household may eat from a common pot, or may combine food supply, preparation and consumption with co-residents within the homestead.

There is a rural-urban split of 79.5% rural and 20.5% urban settlements in the district which poses a problem for the even distribution of services which are generally poor in rural areas.

3.9 Socio-Economic Survey Analyses

Analysis of the Baseline and Socio-Economic Surveys yielded the results described below.

3.9.1 Demographic information

In April and August 2011 field data were collected in the different project areas and Bechem, a control community that is located outside the footprint of the Ahafo Mine but with comparable and similar socio-cultural and agricultural characteristics as the area affected by the project. The control group contained 20 households.

3.9.1.1 Population Size, Age and Sex Structure

The socio-economic survey was undertaken with 141 households from 3 project areas: ECD4, Subika Bypass Road (SBR) and TSF comprising 714 people in total. The majority (81%) of the households were located in the ECD4 area while 14% (20 households) were from the TSF area and only 5% (7 households) were interviewed in the SBR areas of Gyedu and Kenyasi 1. Survey results show that men constitute 49.0% of the population in the study area while women represent 51.0%.

The percentage of children under 15 years (41.7%) is lower than the regional average of 43.1% in 2000 (National Population Census). On the other hand, persons in the working age group (15-65 years old) constitute 56.3% of the population, which is higher than the 2000 regional average of 50.7%.

In terms of age distribution by sex per the age categories below (Figure 3-1), there is not much difference between male and female. For example in age groups 0-5 and 18-25 there is an equal percentage share between the sexes. The few significant differences are found in the age groups of 46 and above; in the age group between 46 and 55 there are more men (3.2%) than women (2.1%); in the age group between 56 and 65 women outnumber the men by 0.9 %.

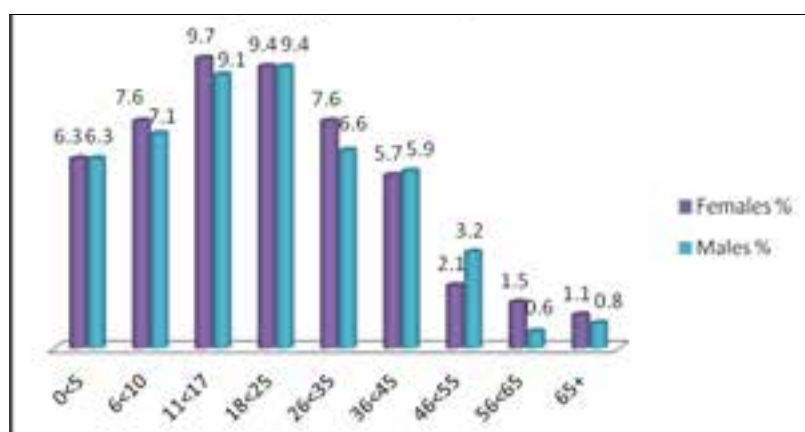


Figure 3-1: Age and Sex Distribution of Surveyed Population

3.9.1.2 Ethnicity and Religion

Three ethnic groups populate the study area: Akan (78.43%), Northern (12.18%) and Ewe (9.38%). Asantes dominate among the Akans while among Northerners the Kusasis dominate. Ewes are concentrated in Dzakakrom (8.26%). Northerners can be found mostly in Dzakakrom (5.32%), Apensu (4.76%) and Tutuka (1.26%). The control community (Bechem) has a higher percentage of Northerners (32.5%) compared to their numbers in the entire project area.

As much as 93.3% of the sampled households adhere to Christianity. Muslims constitute just 6.2% of the population in the study area. Traditionalists account for 0.14% while those who claim to have no religion constitute 0.42%. Among the control community, Islam has a larger following (14.4%) than in the project area. The higher percentage of Northerners in that community could provide an explanation for this trend.

3.9.2 Household Composition

Survey results demonstrated that the average household size in the project area is 5.03 household members which is below the national average household size of 5.4 people and the regional average size of 5.6 people per household (2000 National Population Census). In the control community the average household size is 5.9. In contrast, the Livelihood Baseline study of the Newmont Project area by Opportunities Industrialization Centers International (OICI) Ghana puts the average household size at 9 household members and the Ghana Living Standards Survey 5 (GLSS5, 2008) puts the national average at 4.0 and that for the region at 4.1. The differences in the figures may be explained by differences in the definition of a household.

The community with the largest household size in the project area is Apensu (21) followed by Dzakakrom (14). The smallest household size of 3 was found in Bronikrom.

The welfare of a household could be affected by the sex and marital status of the household head. Consistent with all studies in Ghana, headship of households in the study area is dominated by males. Male-headed households constitute 59% of the total number of households. The level of female headship (41%) in the study area is higher than the national average of 31.2% for rural forest areas (GLSS 5, 2008). Factors such as separation, divorce, widowhood and emigration by males are likely to have accounted for the prominence of

female headship of households in the study area. In the control community, there is a significant dominance of male household headship (81%).

3.9.3 Education & Skills Base

3.9.3.1 Educational Infrastructure

There is no educational facility in the ECD4 area but there are two school blocks in Tutuka (TSF area) and one in Ntotroso (SBR area). Results of the survey indicate that 12.5% of children between 5 and 18 who go to school attend school in Ntotroso, 71.7% attend school at Kenyasi No. 1 and 2 while 4.0% attend school in Gyedu. Other communities in the vicinity of the project area that have educational facilities include Wamahiniso, Hwidiem and schools outside the district. The average daily distance travelled from home to school ranges between 2 and 6 km.

3.9.3.2 School Attendance

The survey demonstrated that 92.5% of children below the age of 5 are in kindergarten. 83% of the children between the ages of 6 and 17 are in school and 3% had completed school. Others had various reasons for not attending school. One per cent (1%) considered the distance from home to school to be very long, another 1% gave cost as the reason for not being in school, 1% was working and 10% stated other reasons which included lack of interest in school. Other minor reasons included having failed an examination, getting married, or becoming pregnant in the course of the schooling. In the control group, lack of interest (30%) and high cost (27%) were the two major reasons for not being in school. Among the female respondents, early marriage (57%) was a key reason for not being in school.

3.9.3.3 Literacy Levels

The ability to read and write English was used as a proxy for literacy levels in the affected communities. The survey results show that 42% of the respondents cannot read English while 43% of the respondents cannot write.

3.9.3.4 Highest Level of Education reached in Education

As outlined in Figure 3-2 among those who have been to school over half of the surveyed population (56.4%) has only had basic education; 20.1% had secondary education and 10% held a diploma certificate. Importantly, 4.2% had obtained a university diploma. The high educational levels attained in these areas and in the entire district are attributable to the presence of NGGL through the provision of scholarships to the communities as part of its social responsibility to the Ahafo Mining area.

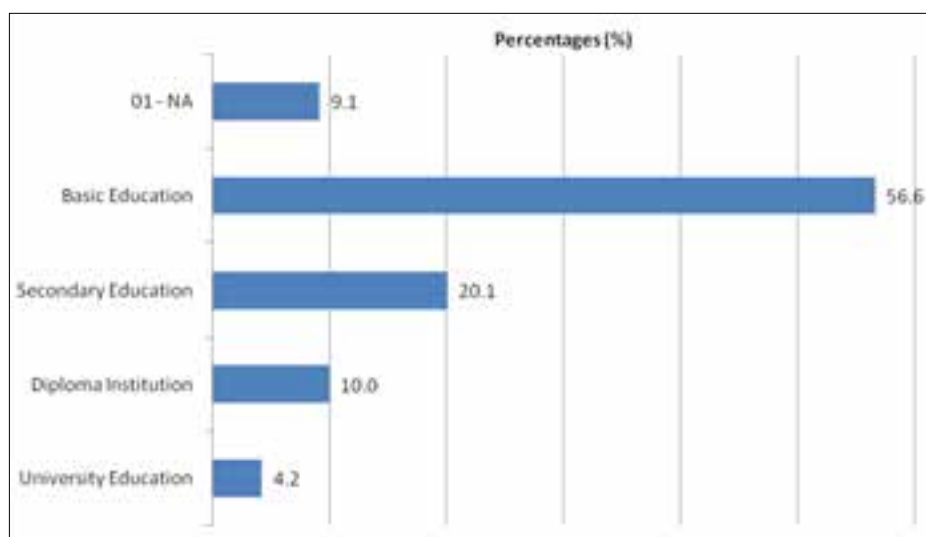


Figure 3-2: Highest Level of Education Attained amongst Survey Population

3.9.3.5 Skills

Survey results show that as many as 77.5% of the respondents do not possess employable skills. Of the 22.5% of the respondents who did have some form of employable skill the most prominent were artisans including fitters (mechanics), welders, carpenters and hairdressers (24.2%); others were tailors/seamstress (22.4%), drivers (15.5%), cooks (10.6%) and masons (6.8%). 'Others' make up the remaining 20.5%.

When asked if they desired to acquire another skill a higher percentage of the respondents (32.6%) opted for artisanship, followed by driving (26.7%) and cookery (12.8%) as presented in Figure 3-3 below. These results show that even though artisanal trades including tailoring are currently the most popular skills, tailoring is not a desired skill to be learnt anymore. Possibly, the demand for locally sewn clothing decreased as people are getting used to buying imported clothing.

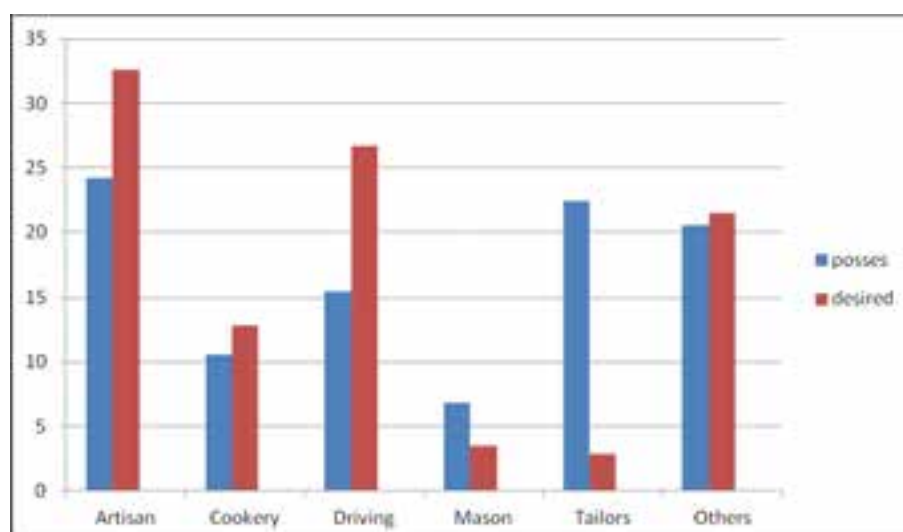


Figure 3-3: Existing and Desired Skills

3.9.4 Economic Activities & Livelihoods

3.9.4.1 Employment Status

More than 64% of the respondents (both in the study area and in the control community) in the age group of 18 to 65 year olds indicated they are employed, while over 70% of respondents older than 65 years indicated they are employed. The observed employment rate in the study area may be attributed to the high rate of self-employment (67.8%).

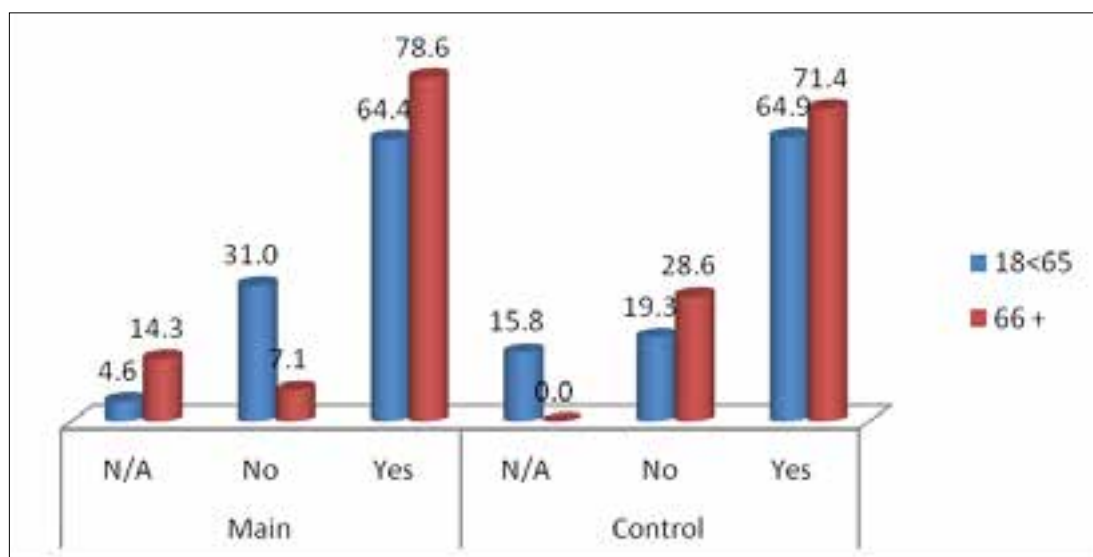


Figure 3-4: Employment Status of Survey Respondents Aged 18 and above

The majority (87.4%) of the respondents who are employed and live in the project area, and 95.2% of the respondents in the control community, indicated they have a permanent job. The remainder of project area respondents had either part-time work (2%) or temporary jobs (10.7%).

3.9.4.2 Type of Employment

Farming is the most common employment amongst the surveyed population, with 62.5% reporting that they are engaged in farming (see Figure 3-5). Among the control community, 51.1% of the respondents are engaged in farming. Trading is the next most common work in the area.

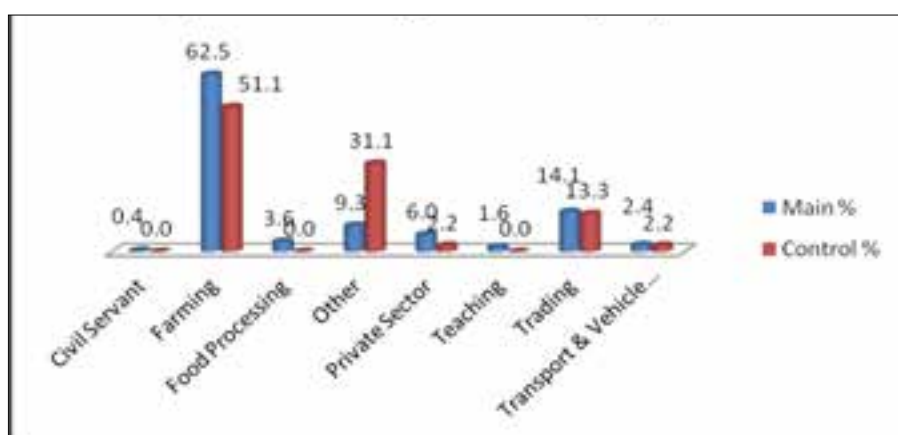


Figure 3-5: Types of Employment

The TSF area has a higher percentage (76.9%) of farmers than the other two areas. Trading, Teaching, Transport and Vehicle operation are more popular in the SBR area while ECD4 has more varied types of employment (Figure 3-6).

