



Kribi Power Development Company

**Dibamba Power Project
86MW Power Plant
& 90kV Transmission Line
Resettlement Action Plan
Final**

May 2008

Executive Summary

Report Control Form

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Resettlement Action Plan
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EXECUTIVE SUMMARY

1. INTRODUCTION

The Dibamba Power Project will involve the construction of an 86MW power plant fuelled with Heavy Fuel Oil and the erection of a 90kV transmission line. The project will entail some displacement of local livelihoods through land acquisition and as such a Resettlement Action Plan (RAP) has been prepared

Loss of assets as a result of the project has been minimised as far as practicable and is limited to the following:

- 11 plots of land with land title and without structures.
- Three plots of land with land title applications in process with no structures affected.
- 54 plots of farmland: 34 on the site itself and 22 along the transmission line¹, farmed by 47 farm households (approximately 250 people). With the exception of the Yassa Chief, farmers either rent or borrow the land they farm from landowners or use Government land freely and therefore do not hold title.

All resettlement is 'economic' rather than 'physical (i.e. displacement will involve loss of people's productive assets – in this case farmland and crops – with no requirement for people to move home).

AES Sonel made compensation payments to Project Affected Peoples (PAPs) for lost crops in January 2008 according to a crop census survey conducted by Compensation Evaluation Commission (CEC) and market price surveys conducted by Scott Wilson in December 2007 and January 2008.

Compensation payments for land will be made through negotiated settlements with individual owners and according to maximum prevailing market land values in the Yassa area with an additional amount to be paid as resettlement assistance.

2. LEGAL AND POLICY FRAMEWORK

This RAP is prepared according to IFC PS5 and in light of the AES Sonel Resettlement Policy Framework (RPF) which provides guidelines to be followed when land acquisition involving resettlement is associated with any of the corporation's projects. The RPF itself complies with both relevant Cameroonian laws and IFC PS5 and seeks to bridge gaps between the two.

Under the RPF, in line with IFC PS5, "*resettlement and compensation plans must include measures to ensure that displaced persons are:*

- *Informed about their options and rights pertaining to resettlement and compensation;*
- *Consulted on, offered choices/options, and provided with technically and economically feasible resettlement and compensation alternatives;*
- *Provided with prompt and effective compensation at full replacement cost for losses of assets and access, attributable to the project; and*

¹ All of these farm on Government land.

- *Provided opportunities to improve or at least restore their livelihoods and standards of living.”*

3. SOCIOECONOMIC SURVEYS AND BASELINE

The socio-economic research for the Dibamba RAP was conducted in four stages:

- (i) Household questionnaire.
- (ii) PAP census, asset inventory and compensation survey.
- (iii) Focus group discussions with PAPs.
- (iv) Meetings with key (non-PAP) stakeholders.

The socioeconomic research informed the development of socioeconomic baseline information and income restoration measures under this RAP.

Key findings from the socioeconomic research included the following:

- The affected population has a high proportion of female-headed households (30%).
- The affected population is relatively old (34% under 15 years of age compared with 41% nationally in 2005).
- There are a number of religious minorities (non-Catholic) amongst the affected population, including Muslims (6%).
- There are a number of linguistic and ethnic minority groups amongst the Project Affected Households (PAHs).
- A significant number of PAHs do not reside locally (40%).
- 7% of the affected population have received no formal education, all women.
- There are high incidences of malaria and diarrhea amongst the affected population.
- Farming is an important livelihood activity for most PAHs. Animal husbandry is widely practiced. Some PAPs engage in small agribusiness.
- 79% of PAHs have incomes under CFA 75,000 (\$165) per month.
- 79% of all people did not have a bank account at the time of the survey.
- Yassa Village has poor drinking water provision.
- A large number of PAPs spend a lot of their leisure time in church activities.
- People were generally satisfied with the amount of crop compensation paid.
- Some women would have welcomed payment of compensation in instalments.
- Some PAPs felt that compensation should have been land-based.
- Some PAPs would like assistance from AES Sonel in securing new land.

- Some PAPs were concerned about urgent demands on their compensation money – e.g. for school fees, healthcare, debt service and additional travel costs to new fields.
- Some women were concerned about increased workloads and travel (e.g. to new fields) for women and children following resettlement.
- Many PAPs are interested to improve their farming skills and knowledge.
- Many PAPs are interested to invest in livestock and agribusiness (e.g. palm-oil production) given reductions in available farmland.
- Many PAPs would welcome employment and skills training by AES Sonel.
- Several agricultural extension/training providers operate locally (Government, NGOs).

Key stakeholders interviewed included the local Yassa Traditional Chief; the Chief of Section for the Agricultural Development of Wouri; and a Douala Diocesan representative for CODASC. Views and comments from these people included:

- A development approach should be taken in resettlement involving partnership with different organisations (i.e. AES Sonel, Government, NGOs).
- Extension support should be provided by organisations that are familiar with the local area, are well established, and are viewed positively by local people.

4. SOCIOECONOMIC IMPACTS AND MITIGATION MEASURES

Socioeconomic impacts are limited to losses of the following:

- Farmland with valid title (and valid title applications).
- Sole-owned standing crops and trees.
- Share-owned standing crops.

Compensation entitlements in relation to these losses under this RAP include the following:

- For farmland with valid title (and valid title applications) cash compensation will be paid for whole area of land to be acquired at rate of CFA7,000/m² (ie, at least CFA 1,000 above current average market price). In addition, CFA 1,000/m² will be provided to land owners as resettlement assistance.
- For sole-owned standing crops cash compensation has been paid based on two seasons' production at current retail market prices (in AES Sonel Kribi Power Project RAP, 2007), current yields and replacement seed. For sole-owned trees cash compensation has been paid based on type of tree, loss of production (assuming full maturity), market price of crop, number of years required to reach maturity and price of seedlings.
- For share-owned crops cash compensation will be paid on the same basis as for sole-owned crops, distributed equitably amongst individual members in facilitated discussions with these members.

Under this RAP community development support will be provided in addition to cash compensation for loss of assets, in the following areas:

- Improved farm efficiency and agribusiness development.
- Recruitment of local young people by AES Sonel.
- Implementation of an HIV/AIDS awareness campaign.

Improved farm efficiency and agribusiness development support to PAPs will include provision of financial and business planning skills development and assistance in registration and operation small farmers' groups (GICs), with PAPs as the majority of members of each group. A partner NGO will be selected to provide this assistance. Members will inject their own (compensation) money into enterprises selected by the GICs as seed funds. AES Sonel will match seed funds of GICs after approximately three months where sustainability potential can be demonstrated. There will be maximums of 20 groups and 9 members per group. Training of GICs will be provided by Government or non-governmental organisations, with regular support provided by the partner NGO.

In terms of recruitment of PAPs, under this RAP PAPs will be hired wherever possible by AES Sonel and its contractors during construction and operation of the power plant. The skills of all individual PAH members will be profiled against vacancies likely to arise during construction and operation of the project. Where possible, skills training will be provided. Every effort will be made to ensure that all unskilled positions with AES Sonel and its contractors will be filled with PAH members, with a target minimum of 25% on each aspect of the construction works for which a team of 10 or more staff is required.

The HIV/AIDS awareness campaign will be in the form of posters and leaflets distributed and displayed in local areas advising residents on how to minimise risks of infection, with support provided by the partner NGO.

In relation to all RAP activities, the following measures will be taken:

- All resettlement and activities will be recorded in electronic database.
- All PAP households will be profiled and vulnerable members (eg women, disabled, aged, long-term unemployed, etc) identified and where possible targeted in relation to all community development initiatives. Efforts and results in relation to targeting vulnerable groups will be recorded in the electronic database.
- Careful monitoring of use of compensation money by PAPs will be conducted.
- Counseling on sustainable use of compensation money will be provided to PAPs.
- Where possible 'lessons learned' from earlier local experience of GICs by participants and facilitators will be documented and used to inform RAP activities.

5. INSTITUTIONS AND IMPLEMENTATION ARRANGEMENTS

An ESIA and RAP Coordination Unit (ERCUC) will be established to manage the ESIA and RAP for Dibamba. The main functions of the ERCUC will be in relation to the following four areas:

- Compensation and resettlement assistance
- Community development support
- Grievance redress
- Monitoring and evaluation

The ERCUC will ensure that adequate records of compensation payments are kept, that all payments of crop compensation are accurate, and that all entitled PAPs that were left out of the CEC survey are included. ERCUC is also responsible for ensuring, with support from the nominated NGO, that appropriate consultation with PAPs takes place and that advocacy is provided regarding sustainable use of compensation money.

The ERCUC will take a lead role in the selection, supervision, monitoring and providing payments to, the partner NGO. This will include monitoring deployment of third-party extension providers, e.g. from the Government Agriculture Department or other NGOs.

The ERCUC will ensure that all RAP activities in relation to employment are conducted with the greatest transparency possible in order to minimise suspicions of cronyism amongst the local population.

The ERCUC will ensure that a thorough electronic database of all PAPs and resettlement activity is kept for monitoring purposes, with the support of the partner NGO.

The ERCUC will ensure that an adequate programme of community consultation and participation is sustained throughout resettlement implementation and monitoring, according to the Community Engagement Plan.

The ERCUC will hold monthly meetings with management of other ESIA and RAPs under AES Sonel in order to share and document experiences, challenges and good practice.

The ERCUC will be actively involved in all monitoring and evaluation of resettlement.

The ERCUC will develop a grievance mechanism according to provisions set out in this RAP. A competent staff member of the ERCUC will be nominated as a Grievance Officer who will be responsible for receiving and processing grievance complaints. The name and contact information of the Grievance Officer will be given to local government offices and all PAPs.

The ERCUC will develop a management information system (MIS). Copies of all documentation relating to the RAP will include records/minutes of all public consultations, surveys, grievances, disputes and resolutions. The MIS will also incorporate an electronic database designed to capture detailed information specific to each PAH – including household structure, assets lost, compensation received, compensation investment behaviour, whether the households contains any ‘vulnerable’ members, and the nature and extent of individual members’ participation in community development support activities

and any outcomes of these. The database will include photos of each PAP (all PAH members).

During RAP implementation the ERCU, with assistance from the partner NGO, will develop a detailed Community Engagement Plan. At a minimum, this plan will include:

- Provision of complete and timely information to all PAPs about the project and all activities associated with resettlement, including compensation entitlements, resettlement assistance, community development support and the project grievance mechanism.
- Provision for circulation of notices on employment opportunities with AES Sonel and its contractors amongst PAHs during construction and operation of Dibamba Power Project at least 24 hours before advertising anywhere else.
- Timely consultation with PAPs regarding livelihood and income restoration planning.
- Working with PAPs regarding formation and operation of GICs, including provision of technical extension and other services.
- Working directly with PAPs in implementing an HIV/AIDS awareness programme.
- Working directly with PAPs in monitoring and evaluation of all RAP activities, and in making any necessary adjustments.
- Obtaining and documenting PAPs' views on how future RAPs could be designed and implemented.

Considering the relative inexperience of AES Sonel personnel in resettlement implementation, it is recommended that some of its staff receive training to ensure that they are equipped with the necessary perspectives, knowledge and skills under this RAP. Some examples of relevant training topics are as follows:

- Resettlement policies and principles – international best practice.
- Participatory approaches and methods – in project design, implementation, impact assessment and monitoring.
- Monitoring and Evaluation.
- Management Information Systems and reporting.

This RAP will be implemented over approximately 18 months (January 2008 – June 2009). Monitoring of resettlement activities will continue for three years from start of implementation.

6. MONITORING AND EVALUATION

Monitoring of this RAP will encompass three components:

- Performance monitoring.
- Impact monitoring. and

- External evaluation.

Performance monitoring will be conducted internally based on the RAP implementation schedule and used to check that physical progress has been made in the execution of required actions.

For activities that are one-off or short-term in duration, short completion reports will be produced for *each* activity within one month of their completion and filed for future reference. These activities include (but are not necessarily limited to) the following:

- Establishment of ERCU with ToR.
- Training of ERCU staff.
- Completion of negotiations for transfer of land with title.
- Preparation and dissemination of grievance procedures.
- Payment of crop and land compensation.
- Appointment of partner NGO and finalising of ToR.
- Electronic database established and operational.
- Stakeholder engagement plan developed.
- Large-scale initial meeting with PAPs (re ongoing resettlement activities).
- Initial PAP household meetings (re ongoing resettlement activities).
- Stakeholder Engagement Plan finalised.
- Households Profiled and Vulnerable/'at risk' PAPs identified.
- HIV/AIDS Awareness Work-plan prepared, approved and implemented.

In addition to one-off activities, there are activities under this RAP that will require regular performance monitoring through implementation. For each of these, short monthly monitoring reports will be prepared. These activities are as follows:

- All meetings/consultations held (whether identified in Stakeholder Engagement Plan or otherwise)
- Income restoration / community development support activities.
- Monthly job bulletins to PAHs.
- Grievance redress mechanisms.
- Monthly ERCU RAP meetings.