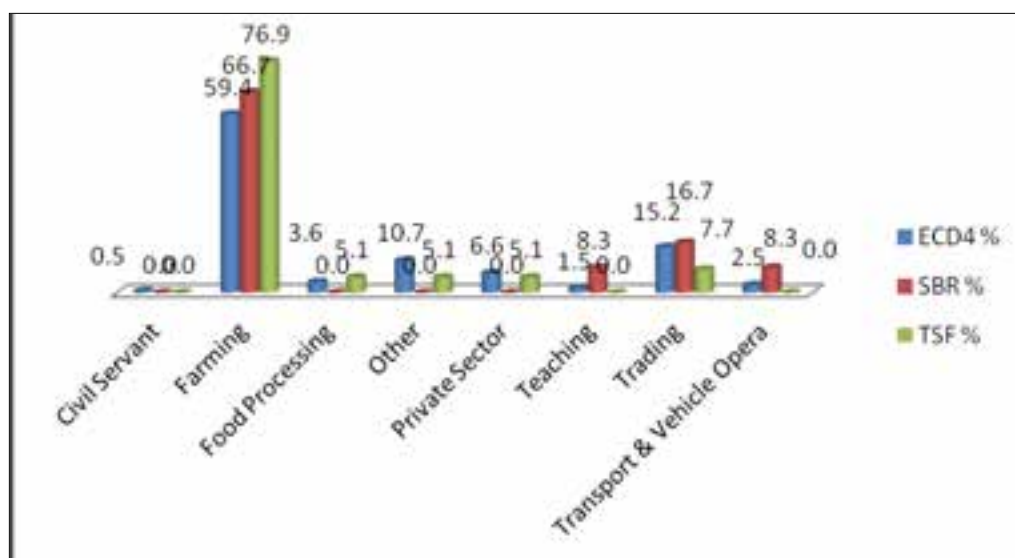


Figure 3-6: Types of Employment by Area

NGGL employs 3% of the employed population while private persons employ 4% and the government employs 2% of employed persons in the area.

3.9.4.3 Food Security

In all three areas, ECD4, SBR and TSF, a significant percentage of the people indicated that they had produced sufficient food to feed themselves during the last 12 months. In the SBR area 71.4% of the respondents had produced sufficient food, compared to 47.4% of the respondents in the ECD4 area and 45% in the TSF area. In the control community 89.4% of the respondents said they had produced enough food.

Predominant reasons for not producing sufficient food, cited in all three project areas, included: bushfire, plant disease, inadequate labour and inadequate land. Additional reasons cited by a minority of respondents in the ECD4 and TSF areas included pest/rodent problems, drought, and 'other' issues including stealing, flooding, sickness, land taken by Newmont and financial problems.

3.9.4.4 Coping Mechanisms

The population in the study area had adopted a number of coping mechanisms to mitigate hardships during periods of food shortages. Petty trading is the most popular mechanism adopted in both the study area and the control community. In the ECD4 area, the following four measures are the most common: petty trading (18.4%), hire out family labor (13.2%), reduction of quantity of food intake (13.2%) and access to credit to buy food (9.6%). These four coping strategies constitute 54.4% of all the measures adopted. Survey results indicate that the combination of a number of coping strategies such as crediting food, hiring out family labour and reduction in the quantity of food intake is common in the study area. In the TSF area petty trading (33.3%) and the reduction of quantity of food intake (22.2%) are the most frequent coping strategies adopted. In the SBR area no single mitigation measure is extremely dominant.

3.9.5 Household Incomes

The majority of the project-affected households derived low monthly incomes (below or equalling 200 Ghanaian Cedis or approximately 100 USD) from agricultural activities. They reported to derive primary income from the sale of fruits, cocoa, livestock, food crops,

vegetables, oil palm, cashew nuts and other farming activities. A small minority (3.5%) of respondents indicated that they received between 1000 and 3000 Cedis (approximately between 500 and 1500 USD) per month from the sale of both cocoa and food crops. For the control community, the main sources of household income were the sale of cocoa and food crops. The levels of income derived from the sale of cocoa were higher in the control community (between 1000 and 3000 Cedis) than in the study area.

Secondary sources of income include trading, paid employment and sale of forest products, as well as transportation, food processing, remittances from relatives outside the locality, renting and hiring out labour. Most households received incomes below 200 Cedis (approximately 100 USD) per month from these sources. Respondents who engaged in trading indicated they received amounts higher than 600 Cedis (approximately 300 USD) per month. 8.5% of those who received income from trading received between 1000 and 3000 Cedis per month.

42.7% of survey respondents held a bank account of which 85% had less than 200 Cedis on their savings account. Eight financial institutions operate in the study area including NIB, Midwest Financial Services, Ecobank, GCB, EB Accion, Asutifi Rural Bank and Agricultural Development Bank (ADB) which is the most popular Bank.

3.9.6 Health & Welfare

There are five different types of health facilities, namely clinics, hospitals, drug stores, herbalists and pharmacists that are visited by the sick in the survey area. In the entire study area 94.8% of sick people reported their health situation. The clinic was the most important health facility: 43.5% of the people in the ECD4 area, 75% from the SBR area and 20% from the TSF area visited a clinic when sick. In the ECD4 and TSF areas a significant number of people also adopted self-medication as a health strategy.

The most common diseases reported were malaria and diarrhoea in that order of importance. Other reasons for seeking medical attention included accidents, dental cases, ear nose and throat infection (ENT), and eye problems. These disease patterns are in line with the national and district figures as recorded in the year preceding the baseline study. In the project area diarrhea appeared a higher cause of morbidity than accidents. An explanation may be provided by the fact that many people in the study area are farmers and thus less prone to accidents compared to artisans and possibly people engaged in mining activities.

3.9.7 Access to Infrastructure

3.9.7.1 Water & Sanitation

Boreholes constituted the predominant source of water for households living in the study area (75%). Some of the respondents living in and around Kenyasi and Ntotroso settlements (21%) had access to pipe-borne water. This trend contrasts with the control community where they solely depended on boreholes.

In the main study area the majority of the inhabitants fetched their water at a distance below 50 meters from their house. However many people residing in Apensu, Dzacakrom, Gyedu, Ntotroso walked distances of between 51 and 500 meters to obtain water. 8.5% of the respondents in Dzacakrom and 25% of the respondents in Tutuka said they walked more than 500 meters to get water. In the control community 14.3% of the respondents needed to walk up to 200 meters to fetch water.

3.9.7.2 Sanitation

In terms of toilet facilities 22.1% of the survey respondents used uncovered pit latrines, 21% used covered pit latrines and 30% used commercial KVIPs (Figure 3-7).

In the control community a higher percentage (14.3%) of the people used open spaces as toilets “free range” compared to 6.4% in the project area. Covered pit latrines (33.3%) and private KVIPs (38.1%) were the most popular types of latrines used in Bechem.

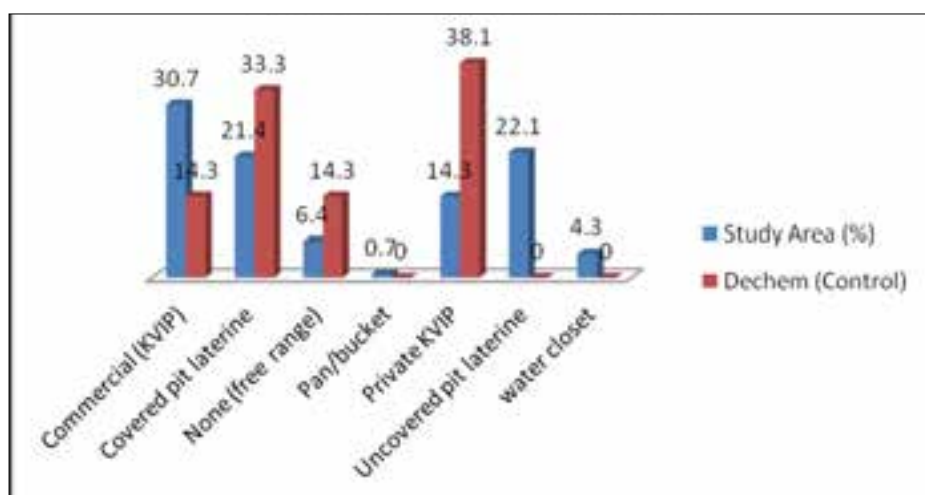


Figure 3-7: Type of Toilet Used

3.9.7.3 Refuse

There were no approved dumping sites for the domestic waste generated in most of the study communities, especially in Dzakakrom where there were hamlets consisting of only a few household(s). Each household had its own refuse dump close to the compound either under a tree or under plantain suckers. In communities that consisted of clustered homesteads one area was used as a communal dumping ground.

3.9.7.4 Energy – Sources and Usage

The main source of energy used for cooking in the study area was fuel wood. Fuel wood was used by 45% of the respondents followed closely by those who used charcoal (44%). These two sources are forest products obtained at minimal cost to the household and available throughout the year. Liquefied Petroleum Gas (LPG) and Kerosene made up the remainder of main sources of energy with the use of gas being slightly higher (7%) than kerosene (4%). The difficulty in accessing both kerosene and LPG at the community level may have accounted for the low level of usage.

The observed trend in the availability and use of the various energy sources for cooking in the study area is similar to that observed in the district as a whole where 57% of the residents use firewood and charcoal.

The main source of energy for lighting was electricity (46.4%) followed by batteries (30%) and kerosene (19.3%). Batteries were used in torchlights which are useful when travelling in the night from one community to another and in case of lack of kerosene.

4 Identification of Project Impacts

4.1 IFC Guidance

The IFC (RAP Handbook, p. 12) notes that;

“resettlement planning involves more than simple cadastral surveys or inventories of affected assets”.

A key initial task in planning resettlement is to;

“identify a project’s adverse impacts and the populations that will be affected”.

4.2 Identifying Project Impacts

This Resettlement Action Plan attempts to identify all people affected by the project and all adverse impacts on their livelihoods associated with the project’s land acquisition.

These projected effects include:

- Loss of dwellings
- Loss of farm buildings, and other structures (wells, boreholes, fish ponds)
- Loss of agricultural land, trees, and standing crops
- Impeded or lost access to community resources including forest and woodland
- Reduced income resulting from these losses.

For the purposes of designing the resettlement program, a distinction is drawn between Resident Households, Non-resident Households, and Economically-affected Households in the Project Area, defined as follows:

Physically Displaced Households are those occupying a house in the Moratorium Area, built on or before the Entitlement Cut-off Date, as their primary or sole residence. These households had to move from the Project Area (physical displacement), and will almost always have their livelihoods impacted by the Project (economic displacement).

Economically Displaced Households are those whose livelihoods are impacted by the Project. This can include both resident households, and people living outside the Project Area but having land, crops, non-resident structures, businesses or various usage rights there.

During Project development, consideration was given to minimizing the scope of physical and economic displacement associated with the Project through:

- The Design of Project Infrastructure, and;
- Creative approaches to Land Access & Management.

In terms of the design of project infrastructure, careful attention has been given to the following:

- Minimizing the size of Project components and the distances between those components
- Minimizing buffers around Project components
- Locating components of the Project footprint when feasible in less populated areas
- Minimizing any loss of access to land as a result of Project infrastructure.

4.3 Physical Impact of the Ahafo South Project

Information obtained from the asset surveys indicates that the number of **structures** affected by the SBR, ECD4, TSF and Ola Phase 4 project areas include:

Table 4-1. Number of Affected Structures per Project Area

	SBR (K1 and Gyedu)	ECD4	TSF (Apensu North)	Ola Phase 4
Occupied Structures	0	34	12	1
Unoccupied Structures	10	377	51	3
Buildings erected after cut-off date	2	2	3	1
Totals	12	415	66	4

Analysis of the socio-economic surveys demonstrated that the total number of **households** resettled as presented in Table 4-2 below is 47.

Households impacted by the ECD4 project area include:

- 21 households identified by the Ministry of Environment, Science and Technology (MEST) as eligible for resettlement as their houses were located in the direct impact area.
- An additional 13 households that were deemed eligible for resettlement as they had extensive crops located in the direct impact area.

The TSF Expansion area had an impact on 12 households that needed to be resettled. While only 1 household had to be resettled as a result of the development of Ola Phase 4 no households had to be resettled from the SBR project area.

A total of 494 **structures** were compensated of which 413 located in the ECD4 project area, 10 structures in the SBR project area, 63 structures in the TSF Expansion area and 4 structures in the Ola Phase 4 area.

Table 4-2. Number of Households Resettled and Structures Compensated

Project Area		Number of HH resettled	Number of structures compensated
SBR	MKV	0	2
	Gyedu	0	8
ECD4		34	413
TSF Expansion		12	63
OLA Phase 4		1	4
TOTAL		47	494

The total area of **land** affected by the project is 782.51 acres or 316.67 hectares as outlined in Table 4-3. In the TSF Expansion area 213 fields, covering a total area of 161.8 acres, have been compensated with compensation paid to 197 individuals. Newmont compensated a total of 493.25 acres in the ECD4 project area, 60.16 acres in MKV and 15.30 acres in Gyedu that comprise the SBR project area and 52 acres in the area of Ola Phase 4.

Table 4-3. Area of Land Compensated for Deprivation of Use and Crops

Project Area		Area of land for Deprivation of Use	Area of land for crop compensation
SBR	MKV	60.16 acres	60.16 acres
	Gyedu	15.30 acres	15.30 acres
ECD4		493.25 acres	493.25 acres
TSF Expansion		161.8 acres	161.8 acres
OLA Phase 4		A customary land fee was paid to Traditional Authorities who gave the land. NGGL compensated for crops on the land and will go to Lands Commission for Lease arrangement.	52 acres
TOTAL		782.51	782.51

5 Stakeholder Engagement

5.1 IFC Guidance

The IFC (PS 2012, Guidance Note 5, GN 26 p. 11) states that:

“Effective resettlement planning requires regular consultation and engagement with a wide range of project stakeholders. (...) Early communication helps to manage public expectations concerning the impact of a project and its expected benefits. This early engagement is very important where resettlement is envisaged, to enable affected households, communities and other stakeholders to fully understand the implications of such impacts on their lives and to actively participate in the associated planning processes or decide upon trusted representatives to participate for them. While the establishment of resettlement committees can support the resettlement plan and communication efforts, steps should be taken to ensure that all potentially displaced people are informed and invited to participate in decision making related to resettlement”.

NGGL, as a subsidiary of Newmont Mining Corporation, endorses the concept that communication with project stakeholders is an essential component of any resettlement process.

NGGL is committed to pro-active and ongoing communication with all agencies, organizations, and individuals with an interest in the development of the Project.

5.2 Stakeholder Engagement Plan (SEP)

A Stakeholder Engagement Plan (SEP) was developed at the outset of the project, in accordance with IFC guidelines. The SEP outlines and documents NGGL’s consultation and disclosure practices which are being implemented for the Ahafo South Resettlement & Land Access Project.

The goal of the SEP is to ensure adequate information is provided to project-affected people and other stakeholders in a clear and timely manner, and that these groups have sufficient opportunity to voice their concerns and opinions so that they can influence project decisions.

Key Objectives of the SEP are:

- Inform stakeholders regarding NGGL activities
- Consult with and educate stakeholders on all aspects of the Project
- Collect community inputs which can be incorporated into the Project’s design and development
- Generate and document broad community support for the Project
- Improve communications among interested parties
- Document the development of formal public consultation
- Describe formal complaint submittal and resolution mechanisms
- Disclosure of project documents.

Key aspects of the consultation and disclosure process include:

- Regular release of Project-related information, including NGGL policies, Project details, periodic progress reports, answers to frequently asked questions, and the rights and responsibilities of affected people, are presented as required in a manner consistent with local cultural norms of the area and of Ghana
- Articulation and delivery of clear, consistent messages from key staff to the public and stakeholders, ensuring that community workers and staff are aware of NGGL’s

position regarding the project and are capable of responding to questions/comments appropriately

- Verbal communications which are undertaken in both Twi and English as are all key written communications such as selected posters and the final Resettlement Negotiation Committee (RNC) agreements which are translated into both Twi and English
- Regular meetings and forums are conducted and documented by NGGL community workers to present Project-related information, answer questions, and address concerns
- Development of the Ahafo South Resettlement Negotiations Committee (RNC), to include additional members acceptable to all parties, to discuss and make decisions regarding specific Project impacts and community concerns
- An open-door policy for interaction with Community Relation Officers, such that stakeholders feel comfortable approaching them directly to ask questions, discuss matters, and raise concerns
- Management of a responsive grievance and complaints procedure for recording and responding to comments and concerns in a constructive and timely manner.

The SEP is updated and reviewed regularly at key points during Project development.

5.3 Key Stakeholders

5.3.1 Local Communities

The local populations that are affected by the project are a priority target group. It is especially important to involve these communities in public dialogue in order to identify concerns, views, needs and preferences, and to assist in the process of finding solutions to identified problems. The communities directly affected by the Ahafo South Resettlement & Land Access Project, some of them are resettled or relocated while others also needed alternative access to farmland or livelihoods, include:

- Gyakakrom
- Kwamebourkrom
- Farmers from Ntotroso, Kenyasi No. I, and Kenyasi No. II.

5.3.2 Government Agencies

Departments and Agencies of the Government of Ghana such as the Ministry of Environment, Science and Technology (MEST) who requested this resettlement, the Minerals Commission, the Ministry of Lands and Natural Resources, and the Environmental Protection Agency (EPA), influence the Project through a regulatory process of monitoring for compliance, issuing licences and permits. Agencies of the Region of Brong Ahafo and the Asutifi District provide regulation and services to local residents and are responsible for future planning of the Region and District respectively.

5.3.3 Traditional Authorities

As discussed in Chapter 2 Paramount and Divisional Chieftaincy areas (or Autonomous Chieftaincies) were located within the Ahafo South project area. These are the Paramount Chieftaincies of Kenyasi No. 1 and Kenyasi No. 2 and the Ahafo North Divisional Council, which is made up of the Traditional areas and authorities of Ntotroso, Gyedu and Wamahinso. The ECD 4 Watershed Project area falls completely within these three Traditional Areas.

5.3.4 Special Interest Groups

Farmers are the primary special interest group in the Project area. Women as a group constitute a significant vulnerable stakeholder. Resettlement and land access projects such as the Ahafo South project have relatively severe impacts on women even though they remain largely invisible because of socio-cultural marginalization. A Women's Consultative Committee (WCC) has been put in place since November 2006, as part of NGGL's Gender mainstreaming program. The Committee provides a platform for women to freely express their views about NGGL operations.

Another special interest group is formed by the youth. Youth groups are particularly interested in employment opportunities.

5.3.5 Non-Governmental Organizations

Mining projects throughout the world are under increasing scrutiny due to their impacts on large scale and potential impacts on mostly rural people. NGGL actively engages with NGOs within the Project area, as well as within the region and nationally. The Coalition of NGOs, based in the District, as well as the local NGO called Guards of the Earth and Vulnerables, were represented in the RNC.

5.3.6 Newmont Employees & Contractors

There are a large number of local people employed at the Ahafo Mine, some of whom may be from the project areas. Additionally, Newmont employees often have contact with project-affected persons throughout the life of the Project. Therefore employees are given regular monthly briefings outlining the project progress. The aim is to ensure communication of consistent messages and project information and avoid misinformation potentially resulting in anxiety.

5.3.7 The Survey Taskforce Teams

The Survey Taskforce Teams consisted of Community Relations Officers from NGGL, Officials from the Land Valuation Division of the Lands Commission, selected RNC members and youth task force chosen directly from the affected communities. The roles of the teams were three-fold. Firstly, they ensured on-going information disclosure regarding the project, and education of PAPs regarding building and cropping rights in the mining area. Where possible they provided additional information and addressed grievances. Secondly, they accompanied any technical personnel in the project Area such as survey contractors to ensure a smooth interface with communities and conveying of consistent messages regarding the project's progress and purpose. Thirdly, they monitored any unauthorized building or crop speculation in the mining area.

5.3.8 Media

The Media are key stakeholders and are seen as partners for the successful development of the project. As major stakeholders to the project, the company will constantly engage and brief them on Project activities.

5.4 The Resettlement Negotiation Committee (RNC) and Community Representation

The Ahafo South Resettlement Negotiations Committee (RNC) was established in 2004 to represent the communities impacted by the project. The RNC and NGGL introduced the concept of elected representation during 2005. This means that the different stakeholder groups elected individuals as their representatives to assure stakeholders of a consultative and collaborative approach to conflict resolution free from coercion and based on informed consent.

Representatives of the various stakeholder groups were elected during community gatherings and group meetings, and subject to community verification. NGGL and a group of

community leaders observed these meetings to ensure that the election of representatives was conducted in a fair, transparent, and informed manner, and that the election process had widespread public support. After the selection and presentation of representatives, NGGL requested that the stakeholder groups confirmed that their representatives were genuine advocates of the views of their members. NGGL issued and received signed forms (Authorization for Representation Forms), which members of each group signed and submitted to NGGL.

In introducing different project areas to the RNC the issue of adequate representation of Project Area residents was discussed. Consequently the RNC was expanded to include 4 new representatives of the ECD 4 area including 2 from the 21 impacted households identified by MEST requiring resettlement and 4 additional representatives of the TSF and SBR project areas.

The existing RNC currently acts as an ongoing consultative committee for issues surrounding the Ahafo South Lease Area resettlement, particularly for handover issues and ongoing resettlement and land access activities.

5.5 Consultation and Disclosure Activities

A mining area was declared over the area following approval from the Minerals Commission on 24th February 2011. The mining area was announced to the Resettlement Negotiations Committee (RNC), key stakeholders and communities living in the area. This was followed by a visit to the site by the RNC members and other governmental agencies like the Land Valuation Division of the Lands Commission and the District Assembly. The moratorium was formally declared to the RNC on 14th May 2011. Much of the initial engagement with key stakeholders and community groups concerned information and education on the moratorium, asset surveys, satellite imagery information and consultations concerning resettlement negotiations and resettlement planning.

5.5.1 Aerial Photographs and Poster Exhibits

A map showing structures identified during the Rapid Asset Survey in the ECD4 area conducted during the declaration of the mining area was posted on notice boards to inform all stakeholders that all existing structures on or before the moratorium day had been captured and there was no need for people to put up speculative structures with the aim of getting compensation from the company (**Figure 5-1**).

Figure 5-1: A Map of ECD 4 Watershed area with identified Structures

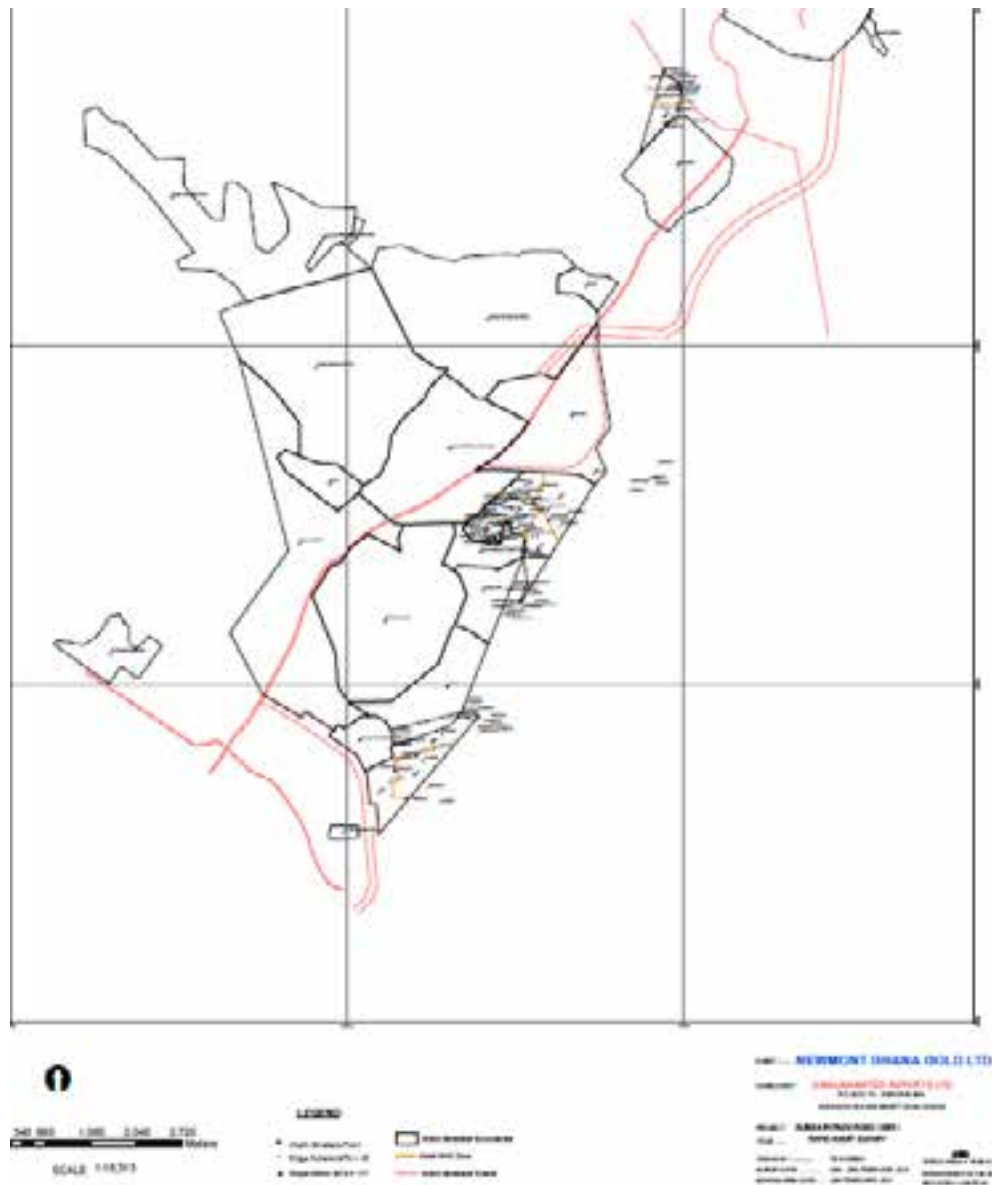


Table 5-1: Table of posters and notices exhibited

Poster	Where displayed
Satellite imagery	Copies put up on notice boards around the area and Kenyasi No. 1 & 2 community notice boards.
Moratorium notice	Copies put up on NGGL community notice boards in the communities
Boundary line demarcation notice	Along the boundary line
Survey notice	On all structures to be surveyed in the area
Full built asset survey notice	Copies put up on all NGGL community notice boards in the communities
Socio-Economic Survey	Sampled PAPs were surveyed in the impacted area
Livelihoods Programs implementation notice	Copies put up on notice boards around the area and Kenyasi No. 1 & 2 community notice boards

5.5.2 Radio Announcement

During 5 days announcements were made twice a day on the local community information center public address system in Kenyasi No. 1 and 2 informing the general public of the declaration of moratorium and survey process. After these initial announcements, there were a series of local radio announcements informing farmers and the public on the project, the implication of the moratorium, the timing and location where survey teams would be working and the grievance system.

5.5.3 Site Tours

The RNC was taken on a site tour of the Project area on the day of the declaration of the moratorium for each area. The objective of this tour was to acquaint the RNC, as the main representative resettlement negotiating body in the Ahafo South Project area, with the area and discuss any issues with residents and farmers in the impacted villages.



Figure 5-2: Members of the RNC on a Site tour of the ECD 4 area**5.5.4 Information and Briefing to Key Stakeholders**

A series of meetings were held with various stakeholders such as traditional leaders, religious leaders, youth leaders, the Women's Consultative Committee (WCC) and community members. The purpose of these meetings was to inform the different stakeholders of the proposed project area to explain the land access process, outline the moratorium and surveying procedures, gain their support for the project and understand any queries or concerns.

**Meeting with the Religious leaders****Community meeting with residents of the Gyakakrom / Kwamebourkrom****Meeting with Chiefs and Elders of Kenyasi No 2****Meeting with Chiefs and Elders of Ntotroso**



Meeting with WCC on 20/04/11.



Community meeting with Residents/farmers of Gyakakrom and Kwamebourkrom



Meeting with the farmers from ECD 4 area



Meeting with Religious leaders

Figure 5-3: Formal Engagements with various ECD 4 Watershed Project Stakeholders

5.5.5 Public Meetings

A series of Public meetings were held, open to all members of the public, Traditional Authorities, Assemblymen and local opinion leaders.

The purpose of initial public meetings was to:

- Announce the declaration of moratorium
- Explain the land access and control process
- Gain trust and support for the process
- Outline the surveying procedures
- Explain the project progress
- Confirm any agreements and consensus reached
- Obtain feedback to inform resettlement negotiations.

Broad concerns and comments of stakeholders were also gathered in these meetings, but not as a substitute for more focused stakeholder consultation methods.

Focus group sessions took place for open discussion of concerns relevant to specific groups, as well as Committees including the RNC and WCC. Such discussions were held with the following stakeholders:

- Key Informants/Opinion Leaders
- Traditional Authorities
- Religious leaders
- Women
- Youth (men and women)
- Farmers
- Landowners.

5.5.6 Overview of Consultation Activities

Table 5-2 provides an overview of all the consultation activities that took place on the Ahafo South Resettlement & Land Access Project in 2011/2012.