Impact monitoring will be undertaken to assess the effectiveness of the RAP and its approaches in ensuring that livelihoods, quality of life and levels of satisfaction of PAPs are sustainably improved or at least maintained following resettlement. It will use quantitative

and qualitative socio-economic data as baseline information (i.e. from CEC census and asset survey reports, questionnaire survey and focus group meetings) combined with qualitative assessments of change. Impact monitoring will be conducted on at least a bi-annual basis. Specifically, impact monitoring will consider the effects of the following components of RAP implementation:

- ERCU.
- Stakeholder Consultation.
- Grievance procedures.
- Payment of land and crop compensation.
- Appointed Partner NGO.
- Electronic database.
- Resettlement assistance payments (cash/in-kind).
- Identification of vulnerable/'at risk' PAPs.
- HIV/AIDS Awareness Programme.
- Income Restoration/Community Development Support Activities.
- Grievance Redress.
- Employment.
- Monthly ERCU RAP meetings.

Baseline conditions were identified during the socioeconomic studies as part of RAP preparation (see above). These will be referred to in identifying and evaluating livelihoods impacts of resettlement.

A completion audit of the RAP implementation will be conducted by an independent evaluator nominated by the IFC, after completion of all RAP activities (but probably before commitment of all finance), up to three years after start of implementation. The completion audit (and any interim audits) will assess (*inter alia*):

- Extent, rate and efficiency of commitment of physical and financial inputs and delivery of services.
- Impacts of compensation, resettlement and development support efforts on the socioeconomic status of PAPs.
- Effectiveness of identifying and targeting vulnerable/'at risk' groups by the RAP.
- Institutional issues – effectiveness of ERCU and the nominated partner NGO.
- Monitoring issues – effectiveness of record-keeping and information management.

- Dissemination – potential for mainstreaming good practice within AES Sonel and sharing ‘flagship’ approaches with other IFC clients.

The external evaluator will work in close consultation with ERCU, the nominated partner NGO, relevant Government agencies as well as a wide range of PAPs during the audit.

The ERCU and the IFC will discuss and agree upon a methodology and ToR for external audits of the RAP during implementation.

7. RAP BUDGET

All costs for resettlement, and implementation of the RAP will be the responsibility of AES Sonel.

The total budget for this RAP is CFA 962,164,344 (US\$2,290, 867).

Resettlement Action Plan Report

Report Control Form

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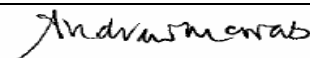


23rd April 2008
(signature & date)

Director Approval

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23rd April 2008
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ABBREVIATIONS

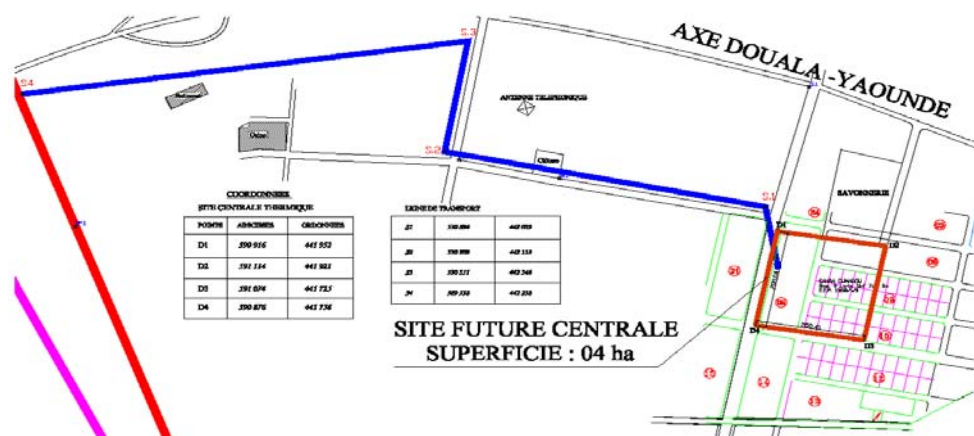
CEC	Compensation Evaluation Commission
CODASC	Comite Diocesain des Activités Sociales et Caritatives
DIPA	Direction of animal production
DIRPECH	Direction of Fisheries in Cameroon
DFIs	Development Finance Institutions
DSCN	National Direction of Statistics and Accounting in Cameroon
ECAM I	First National Household Survey – Cameroon
ECAM II	Second National Household Survey – Cameroon
ESIA	Environmental and Social Impact Assessment
GIC	Group of Common Initiatives (<i>i.e. community-based organisation</i>)
GRRM	Grievance Referral Redressal Mechanism
HFO	Heavy Fuel Oil
IFC	International Finance Corporation
INS	National Institute of Statistics
MINEFI	Ministry of Economy and Finance in Cameroon
MINPAT	Ministry of Planning and Development in Cameroon
NGO	Non Governmental Organizations
OP	Operating Procedure (<i>World Bank</i>)
PAH	Project Affected Households
PAP	Project Affected People
PS	Performance Standard (<i>IFC</i>)
KPDC	Kribi Power Development Company
RAP	Resettlement Action Plan
RPF	Resettlement Policy Framework
UNDP	United Nations Development Program
ROW	Right of Way
ToR	Terms of Reference
SEB	Socio-Economic Baseline
SW	Scott Wilson
WB	World Bank

SECTION 1 : INTRODUCTION

1.1 BACKGROUND TO THE PROJECT

Kribi Power Development Company (KPDC), an entity of AES Corporation and the Government of Cameroon, is currently developing the Dibamba Power Project in order to meet the requirements of electricity generation in Cameroon. The project is located approximately 20km east of Douala in the Littoral Province and will contribute significantly to meeting the electricity requirements of the country which are currently growing at five percent annually.

The Dibamba Power Project will involve the construction of an 88MW power plant fuelled with Heavy Fuel Oil (HFO) and the erection of a 90kV transmission line between the plant and the existing Ngodi Bekoko 90kV substation at Ngodi Bekoko 2km west of the plant site. See figure 1.1.1 below for a plan of the plant and line. More information on the Dibamba Power Project can be obtained from the Environmental and Social Impact Assessment (ESIA) completed in January 2008 by Scott Wilson Ltd.



Graph 1.1-1- Dibamba Power Plant and Transmission Line

The Dibamba Power Project has been classified by the IFC as a Category A project according to IFC's Policy on Social and Environmental Sustainability¹ since the project will entail some economic or physical displacement as well as land acquisition. As such the IFC has requested AES Sonel to prepare a Resettlement Action Plan (RAP) according to IFC Performance Standards (in particular PS 5 Land Acquisition and Involuntary Resettlement.)

In January 2008, AES Sonel made the decision to re-route part of the transmission line in order to avoid destruction of buildings. As a result of this, no buildings (either

¹ <http://www.ifc.org/ifcext/enviro.nsf/Content/SustainabilityPolicy>

residential or commercial) nor most of the land on which these are built will now be affected by the project.

As a result of the rerouting of the transmission line, the loss of assets on land taken by the project has been minimised as far as practicable and is limited to the following:

- 11 plots of land with title and without structures located on the power station site, covering a total area of 71,215m². Of this, 16,644m² is Yassa collective land (in the name of the Yassa Chief); seven titleholders own the remainder of these plots. All of these plots will be acquired in their entirety by the project.
- Three² plots of land with land title applications in process located along the T-line, covering a total area of 11,210m²³.
- A total of **54** plots of farmland: 34 on the site itself and 22 along the transmission line⁴, farmed by **47** farmers⁵ with a total area of 46,667.275m². The land being farmed is either held by the Chief (on the main project site), those with land title applications in process, or is Government land (along the T-line). Farmers either rent or borrow the land they farm from landowners or use Government land freely and therefore do not hold any title. All 54 plots will be acquired in their entirety by the project.

This means that there will be no physical resettlement under this RAP (i.e. no PAPs will be required to physically move their places of residence or lose their shelter); all resettlement is economic (i.e. displacement will involve loss of people's productive assets – in this case farmland and crops).

There are a total of 47 project affected households (PAHs) with a total PAP population of approximately 250 people⁶.

It is important to note that AES Sonel has already made compensation payments to the PAPs for crops lost to the project (compensation cheques were presented to PAPs during January 2008). These payments were made on the basis of quantities and types of crops identified in the Compensation Evaluation Commission⁷ (CEC) survey⁸ and according to market values of crops identified by Scott Wilson for the AES Sonel Kribi Power Project RAP (2007). Per household, total cash compensation provided for crops is approximately double what would have been

² The CEC Report (Appendix C) states that six plots of land with land title in process will be affected, covering a total area of 13,540m². The adjusted figures given above can be verified at AES Development and Construction Department in Douala.

³ The remainder of the land under the T-line is Government land.

⁴ All of these farm on Government land.

⁵ Some PAHs farm more than one plot identified in cadastral survey as part of the CEC exercise.

⁶ This RAP follows IFC in defining a Project Affected Household (PAH) and a Project Affected Person (PAP): “**Project-affected household** – All members of a household, whether related or not, operating as a single economic 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 (residential, agricultural, or pasture), annual or perennial crops and trees, or any other fixed or moveable asset, either in full or in part, permanently or temporarily.” (*Handbook for Preparing a Resettlement Action Plan*, IFC, ppix-x). As such, PAPs are individual members of a PAH.

⁷ Commission deployed under the Ministry of State for Property and Land Tenure

⁸ For reasons of confidentiality and respect to PAHs the CEC Survey report is not included in this RAP.

provided according to Cameroon Government Requirements and slightly higher than would have been provided according to Dibamba market prices (see Appendix F).

Compensation payments for land to be acquired by the project have not yet been made. These will be made through negotiated settlements with individual owners and according to maximum prevailing market land values in the Yassa area with an additional premium of CFA 1,000/m² provided as resettlement assistance (see section 4.3 below for further discussion on compensation for land acquisition).

1.2 PURPOSE OF THE RAP

The purpose of this RAP is to provide an operational framework for those tasked with management of resettlement in order to ensure that PAPs are:

- (i) Informed about their options and rights relating to resettlement;
- (ii) Consulted on, offered choices among, and provided with technically and economically feasible resettlement alternatives;
- (iii) Provided with prompt and effective compensation at full replacement cost for losses of assets attributable directly to the project;
- (iv) Assisted in restoring or improving their livelihoods and standards of living in real terms relative to pre-displacement levels.

This RAP thus sets out relevant policies, institutional arrangements, activity schedules, monitoring and budget guidelines to support implementation and that can serve as a basis for project evaluation and for designing and implementing RAPs by AES Sonel in the future.

1.3 TERMS OF REFERENCE FOR THE RAP

A copy of the Terms of Reference for this RAP is provided in Appendix I. The scope of the study as outlined in the ToR includes but is not limited to:

- Undertaking a data review to identify affected parties and impacts;
- Undertaking a review of the socio-economic findings of the Social Impact Assessment component of the ESIA;
- Undertaking consultation with relevant government bodies with responsibilities for coordinating resettlement and compensation;
- Validating the census through desktop reviews and site visits in relation to assets affected within the affected area;
- Undertaking consultation (focus groups) with PAPs, community leaders and other key stakeholders;
- Analysing outcomes;
- Defining land alternatives;

- Outlining process of resettlement and/or compensation, implementation and monitoring;
- Finalizing the RAP.

1.4 SCOPE OF WORK

In order to achieve the objectives the following activities have been undertaken in preparation of this RAP:

- Held consultative meetings with AES Sonel and relevant staff, with various relevant government institutions such as the Provincial Government, Department of Agriculture and a non-governmental organisation (NGO) working in the affected area.
- Reviewed Cameroonian legislation on resettlement and compensation.
- Reviewed relevant social safeguard policies of the IFC.
- Reviewed relevant primary documentation associated with the project such as maps of the affected area, the ESIA for the Dibamba Power Project undertaken by Scott Wilson in 2007, and the work completed by the CEC.
- Reviewed relevant secondary documentation such as the Compensation Plan for the Limbe Project and the RAP for the Kribi Power Project.
- Reviewed the AES Sonel Resettlement Policy Framework.
- Reviewed the ESIA socio-economic questionnaire survey of the affected population in order to develop a profile of PAPs, begin the process of identifying vulnerable groups, and to develop a socioeconomic baseline for RAP monitoring purposes.
- Conducted Focus Group discussions with those PAPs that will lose farmland and crops in order to obtain their views regarding anticipated project impacts and their suggestions in relation to resettlement and income restoration.
- Reviewed rates used by the CEC for calculating the compensation for the affected buildings and crops and proposed fair rates of compensation for assets lost based on market prices.
- Prepared a full RAP.

1.5 STRUCTURE OF REPORT

This RAP comprises the following Chapters:

2. Legal and Policy Framework
3. Socio-Economic Surveys and Results
4. Compensation and Income Restoration
5. Institutions and Implementing Arrangements
6. Monitoring and Evaluation
7. Budget

SECTION 2 . LEGAL AND POLICY FRAMEWORK

2.1 INTRODUCTION & BACKGROUND

This RAP is prepared according to IFC PS5 and in light of the AES Sonel Resettlement Policy Framework (RPF)⁹ which provides guidelines to be followed when land acquisition involving resettlement is associated with any of the corporation's projects.

The RPF itself complies with both relevant Cameroonian laws and IFC PS5 and seeks to bridge gaps between the two. An overview of the relevant Cameroonian legislation is provided in the RPF document.