Table 5-2. Overview of Consultation Activities

Date	Venue	Subjects Discussed	Attendance	Outcome
24/2/11	Octagon Conference Hall, Kenyasi	Subika Bypass Road Mining Area declaration and education on moratorium with satellite imagery of the entire moratorium area posted on notice boards	55	Declaration of Mining Areas at Subika Bypass Road
18/3/11	Octagon Conference Hall, Kenyasi	Declaration of Mining area on Apensu North (TSF Expansion) Updates on Subika Bypass Road mining area activities	53	Mining area declared at Apensu North (TSF)
14/4/11	Octagon Conference Hall, Kenyasi	ECD 4 watershed Moratorium Declaration Field visit by RNC members to the area	59	Moratorium Declared on ECD 4 area
25/5/11	Gyakakrom	Election of 4 representatives of ECD 4 watershed to RNC	80	4 reps elected to join RNC
26/5/11	Octagon Conference Hall, Kenyasi	ECD 4 watershed Land access updates Introduction of new members from ECD 4 watershed area	56	Survey updates provided
27/05/11	Kenyasi No. Information Center	Orientation for new RNC members from ECD 4, Social Welfare and Kenyasi No. 1	12	New members oriented on RNC activities and their roles

Date	Venue	Subjects Discussed	Attendance	Outcome
9/6/2011	Octagon Conference Hall, Kenyasi	ECD4 Moratorium Baseline Presentation & Update on SDIIP relating to Subika and Amoma Projects	58	RNC updated on field data for Surveys and SDIIP status
16/6/11	Octagon Conference Hall, Kenyasi	Presentation and discussion on Resettlement Eligibility and Entitlement for ECD 4 area	54	House design presentation
18/6/11	Gyakakrom	Feedback engagement with ECD 4 farmers on Resettlement eligibility and entitlement agreement	65	Feedback provided to affected farmers
22/6/11	Octagon Conference Hall, Kenyasi	Discussions and signing of agreement on Resettlement eligibility and entitlement – Presentation and discussions on Resettlement housing designs and options	58	Agreement signed on Resettlement eligibility and entitlements
28/6/11	Gyakakrom	Feedback engagement with farmers in ECD 4 area by their representatives	48	Feedback session held with affected people
29/6/11	Asutifi District Assembly Hall	Signing of ECD 4 Housing Design Agreement Update on strategies to resolve erosion challenges at existing Resettlement sites Discussions on Resettlement site provisions	59	Signing of ECD4 Housing Design Agreement
8/7/11	Asutifi District Assembly Hall	Feedback on Resettlement Site Provision for the 21 Ministry of Environment group/farmers Update on Ahafo Land Access Projects	59	A committee was put in place to consider appropriate site.
14/7/11	Octagon Conference Hall, Kenyasi	Presentation on Structure Valuation	53	Independent Valuer gave a presentation on the rates for immovable properties.
4/8/11	Asutifi District Assembly Hall	Update on ongoing project	50	House updated on on-going project.
1/9/11	Asutifi District	Report from sub-committee on Resettlement	60	Report from Sub-

Date	Venue	Subjects Discussed	Attendance	Outcome
	Assembly Hall	Eligibility and Entitlement. Presentation on Sitting Fees payment		Committee on Resettlement Eligibility and Entitlement present and discussed.
15/9/11	Asutifi District Assembly Hall	Report from Sub-Committee on Resettlement Site provision Report from Sub-Committee on Resettlement Eligibility and Entitlement Updates on on-going project	60	Sign off of the agreement on Resettlement Site provision
8/3/12	Asutifi District Assembly Hall	Updates on on-going project.	59	Members updated on on-going project.
27/3/12	Kenyasi No. Information Office.	RNC standing Committee met with NGGL Senior Management on the subject of outstanding sitting fees.	8	There was a commitment for outstanding fees to be paid.
11/4/12	Asutifi District Assembly Hall	Report from Standing Committee On-going project progress update.	61	Members updated on on-going projects.
14/6/12	Octagon Conference Hall, Kenyasi	Report from the Deprivation of Land Use sub-committee.	55	Discussions on the top-up rate on the existing deprivation of land use rate.
5/7/12	Asutifi District Assembly Hall	Feedback discussions on Deprivation of Land Use. Feedback from the select committee to Kantinka. Signing of agreement on Deprivation of Land use compensation	60	Signing of the addendum to the deprivation of land use.

5.5.7 Consultations with the Ministry of Environment Science and Technology

On 25th March 2011 NGGL entered into an agreement with the Ministry of Environment Science and Technology (MEST) on a proposal to undertake at Newmont's cost the land access consultation, compensation and resettlement of those individuals and households impacted by the 2009 process solution overflow which occurred at the Newmont Ahafo mine

Due to a pond-level instrument malfunction, some of the process solution overflowed through a diversion channel to the ECD4. Newmont conducted testing which indicated that no threat to human health or any residual environmental impact and NGGL has implemented

a number of corrective measures to ensure an incidental release of this nature would not happen again.

The MEST Commissioned a consultant to conduct a Needs Assessment study into how best to assist households within that section of the ECD 4 watershed area. During the study the consultant consulted with Newmont to gather information and advised NGGL that the primary need expressed by the people (Gyakakrom and Kwamebourkrom) was to be resettled from the area.

The MOU urged Newmont to undertake extensive consultations with the affected people in the implementation of the Resettlement Action Plan (RAP). As of the end of July 2011 the following consultations were held with both the Ministry and the PAP as part of the implementation of the MOU.

Table 5-3: Details of Consultations between NGGL, MEST and PAPs, and Issues Discussed to Date

Date	Venue	Subjects/Activity	Attendance	Outcome
25/03/11	MEST office	Signing of Memorandum of Understanding between NGGL and MEST		MOU signed
14/05/11	Kwamebourkrom	Official communication of MOU to affected farmers	38	
10/6/11	NGGL office Ahafo	Meeting to reconcile Resettlement entitlement for the 21 households profiled by MEST for resettlement	10	Two parties agreed on the entitlements
11/6/11	Kwamebourkrom	Meeting held with PAPs to discuss and agree on households Resettlement entitlements	36	All parties agreed to entitlements
24/6/11	NGGL Information Center -K 1	PAPs engaged with sub-committee on Resettlement entitlement processing to endorse their entitlements	32	All PAPs agreed on their entitlements
30/6/11	Accra	Presentation and Review of Resettlement housing designs with MEST officials and Resettlement consultant	8	Designs reviewed and approved
4/10/11	Accra	Presentation and Review of progress of the MOU implementation	8	
11/2/12	Kenyasi-Resettlement site	Field visit by (MEST officials, PAPs and NGGL to discuss progress of project implementation	15	All parties agreed on the way forward

5.6 RNC Agreements

Following intensive consultations with all stakeholders and negotiations NGGL signed the following agreements with the RNC:

1. Resettlement Eligibility and Entitlements (Signed 16th June 2011)
2. Resettlement housing designs (Signed and officially valid from 29 June 2011)
3. Eligibility and Entitlements for 21 households under the NGGL/MEST MOU
4. Agreement on Structure Valuation Rates (signed 11th August 2011)
5. Agreement on Resettlement Site (signed 11th September, 2011)
6. RNC Agreement on Deprivation of use (14th June, 2012)
7. Crop Rates Negotiations Committee agreement on 2013 Crop Rates (Signed on 23rd January 2013).

6 Compensation Framework

This section outlines the project's final Compensation Framework, which is developed through intensive consultation and negotiation with the RNC, communities and key stakeholders, and finally culminated in the development of Final Agreements outlining the eligibility and entitlements of Project Affected Persons (PAPs) in respect of compensation and resettlement.

Accordingly, it consists of the following main sections:

- IFC Guidance;
- Compensation Framework Objectives;
- Eligibility Framework – i.e. the types of impacts that are eligible for compensation and assistance, and which formed the basis of negotiations;
- Entitlements – the range of compensation, assistance and mitigation measures subsequently developed to address eligible impacts; and
- Entitlements Matrix – the matrix of the range of compensation, assistance and mitigation measures subsequently developed to address eligible impacts.

6.1 IFC Guidance

The IFC (Performance Standards 2012, PS 5) states that:

“When displacement cannot be avoided, the client will offer displaced communities and persons compensation for loss of assets at full replacement cost and other assistance to help them improve or restore their standards of living or livelihoods, as provided in this Performance Standard. Compensation standards will be transparent and applied consistently to all communities and persons affected by the displacement”.

6.2 Compensation Framework Objectives

Objectives for the Mine Project as a whole are to:

- Profitably operate an open pit gold mine
- Provide income to the Government of Ghana through royalties and taxes
- Create employment and training opportunities, with an emphasis on communities within the immediate vicinity of the mine
- Promote sustainable livelihoods and enterprise in local communities, which will remain after mine closure
- Develop a tripartite working relationship between the Government Agencies, Asutifi District Assembly, local communities and the Company.

Project objectives specifically related to the resettlement include:

- Conduct discussions and negotiations in an open and transparent manner consistent with Ghanaian law and international good practice
- Define compensation policies and procedures in a comprehensive manner, combining social, economic and environmental considerations
- Define compensation procedures through discussion and negotiation with representatives of impacted peoples, households and communities
- Provide project-affected people and households with a choice between acceptable, fair and equitable alternatives for compensation
- Provide fair and timely compensation

- Re-establish and improve the livelihoods and welfare of project-affected peoples, households, and communities such that they are equal to, or better off than before the Project impact
- Reward self-reliance, encourage self-help and respect, and build upon the socio-economic strategies of the District.

The Resettlement Action Plan Compensation Framework specifies all forms of asset ownership or use rights among the population affected by the project and the project's strategy for compensating them for the partial or complete loss of those assets.

6.3 Eligibility

This section outlines the Eligibility Framework for the project, which formed the basis of compensation discussion and negotiation with the Resettlement Negotiation Committee.

The impacts identified as eligible for compensation are:

- Loss of Land
- Loss of Crops
- Loss of Livelihoods
- Loss of Structures.

6.3.1 Eligibility for Compensation and Assistance

Project-affected households are eligible for compensation and other assistance if they have a "legitimate interest" in respect of "immoveable assets" in the Project Area that are in place (i.e. established, in the case of crops or constructed, in the case of buildings) at the time of the Entitlement Cut-Off Date, being 14th May, 2011 for the ECD4 project area, 15 February 2012 for the SBR project area and 4 August 2011 for the TSF project area.

"Legitimate Interest" in immoveable assets at the household level is usually held by a single member, the household head. Through traditional and family practice, the household head is typically the most senior male member of the household. In some instances the legitimate interest may be held jointly, i.e. by the household head and his/her spouse, or with other members of the extended family. When the household head died, the Company required that other household members identify the inheritor through a court order before compensation is paid.

Note that "Legitimate Interest" is not synonymous with ownership. Even those project-affected persons/households/communities with no recognizable legal right or claim to the assets they are occupying or using are considered eligible for resettlement assistance.

Immoveable assets comprise:

- **Land**
- **Crops, and Trees**
- **Immoveable Structures** – Structures used for living, sleeping, cooking and storage, and other structures such as latrines and wells; institutional structures such as churches, mosques, schools; business structures such as restaurants, kiosks etc, other structures including fish ponds etc.
- **Roads** – all government recognized roads.

Immoveable assets that were in place as of the Entitlement Cut-Off Date can be sub-divided into two groups:

- **Complete Immoveable Assets** – Assets that were fully established (in the case of crops) or fully constructed (in the case of buildings), at the Entitlement Cut-Off Date

- **Incomplete Immoveable Assets** – Assets that were only partially established: newly planted (in the case of crops) or partially constructed (in the case of buildings), at the Entitlement Cut-Off Date.

Immoveable Assets that were planted (in the case of crops) or constructed (in the case of buildings) *after the Entitlement Cut-Off Date* were not eligible to be included in compensation calculations.

6.3.2 Determination of Eligible Assets

The Company has inventoried all immoveable assets located in the Project Area as of the Entitlement Cut-Off Date by conducting the following surveys:

- **Rapid Built Asset Survey**
- **Full Built Asset Survey**
- **Crop Survey**
- **Land Survey**
- **Socio-Economic Survey.**

As discussed in **Section 3**, all surveys were verified by the Resettlement Negotiation Committee, community witnesses, and government officials, as appropriate.

The inventory of immoveable assets formed the basis for compensation of project-affected people/households. In conjunction with compensation rates, which are negotiated with the PAP and the RNC, the inventory determines the compensation entitlement for each project-affected person/household.

6.4 Entitlements

In tandem with the development of the inventory of immoveable assets and compensation rates, NGGL has developed a broad range of mitigation measures in the form of appropriate and fair compensation and assistance for eligible impacts.

This information is summarized below in the “Entitlement Matrix” (**Table 6-1**) at the end of this chapter which identifies the following:

- Categories of affected people
- Types of loss associated with each category
- Compensation and assistance to which each category is entitled.

All of the proposed provisions have been discussed and agreed with the RNC. With respect to compensation in cash, all compensation rates, compensation calculations, and compensation payments are in the legal currency of Ghana (The Cedi).

Table 6-1: Entitlement Matrix

Type of Loss	Identification of Affected Households	Entitlement	Details	Comments
A. Loss of Residential, Commercial, and Other Structures				
Loss of Residential Structures	Owners of affected structures who are classified as eligible inhabitants	Replacement house at the resettlement community or relocation subject to certain proofs Where eligible for relocation, cash compensation for value of residential structure	A new replacement house is provided at the resettlement site based on the area of the existing house and ensuring that there is no loss of bedrooms. In addition to bedrooms all houses include a kitchen and a KVIP Latrine. Transitional Allowance of \$90 per household paid and transportation of personal belongs facilitated by the project.	Houses are built by contractors and turned over to residents upon completion. House plots are selected by owners from available plots. Eligible Inhabitants are those classified as NOT speculative as agreed by the RNC. Eligibility for Relocation is verified by the RNC.
	Caretakers	Relocation Assistance	Caretakers are helped to secure an alternative location. Vulnerables Assistance may have been provided if necessary.	Reviewed on a case-by-case basis. Status is monitored to determine whether Vulnerable Assistance is required.
Loss of Farm Buildings and Other Structures	Owners of affected structures	Compensation for the value of materials	Cash compensation provided for the value of the materials	Salvage of materials is not permitted as this facilitates speculative activities in other areas.

Type of Loss	Identification of Affected Households	Entitlement	Details	Comments
	Caretakers	Compensation for the value of materials	Cash compensation provided for the value of the materials	Although they do not own the farm, caretakers may have some structures or partial structures which belong to them.
Loss of Other Structures or Partial Structures	Owners of structures	Compensation for the value of materials	Cash compensation provided for the value of the materials	Salvage of materials is not permitted as this facilitates speculative activities in other areas.
Loss of Community Structures	Whole Community	Basic Community Structures provided at the resettlement community site	<p>The following community structures have been built as a part of the resettlement community:</p> <ul style="list-style-type: none"> • Electric Distribution Grid • Improvements to existing School • Streets • Water System (Well in K1) 	Ola Resettlement Community already includes much of this infrastructure and more as it is a larger community.

Type of Loss	Identification of Affected Households	Entitlement	Details	Comments
B. Loss of Land				
Loss of Residential Land	Owner/ Title Holder/ Traditional Land Rights Holder of the affected plot	Replacement Residential Land at resettlement community	<p>Residential plot provided at the resettlement community site of size commensurate with the size of the replacement house to which the owner is entitled.</p> <p>Any transaction costs (land registration, stamps, etc) are covered by the project.</p> <p>Residential Plots have appropriate leasehold rights registered to the new owner.</p>	
Loss of Agricultural Land	Owner/ Title Holder/ Traditional Land Rights Holder of the affected plot	<p>Compensation for Deprivation of Use of Land</p> <p>Alternative Livelihoods Training and Assistance</p>	<p>Compensation rates for deprivation of use of land have been agreed in negotiations with the Resettlement Negotiating Committee, Land Owners, and Traditional Leaders in the affected area.</p> <p>Rates have been agreed for land with all known trees and crops and for fallow land.</p>	

Type of Loss	Identification of Affected Households	Entitlement	Details	Comments
	Tenant Farmer –	Entitlement goes to owner.		
Loss of Access to Community Resources including Forests & Woodlands	All Resident Households	Access to non-affected lands to be maintained.	Limited woodland is adjacent to the new Resettlement sites.	Resettlement Community provides easy access to a wide variety of resources.