This section of the RAP summarises parts of the RPF (see Appendix B for a full copy of the RPF), identifies gaps between Cameroon laws and the RPF and points out project-level mechanisms to bridge these gaps.

2.2 AES SONEL RESETTLEMENT POLICY FRAMEWORK

The main focus of the RPF is *“in providing the principles to be followed in developing sustainable compensation options covering loss of land from income, access and physical displacement impacts or loss of assets such as structures, cultural heritage, seasonal and perennial crops and impacts to livelihoods”* (RPF, p10). As such, the RPF describes the key issues that need to be included in project-specific RAPs in order to minimise negative impacts and maximise positive impacts on PAPs and host communities, including any impact mitigation measures required.

Importantly, the RPF applies to all PAPs – *“regardless of the total number affected, the severity of the impact and whether or not they have legal title to land”* (RPF, p11). Moreover, under the RPF particular attention should be paid to vulnerable people and their needs – particularly the poorest, those without land, elderly people, women and children, indigenous peoples, ethnic and religious minorities and any other PAPs not protected through Cameroonian land compensation legislation.

Under the RPF and in line with IFC PS5, *“resettlement and compensation plans must include measures to ensure that displaced persons are:*

- Informed about their options and rights pertaining to resettlement and compensation;
- Consulted on, offered choices/options, and provided with technically and economically feasible resettlement and compensation alternatives;
- Provided with prompt and effective compensation at full replacement cost for losses of assets and access, attributable to the project; and

⁹ The AES Sonel RPF has not yet been tested and is still subject to formal ratification by the corporation. However it still forms a primary guide for the development of this RAP since it is available in the public domain and in any event, once approved, will become the basis against which all future RAPs will be designed and managed. Experience of implementing this RAP will inform any future revisions of the RPF. In case of any ambiguities in interpretation of the RPF during planning or implementation of resettlement under this RAP, the provisions of IFC PS5 (and associated guidance) shall prevail.

- Provided opportunities to improve or at least restore their livelihoods and standards of living.”

According to the RPF, project-specific RAP preparation and implementation should include the following (*inter alia*):

- A community engagement strategy;
- Posting of a project Eligibility Notice in the local media and at appropriate locations at the project location;
- Identification of the nature and magnitude of the land acquisition associated with the project;
- Clear definition of PAPs by socio-economic and gender category; household or family; the cut-off dates for eligibility for compensation; the assets to be compensated at replacement cost;
- Clear implementation mechanism;
- Detailed socio-economic survey that identifies entitlement, key issues faced in terms of land acquisition and compensation, and options and strategies for minimising impacts on current land use activities and/or cultural heritage;
- Rates of compensation for loss of assets and a description of how these were derived;
- Land acquisition and compensation processes, options available, eligibility and entitlement and consultation and grievance referral and redressal mechanisms.

According to the RPF, a specific team should be set up under each RAP in order to oversee implementation and monitoring.

Following PS5 and the IFC *Handbook for Preparing a Resettlement Action Plan*, the RPF gives detailed guidance on: RAP community engagement requirements, eligibility notices, implementation mechanisms, legal and legislative requirements, land acquisition, socioeconomic surveys, resettlement and compensation action plan, grievance redress mechanism and the RAP Monitoring Framework. For these in full see RPF in Appendix B; a summary is as follows:

2.2.1 Community Engagement Requirements

A community engagement plan should be developed as part of each RAP – beginning from informing PAPs of their options and entitlements, and as a basis for engaging PAPs in meaningful consultations throughout the project, with PAPs’ concerns and aspirations to be fed back into any development or revisions of the RAP.

Community engagement under a PAP must follow a set of core principles:

- All stakeholders must be consulted and be effectively involved in two-way communication with AES Sonel. Special efforts must be made to consult with women and vulnerable communities.

- The RAP will include a specific public information strategy – including use of mass media to advise the dates and times of public meetings, availability of documents, selection criteria, cut-off dates, and compensation measures.
- PAPs (and, where relevant, host communities) should be able to participate meaningfully in planning and decision-making in relation to resettlement throughout implementation and monitoring and evaluation.
- Information and consultation should be in a form and language that PAPs can understand and usefully engage with.
- A specific grievance mechanism should be established that is efficient and transparent.
- A clear schedule of activities should be produced and disseminated to PAPs and other relevant stakeholders.

2.2.2 Eligibility Notice

A project compensation eligibility notice (including cut-off notice) must be posted in the local media and at appropriate locations within the footprint of the project.

2.2.3 Implementation Mechanism

The implementation mechanism should set out a timetable of activities necessary for efficient implementation of the RAP and delivery of entitlement packages, including roles and responsibilities of organisations and institution involved. These activities include (*inter alia*):

- Community Engagement (including issuance of eligibility notice)
- Land Survey
- Asset Inventory
- Census survey of the PAPs (including issuance of identity cards)
- RAP Stakeholder consultation
- Payment of Compensation
- Land Purchase (including moving assistance and land clearance)
- Rehabilitation and Income Restoration
- Community Development
- Monitoring and Evaluation.

2.2.4 Legal and Legislative Requirements

PAPs should be given a summary of the legal framework, policies and objectives behind the land acquisition, and of the compensation process, in a form that local people will understand.

2.2.5 Land Acquisition

The RAP must include maps identifying the nature and magnitude of land acquisition needs for the project. The maps should show detailed project impacts on each individual PAH.

2.2.6 Socio-economic Survey

The RAP must provide a summary of relevant baseline information on PAPs. This should identify all categories of impacts on people, both physical and economic. This will include identifying vulnerable groups and associated impacts on such groups.

The RAP should develop an electronic database to store all relevant socio-economic data, including photographs of PAH members. This database must be used to guide working with and monitoring work with each PAH throughout RAP implementation.

The survey should include the following details:

- Name and family details;
- Demographic information on social classification, education and occupation of each family member;
- Skill base / education level for each family member;
- Total family income (from all sources);
- Details of land ownership and extent of land loss due to the land acquisition (actual land ownership – not only in terms of land records);
- Details of income loss due to loss of land (from agriculture, plantation, labour and sharecropping);
- Details of any structure or asset on the impacted land;
- Identification of vulnerability (women-headed household, family with physically and mentally challenged members, family with aged members, family with income below poverty line and family losing more than the economic threshold of their land through acquisition/negotiation).

2.2.7 Resettlement and Compensation Action Plan

The RAP should adhere to the following principles (*inter alia*) in relation to compensation:

- Land-based compensation is the preferred option¹⁰;
- Where cash compensation is paid it should be sufficient to replace lost assets at full replacement costs in local markets. The purpose for which money is used must be monitored; PAPs should be encouraged to invest productively, including in alternative land;

¹⁰ Assuming there is entitlement to land compensation.

- Transition assistance must be provided to vulnerable PAPs;
- Start-up assistance/allowance must be provided for PAHs/PAPs who choose land-for-land;
- Land purchase assistance must be provided to entitled PAPs from the rehabilitation team, as follows:
 - Information about availability of different categories of land and their values;
 - Helping PAPs in identifying and applying for bank loans, if required;
 - Assisting PAPs with acquiring land title.

In relation to compensation and income restoration support, IFC Guidance Note 5 (GN5) to PS5 states that where payment of cash compensation is considered, there should be an assessment of PAPs' abilities to utilise cash to restore their standards of living – i.e. against the risk of using cash payments received to fund short-term consumption rather than longer-term investments (paragraph G14).

PS5 states that in the case of economic displacement, the client should provide targeted assistance to PAPs such as “*credit facilities, training, or job opportunities*” and opportunities for all people to at least restore income levels, as well as transitional support.

2.2.8 Grievance Referral Redressal Mechanism

The RAP needs to develop a project-specific Grievance Referral Redressal Mechanism (GRRM) that is able to hear and settle disputes efficiently and monitor and record outcomes. The community engagement plan should include a detailed information booklet on the GRRM procedure.

2.2.9 RAP Monitoring Framework

The RAP must include a monitoring plan that includes both internal and external monitoring according to the implementation plan and a series of performance indicators.

2.3 COMPARISON OF THE CAMEROON GOVERNMENT, IFC AND AES SONEL POLICIES ON RESETTLEMENT – BRIDGING THE GAPS

Table 2.1 below compares the provisions of Cameroonian legislation and PS5 / AES Sonel RPF (as summarised above) and identifies where this RAP will bridge gaps, in relation to the following areas:

- Project design
- Compensation rates (for lost physical assets)
- Eligibility for compensation and resettlement assistance
- Stakeholder participation and consultation
- Types of assistance to be provided
- Implementation mechanisms

Section 2: Legal and Policy Framework

- Grievance mechanisms
- Budget and implementation schedules
- Monitoring & Evaluation

Table 2.1 Bridging Gaps between Cameroonian Legislation on Resettlement, IFC PS5 and AES Sonel's RPF

Resettlement Provisions Area	Cameroonian Legislation	AES Sonel RPF (IFC PS5)	Dibamba Power Project RAP
Project Design	<ul style="list-style-type: none"> No provision/guidance for minimising resettlement as such. 	<ul style="list-style-type: none"> Every reasonable effort has been made by AES Sonel in relation to all new power projects in Cameroon to avoid any resettlement of homesteads by rerouting of transmission corridors and access roads and by altering the site layout of substations. 	<ul style="list-style-type: none"> Additional efforts were made in the case of the Dibamba Power Project to minimise displacement: in February 2008 the decision was made to reroute of the transmission line resulting in complete avoidance of impacts on any structures; only agricultural land is affected.
Compensation rates (for lost physical assets)	<ul style="list-style-type: none"> Compensation for lost assets are determined according to scheduled rates (for crops) and formulae (for structures), and at prevailing market rates by location (for land) according to the judgement of the CEC. 	<ul style="list-style-type: none"> Compensation must be at full replacement cost, based on current market prices. Compensation must at least restore (and preferably improve) incomes, livelihoods and standards of living of PAPs. RAP should include rates of compensation for lost assets and a description of how these were derived. RPF applies to all PAPs whether or not they have legal title to land. 	<ul style="list-style-type: none"> Compensation will be at full replacement cost, based on current market prices (for land and crops (seeds/shoots/seedlings)). This RAP describes how compensation rates were derived. Compensation for land (and additional resettlement/development assistance) will be provided / made available to PAPs with land title or title applications in process. All other PAPs, as farm tenants of those with land title, will not be entitled to land compensation, but additional development assistance will be provided / made available.
Eligibility for compensation and resettlement assistance	<ul style="list-style-type: none"> Compensation for land is only possible for owners with valid title (or a valid title application currently in process). Compensation is available for other assets (crops, structures) regardless of title holding. 	<ul style="list-style-type: none"> The RPF applies to all PAPs "<i>regardless of the total number affected, the severity of the impact and whether or not they have legal title to land</i>". Particular attention should be paid to vulnerable groups. Special attention is required for vulnerable and 'at risk' groups, and assistance should be targeted accordingly. Eligibility for compensation/ assistance is to be determined through full census survey. A cut-off date for eligibility must be established. 	<ul style="list-style-type: none"> A cut-off date has been determined under this RAP (19 December 2007). A full census survey was undertaken in December 2007 by the CEC. In addition, under this RAP a questionnaire survey and focus group discussions with PAPs were undertaken in order to develop baseline information, a comprehensive understanding of anticipated impacts, and a firm basis on which to target resettlement support. PAPs under this RAP experience economic rather than physical displacement; assistance is designed accordingly.

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Resettlement Provisions Area	Cameroonian Legislation	AES Sonel RPF (IFC PS5)	Dibamba Power Project RAP
			<ul style="list-style-type: none"> This RAP will ensure that special attention is given to vulnerable and 'at risk' groups – that these are identified individually, that assistance is targeted accordingly, and that all contact, support provided and outcomes of this support is recorded.
<p>Stakeholder participation and consultation</p>	<ul style="list-style-type: none"> Populations should be informed 30 days before any consultation via notification of Chiefs and Elders. Any enquiry must be undertaken in its entirety in the presence of owners of property or assets in question. 	<ul style="list-style-type: none"> A community engagement plan is to be developed as part of each RAP. All stakeholders are to be consulted and involved in two-way communication. Consultation should continue during the implementation, monitoring and evaluation of compensation payment and resettlement. Special efforts are to be made to consult with women and vulnerable groups. PAPs are to participate in planning and decision-making in relation to resettlement throughout implementation and M&E. The RAP should describe the process of consultation with PAPs and the extent to which they contributed to the decision-making process. A project compensation eligibility notice (including cut-off notice) must be posted in the local media and at appropriate locations. 	<ul style="list-style-type: none"> A project compensation eligibility notice will be posted in the local media and at appropriate locations. PAPs have been consulted extensively during the design and preparation of this RAP. This RAP contains a community engagement plan. This will be further elaborated upon by AES Sonel with the support of a nominated NGO during implementation. The community engagement plan will ensure that all stakeholders are consulted and involved in two-way communication. Special efforts will be made to consult with women and vulnerable sections of communities under this RAP. Under this RAP PAPs will participate in planning and decision-making in relation to resettlement throughout implementation and M&E of this RAP.
<p>Types of assistance to be provided</p>	<ul style="list-style-type: none"> Compensation to be provided in cash or 'in kind', according to values identified in legislation and the judgement of the CEC in relation to land (with title), crops and structures. 	<ul style="list-style-type: none"> PAPs are to be offered choices/options, and provided with technically- and economically-feasible resettlement and compensation alternatives. RAP implementation activities include rehabilitation and income restoration and community development. Land purchase is to be provided to PAPs from the rehabilitation team in the form of: disseminating information about availability of different categories of land and their values; helping the PAPs in identifying alternative lands and applying for bank loans (if required); and assisting PAPs with 	<ul style="list-style-type: none"> This RAP follows the principle that resettlement should involve at least the restoration of livelihoods and standards of living of PAPs. Under this RAP, compensation for lost land will include the provision of land-based assistance and advice (e.g. on prevailing land prices, title applications, procedures for bank loans). Assistance in land purchase negotiations will be provided when requested. PAPs' ability to utilise cash compensation sustainably will be assessed under this RAP, and PAPs will be counselled on sustainable investment

Section 2: Legal and Policy Framework

Resettlement Provisions Area	Cameroonian Legislation	AES Sonel RPF (IFC PS5)	Dibamba Power Project RAP
		<p>acquiring land title.</p> <ul style="list-style-type: none"> • PAPs' ability to utilise cash compensation sustainably should be assessed. • Purposes for which cash compensation is used by PAPs should be monitored, to investigate whether or not it is sustainable. • Relocation assistance should be provided. • In case of economic displacement, targeted assistance – such as credit, training or job opportunities – should be provided. 	<p>of money (i.e. in land) before payment of land compensation.</p> <ul style="list-style-type: none"> • Targeted assistance (farmers' group enterprise development and agricultural extension) will be provided for PAPs under this RAP, in support of livelihood restoration and local community development. • Purposes for which cash compensation is used by PAPs will be carefully monitored under this RAP – including outcomes over a three-year period.
<p>Implementation mechanisms</p>	<ul style="list-style-type: none"> • CEC is to be deployed under the Ministry of State for Property and Land Tenure to ascertain rights, affected goods, owners and titled land (and land in process of obtaining title), and prepare a census report accordingly. • No project-specific institution for managing or monitoring compensation payments or resettlement process identified. 	<ul style="list-style-type: none"> • The RAP must include a clear implementation mechanism. • A specific team should be set up to oversee implementation and monitoring. • Roles and responsibilities of all organisations and institutions involved should be identified. • Socioeconomic survey and detailed electronic database must be developed. • PAPs are to be provided with: a schedule of activities; a summary of the legal framework, policies and objectives behind land acquisition; and maps of the project site showing plots together with information of resettlement impacts on each individual PAH. • A detailed electronic database of PAPs should be created including all socioeconomic information and including photos. 	<ul style="list-style-type: none"> • This RAP includes a clear implementation mechanism. • A socioeconomic survey has been conducted under this RAP which incorporates the compensation survey undertaken by the CEC. • A specific team will be set up under this RAP to oversee implementation and monitoring. • The roles and responsibilities of all organisations and institutions involved in implementation and monitoring (namely the implementation team and an NGO) are included in this RAP. • Under this RAP PAPs will be provided with: a schedule of activities; a summary of the legal framework, policies and objectives behind land acquisition; and maps of the project site and transmission line route showing plots together with information of resettlement impacts on each individual PAH (according to the CEC survey). • A detailed electronic database of PAPs will be created under this RAP with photos. This database will include all relevant socioeconomic information and interactions between PAPs and other project stakeholders (AES Sonel staff, nominated NGO representatives, Government extension officials, etc), and any outcomes/changes.

Section 2: Legal and Policy Framework

Resettlement Provisions Area	Cameroonian Legislation	AES Sonel RPF (IFC PS5)	Dibamba Power Project RAP
Grievance mechanisms	<ul style="list-style-type: none"> Disputes should be lodged with the Ministry in charge of Lands. If a complaint is not addressed satisfactorily, complainant should refer the matter to the courts within one month of initial dispute notification. Any case pending ruling, or subject to dispute, shall not halt expropriation nor prevent its effects. 	<ul style="list-style-type: none"> The RAP is to develop a project specific project grievance referral redressal system (GRRM). The project GRRM should monitor disputes and record outcomes. A detailed information booklet on the GRRM procedure is to be given to PAPs. A specific individual should be appointed to receive grievances and coordinate redress. Special accommodations should be given to women and vulnerable groups. 	<ul style="list-style-type: none"> This RAP describes grievance and redressal mechanisms and procedures. Under this RAP, a specific individual will be appointed to receive grievances and coordinate redress. Under this RAP, where possible, mechanisms to resolve disputes will use traditional channels at local levels with support from the nominated NGO. A detailed information booklet on the GRRM procedure will be developed under this RAP and given to PAPs. With the support of the nominated NGO, special accommodations will be given to women and vulnerable groups under this RAP to ensure that they clearly understand the grievance procedures and are able and comfortable to use them.
Budget and implementation schedule	<ul style="list-style-type: none"> Values of assets lost as a result of land acquisition to be recorded in CEC Compensation Survey report. 	<ul style="list-style-type: none"> A clear schedule of activities should be produced and disseminated to PAPs and other relevant stakeholders. 	<ul style="list-style-type: none"> This RAP sets out an implementation schedule and resettlement budget. Under this RAP a schedule of activities will be produced by AES Sonel and the nominated NGO and disseminated amongst all PAPs and other relevant stakeholders.
Monitoring & Evaluation (M&E)	<ul style="list-style-type: none"> No specific provision for M&E. 	<ul style="list-style-type: none"> The RAP will have a monitoring plan that includes both internal and external monitoring – with indicators and a timetable. Monitoring will run for a minimum of 3 years after completion of the RAP. 	<ul style="list-style-type: none"> This RAP contains a monitoring plan that includes both internal and external monitoring, with indicators and a timetable. Under this RAP monitoring will run for 3 years after completion of the RAP.

SECTION 3 . SOCIOECONOMIC SURVEYS AND BASELINE

3.1 INTRODUCTION

The socio-economic research for the Dibamba RAP was conducted in four stages:

- (i) Household questionnaire surveys (conducted by Scott Wilson in November 2007 as part of the ESIA for Dibamba Power Project).
- (ii) PAP census, asset inventory and compensation survey (conducted by the CEC in December 2007).
- (iii) Focus group discussions with PAPs receiving compensation for crops lost through land acquisition (conducted by Scott Wilson in January 2008).
- (iv) Meetings with key stakeholders to discuss sustainability of the RAP process and possible next steps – including the Yassa Chief, a representative of Ministry of Agriculture, and an NGO representative (conducted by Scott Wilson in January 2008).

The CEC survey document¹¹ lists all PAHs by name of household head and according to the identified assets lost by each household. As outlined in Section 1, following rerouting of the transmission line this is 47 PAHs, approximately 250 PAPs.

This section of the RAP thus considers the household questionnaire surveys (i.e. (i) above), the focus group discussions (iii) above and the meetings with key stakeholders (iv)).

These surveys and consultations have formed the basis of designing delivery of income restoration measures under this RAP (see section 4 below) and baseline and performance indicators for the purposes of monitoring and evaluation (see section 6).

The survey questionnaire was designed and used for the ESIA (the quality control process of the questionnaire survey is shown in Appendix C). Of all the questionnaires completed, those completed by project-affected households (38 in total) were isolated in order to conduct analysis specific to this group. Only questions and topic areas contained in the questionnaire themselves that were relevant to this RAP were considered for analysis.

The Focus Group discussions were designed to complement findings from the questionnaire survey questionnaires and the CEC survey. Focus group discussions were held with all 47 PAPs entitled to compensation for lost crops and trees and were an opportunity to gauge people's thoughts, opinions and expectations regarding the project and anticipated impacts and their suggestions regarding the resettlement process, and to deepen understanding by the project of local livelihoods, needs and priorities.

This chapter also provides outcomes of the meetings with key stakeholders (Yassa Chief, Agriculture Department, CODASC (NGO) (i.e. (v) above), since these have

¹¹ A copy of the CEC Survey is held by AES Sonel.

also informed the selection of income restoration measures that will be implemented under this RAP and described in Section 4.

3.2 SUMMARY OF QUESTIONNAIRE SURVEY: SOCIO-ECONOMIC PROFILE OF THE AREA AND PROJECT AFFECTED PEOPLE

This subsection summarises some of the key findings and analysis from the questionnaire survey. Areas considered include household structure, religion, ethnicity and language, settlement, education, health, livelihood activities, income, water supplies and leisure activities. Reference is made in places to information and insights drawn from the focus group discussions, although these are discussed specifically in the following sub-section.

3.2.1 Household Structure

According to the questionnaire survey, the average number of people per household in the project area is 5, which is equal to the national average.

70 percent of households interviewed are male-headed (see Table 3-1). This percentage is relatively low, however, when compared to Edéa Subdivision (80%) and Kribi Subdivision (83%). This disparity is probably due in part to a reportedly high number of widows in the project area (10 percent), combined with high levels of male migration for work.

In the project area there is a fairly even distribution between the sexes: 49% male, 51% female. 96% of household heads that are aged 60 or over are male, which also indicates that men of working age often migrate for work.

Gender	Sex of head of household (all)	Sex of head of household (60 years or older)
Male	70%	96%
Female	30%	4%

Table 3-1 - Sex of Head of Household in Project Area

Source: Scott Wilson's socio-economic survey, 2007

The affected population is relatively older than the national average: only 34% of the local population is under 15 years of age compared with 41% nationally in 2005 (UNSTATS quoted by BBC 2006).

3.2.2 Religion

In terms of religious membership in the project area, the majority of households are Christian: Catholic (68%) and Protestant (22%). A small portion of the population is Muslim (6%). 3% of household mention no religion whilst 1% of the population is in the monkhood (*église frère*) (See Table 3-2)

Section 3: Socioeconomic Surveys and Baseline

Religion	% of Households
Catholic	68%
Protestant	22%
Muslim	6%
None	3%
Other	1%

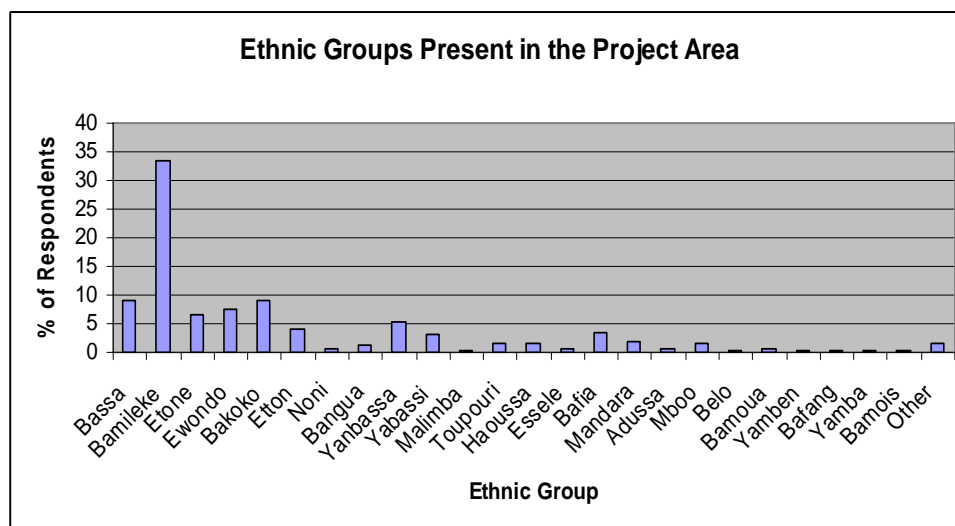
Table 3-2 - Religions/denominations represented in the project area

Source: Scott Wilson's socio-economic survey, 2007

Notably, 37% of respondents in the project area stated the church as their main place of leisure, supporting the view that religion and religious institutions occupy important places socially.

3.2.3 Ethnic Background and Mother Tongue

Cameroon has approximately 200 ethnic groups with a similar number of languages/dialects. Within the population of Yassa Village and the surrounding area there are over 27 ethnic groups represented, including Bassa, Bamileke, Etone, Ewondo, Bakoko, Etton, Mandara, Bangua, Yanbassa, Yabassi, Malimba, Toupouri, Bafia and Haoussa. As can be seen in Graph 3.3-1 below, Bamileke is the dominant group.



Graph 3-1 – Ethnicity in the Project Area

Source: Scott Wilson's socio-economic survey, 2007

The main languages spoken by the project-affected people interviewed were French (85%) and English (6%). 3% can read and write both French and English, 3% speak traditional languages and 3% stated that they were illiterate.

3.2.4 Settlement

As Table 3-3 below shows, 60% of the respondents said that they have been living in the same location since 1997, or at least ten years. This probably means that the majority of the respondents are well established in their own communities, many therefore presumably with important networks of support amongst their neighbours and other family members.

Location of Residence Since 1997	% of Respondents
Yes	60%
No	40%

Table 3-3 – Location of Household Residence Since 1997

Source: Scott Wilson’s socio-economic survey, 2007

However, a figure of 40% of residents not having lived locally for at least ten years is quite high and suggests a large transient population and maybe weaker levels of integration between some PAPs than might be assumed or seem apparent (See Table 3-3 above).