Type of Loss	Identification of Affected Households	Entitlement	Details	Comments
C. Loss of Crops and Trees				
Loss of crops and trees	Owners/ Sharecroppers/ Tenant Farmers	Compensation at Agreed Rates	Compensation rates for all known crops and trees were calculated and the payment was included in the agreed rates for deprivation of use of land (see above).	
D. Loss of Livelihood Source				
Loss of primary income source	Individuals making a living through activities other than farming	Livelihood Re-establishment Alternative Livelihoods Training and Assistance	Assistance to re-establish business or other economic activity at the new resettlement community. Alternative Livelihoods training and support if previous activity is no longer possible or feasible in new location.	
E. Loss of Cultural Resources				

Type of Loss	Identification of Affected Households	Entitlement	Details	Comments
Loss of Cultural Sites, Graves, and Shrines, etc.	Community at Large	These sites remained in place.	<p>Cultural Sites, Graves, and Shrines etc. which have been identified remained in their locations as they are not located in any of the areas of development of mine infrastructure.</p> <p>If any relocation was required, Traditional Authorities would be involved in all decisions and would prescribe the appropriate methods and procedures to be followed.</p>	No such sites have been identified for the ECD4 Watershed Area.

Type of Loss	Identification of Affected Households	Entitlement	Details	Comments
F. Rehabilitation/Other Measures				
Assistance to Vulnerable Groups	Vulnerable Households	Additional Assistance as required to ensure no negative impacts.	<p>NGGL has in place a detailed program to identify and assist all vulnerable persons and households.</p> <p>Targeted support for livelihoods re-establishment or alternative livelihoods training.</p> <p>Interim payments if required during transition period and reestablishment of productive activities in resettlement community.</p>	<p>A committee has been formed to evaluate specific cases and designate those households eligible for Vulnerables Assistance.</p> <p>see section 9</p>
Loss of access to roads and rights of way	Community at Large	Access to be maintained.	Resettlement Community is very accessible.	

Type of Loss	Identification of Affected Households	Entitlement	Details	Comments
Potential Social Disarticulation	Community at Large	Maintain Community Ties	<p>Displaced Households are resettled in the same general area of the Resettlement Community to facilitate the maintenance of existing relationships.</p> <p>Separate Resettlement sites for households with ties to the Kenyasi 2 Chief (at Ola) and the Kenyasi 1 Chief – in a new site at K1.</p>	On-going contact with NGGL Community Relations Officers to identify issues and facilitate solutions.

7 Resettlement Package

7.1 IFC Guidance

The IFC (PS 5, GN 40) recommends that project sponsors undertake the following actions:

“At a minimum, under the above circumstances of unavoidable resettlement, the following steps should be undertaken: (i) engage effectively to inform affected people of their options and entitlements concerning relocation and involve them in a process that considers alternatives to the project that minimize displacement; (ii) provide technically and economically feasible options for resettlement through a process of informed consultation and participation with affected people and assessment of resettlement alternatives; (iii) provide displaced people with prompt and effective compensation at full replacement value for any loss of assets due to project activities; (iv) provide relocation assistance; and (v) provide temporary housing (if necessary), permanent housing sites, and resources (in cash or in kind) for construction of permanent housing inclusive of all fees, taxes, customary tributes, and utility hook-up charges.”

7.2 Resettlement Policy

NGGL's resettlement policy indicates that, in the case of residential structures which are deemed to be primary or principal residences, compensation must include the provision of a replacement residential structure, where possible, in a resettlement community located within the jurisdictional area of their traditional authority. Owners of Eligible Structures who are physically displaced may be eligible for resettlement in certain circumstances.

7.3 Resettlement Community and Infrastructure

Owners of Eligible Structures who are physically displaced were eligible for resettlement in certain circumstances.

Eligible owners and their spouses were entitled to choose a replacement residential structure (“resettlement house”) and plot within the resettlement community as compensation for the loss of residential structures that were in place as of the Entitlement Cut-off Date (Moratorium Date).

As part of the initial resettlement planning for the Ahafo South Area, two resettlement communities were constructed, Ntotroso and Ola. Households affected by the Amoma Pit development were resettled in the Ntotroso Resettlement site. A new Resettlement Community was developed in Kenyasi 1 to accommodate those affected households who hold allegiance to the Kenyasi 1 chief and who were resettled from the Subika Pit Expansion Project.

The PAPs from the TSF, ECD4 and Subika Bypass resettlement were resettled in either an extension of the existing Ola or Kenyasi 1 resettlement sites depending on their tribal allegiance so that they remain on their traditional lands.

The Ola Resettlement Community was planned and designed so further plots could be added, thereby completing the community when further resettlement was required as part of the expansion of the Ahafo Mine. The Resettlement Negotiation Committee, the Asutifi District, the Brong-Ahafo Regional Town and Country Planning Department, and other government regulating agencies have approved the final subdivision plans for the resettlement community.

NGGL, in close consultation with regional and district town and country planners and the Site Selection Committee (a Sub-Committee of the RNC), designed resettlement community

infrastructure to conform to Government of Ghana standards. The infrastructure plan has been approved by the responsible government regulating agencies.

Figure 7-1 below illustrates a view of the existing Ola resettlement community and Figure 7-2 illustrates a view of the new resettlement site for households affected by the expansion project. The locations of the two resettlement sites in relation to Kenyasi 1 and Kenyasi 2 and the existing mine area, are shown in **Figure 7-3**.



Figure 7-1. View of Ola Resettlement Community



Figure 7-2. View of New Resettlement Site for Ahafo South Expansion PAPs (Kenyasi 1?)

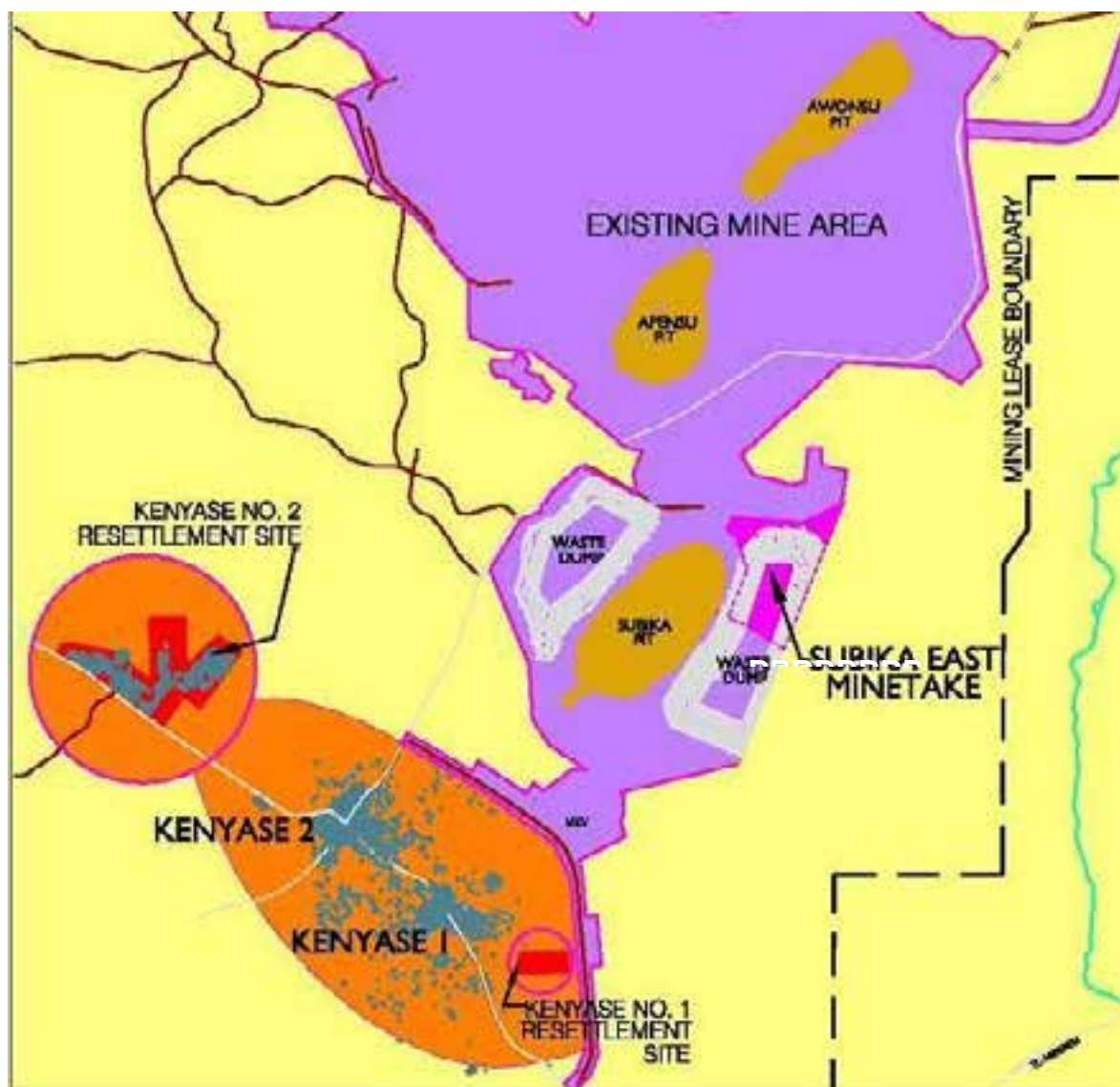


Figure 7-3: Resettlement Community Sites - Location Plan

The Kenyasi 1 resettlement site consists of approximately 20 acres of land in between the Kenyasi Bypass Road and the road from Hwidiem into Kenyasi 1. The Kenyasi 1 Resettlement Community site is shown in **Figure 7-4**.

As required by Ghanaian Planning Standards, the subdivision plan for each resettlement community includes adequate physical space for non-residential land uses, including community, institutional, commercial and industrial uses.

Specifically, the following non-residential structures have been built at Kenyasi 1 as part of the Ahafo South Area resettlement:

- 1 market, located in the south east part of the site
- 3 commercial, retail and light industrial structures
- 1 school with sport field and KVIP (replacing the Kwakyekrom Primary School)
- Designated areas for solid waste collection and management
- A central water pumping and storage facility and 24 standpipes distributed throughout the area.



Figure 7-4: Kenyasi 1 Resettlement Community Location

The new Resettlement Site at Kenyasi 1 has been laid out in accordance with the Town and Country Planning master plan for the development of Kenyasi 1. Plots have been allocated within the Resettlement site for civic, recreational, commercial, and religious uses, as well as the provision of water points and solid waste collection facilities. The site is very close to the previously developed areas of Kenyasi 1.

NGGL, in close consultation with regional and district Town and Country planners and the RNC have designed the resettlement community infrastructure to conform to Government of Ghana and international standards. The infrastructure plan has been approved by the responsible government regulating agencies.

The level of service adopted was based on:

- Existing level of service in the host communities (i.e. Kenyasi 1 & 2)
- Standards and guidelines of various Ghanaian government agencies
- IFC and other applicable international standards / guidelines.

The level of service exceeds that previously available to rural homesteads and communities in the Mine Area.

7.4 Size of Resettlement Houses

The Project offered a range of house designs for selection by resettling households.

Criteria that have guided house design include:

- Legislative requirements – all design must adhere to the relevant planning legislation and building standards

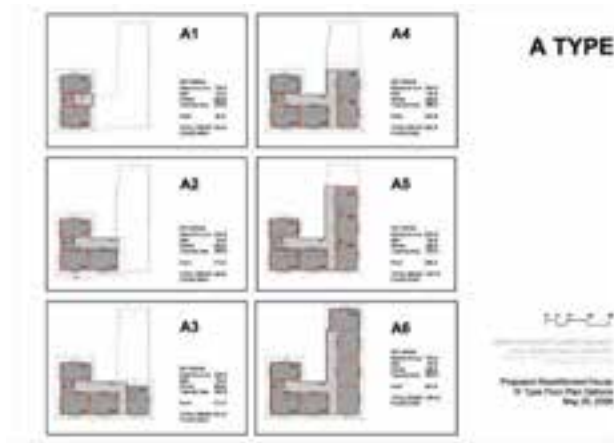
- Familiarity and simplicity – materials, technology and design are familiar to local contractors and residents, meet socio-cultural requirements and are easy to maintain
- Availability – building materials and appropriate construction competence are available locally
- High performance – materials are carefully selected in terms of sustainability and performance, together with good design, providing for a good quality of life
- Flexibility – designs provide for residents to change uses over time (e.g. change in function of rooms)
- Potential for expansion – designs and plot layout provide the potential to add new rooms, as residents' needs and economic situation change
- Affordability – construction costs are affordable for the Project, and maintenance costs are affordable for residents.

Final house designs and the detailed eligibility criteria for each house size were discussed and agreed with the Resettlement Negotiation Committee. NGGL agreed with the Ahafo RNC that houses would be replaced in the resettlement site equivalent to the size of the original house with the addition of a kitchen. This also ensured that there was no room loss from the original house.

Resettling households selected their own resettlement house from a series of standard designs, shown in Figure 7-6, dependant on the size of their existing residence. All houses were built with the same materials and finishes, with the exception of exterior and interior paint colors, which could be custom selected by each household. Figure 7-5 represents a typical resettlement house.



Figure 7-5: Typical Resettlement House



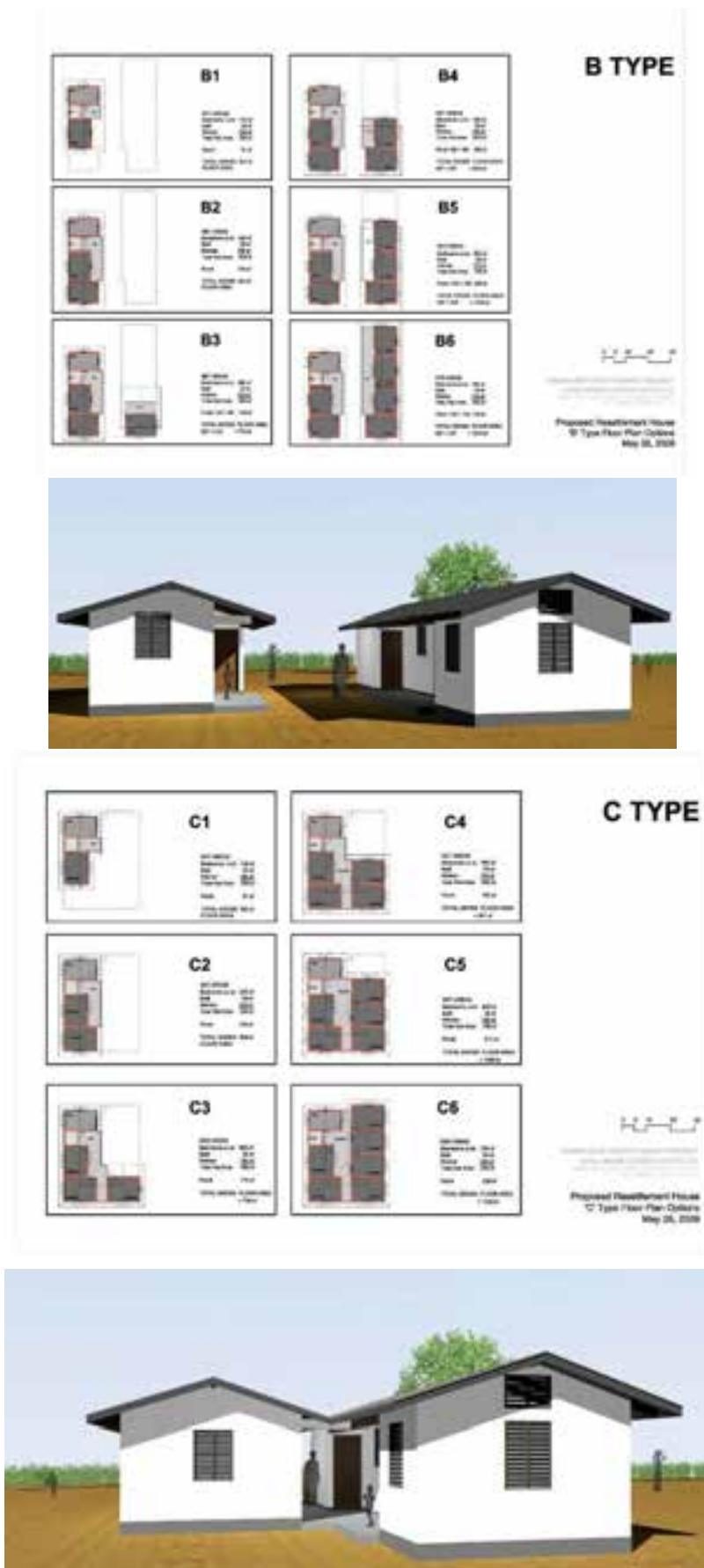


Figure 7-6: Resettlement House Designs

The resettlement house and KVIP specifications are outlined in **Table 7-1**.