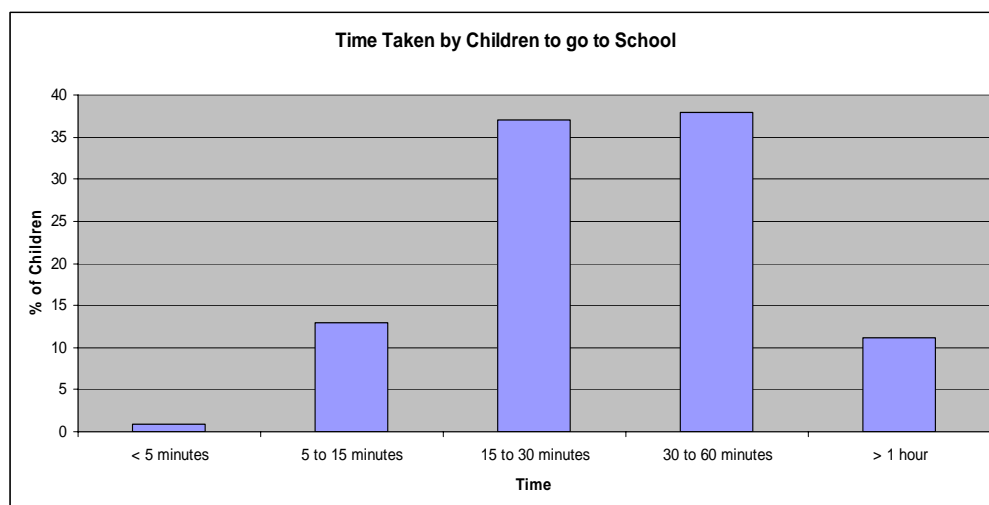
It is possible that social ties between residents of Yassa village and many of those who do not live in Yassa but have been farming in the area are not especially strong. In particular, the Yassa Traditional Chief has no authority over and is not necessarily representative of non-residents (which has bearing on the procedures necessary for effective local level consultation or grievance redress).

3.2.5 Education

There are a large number of young people (students) in the project area which suggests that welfare of children is an important social priority locally.

Graph 3-2 below shows the time children take to travel to school. For about 38% of respondents, it takes between 30 and 60 minutes for their children to reach school, and for some longer than one hour. Clearly adding to this will imply significantly more travel time and less work time which could result in detrimental impacts on the educational performance of some children.

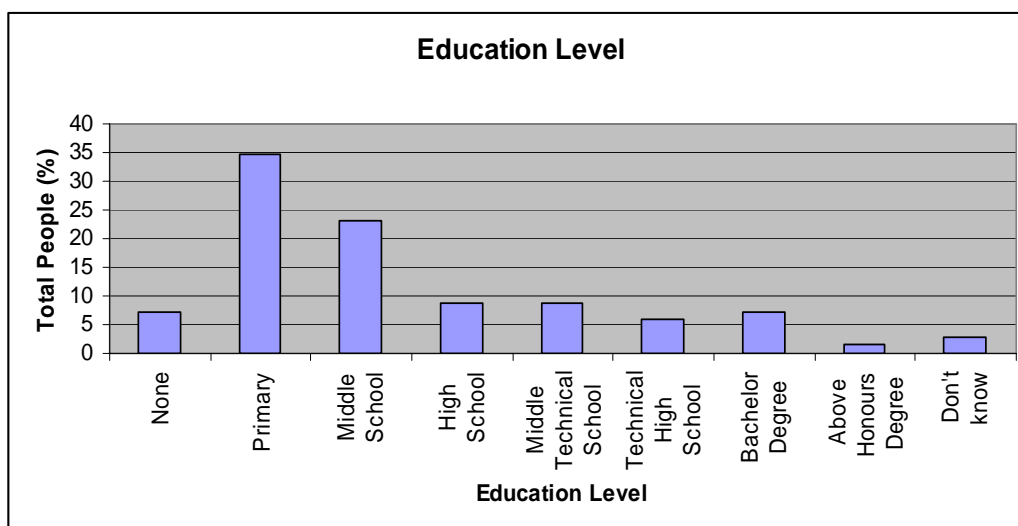
Section 3: Socioeconomic Surveys and Baseline



Graph 3-2 - Time taken by children to travel to school

Source: Scott Wilson's socio-economic survey, 2007

According to the questionnaire survey, the majority of respondents have received a reasonable level of formal education: approximately 35% to primary level, 23% to middle school and nearly 20% to high school and middle technical school. Nearly 15% of respondents have attended technical high school or university. However, 7% of respondents have not had any formal education, all of whom are women (see Graph 3-3 below)



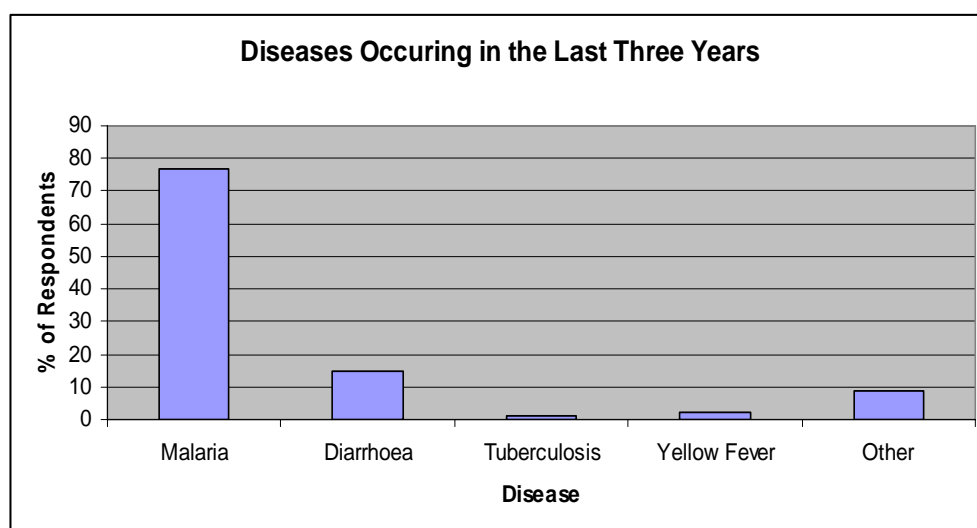
Graph 3-3 - Education Level of Respondents

Source: Scott Wilson's socio-economic survey, 2007

3.2.6 Health

The most prevalent diseases affecting PAHs in the last three years (2004-2007) were malaria and diarrhoea. The incidence of malaria is 77%, which is very high compared to the national level of 45.9% and the Littoral Province level of 45.8% (ECAM II 2000). Other diseases and illnesses include yellow fever (2%), tuberculosis (1%) and others (8%) (Typhoid, rheumatism, grippe, hypertension and cardiac problems) (See Graph 3-4 below).

HIV/AIDS was not identified as an illness experienced by any of the questionnaire respondents. It is possible that the stigmatisation of HIV/AIDS has influenced questionnaire responses since according to the National (Cameroon) Committee Against AIDS (2004) the national HIV prevalence was 5.5%, and in Littoral Province 4.4% for men and 6.5% for women. 10% of households have members with physical and mental disabilities.



Graph 3-4 – Diseases occurring in the last three years

Source: Scott Wilson's socio-economic survey, 2007

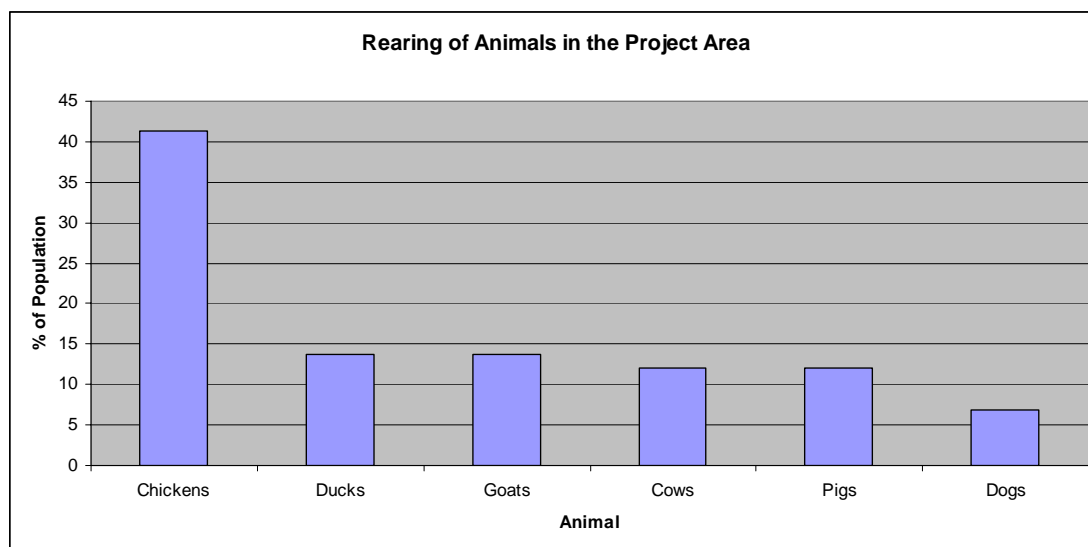
3.2.7 Livelihood Activities

All project affected households in Yassa Village farm to some degree. According to the questionnaire survey, agriculture is the largest source of household income for the majority of PAHs and thus is an extremely important source of livelihood security for most people in the project area.

Some people (both men and women) engage in small-scale commerce/enterprise, for example marketing of agricultural produce.

Animal husbandry appears to be an important livelihood activity for a large proportion of project-affected households: 57% of households surveyed raise animals, including chickens (41% of households), ducks, goats, cattle and pigs (See Graph 3-5).

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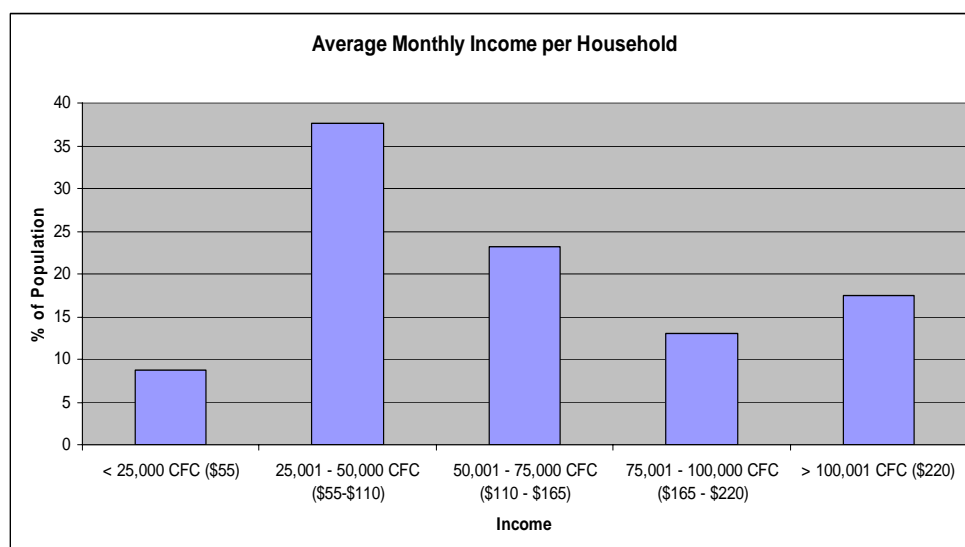


Graph 3-5 – Rearing of Animals in the Project Area

Source: Scott Wilson’s socio-economic survey, 2007

3.2.8 Income

Stated household monthly income per household is shown in Graph 3-6 below. Around 79% of PAHs have stated incomes of under CFA 75,000 (\$165) per month. Assuming a household of five people, this represents just over US\$1 per day per household member.



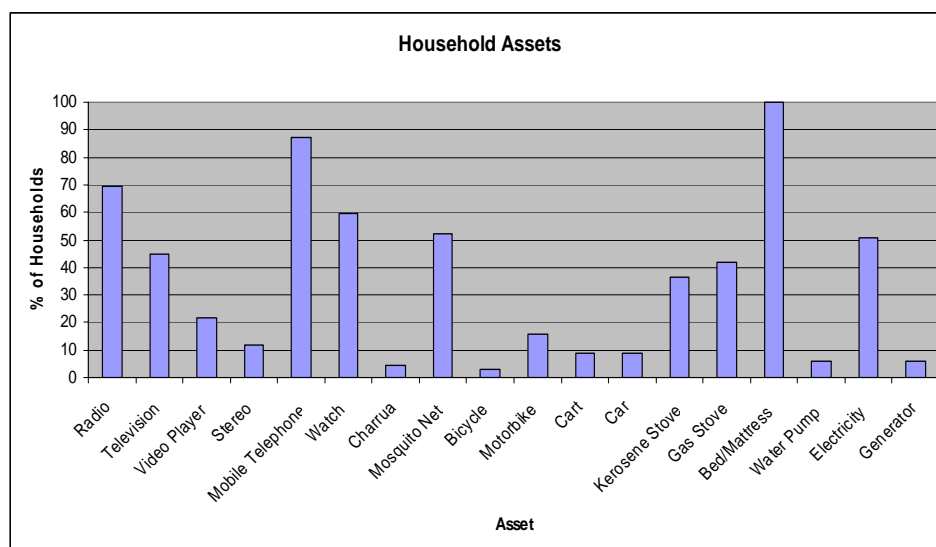
Graph 3-6 – Average Monthly Income per Household

Source: Scott Wilson’s socio-economic survey, 2007

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Graph 3-7 below shows some of the main household assets of people in the project area, which also provides a proxy indication of household wealth / disposable income. These included: bed/mattress (100%), mobile telephone (87%), a radio (70%), a watch (59%), a mosquito net (52%) and electricity (51%).