Table 7-1: Resettlement House and KVIP Latrine Specifications

Structure	Building Material
Walls	5" solid sandcrete substructure and superstructure block walls
Footings	17" x 19" plain in-situ concrete (1:2:4) poured against faces of excavation
Floor	4" plain in-situ concrete (1:2:4) laid on compacted hardcore with monolithic trowel finish
Roof	0.35 mm gauge Industrial Deep Trough (IDT) aluzinc roofing sheets
Ceiling	¼" redcore plywood painted ceiling in the bedrooms and kitchens only
Windows	Fixed louvered wooden windows provided with framed, hinged mosquito netting
Doors	Wooden panel doors with mortise lock
Baths	Same wall finishing as the rest of the building Non-slip monolithic trowel finish to in-situ concrete All baths are to have a 48" x 48" deep lined soakaway at the back
KVIP Latrine	Double-pit on-plot KVIP latrine with 5" solid sandcrete substructure and superstructure block walls Superstructure wall plastered and painted on both sides Metal roof covering

Resettlement houses do not include any plumbing, electrical or kitchen fixtures, given that there were none in existing buildings. However, infrastructure is provided to the resettlement community such that resettling households can easily connect to water and electricity in the future.

7.5 Resettlement Plots

Residential plots within the Resettlement Communities are allocated to resettling households by lottery. Families, neighbors and social networks could request to be kept together. The use of a lottery to achieve fairness has previously been endorsed by the Resettlement

Negotiation Committee as part of the Ahafo South negotiations. Plot titles are awarded through the Lands Commission based on a 99 year lease.

Design objectives that guided resettlement plot design are:

- Plots should conform to planning standards
- Plots should be large enough to provide for a kitchen garden
- Plots should provide space for future expansion of the house
- Plots should conform to the typical size of rural homestead compounds.

The Company defined two plot sizes as follows:

- 18 meters x 30 meters (540 square meters)
- 27 meters x 30 meters (810 square meters).

Resettlement houses with up to three bedrooms are assigned a 540 square meter plot, which also allows space for extension of the building to accommodate up to six bedrooms. Resettlement houses with four to six bedrooms are assigned the larger plot size (810 square meters), allowing extensions of up to nine bedrooms.

Each plot accommodates a latrine (KVIP), garden, as well as the space for future building expansion, and is landscaped with fruit and shade trees. An example of a plot layout is shown in **Figure 7-7**.

Building setbacks are five meters from the front plotline and three meters from side plotlines.

Figure 7-7: Typical Resettlement Plot Layout



7.6 Relocation & Compensation Packages

Owners of structures that are physically displaced were, subject to certain conditions, eligible for either relocation or cash compensation.

All assets within the Project Area were surveyed and valued by an independent valuer, on the basis of full replacement rates, at market value, inclusive of labor costs, and exclusive of depreciation. The eligibility criteria for entitlement to relocation or cash compensation, and the methodology for valuation, have been the subject of discussion and agreement with the Resettlement Negotiation Committee.

Allowances made to relocating owners include a transportation allowance, and a mobilization allowance. Details of these allowances were a part of the agreement with the Resettlement Negotiation Committee set at \$90 per household.

7.6.1 Crop Compensation Rates

NGGL negotiated with the Crop Rate Negotiation Committee on the compensation rates for the different categories of crops as outlined in Table 7-2.

Table 7-2. Crop Compensation Rates

APPROVED CROP RATES- 1ST OCTOBER 2010 - 30TH SEPTEMBER 2012 - AHAFO									
CATEGORIES	CROPS	PER UNIT RATES				PER ACRE RATES			
		Mature	Medium	Small	Seedling	Mature	Medium	Small	Seedling
CASH CROPS	COCOA	18.00	14.20	10.00	6.80	8,100.00	6,390.00	4,500.00	3,060.00
	OIL PALM	73.50	45.50	25.50	9.25	4,410.00	2,730.00	1,530.00	555.00
	CITRUS	38.60	15.30	10.10	6.00	4,246.00	1,683.00	1,111.00	660.00
	COFFEE	3.90	2.85	1.65	1.20	1,719.90	1,256.85	727.65	529.20
	KOLA	30.00	15.00	11.00	6.75	1,800.00	900.00	660.00	405.00
TREE CROPS	TEAK	32.20	24.00	10.40	6.40	14,200.20	10,584.00	4,586.40	2,822.40
	MORINGA TREE	9.00	7.60	2.20	1.50	4,050.00	3,420.00	990.00	675.00
	CINNAMON	6.50	4.90	1.70	0.85	2,925.00	2,205.00	765.00	382.50
	ACACIA TREE	25.80	4.00	1.50	1.00	1,806.00	280.00	105.00	70.00
	BAMBOO TREE	2.2 /msq				2.2 /msq			
	CEDRELLA TREE	28.20	24.00	9.90	6.20	12,436.20	10,584.00	4,365.90	2,734.20

CATEGORIES	CROPS	PER UNIT RATES				PER ACRE RATES			
		Mature	Medium	Small	Seedling	Mature	Medium	Small	Seedling
FRUITS	PAWPAW	3.50	2.00	1.20	0.75	1,575.00	900.00	540.00	337.50
	CASHEW	38.00	27.00	18.00	12.00	2,660.00	1,890.00	1,260.00	840.00
	AVOCADO	38.00	27.00	18.00	12.00	2,660.00	1,890.00	1,260.00	840.00
	MANGO	45.00	29.00	17.00	9.00	2,835.00	1,827.00	1,071.00	567.00
	MANGO (Bush)	45.00	29.00	17.00	9.00	2,835.00	1,827.00	1,071.00	567.00
	BANANA	10.10	4.00	2.20	1.00	4,545.00	1,800.00	990.00	450.00
	GUAVA	36.00	27.00	17.20	11.50	2,520.00	1,890.00	1,204.00	805.00
	DAWADAWA	13.00	8.00	3.70	1.50	910.00	560.00	259.00	105.00
	PINEAPPLE	3.58	3.00	1.00	0.50	4,654.00	3,900.00	1,300.00	650.00
	SUGARCANE	4.30	2.20	1.20	1.00	5,160.00	2,640.00	1,440.00	1,200.00
	APPLE	36.00	27.00	17.20	11.50	2,520.00	1,890.00	1,204.00	805.00
	WATER MELON	13.00	7.00	3.85	2.60	3,900.00	2,100.00	1,155.00	780.00
	COCONUT	38.00	26.50	17.70	11.90	2,280.00	1,590.00	1,062.00	714.00
CATEGORIES	CROPS	PER UNIT RATES				PER ACRE RATES			
		Mature	Medium	Small	Seedling	Mature	Medium	Small	Seedling
VEGETABLES (D)	TOMATOE	1.41	0.67	0.51	0.35	1,410.00	670.00	510.00	350.00
	PEPPER	2.35	1.20	0.80	0.65	1,880.00	960.00	640.00	520.00
	CARROT	1.40	0.70	0.50	0.38	4,200.00	2,100.00	1,500.00	1,140.00
	OKRO	1.50	0.60	0.50	0.30	1,500.00	600.00	500.00	300.00
	GARDEN EGGS	1.57	0.65	0.45	0.30	1,256.00	650.00	450.00	300.00
	ONIONS	1.25	0.63	0.43	0.32	1,375.00	756.00	516.00	384.00
	GINGER	2.50	1.35	0.85	0.65	1,750.00	1,080.00	680.00	520.00
FOOD CROPS (E)	CASSAVA	3.20	1.50	1.00	0.70	1,440.00	900.00	600.00	420.00
	YAM	4.90	4.00	1.90	1.60	1,470.00	1,200.00	570.00	480.00
	PLANTAIN	12.00	8.10	3.10	1.25	5,400.00	3,645.00	1,395.00	562.50
	COCOYAM	2.40	1.75	1.00	0.80	1,200.00	875.00	500.00	400.00
CEREALS	MAIZE	0.51	0.43	0.20	0.15	1,031.73	869.89	404.60	303.45
	COWPEA (BEANS)	1.00	0.70	0.35	0.30	2,023.00	1,416.10	708.05	606.90
	GROUNDNUT	0.80	0.50	0.20	0.07	2,400.00	1,250.00	800.00	350.00
	MILLET/SORGHUM	0.50	0.32	0.21	0.15	1,100.00	704.00	462.00	330.00
	RICE RAIN-FED					1,400.00	520.00	315.00	200.00

CATEGORIES	CROPS	PER UNIT RATES				PER ACRE RATES			
		Mature	Medium	Small	Seedling	Mature	Medium	Small	Seedling
ADDITIONAL CROPS	BONAWA/ VOLCANGA	17.00	12.80	8.00	5.00				
	SWEET BERRY	3.00	0.92	0.62	0.48				
	BREAD FRUIT	34.00	12.60	9.50	7.50				
	PESTLE (ESSA, WONTON)	3.00	1.10	0.50	0.20				
	RAFFIA PALM	27.00	12.50	6.80	4.00				
	PREKESE	25.00	12.50	6.50	4.00				
	RUBBER	30.00	15.00	8.50	4.00				
	COTTON	24.00	5.20	1.80	1.00				
	JUTE TREE	23.00	5.00	1.80	1.00				
	GOURD (KONTOA)	24.00	5.20	1.80	1.00				
	WISSA & WEDEA ABA	3.00	2.00	0.50	0.20				
	KROBONKO	3.00	1.50	0.90	0.70				

CATEGORIES	CROPS	PER UNIT RATES				PER ACRE RATES			
		Mature	Medium	Small	Seedling	Mature	Medium	Small	Seedling
ADDITIONAL CROPS	INDIAN ALMOND	17.00	9.20	6.00	1.00				
	TOBACCO	25.00	8.00	3.00	1.50				
	SWEET POTATO	4.90	4.00	1.90	1.60				
	SUN FLOWER	3.00	1.50	0.90	0.70				
	JETROPHA (NKRAN GYEDUAH)	25.00	12.50	6.50	4.00				
	TIGER NUT	2.50	1.40	0.80	0.65				
	KWAHU NSUSUWAA	2.35	1.20	0.80	0.65				
	CABBAGE / LETTUCE	1.50	0.60	0.50	0.30				
	AKATOA	13.00	7.00	3.85	2.60				
	CUCUMBER	13.00	7.00	3.85	2.60				
	AYOYO	1.25	0.63	0.43	0.32				

8 Livelihood and Community Development Programs

This chapter sets out the livelihood restoration and other community development initiatives which are designed to improve the PAPs welfare post physical and economic displacement. These programs apply only to those who remained living close to the project after the resettlement process is completed, including physically-impacted households and communities residing near the project.

8.1 IFC Guidance

The IFC guidance (2012 PS 5, GN 5) requires companies to:

“improve, or restore, the livelihoods and standards of living of displaced persons”

and notes (IFC 2012, PS5, GN11) that

“compensation alone does not guarantee the restoration or improvement of the livelihoods and social welfare of displaced persons and communities. Restoration and improvement of livelihoods often includes many interconnected assets that may include access to land (productive, fallow, and pasture), marine and aquatic resources (fish stocks), access to social networks, access to natural resources such as timber and non-timber forest products, medicinal plants, hunting and gathering grounds, grazing and cropping areas, fresh water, as well as employment, and capital. Major challenges associated with rural resettlement include restoring livelihoods based on land or natural resource use and the need to avoid compromising the social or cultural continuity of affected communities, including the host communities to which the displaced population may be resettled”.

That IFC believes that while the effects of resettlement may be common to women and men, women are often more adversely affected by or vulnerable to displacement. Affected people, and particularly women, can experience a loss of livelihood, the breakdown of social networks, and a loss of access to services, among other consequences.

The following are summary recommendations from the IFC for the design of measures to improve and or restore livelihoods that are land-based, wage-based and enterprise-based:

- Land-based livelihoods: depending on the type of economic displacement and/or the site to which affected women and men are relocated, they may benefit from: (i) assistance in acquiring or accessing replacement land, including access to grazing land, fallow land, forest, fuel and water resources; (ii) physical preparation of farm land (e.g. clearing, levelling, access routes and soil stabilization); (iii) fencing for pasture or cropland; (iv) agricultural inputs (e.g. seeds, seedlings, fertilizer, irrigation); (v) veterinary care; (vi) small-scale credit, including rice banks, cattle banks and cash loans; and (vii) access to markets (transportation means);
- Wage-based livelihoods: wage earners in the affected communities may benefit from skills training and job placement, provisions made in contracts with project sub-contractors for employment of qualified local workers, and small-scale credit to finance start-up enterprises; and
- Enterprise-based livelihoods: established and start-up entrepreneurs and artisans may benefit from credit or training (e.g. business planning, marketing, inventory and quality control) to expand their business and generate local employment. Clients can promote local enterprise by procuring goods and services for their projects from local suppliers.

8.2 NGGL Approach

NGGL has developed a comprehensive and well-established series of livelihood and community development measures associated with the initial Ahafo South Area development. These measures are aimed at enhancing livelihoods and economic well-being, particularly targeting those affected by land acquisition, and also contributing to general community-wide development. These programs undergo regular monitoring, evaluation and review.

The established NGGL livelihood programs are applied as part of the development of Entitlements for Ahafo South Resettlement & Land Access Project, through on-going consultation and discussion with the Resettlement Negotiation Committee. The summaries of these current programs are discussed below.

8.2.1 Employment

The Company has a well-established proactive local recruitment policy, with a complementary skills training program. This policy is integral to the operation of the Company's Human Resources Department.

A Local Supplier and Contractor Development Unit has been established, as part of NGGL's Ahafo Linkages Program, which seeks to increase services and contracts sourced from local suppliers. The Program provides training and mentoring support to local entrepreneurs and vendors. The NGGL Local Procurement Program and its Director have been recognized as being among the very best in the African Region.

8.2.2 Money Management

NGGL's NGO community development partner delivers a comprehensive money management course to all project-affected persons/households. The course is designed to help impacted persons apply compensation payments appropriately in support of sustainable livelihoods.

A series of money management and micro-enterprise development training courses have also been run in every one of the mine's catchment communities.

NGGL offers a training allowance to ensure all project affected persons/households can participate in these courses. Payment of the allowance is, of course, dependent upon attendance at the courses.

By December 31, 2012, all the farmer households eligible for resettlement in the ECD4 project area under the MOU had undergone the training successfully.

The above trained farmers have subsequently received all crop compensation payments for their impacted crops.