The fairly low numbers of people with mosquito nets may correspond with a relatively high incidence of malaria in the project area (see ss 3.2.6 above).



Graph 3-7 - household assets

Source: Scott Wilson's socio-economic survey, 2007

In relation to bank accounts, the questionnaire survey revealed that 79% of all people did not have a bank account at the time of the survey, of which 41% said they did not want one and 59% said they were interested in obtaining one.

3.2.9 Water Supplies

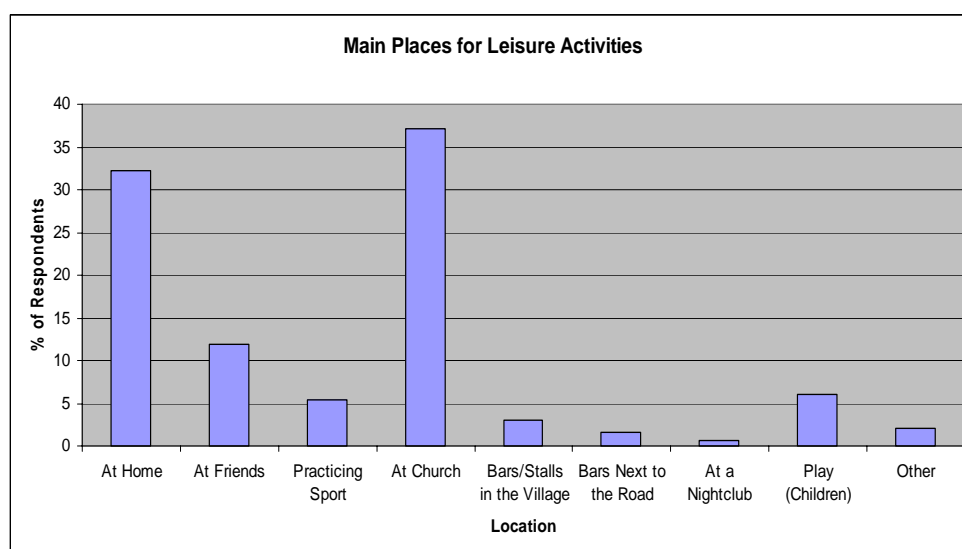
According to the questionnaire survey the majority of households (68%) source their drinking water from boreholes provided by the national water companies. 19% of households have either an inside or outside tap and 9% source their water from a well.

When asked about the time it took to collect the water for the household and means of transport, the majority of respondents stated that they took less than 5 minutes with nearly 90% of households able to source water in less than 30 minutes. 99% of respondents collect water on foot.

It should be pointed out again, however, that not all PAHs live in Yassa Village. During focus group discussions it was revealed that Yassa Village does not have adequate potable water provision for all and many people lack irrigation infrastructure, and so improved water supplies are clearly a priority.

3.2.10 Leisure Activities

As shown in Graph 3-8 below, the main places where people in the project area spend their leisure time appears to be at church, at home and at friends' homes. These are important findings and indicate where people like to be during their free time, and where local support networks are likely to be (i.e. amongst church members, family and neighbours).



Graph 3-8 – Main Places Mentioned for Leisure Activities

Source: Scott Wilson's socio-economic survey, 2007

3.3 SUMMARY OF MAIN POINTS FROM FOCUS GROUP DISCUSSIONS

The focus group discussions were conducted with representatives of all 47 PAHs entitled to compensation for lost crops and trees. Groups were divided into women and men, and a range of questions were asked to better understand people's circumstances and expectations for the future.

Importantly, the results from the focus group discussions were used to help design the choice and delivery of income restoration measures that will be supported under this RAP (i.e. in addition to compensation payments), and which are targeted primarily at PAPs without land title.

Appendix D sets out all responses given during each of the focus group meetings, according to questions asked. Responses can be summarised and organised according to the themes of 'Compensation Payments', 'Household Financial Management', 'Vulnerable Groups', 'Improving Livelihoods', 'Sources of Support' and 'Indicators of Positive/Negative Outcomes', as follows:

3.3.1 Compensation payments

People were on the whole happy to receive cash as compensation for lost crops, and are pleased that the amounts paid appear to be sufficient. Some participants

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observed that money rather than (or in addition to) in-kind support is important to ensure people's flexibility and freedom for making expenditure decisions.

Some women said that payment in instalments would have been welcomed, in order to ensure good financial planning and management.

There was widespread support for the view that at least part of the compensation should have been land-for-land. Unless new land is obtained, for many people there are significant risks to livelihood security.

Some women said that they would like further assistance from AES Sonel in securing new plots of land, whether rented or bought, in order to ensure that they are obtaining valid title or tenancy.

3.3.2 Household Financial Management

Amongst most respondents there was agreement that care should be taken not to spend the compensation money carelessly and that patience and planning were very important.

Some observed that since the planting season for most crops was at the time of the survey (January-February 2008), assuming available land much of the compensation money will be used up quickly in new agricultural investment. Some who can afford to do so will buy new land in order to plant in time. Others say they will rent or (if they have them) use existing additional plots.

Some people expressed concern however that there will be urgent demands on their compensation money, which will mean less available cash to invest than needed. Demands include payments for school fees, healthcare and debt payments. Some also expect additional travel costs to new fields if these are located further away than existing plots.

For many respondents there was a strong desire to save as much of the compensation money as possible for future investments, once immediate obligations and current-season planting costs were covered. Some people believed that they could save up to 30 percent of the compensation received until next planting season.

3.3.3 Vulnerable Groups

Participants were asked to reflect on who they felt would be worse affected by the resettlement. Several people suggested that children will be badly affected if families' income sources and ability to save are threatened. If school fees cannot be paid in the longer term, some children will have to be sent away to stay with relatives in rural areas.

Some women suggested that both women and children would suffer due to their farming responsibilities given likely increased travel times to new plots and associated risks to personal safety.

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Several women pointed out that those unable to secure new farmland following resettlement will be particularly vulnerable to future difficulties, especially if an inheritance for their children cannot be guaranteed.

Others thought that households with elderly people were at greater risk of future hardship because of additional food resources and care needed.

3.3.4 Improving Livelihoods

Respondents were asked to identify how they would like to invest their compensation money. Almost all respondents (both men and women) were interested in improving their farming abilities, and several indicated willingness to invest some of their compensation money in acquiring new technologies and skills. Some of the men planned to purchase hardware such as water pumps, wheelbarrows, hoes, ploughs, and agrochemicals.

In addition to agriculture, many people expressed interest in investing in livestock because of its good earning potential and given the reduction in available agricultural land for many as a result of land take¹².

Other areas in which people expressed interest in investing included small-scale agribusiness such as crop marketing and palm-oil production, and in one case converting a small out-building into a 'home-stay'.

Several people suggested that extension and training support, including in financial and farm management, plus improving access to micro-credit, would help a great deal toward achieving good planning and investment.

Many believe that employment opportunities, particularly with AES Sonel, would be very beneficial locally, especially if it included skills training.

It was also suggested that it would be helpful if AES Sonel could assistance people in securing new farmland – for example in confirming tenure security.

3.3.5 Current Sources of Local Extension and Development Assistance

Some of the respondents identified sources of training with which they were familiar locally. These included the Government Agriculture Extension Service (particularly for maize), and the Catholic NGO CODASC and national cooperative CECPROM, all of which provide vocational training to women and young people and support the formation and capacity development of small agricultural cooperatives ('GICs').

Most respondents had not received extension training as such in the past, although the majority expressed an interest in doing so. All participants appeared to be familiar with the concept of cooperative (GIC) formation for collective production and marketing of produce and receiving extension support; some PAPs had already participated in such schemes in the past. It would appear that most projects of this nature in the area have focused on women.

¹² At the time of the focus group discussions PAPs without title were not aware that they would also be entitled to compensation for lost land.

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Several pointed out, however, that before thinking about training and support for improved agricultural development, for many households new farmland needs to be identified first.

3.3.6 Possible 'Indicators' of Positive/Negative Outcomes

Participants were asked to suggest indicators which, from their perspectives, would allow outsiders to see clearly whether or not the resettlement programme and its outcomes were successful. Some of the suggestions given were as follows:

- Large numbers of local people provided with employment and training by AES Sonel.
- All PAPs able to obtain (buy or rent) sufficient and suitable replacement farmland.
- Increased agricultural performance and living standards of all PAPs.
- Better education/schools for children of PAP households.
- PAPs granted permission to harvest from their existing fields following compensation payments.
- Sharing of compensation equally amongst all members of cooperative enterprises situated on project-acquired land (i.e. not only given to the plot owner).
- Full electricity supply to Yassa Village.

3.4 SEMI-STRUCTURED INTERVIEWS WITH KEY STAKEHOLDERS

In addition to **primary** stakeholders (i.e. PAPs), a number of **key** stakeholders (those able to influence or support the resettlement process) were interviewed. These include:

- Mr A Ngosso, Yassa Village Traditional Chief;
- Mr Asala Asala, Agricultural Engineer and Chief of Section for Agricultural Development of Wouri;
- Mr Calixte Nguepe, Douala Diocesan representative for CODASC¹³.

In each case the views of these individuals were canvassed in relation to what type of ongoing support they thought would be reasonable to provide to PAPs in order to ensure income restitution. Their views are summarised below:

3.4.1 Mr Alfonso Ngosso, Yassa Traditional Chief

Mr Ngosso feels strongly that a 'development' approach should be taken by AES Sonel in addressing the needs of PAPs. In particular, he favours a partnership

¹³ Mr Calixte Nguepe is also a member of one of the national consultant team (SAFEX) used for the preparation of Kribi and Dibamba ESIA's and RAPs.

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between AES Sonel, the Government Ministry of Agriculture and PAPs to ensure wise investment of people's compensation money in agricultural ventures. His vision appears to be for all PAPs to invest in the same enterprise as one single collective, under central management.

Mr Ngosso invited all PAPs to attend the Chief's Palace after compensation payments for lost crops were made to discuss this initiative. However, only two PAPs plus Mr Asala Asala from the Agriculture Department attended. It is suspected that this reflects a preference for more independent control of resources and decision making by PAPs themselves rather than submitting to higher authorities (particularly given that a large proportion of those farming at Yassa actually live elsewhere and thus not within the Yassa Chief's jurisdiction).

3.4.2 Mr Asala Asala, Agriculture Engineer, Wouri Chief of Section

The RAP survey team spoke with Mr Asala on several occasions. Mr Asala was a member of the CEC and so was central to any decisions regarding compensation entitlements for crops and trees.

Mr Asala is also of the view that in order to be sustainable, resettlement should include development support to PAPs beyond payment of compensation. He is concerned in particular that many people will not have sufficient experience in financial planning and management to ensure that all cash compensation is used well.

Mr Asala suggests that PAPs are assisted in organising themselves into small groups of 5-8 members and registering as cooperatives (GICs), to which agricultural extension can be provided. Mr Asala has worked in Yassa Village for several years and so is well known there.

3.4.3 Mr Calixte Ngupe, Diocesan Representative, CODASC

As well as being a Diocesan Representative for CODASC, Mr Ngupe is a member of the national sub-consulting team employed by Scott Wilson in the production of this RAP. As such he is very familiar with the project and its objectives, and well known to many of the PAPs.

As noted in s4.4, during the focus group discussions it became clear that a number of organisations are active in the Yassa area in community development, including COSASC, a Catholic NGO which provides vocation training and capacity building to youth and women.

Mr Ngupe believes that CODASC could, if required, be quickly marshalled to extend its work in the Yassa area (and possibly in areas nearer to where non-Yassa resident PAPs choose to reinvest) in order to provide support in the following areas:

- Training in financial planning and management;
- Livelihoods analysis and needs assessment;
- GIC organisation and capacity development;

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- Organisation of technical extension and training programme design;
- Monitoring and evaluation.

In Mr Nguepe's view, the advantages of working through an organisation like CODASC is that it is well established, well known and well regarded nationally and locally. A large number of parishes in the Douala area have active CODASC projects. In addition, since CODASC receives technical and financial support from the Roman Catholic Church internationally, the organisation has good access to best practice approaches in community development and poverty alleviation.

3.5 CONCLUSIONS FROM THE POPULATION CENSUS AND ASSETS SURVEY, SOCIOECONOMIC SURVEYS AND KEY STAKEHOLDER CONSULTATION

A number of conclusions can be drawn regarding RAP implementation based on the various social researches undertaken. These include:

In relation to the Census and Assets Survey:

- It is possible that people have been mistakenly omitted from the census of PAPs and assets survey, particularly amongst those without land title, given the complexity of the survey exercise. Even if identified after the cut-off (compensation payment) date, such people should be granted timely compensation payment and on the same terms as all other PAPs, and given the same opportunity to benefit from any future income restitution support provided by AES Sonel.
- Members of registered cooperatives that were farming on project-acquired land but who were not identified as PAPs in the census should be identified and fairly compensated.
- Consideration may be given to PAPs to harvest remaining ripened crops from their fields notwithstanding that compensation payments have been made (since these will in any event likely be stolen).