8.2.3 Skills Development for Income Improvement Program (SDIIP)

The Skills Development for Income Improvement Program (**SDIIP**) is an ongoing community development initiative, currently implemented by OICI, and funded solely by NGGL. Partners in the implementation of **SDIIP** include the Asutifi District Assembly, the District Office of the Ministry of Food and Agriculture, and the Asutifi District Water and Sanitation Office.

- Program Goal

The goal of **SDIIP** is to improve the livelihood, security and quality of life of all project-affected households in the Ahafo project area with a special focus on non-farming income generation activities.

- Program Objectives

The Program seeks to improve the livelihoods of households resettled or relocated due to the Company's operations, through enhancing households' capacities in various income producing activities, thereby improving quality of life of household members.

- Current Components

Activities undertaken by PAPs under the ongoing SDIIP program include Animal production (Sheep, Pig, Poultry), Backyard gardening, Microenterprise Development (Soap making, Baking, Mushroom production, Gari processing, Vegetable production) and vocational and Technical Training. Other trainings include money and financial management, credit management, entrepreneurial and Business Management services, Group sustainability and development.

OICI on its own is supporting beneficiaries through the establishment of a micro-credit scheme.

This program started in March 2012 where it was expected that most of the Resettlement households had moved into their new settlement area and as such would be ready to manage the benefits appropriately.

8.2.4 Agricultural Improvement and Land Access Program (AILAP)

The **Agricultural Improvement and Land Access Program (AILAP)** was established to assist farmers affected by land acquisition and resettlement activities. NGGL works in partnership with the Ministry of Food & Agriculture (MoFA), OICI, the Asutifi District Assembly, Community Chiefs, and Chief Farmers in implementing the Program.

- Program Goal

The goal of **AILAP** is to facilitate and incentivize access to agricultural land for farmers as a result of mine activities, and to increase levels of production, crop yields, and market access, as well as developing crop diversity.

- Program Objective

To effectively distribute agricultural assistance to compensated farmers directly impacted by land acquisition activities in the Mine Take Area.

- Process

- Compensated farmers are registered and receive business training
- Farmers receive cash inputs for land acquisition and clearance
- Farming inputs are distributed with extension support from MoFA agricultural extension officers
- Further cash assistance is provided for weeding
- Farms are monitored regularly.

The NGGL AILAP team enrolled ECD 4 Farmers into the program for the minor season of 2011, and continued to be followed by a major season in 2012. The AILAP team have organised a series of farmers meetings to sensitize them on the ECD 4 AILAP procedures. By 31 December 2011 all the 21 households/farmers eligible for resettlement under the MOU had registered for 2012 major season participation, undergone business plan training and were expected to go through field verification before planting materials and other inputs were provided to them to establish their new farms in March 2012.

By August 2013 650 persons from the ECD4 area, 135 persons from the MKV area, persons from the Gyedu area, 192 persons from the TSF expansion and 69 persons from

the Ola Phase 4 area or a total of 842 persons from the entire Ahafo South project area had participated in the AILAP program.

9 Vulnerable Persons

This section of the Resettlement Action Plan documents the rehabilitation measures that are put in place for vulnerable groups during the physical relocation and rehabilitation of affected communities.

9.1 IFC Guidance

IFC standards require that special support is given to PAPs who may be particularly vulnerable to impoverishment caused by the land access and resettlement process.

For example, IFC (2012, PS1, paragraph 12) states;

“as part of the process of identifying risks and impacts, the client will identify individuals and groups that may be directly and differentially or disproportionately affected by the project because of their disadvantaged or vulnerable status. Where individuals or groups are identified as disadvantaged or vulnerable, the client will propose and implement differentiated measures so that adverse impacts do not fall disproportionately on them and they are not disadvantaged in sharing development benefits and opportunities.”

The IFC (2012, PS5, GN 29) defines vulnerable persons as those who;

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

9.2 Vulnerability

Vulnerability may be viewed in the context of two stages:

- Pre-existing vulnerability
- Transitional hardship vulnerability, caused by project-related physical and economic displacement.

Pre-existing vulnerability is vulnerability that occurs, with or without the Project development, whilst transitional hardship vulnerability occurs as a result of those directly affected by the Project being unable to adjust to new conditions due to shock or stress related to project activities.

NGGL has a well established Vulnerable Program designed to address households experiencing transitional hardship vulnerability, in accordance with international good practice.

9.3 Vulnerability in the Project Area

Involuntary resettlement, if not managed well, may increase impoverishment, vulnerable households being particularly susceptible to the adverse affects of land acquisition and resettlement activities. The main hazards leading to impoverishment as a direct result of the resettlement process are:

- Landlessness – irreplaceable loss of land assets, including common property
- Joblessness – loss of workplaces
- Homelessness – loss of shelter
- General economic set-back

- Increased rates of crime, disease and mortality
- Food insecurity and malnutrition
- Loss of access to common assets
- Social disorganization.

In resettlement projects several of these hazards, such as loss of land, employment and housing, are often realized simultaneously. This may further exacerbate vulnerability of households.

According to the Fourth Ghana Living Standards Survey (GLSS 4), the Asutifi District is poor by Ghanaian standards. The area has a high proportion of migrant food producers and a high proportion of unskilled persons seeking employment.

The most prominent categories of vulnerable persons in the Project Area are:

- Caretakers/sharecroppers with no buildings or fields of their own, or who are losing the land they work
- Poor female headed households without extended family support
- Elderly poor, especially those without extended family support.

While the primary NGGL livelihood programs, particularly **AILAP** and **SDIIP**, largely seek to address issues of landlessness, homelessness and joblessness as a result of resettlement activities, the Vulnerable Program has been developed to target those households identified as requiring additional supports.

9.4 Vulnerable Program

The Ahafo South Vulnerable Program was established in January 2006 and focused on directly-impacted households living within the mine area and particularly in the resettlement communities.

- Program Goal

The goal of NGGL's Vulnerable Program is to provide a safety net until identified vulnerable households can become self-sufficient and resilient to economic stresses.

- Program Objective

The objective is to identify, assess, support, remediate, and monitor project-affected households experiencing severe hardship. Each household should have a place to live, means of income, access to medical care, and the ability to feed itself.

- Process

NGGL sponsors a local NGO, Guards of the Earth and the Vulnerable (GEV), together with OICI, to implement the Vulnerable Program. Other partners include Traditional Authorities, Regional & District Social Welfare Representatives, the Asutifi District Assembly, the Asutifi District Health Directorate, and members of the affected-households.

A Vulnerables Committee made up of the above partners meets regularly to determine vulnerable households, as defined by the Program.

For the purposes of the Vulnerable Program, the identification of vulnerable households is determined having regard to the following factors:

- Predisposition to economic vulnerability
- Proportion of household who are aged, disabled, single mothers, or infirm
- No regular source of income generation, arable land or food security

- A lack of social support.

Program Assistance

There are a number of specific interventions which may be undertaken to support those households identified as falling into the category of “Vulnerable”. For any given vulnerable household, this would include some or all of the following elements as appropriate:

- Household food basket
- Finance and money management training
- Agricultural improvement training
- Vocational training in trades at local college
- Alternative livelihoods training
- Registration in the Ghana National Health Insurance Scheme
- Educational scholarships
- Local training with master tradesmen in various fields
- Counseling services.

By the end of 2012 the Vulnerable Peoples’ Program Team held a series of meetings with PAPs in the area to identify any families which might be vulnerable according to the established criteria and who might need transitional hardship assistance during the resettlement process until they have established themselves in the resettlement sites and / or on their new farms supported by NGGL under the AILAP program.

The total number of vulnerable households identified in the Ahafo South project area is 30, of which 24 come from the ECD4 area, 6 from the TSF expansion area and none from the Ola Phase 4 area.

10 Protection of Cultural Heritage

This section discusses best practices related to the management of cultural heritage during relocation activities required as a result of Project Activities.

10.1 IFC Guidance

The IFC (RAP Handbook, p.39) states that;

“the Resettlement Action Plan should document all necessary efforts to protect, move and restore the cultural property of all affected people”.

10.2 Cultural Resources Management Plan

NGGL recognizes the importance of preserving cultural heritage for current and future generations and, consistent with the Convention Concerning the Protection of the World Cultural and Natural Heritage, aims to protect irreplaceable cultural heritage in the course of the development and operation of NGGL projects.

NGGL has developed a Draft Cultural Resources Management Plan (February 2008), covering the entire Ahafo Project, consistent with IFC Performance Standard 8 on Cultural Heritage.

The Draft Cultural Resources Management Plan (CRMP) has been guided by archaeological surveys undertaken in 2005 (Ahafo South area), 2007 (Ahafo North area) and 2008 (entire project area).

The CRMP also outlines the following protocols to ensure protection of cultural heritage:

- Prior to any ground-disturbing activities, an inventory of all cultural heritage sites will be taken, supported by GPS positioning and photography, and recorded in a database.
- If a cultural resource cannot be avoided, a plan will be developed to mitigate any adverse effects, in consultation with traditional authorities, local communities and local or national cultural resource experts.
- If excavation in the course of the project cannot be avoided, cultural heritage and archaeological professionals will be consulted to conduct excavations, relocations or other activities in line with internationally recognized practices.
- In the event of an inadvertent discovery, work will stop immediately, the site will be protected, and appropriate measures implemented.

10.3 Significant Sites at the Ahafo South Area

An Archaeological investigation covering the Ahafo Lease has been carried out, including the Project Area and no sites of archaeological significance have been identified.

11 Organizational Framework

This section describes the organization which is put in place to implement the resettlement program. In accordance with IFC guidelines, it comprises a mixed team, combining NGGL staff and external consultants where specific technical expertise is required. There is a staged build-up of the resettlement team as the project developed with the full team in place during Resettlement implementation.

11.1 IFC Guidance

The IFC (RAP Handbook, p.11) notes that:

“resettlement and development planning require specialized expertise. It is essential that the project sponsor engage the services of qualified and experienced personnel to design and implement resettlement action plans. However, it is equally important that sponsors engage themselves in the Resettlement Action Plan design process. Sponsor participation in the process is instrumental to coordinating resettlement activities with the project implementation schedule. IFC experience indicates that the success of a Resettlement Action Plan is related directly to the level of sponsor involvement in its implementation”.

11.2 Resettlement Team Organization

NGGL is responsible for the planning and implementation of the Resettlement Action Plan, in consultation with the Resettlement Negotiation Committee, and with the cooperation of government agencies at the district, regional and national levels.

The Project Resettlement Team consists of the following:

- Newmont Ghana Gold Limited
- Intersocial Consulting Ltd – international experts in resettlement planning and implementation
- Ghanaian experts in survey and valuation
- Opportunities Industrialization Centers International (OICI) – International experts in community development programs.

There is close cooperation between community-level project stakeholders, Senior Company Management, Communications experts and the planning and technical team members.

The structure of the Land Access Department is outlined in Figure 11-1 below.

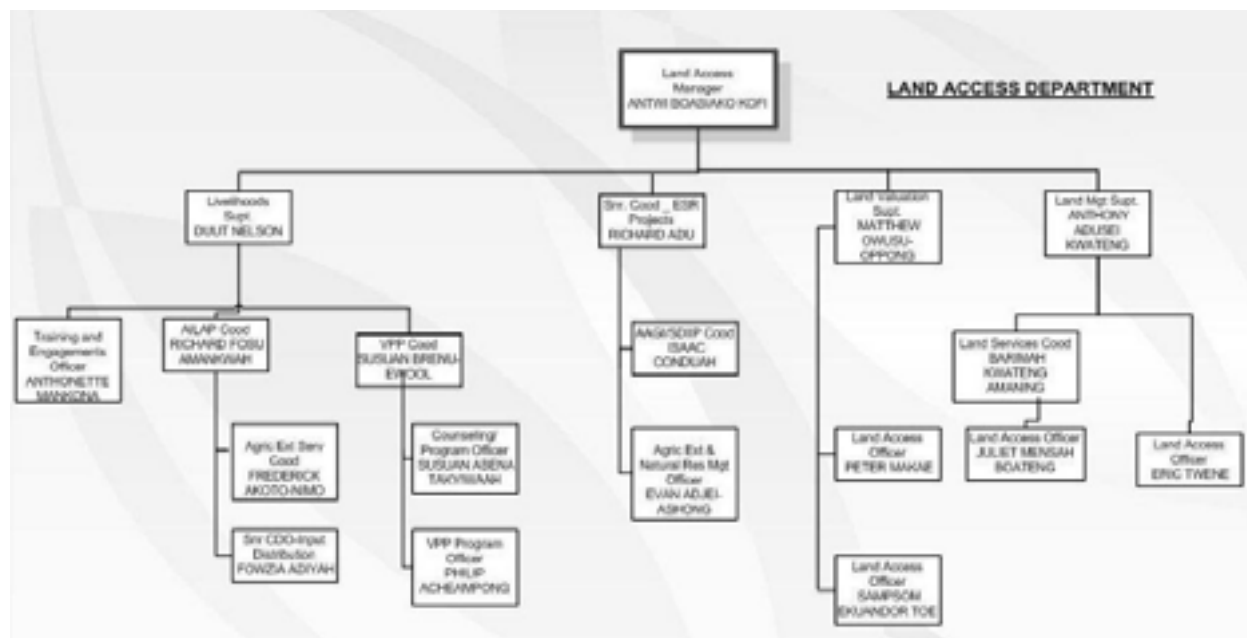


Figure 11-1. NGGL Land Access Department Organizational Chart

12 Grievance Procedure

This section describes the mechanisms available to project-affected persons for the processing and resolution of complaints and claims related to the resettlement programme. This ensures that complaints are dealt with in an efficient and timely manner, without cost and to the satisfaction of the complainant.

12.1 IFC Guidance

IFC (PS 2012, Guidance Notes 5, GN 30) notes that;

“Regardless of scale, involuntary resettlement may give rise to grievances among affected households and communities (...). Timely redress of grievances through an effective and transparent grievance mechanism is vital to the satisfactory implementation of resettlement and to completion of the project on schedule”.

12.2 NGGL Grievance Procedure

NGGL has put in place a Standard Operating Procedure (SOP) that seeks to manage complaints in a planned and systematic manner as presented in **Figure 12-1**. This is to facilitate the speedy resolution of disputes and grievances, and also to promote trust and build a positive rapport between NGGL and its external stakeholders.

An Office of Grievances and Complaints and the Grievances Committee (CGC) are integral components of the procedure for resolving all complaints and grievances which may be reported by individuals, groups and/or other stakeholders who may have been adversely affected by mining activities.