In relation to vulnerable groups:

- A number of potentially vulnerable groups can be identified amongst PAPs and their households on the basis of the questionnaire surveys and focus group discussions, and which should therefore receive particular attention during delivery of support services and project monitoring. These include: female-headed houses (including where household heads are widows); households with disabled members; households with elderly members; households with income under CFA 25,000 / month; households with illiterate members; households with non-French speaking members.

In relation to Income Restoration and Community Development:

- It is clear that agricultural extension service delivery in the Yassa area is well established – through the Government agricultural extension services and NGOs. Typically these services appear to be delivered through small

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cooperatives or community groups. Equally clear however is that only a small number of PAPs have ever benefited from such training and support. There is a strong level of interest amongst PAPs to have access to training and additional credit, and to be assisted in organising and registering as GICs, with associated capacity development support (although some also said they would be interested to receive extension training on an individual basis).

- Topics of interest in extension training are varied and preferences need to be carefully discerned from one group/individual to another (whether in relation to crop production, livestock development, micro-enterprise management and marketing, etc).
- There is unanimous enthusiasm amongst PAPs for employment by AES Sonel and its contractors; efforts need to be made in order to both maximise opportunities and manage expectations in this regard.

SECTION 4 SOCIOECONOMIC IMPACTS AND MITIGATION MEASURES

4.1 INTRODUCTION

Subsection 4.2 briefly outlines the nature of the socioeconomic impacts of project land acquisition.

Based on the results of the socioeconomic surveys and stakeholder consultations described in section 3 (above), subsection 4.3 sets out a Compensation Framework which outlines mitigation measures according to different categories of PAP and type of assets lost.

Income restoration under this RAP includes payment of resettlement assistance and provision of community development support in ways that are favoured by PAPs and that are in line with AES Sonel's commitments to sustainable development. Community development support is in the form of formation and capacity development of small-scale farmers' groups (GICs), and extension of AIDS/HIV awareness and prevention messages to local communities¹⁴. Guidance for implementation of each of these initiatives is provided in subsection 4.4.

4.2 SOCIOECONOMIC IMPACTS

Since there is only economic and no physical displacement as a result of this project, socioeconomic impacts are limited to losses of the following:

- Farmland with valid title (and valid title applications);
- Sole-owned standing crops and trees;
- Share-owned standing crops.

4.3 COMPENSATION FRAMEWORK

The Compensation Framework addresses the following areas:

- Establishing a cut-off date for entitlements;
- Defining PAPs and eligibility for compensation and rehabilitation;
- Outlining entitlements according to assets lost;
- Describing compensation entitlements for other damage.

¹⁴ AES Sonel has existing HIV/AIDS programmes in Cameroon, aimed at personnel of the organisation. Moreover, AES Corporation has supported local community development initiatives in partnership with NGOs in other countries.

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4.3.1 Cut-Off Date for Entitlements

The cut-off date for this RAP is 19 December 2007 – the date of approval of the CEC report. Whilst there is provision for error (e.g. if any PAPs were mistakenly overlooked or assets recorded incorrectly before the cut-off date), anyone arriving or making claims on property acquired after this date will not be eligible for compensation.

4.3.2 Defining PAPs and Eligibility for Compensation and Income Restoration Support

PAPs can be identified according to three categories:

- Those with formal rights to the land they use and that will be acquired;
- Those with no formal rights to the land they use and that will be acquired;
- Those who farm on others' land to be acquired as members of GICs.

4.3.3 Outline Entitlements According to Assets Lost

For each category of assets affected (land with title (and valid title applications), sole-owned crops and share-owned crops), this Compensation Framework briefly sets out the following:

- Methodology used to value losses;
- Compensation eligibility and assistance criteria;
- Types and level of compensation to be paid;
- How and when compensation will be paid.

4.3.4 Loss of Farmland with Valid Title (and Valid Title Applications)

According to the CEC Survey Report, the project will involve the following losses of farmland with land title (or valid land title applications):

- 11 plots of land with title, covering a total area of 71,215m². Of these, 16,644m² is Yassa collective land (held in the name of the Yassa Chief); seven titleholders own the remaining 10 plots.
- Three plots of land with land title applications in process, covering a total area of 11,210m².

Methodology used to value losses

According to enquiries with local Yassa land owners (including those subject to resettlement under this RAP) and relevant Government departments, prevailing land prices in the Yassa area are between CFA4,000 and 6,000/m².

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Types and level of compensation to be paid

The actual level of compensation to be paid for each plot of land with title will be agreed through negotiation with their respective owners. Preliminary discussions with PAHs indicate that an upper level of CFA 6,000/m² is sought by current owners. Based on this, AES Sonel will offer CFA 7,000/m² for land with title or title applications in process.

Unless requested by owners, direct compensation will be in cash rather than kind since there are active land markets around Yassa (as a peri-urban district close to Douala).

Owners with title will also be provided with resettlement assistance in order to compensate for associated transaction costs. These include transfer costs and land title registration, the opportunity costs involved in searching for new land (such as time), and any land preparation costs. Compensation for these costs will be provided on the basis of an additional CFA 1,000/m².

AES Sonel will ensure that all transfer processes and documentation preparation is legal and complete and that copies of all documentation are kept within the electronic database of all PAHs.

In addition to compensation for land, members of PAHs that lose land with title will be entitled to participate in other community development / income restoration initiatives provided under this RAP, details of which are set out in Section 4.4 below.

Compensation and eligibility assistance criteria

PAPs that are eligible for compensation for land lost with title include those who can demonstrate formal rights to the land they occupy or those who do not have formal legal rights to land, but have a claim that is recognisable under Cameroonian law.

How and when compensation will be paid

Negotiations between AES Sonel and PAPs with land title (or title applications in process) began in January 2008. It is expected that these negotiations will finish by end April 2008. Payment will be made immediately after each title transfer takes place.

Additional cash entitlements (i.e. for resettlement assistance covering transaction, transfer and opportunity costs) will be paid immediately upon sale (or as soon as possible after sale in cases where payments for sale have been made before finalisation of this RAP).

Community development support assistance will begin at the same time as for other PAPs – probably from May 2008 (see section 4.4 below).

Cases of dispute (for example in relation to types of crops grown, numbers of items or which households are / are not eligible to receive compensation) will

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be addressed through the grievance redress mechanism (see Section 6 of this RAP).

A general notice of eligibility for compensation for assets lost as a result of the Dibamba Power Project was announced through local radio in December 2007 followed by notification in writing to each PAH according to the value and quantity of each specific asset lost (land or crops) between December 2007 and April 2008¹⁵.

4.3.5 Loss of Sole-owned Standing Crops and Trees

According to the CEC Survey Report, the project will involve land take of 54 plots of farmland: 34 on the site itself and 22 along the transmission line. With the exception of the Yassa Chief, none of those farming on land to be acquired hold title to this land (either borrowing or renting from others who do). All 54 plots will be acquired in their entirety by the project.

Those farmers without title are entitled to compensation for loss of assets on this land, but not for the land itself.

Under Cameroonian law, compensation entitlement for standing crops and trees that are destroyed as a result of construction of a public utility is according to a schedule of values for each crop and tree defined in Decree No 2003/418 of 25 February 2003.

However, AES Sonel applies IFC PS5 and the AES Sonel RPF in managing resettlement which require that assets are compensated for full replacement value, according to current market prices. As such, compensation paid for loss of standing crops and trees are paid at market rates (according to Kribi prices; see Appendix F).

Methodology used to value losses

This RAP uses the census data gathered by the CEC in December 2007 to determine types and quantities of crops and trees that will be lost to the project, and therefore compensation amounts to be awarded.

Compensation amounts for each type of crop or tree are calculated according their harvested market value plus an accommodation for the time required to restore each crop to its full production value (one year for standing crops and up to five years for trees, depending on the variety) plus, in the case of trees, the cost of seedlings (i.e. for replacement through replanting). Details on the method for valuation of crops can be found in Appendix G.

Compensation values for this RAP for crops lost were taken from the Kribi RAP (2007)¹⁶.

¹⁵ For reasons of personal privacy and security, compensation amounts paid to each PAP individually will not be made public.

¹⁶ The reason for making compensation calculations according to Kribi prices is that AES Sonel wanted to expedite the compensation process in order to honour the principle of 'prompt payment'

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Types and levels of compensation to be paid

In line with IFC PS5 and AES Sonel's RPF, this RAP applies the principle that compensation must seek to at least restore PAPs' incomes, standards of living and livelihoods to levels immediately prior to resettlement. This is done through providing PAPs with compensation over and above replacement costs of crops lost, including harvests, plus the opportunity to benefit from additional income restoration support to restore/improve agricultural livelihoods.

Direct compensation for lost crops is paid to PAHs in cash as a lump sum payment, according to the types and volumes of crops lost as detailed in the CEC survey report and based on market prices around the Kribi power project (as noted above).

All PAHs with crops will be encouraged to participate in community development support programmes provided under this RAP (i.e. promotion of GICs and provision of HIV/AIDS awareness extension). Special measures will be taken to ensure that vulnerable groups in particular will be targeted and encouraged to participate in the community development support programmes.

Early in the resettlement process, the nominated partner NGO will also assist AES Sonel in identifying and facilitating referral of grievances by PAPs in relation to compensation – for example where valid claimants may have been left off the census survey conducted by the CEC in December 2007.

A general notice of eligibility for compensation for assets lost as a result of the Dibamba Power Project was announced through local radio in December 2007 followed by notification in writing to each PAH according to the value and quantity of each specific asset lost (land or crops) between December 2007 and April 2008.

Compensation and assistance eligibility criteria

Eligible PAPs are those who had been farming on land within the footprint of the project site and transmission line route (and way-leave) and will lose existing crops (standing and/or permanent) before the cut-off date, and who were the sole farmers of these crops¹⁷. PAPs include those who are regular/permanent users (i.e. owners and long-term tenants entitled to compensation for loss of agricultural land), but may also include occasional/seasonal tenants of the land.

to PAPs following the completion of the CEC census survey and establishment of the cut-off date (in December 2007). In January 2008 Scott Wilson conducted a survey of crop retail-market prices in Dibamba (near the Yassa area) which confirmed that, as anticipated by AES Sonel, on the whole Kribi crop market prices were higher than in Dibamba (see Appendix G for Dibamba market prices).

¹⁷ I.e. where there were no active legally registered GICs farming on the land with shared investment (for such cases see ss4.3.5. below).

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How and when compensation will be paid

Lump sum cash compensation payments for lost crops and trees were made in January 2008 according to the CEC survey of December 2007 and on the basis of crop market prices identified during field research for the AES Sonel Kribi RAP in November 2007.

If further cash compensation payments are required (for example on the basis of verified new or adjusted claims), these will be made within one month of notification to AES Sonel by PAPs or via the nominated NGO of such claims.

Cases of dispute (for example in relation to types of crops grown, numbers of items, or in determining which households are / are not eligible to receive compensation) will be addressed through the grievance redress mechanism (see Section 6 of this RAP).

4.3.6 Loss of *Share*-owned Standing Crops

There are a number of farmers' groups operating in the Yassa Village area. Some of these have enterprises (e.g. maize) on land to be acquired by the project.

With the assistance of the nominated NGO (see Section 3 of this RAP), AES Sonel will identify such groups and seek to ensure that there is equitable distribution of compensation for lost crops between members of these groups in cases where some of the members are not the primary users of the land (ie, those named as eligible PAHs in the CEC survey).

In some cases supplementary compensation for shared entitlements may be deducted and redistributed from compensation payments for land (since crop compensation has in fact already been paid and will therefore be difficult to redistribute). Where redistribution in this manner is not possible or appropriate, AES Sonel will provide payments to all group members according to reasonable levels determined in discussion with affected people.

As with sole-owned crops, compensation for share-owned crops will be at full replacement value, according to Kribi market prices.

Methodology used to value losses

The value of each share-owned crop is calculated in the same way as sole-owned crops (indeed, the crops themselves have already been counted and valued amongst all crops surveyed by the CEC in December 2007).

The complication is in identifying those crops which are share-owned, quantifying them, and distinguishing them from those which are sole-owned. The method used will be to gather all (or a majority) of registered GIC members in the company of an AES Sonel representative, the partner NGO and, if possible, a representative of an extension organisations associated with particular GICs (e.g. NGOs or the Agriculture Department) and discuss the issue until agreement between all parties is reached. The forum for discussion

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will be a single 2-3 hour meeting with each GIC. Where agreement is not made at the end, compensation amounts for each GIC will be estimated by AES Sonel and the partner NGO and distributed equally amongst members.

Proposed types and levels of compensation to be paid

Direct compensation for lost crops is in cash as a lump sum payment, according to the types and volumes of crops lost as detailed in the CEC survey report and based on market prices around the Kribi power project.

All members of GICs currently in operation will be given the opportunity to participate in community development support initiatives implemented under this RAP.