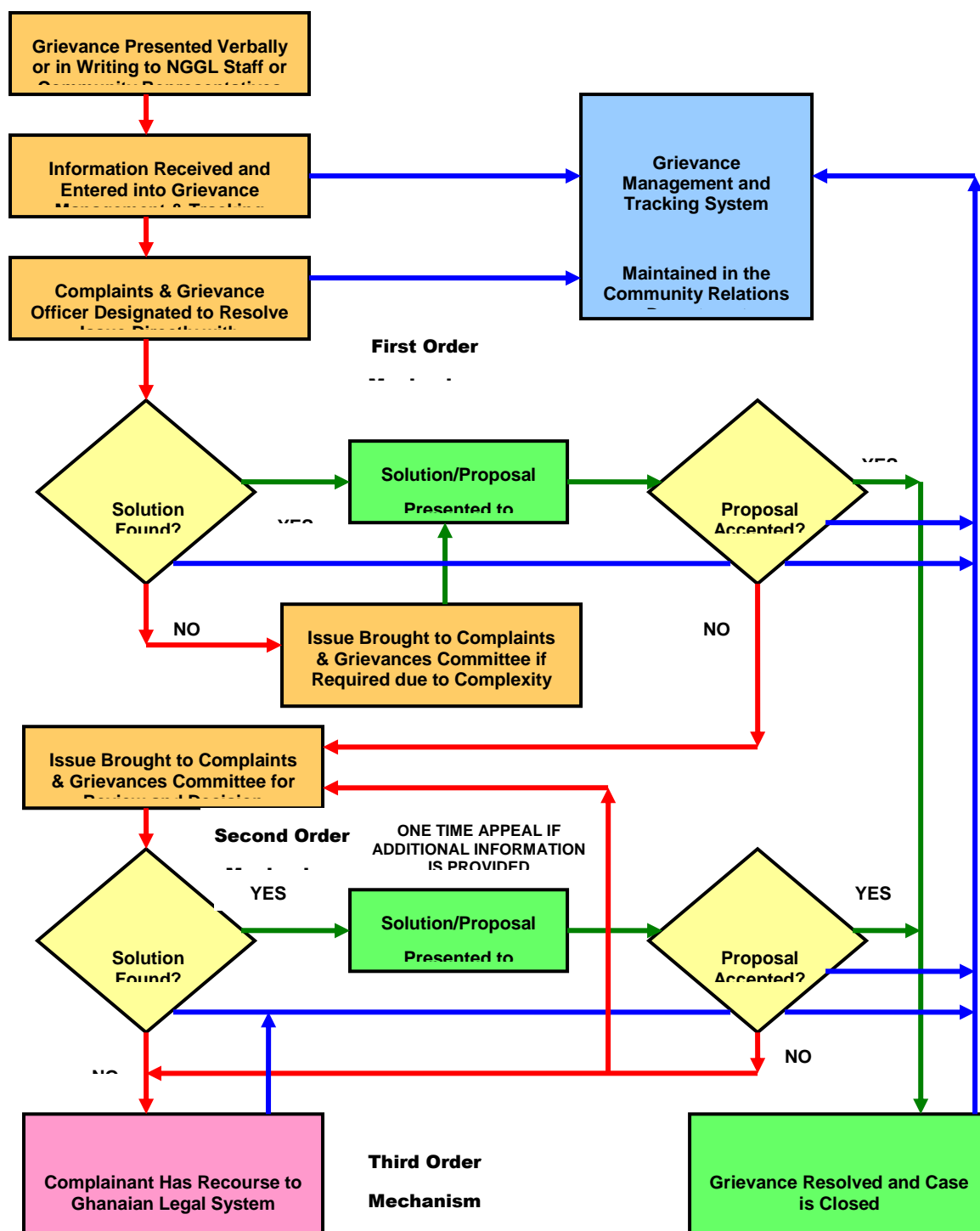


Figure 12-1: NGGL Grievance Management Process

13 Monitoring, Evaluation and Reporting

This section provides a summary of the Monitoring and Evaluation Plan for the Ahafo South Resettlement & Land Access project.

13.1 IFC Guidance

The IFC (RAP Handbook, p. 49) requires project sponsors to:

“monitor and report on the effectiveness of Resettlement Action Plan implementation (...). The objective of monitoring is to provide the sponsor with feedback on RAP implementation and to identify problems and successes as early as possible to allow timely adjustment of implementation arrangements”.

Monitoring and evaluation activities should be:

“integrated into the overall project management process, and the Resettlement Action Plan must provide a coherent monitoring plan that identifies the organizational responsibilities, methodology, and the schedule for monitoring and reporting”.

13.2 Project Approach

The Project carries out regular monitoring and evaluation activities to track the implementation of the Resettlement Action Plan.

The monitoring and evaluation activities pay particular attention to the project-affected communities, especially the most vulnerable groups; including female-headed households, sharecroppers, and caretakers. External monitoring, funded by NGGL, is carried out by both the IFC and an independent consultant who work closely with the project-affected persons and resettled households.

Monitoring activities are also conducted internally by the Company to assess the program's impacts and identify potential difficulties and problem areas with more specifically quarterly monitoring of certain key performance indicators (KPI).

Monitoring and evaluation have the following general objectives:

- Monitoring specific situations or difficulties arising from the implementation and compliance with objectives and methods set out in the Resettlement Action Plan
- Evaluating emergent, mid-and long-term impacts of the Project on the welfare of impacted households, communities, and local government
- Sufficient involvement of the project affected persons in participatory monitoring and evaluation of short term, mid-term and long term project activities and effects.

13.3 Monitoring and Evaluation

13.3.1 Purpose

The purpose of monitoring is to provide project management, and directly affected persons, households and communities, with timely, concise, indicative information on whether compensation, resettlement and other impact mitigation measures are on track to achieve sustainable restoration and improvement in the welfare of the affected people, or that adjustments are needed.

Monitoring verifies that:

- Actions and commitments for compensation, resettlement, land access, and development in the RAP are implemented fully and on time
- Entitled persons receive their compensation and replacement housing on time
- Compensation and livelihood investments are achieving sustainable restoration and improvement in the welfare of project-Affected Persons, households and communities
- Complaints and grievances are followed up with appropriate corrective action
- Vulnerable persons are tracked and assisted as necessary.

In brief, monitoring answers the question: Are project compensation, resettlement and other impact mitigation measures completed on time and having the intended effects?

13.3.2 Framework

Monitoring consists of (a) internal monitoring by the Company as an integral part of the Company management, working with the impacted communities; and (b) external monitoring by the Company appointed consultants, working with the impacted communities.

Monitoring is done by:

- Audit
- Conventional sample surveys
- Community participation.

13.3.3 Internal Monitoring

Internal monitoring of RAP implementation is undertaken by NGGL. Regular progress reports are prepared and submitted to NGGL management.

The internal monitoring looks at inputs, processes, and outcomes of compensation/resettlement/other impact mitigation measures.

Input monitoring establishes if staff, organization, finance, equipment, supplies and other inputs are on schedule, in the requisite quantity and quality.

Process monitoring:

- Assesses program implementation strategies and methodologies and the capacity and capability of program management personnel to effectively implement and manage the programs.
- Documents lessons learned and best practices and provide recommendations to strengthen the design and implementation of RAP.

Output monitoring establishes if agreed outputs are realized on time for:

- Communication with the affected communities
- Agreed resettlement and compensation policy, procedures, and rates
- Compensation for crops, buildings, and lost business
- Construction of infrastructure and occupation of housing
- Livelihood program delivery and uptake
- Grievance resolution
- Attention to vulnerable people.

Outcome (or effectiveness) monitoring determines the degree to which the program objectives and performance targets have been achieved.

13.3.4 External Monitoring/Evaluation

13.3.4.1 Compliance Monitoring

The Company works with consultants to work closely with the project-affected communities to track the progress of RAP Implementation.

Compliance monitoring determines:

- Compliance of RAP implementation with RAP objectives and procedures;
- Compliance of RAP implementation with the laws, regulations and applicable international best practice.
- RAP impact on standard of living, with a focus on the “no worse-off if not better-off” objective.

Compliance Monitoring:

- Verify results of internal monitoring.
- Assess whether resettlement objectives have been met, specifically, whether Livelihood Programs have restored the livelihoods of the project-affected persons and their living conditions have improved.
- Assess the resettlement efficiency, effectiveness, impact and sustainability, drawing lessons for future resettlement activities and recommending corrections in the implementation process.
- Ascertain whether the resettlement entitlements are appropriate to meet the objectives, and whether the objectives are suitable to project-affected persons conditions.
- Assess grievance records, to identify implementation problems and status of grievance resolution.
- Ensure RAP implementation is in compliance with IFC Standards.

Vulnerable persons are put into specific focus, and the methods for assisting them are assessed.

13.3.4.2 Impact Monitoring

Resettlement implementation is evaluated against a number of key performance criteria, which will be identified by the Company in consultation with the Compensation Negotiation Committee. These criteria will likely include access to employment and farmland, livelihood restoration and enterprise, health and nutrition, community cohesion, plus durability, maintenance costs and convenience of housing and infrastructure.

Impact monitoring determines if:

- Resettlement objectives and goals are being met.
- Resettlement communities are functioning as intended.
- Resettlers and relocatees have an equal or better quality of life as a result of the project.
- Unintended impacts are identified and addressed.

Impact monitoring will cover:

- Social structures - traditional authorities, formal social groups e.g. churches, neighbourhood networks for reciprocal help, family.
- Economic status of resettlers and relocatees, including employment, arable land and livestock holdings, employment, non-agricultural enterprise, household assets.
- Land use - cropland availability, opening of new cropland, fallow use.
- Availability of natural resources - e.g. wood, bush foods and medicines
- Cost of a market basket of essentials, including rental accommodation.
- Access and use of public facilities - water supply, sanitation, health and education services.
- Employment - on the project and in the impact area.
- Health of project-affected persons and host communities - mortality, morbidity of prominent diseases, status of vulnerable, and nutrition of children specifically.
- Crime rates.
- Public perception of the project - judgments on the Company and project, prospects for place and community.

13.3.5 Indicators

A number of indicators will be monitored to track the progress of RAP implementation:

- Process indicators: This will indicate project inputs, expenditures, staff deployment etc.
- Output indicators: This will indicate results in terms of number of affected people compensated and resettled, training held etc.
- Outcome indicators: This will measure the level of achievement of the immediate project objective, the overall observable changes in performance, behaviour or resource status that should occur as a result of RAP implementation.
- Impact indicators: This will relate to the long-term effect, change of state or improved living conditions of PAPs towards which the project is making a contribution.

Assumption indicators: This will measure the fundamental circumstances which may counteract, or at least delay the attainment of results.

The first three types of indicators are related to process, immediate outputs and results.

The final two longer-term impact indicators will focus on assessing whether the overall objectives of the project are being met, and will use the defined impact indicators as a basis for their evaluation. Data collected for the baseline socio-economic surveys will serve as the benchmark for measuring and evaluating the success of RAP implementation. Indicators that will be monitored include:

- Delivery of compensation.
- Resolution of grievances.
- Land access.
- Increase or decrease in household assets.
- Social stability.
- Health.
- Rehabilitation of infrastructure and public facilities
- Level of satisfaction of project affected people.

- Number of project affected persons that benefited from the livelihood restoration programs.

Indicator selection for the purpose of monitoring and evaluation would be guided by the following principles:

- Preference for fewer indicators that have significant validity over more indicators of less significant value
- Preference for indicators used by national institutions in order to be able to compare results with control groups in other parts of Burkina Faso, and avoid reinventing the wheel
- Putting in place monitoring and evaluation (M&E) efforts that are more strategically linked with existing efforts. This is to ensure cost effectiveness, credibility of the survey outcomes, and sustainability of M&E efforts
- Measuring outcome and impacts on the following three levels
- Monetary measuring of livelihoods through a quantitative income or expenditure survey
- Measurements on the five different types of capital to determine livelihood sustainability
- Qualitative indicators measuring perception of project-Affected Persons.

13.3.6 Information Management

The project database will capture compensation entitlements and compensation payments, resettlement entitlements, delivery of resettlement infrastructure and housing. The database will also track and manages grievance handling and management of the livelihood program.

14 Resettlement Budget and Implementation Schedule

14.1 IFC Guidance

The IFC (RAP Handbook, p. 41) states that:

“The Resettlement Action Plan budget should be linked with a detailed implementation schedule for all key resettlement and rehabilitation activities”.

“It is essential that all costs be estimated carefully and included in a detailed Resettlement Action Plan budget. The sponsor should itemize resettlement costs by categories of impact, entitlement and other resettlement expenditures including training, project management and monitoring”.

14.1.1 RAP Implementation Schedule

Newmont began the land access and resettlement process in December 2010 with the initiation of consultations and survey work. The negotiations with the Resettlement Negotiation Committee (RNC) were also initiated in December 2010 with the inclusion of representatives of the SBR and TSF Area in the RNC. Until May 2012 the Project team focused on continuous engagement and consultation with communities and key stakeholders, particularly concerning resettlement construction, payment of deprivation of land use, compensation and movement of eligible households to their new resettlement houses.

In the ECD4 area by the end of December 2011 all twenty-one (21) eligible households listed under the MOU had gone through the process, qualified and endorsed their resettlement entitlements. They also selected their plot, house types, house colour and gave the go ahead for construction to start on their new houses. Construction started on 15 November 2011.

The resettlement houses were constructed from April 2011 to October 2012 with the final households being resettled in October 2012. The livelihood support programs were rolled out from October 2011 to allow the farmers to begin reestablishing their farms during the main growing season.

All farmers have received all crop compensation payments for their impacted crops.

Payments to all impacted persons who have already been determined to qualify for cash compensation for their structures have been completed. For those inhabitants who have qualified for resettlement, their entitlements have been processed, and cash compensation for other properties eligible for cash compensation (annexes to the main buildings e.g. wells, Kitchen, pens etc.) are paid as they move into their resettlement houses.

14.2 Resettlement Budget

Table 14-1. SBR Resettlement Summary Implementation Budget

Subika Bypass Road Project		
Land Acquisition & Resettlement Project Master Budget		
No	ITEM	US\$ TOTAL (000's)
1	Resettlement Package	\$ 4.496K
2	Crops and Land Compensation	\$ 2.826k
3	Livelihoods Re-establishment and Community Development Programs	\$1,869K
4	Information Disclosure, Consultation, Consultancy cost, Negotiations and other fixed cost	\$ 1,529k
5	Project Management (NGGL Cost)	\$ 916k
6	Other Costs	\$ 916k
TOTAL COSTS		\$ 12,554k

Table 14-2. TSF Expansion Resettlement Summary Implementation Budget

Tailings Storage Facility Expansion		
Land Acquisition & Resettlement Project Master Budget		
No	ITEM	US\$ TOTAL (000's)
1	Resettlement Package	\$ 530k
2	Crops and Land Compensation	\$ 714k
3	Livelihoods Re-establishment and Community Development Programs	\$ 554K
4	Information Disclosure, Consultation, Consultancy, Negotiation and other fixed cost	\$ 456k
5	Project Management (NGGL Cost)	\$ 113k
6	Other Cost	\$113k
TOTAL COSTS		\$ 2,480k

Figure 14:1 Resettlement Implementation schedule

TASK NAME		2011										2012										2013												2014													
		QTR2			QTR3			QTR4				QTR1			QTR2			QTR3			QTR4			QTR1			QTR2			QTR3			QTR4			QTR1											
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar										
SUBIKA BYPASS ROAD & TSF EXPANSION LAND ACCESS																																															
	Declaration of Moratorium																																														
	Baseline Survey and Follow-up																																														
	Socio-Economic Survey																																														
	Land Access and Control																																														
	Stakeholder Consultation																																														
	Land Access Surveys- Property Surveys																																														
	Compensation Processing and Payment																																														
	Resettlement Negotiations																																														
	Resettlement Action Plan and updates																																														
	Livelihoods Re-establishment Programs																																														
	Resettlement Construction and Movement																																														
	Finalized Housing Designs/Permitting by																																														
	PAPs Sign-off on entitlements																																														
	Earthworks/Infrastructure Construction																																														
	Block manufacturing																																														
	Resettlement Houses Construction																																														
	Movement of Resettlees to new houses																																														
	Defect Liability Period																																														
	Monitoring and Evaluation of Programs																																														