Compensation and assistance eligibility criteria

Eligible PAPs are those who had been farming on land within the footprint of the project site and transmission line route (including the way leave) who will lose existing crops before the cut-off date, and who were official members of registered GICs that were farming these crops. Registration of GICs previously operating on project-acquired land should be valid according to the laws of Cameroon, and verified through documentation or consultation with the relevant Government Department¹⁸.

How and when compensation will be paid

Lump sum cash compensation payments for lost crops and trees were made in January 2008 according to the CEC survey conducted in December 2007 and on the basis of crop market prices identified during field research for the AES Sonel Kribi RAP in November 2007.

All payments were made to sole-owners; no provision was made for share-ownership (i.e. by GICs and their members) of collectively-farmed produce.

Efforts will therefore be made to identify registered GICs and their members within one month of approval of this RAP. Discussions with each GIC and their members with a decision reached on allocation will be held within a further one month following identification of GICs. Payment should be made in a collective forum¹⁹.

Community development support assistance will begin at the same time as for other PAPs, but within two months of approval of this RAP – probably May 2008.

Cases of dispute (for example in relation to types/volume of crops grown, the share of each GIC member, or the portion of compensation foregone by the

¹⁸ Typically the Agriculture Department; the appropriate Agriculture Bureau representative on the CEC should be able to advise.

¹⁹ Opportunities to gather PAPs for payment of compensation are also opportunities for collective activity in other areas – for example in relation to database management, monitoring, delivery of advocacy or extension support services.

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land owner as a result of reallocation) will be addressed through the grievance redress mechanism (see Section 6 of this RAP).

4.3.7 Construction Works

Activities in relation to construction of the plant may cause additional temporary or permanent damage to remaining land and other assets that cannot be identified or quantified during RAP preparation. An example might be in relation to the construction of an access road which results in the destruction of crops or small infrastructure (such as fences or irrigation pipes). In such cases damage will be repaired to the satisfaction of affected persons or additional compensation will be paid to affected persons at full replacement value.

4.4 ENTITLEMENT MATRIX

The Entitlement Matrix in Table 4.1 summarises the entitlements available to each category of PAP under this RAP.

Table 4.1: Entitlement Matrix

Category of PAP	Type of Loss	Entitlements					Other Assistance	Considerations re vulnerable groups
		Compensation for Loss of Land	Compensation for loss of standing crops	Compensation for permanent crops (fruit trees)	Resettlement Assistance			
Owners of land with title	Loss of land Loss of crops	Cash compensation for whole area of land to be acquired at rate of CFA7,000/m ² (ie, at least CFA 1,000 above current average market price).	Cash compensation for crops based on two seasons' production at current retail market prices (in AES Sonel Kribi Power Project RAP, 2007), current yields and replacement seed.	Cash compensation based on type of tree, loss of production (assuming full maturity), market price of crop, number of years required to reach maturity and price of seedlings.	Additional CFA1,000/m ² of land lost. Provision of land purchase assistance – e.g. information on prices, support to gaining formal title, bank-loan applications, etc. Where requested by PAPs, AES Sonel to provide direct assistance in identifying and purchasing new land.	Participation in agricultural community development initiatives (GIC establishment and support). Targeting in HIV/AIDs awareness campaign. All assistance provided to be recorded in electronic database.	Compensation cheques to be made in the names of both husband and wife if both surviving; otherwise to head of household. All PAP households to be profiled and vulnerable members (eg women, disabled, aged, long-term unemployed, etc) identified and encouraged to participate in community development initiatives. Efforts and results in relation to targeting vulnerable groups to be recorded in electronic database. Careful monitoring of	

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Category of PAP	Type of Loss	Entitlements					Considerations re vulnerable groups
		Compensation for Loss of Land	Compensation for loss of standing crops	Compensation for permanent crops (fruit trees)	Resettlement Assistance	Other Assistance	
							use of compensation money by all PAPs to be ensured.
PAPs farming without holding land title (tenants)	Loss of land Loss of crops	N/A.	Cash compensation for crops based on two seasons' production at current retail market prices (in AES Sonel Kribi Power Project RAP, 2007), current yields and replacement seed.	Cash compensation based on type of tree, loss of production (assuming full maturity) and market price of crop, number of years required to reach maturity and price of seedlings.	No additional financial assistance available to individual PAPs without land title except in the context of GIC formation and development under this RAP, such as via cash injection by AES Sonel. Provision of land purchase/rental assistance where requested – e.g. information on prices, support to gaining formal title, bank-loan applications, etc.	Counseling on sustainable investment of compensation money to be provided to PAPs. Participation in agricultural community development initiatives (GIC establishment and support). Targeting in HIV/AIDs awareness campaign. Priority for employment by AES Sonel and its contractors during construction and	All PAP households to be profiled and vulnerable members (eg women, disabled, aged, long-term unemployed, etc) identified and encouraged to participate in community development initiatives. Efforts and results in relation to targeting vulnerable groups to be recorded in electronic database. PAP's fears regarding compensation money to be identified (e.g. in terms of control over the money, ability to invest wisely,

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Category of PAP	Type of Loss	Entitlements					Considerations re vulnerable groups
		Compensation for Loss of Land	Compensation for loss of standing crops	Compensation for permanent crops (fruit trees)	Resettlement Assistance	Other Assistance	
						<p>commissioning of the project.</p> <p>All assistance provided to be recorded in electronic database.</p>	<p>unscrupulous /unfair claims by relatives/ acquaintances).</p> <p>Careful monitoring of use of compensation money by all PAPs to be ensured.</p>
Members of existing crop cooperatives / farmers' groups (GICs)	Loss of (share of) crops	No compensation available for loss of land (unless owner of acquired land).	Cash compensation for crops based on two seasons' production at current retail market prices (in AES Sonel Kribi Power Project RAP, 2007), current yields and replacement seed (share according to number of people in cooperative / farmers' group).	Cash compensation based on type of tree, loss of production (assuming full maturity) and market price of crop, number of years required to reach maturity and cost of seedlings.	No additional financial assistance available to individual PAPs without land title except in the context of new GIC formation and development under this RAP, such as via cash injection by AES Sonel.	<p>Participation in agricultural community development support initiatives (farmers' groups establishment and support).</p> <p>Targeting in HIV/AIDs awareness campaign.</p> <p>Priority for employment by AES Sonel and its contractors during construction and commissioning of</p>	<p>Nominated NGO to identify GICs operating on acquired land prior to acquisition and assist AES Sonel in valuing enterprises lost.</p> <p>Nominated NGO to facilitate continued functioning of GICs elsewhere and/or members of GICs to join/start other existing/new GICs according to individuals' preferences.</p> <p>Careful monitoring of use of compensation money by all PAPs to be ensured.</p>

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Category of PAP	Type of Loss	Entitlements					Considerations re vulnerable groups
		Compensation for Loss of Land	Compensation for loss of standing crops	Compensation for permanent crops (fruit trees)	Resettlement Assistance	Other Assistance	
						the project.	'Lessons learned' from earlier local knowledge/ experience of GICs to be included in electronic database and discussed during project monitoring.

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4.5 PROVISION OF COMMUNITY DEVELOPMENT SUPPORT

Provision of community development support in addition to direct compensation acknowledges that many PAHs will lose their current main source of income and economic security as a result of land acquisition, at least until restored agricultural production is possible, and may therefore be in need of medium-term assistance in order that their livelihoods are not compromised in the long-term.

Community development support will be provided in the following areas:

- Improved farm efficiency and agribusiness development;
- Recruitment of local young people by AES Sonel;
- Implementation of an HIV/AIDS awareness campaign.

4.5.1 Improved farm efficiency and agribusiness development

Farming was identified during socio-economic surveys as being the primary source of income for the majority of households in the project area.

Under this RAP assistance will be offered to PAPs to promote their skills in financial and business planning, and to help them organise and register small farmers' groups (GICs) of between five and ten people that can receive extension training and farm and market produce collectively.

An NGO will be selected to provide this assistance as a partner to AES Sonel. This NGO should be well established locally and experienced in the areas of community development and farmer capacity building. The NGO will work directly with PAPs in providing training and advocacy, and be the principal point of liaison between PAPs and AES Sonel.

AES Sonel's role will be to match seed funds of GICs that are invested by members, to a maximum of CFA 250,000 per group, in order to create incentives for people to participate in the initiative, and to maximise the potential for worthwhile outcomes.

The agribusiness development component of the RAP thus comprises the following aspects:

- Identification and engagement of partner NGO;
- Development of a programme;
- Initial sensitising of PAPs;
- Formation of farmers' groups ('GICs');
- Provision of ongoing training and support to the farmers' groups;
- Ongoing updating of PAP Database;
- Programme Monitoring.

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Identification and engagement of partner NGO

There are many national and international NGOs operating in the Littoral Province with extensive experience of community development. There should be a transparent selection process of the right NGO, based on qualifications and commitment sought. Terms of Reference²⁰ for engagement of the NGO are included in Appendix H.

Development of a programme

The programme will essentially involve the following components, and should be undertaken by the selected NGO according to the terms of reference and in close partnership with AES:

- Production of a short work-plan and schedule of activities;
- PAP needs assessment – to establish what participants would like to produce and what assistance they will need;
- Formation and registration of farmer's groups;
- Training – in financial planning and management;
- Implementation;
- AES Sonel financial injection.

Initial sensitising of PAPs

There will be a significant challenge in engaging and motivating PAPs to participate in a new initiative – particularly once they have received their compensation money.

In order to overcome this barrier all PAPs should be invited to attend an initial one- or two-day sensitisation and orientation session sponsored by AES Sonel, with refreshments provided and a launch party held²¹.

As well as being an opportunity to inform people of the programme, this event can be used to begin the process of helping people to organise into groups (GICs) – according to friends and relationships between different PAPs, and according to types of goods (crops, livestock, processed agricultural products, etc) each group would like to produce.

Since it will probably be difficult to ensure that groups are made up in all cases exclusive of PAPs, the only restriction will be that the *majority* of membership of each group are members of PAPs' households, to a maximum of 20 groups and 9 members per group, in order that the programme is manageable. Members that are not PAPs should be supported by *all* PAP members.

²⁰ These ToR should be discussed between AES Sonel and the NGO upon engagement of the NGO, adjusted and agreed as necessary.

²¹ Such an event can be held simultaneously with announcement to PAPs of their entitlements to compensation for land and provision of resettlement assistance.

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During the session, participants should be informed that group members will be required to invest their own money collectively in their group and that these investments will be matched six months later by AES Sonel to a maximum of CFA 250,000 per group, as long as there are clear signs that the enterprises developed in each case are likely to be sustainable.

Needs assessment

This should be undertaken by the NGO and used to determine what technical support and training is required by each GIC according to what each chooses to produce. Opportunities for different types of both agricultural and livestock development and extension provision should be explored. The NGO should be able to demonstrate that each enterprise chosen is likely to be feasible and sustainable in terms of (a) relevance to local market, (b) prevailing input and output markets, (c) inputs required (including soil and water), (d) technical/management difficulties and risk (e.g. disease/drought susceptibility).

Formation and registration of farmers' groups

All groups will be properly registered in order that they have legal status as GICs. They will be assisted by the NGO in opening of bank accounts and development of their own charters describing the purpose and objectives of the group and the roles and responsibilities of respective members.

Training in financial planning and management

This is essential not only in helping to ensure the success of the enterprise that participants will invest in, but also in relation to any PAPs who may like assistance in planning how to manage their compensation money more generally.

Identification of extension trainers

Trainers will be identified in collaboration between the NGO and AES Sonel. PAPs will also be consulted in case they would like to recommend anyone themselves, based on their experience. It is possible that some training in agriculture and livestock techniques will be provided by the Agriculture Department (indeed, it is useful to consider linking into existing Government programmes where possible – as long as this is desired by PAPs themselves).

Implementation

Implementation will begin once the work plan is approved and initial trainers have been identified. The programme will run for at least twelve months with visits to the GICs from the NGO at least once every two weeks to check on progress and to provide or facilitate any additional support (including via external extension providers) as necessary.

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4.5.2 AES Sonel funds injection

AES Sonel will inject top up funds into those GICs that appear to be operating successfully and sustainability, or for which, on the basis of participatory consultation involving GIC members, the NGO, AES Sonel and (if possible) a representative from the Agriculture Department, there appears to be clear potential to do so. All decision-making processes and decisions should be included in the electronic RAP database.

Funds injected by AES Sonel will match those invested by members to a maximum of CFA 250,000 per GIC. Where there is doubt regarding productivity and sustainability potential case by case, there will be a reassessment three months later before taking a decision on whether or not to inject further funding.

Ongoing updating of PAP Database

Throughout implementation of this project component it will be essential to ensure that the PAP database is constantly reviewed and updated – in terms of the extent of people's participation (particularly of identified vulnerable or 'at risk' individuals) and success in project activities.

4.5.3 Recruitment of Local Young People by AES Sonel

AES Sonel is committed to giving priority to local residents for employment in locations that the company operates, in both construction and operation of facilities, subject to the number of openings and the qualifications and skills required.

There is a high level of expectation amongst local people that the Dibamba Power Project will create a well-needed source of employment in the area. However, given that there will only be a certain number of positions needing to be filled in relation to the Power Project, both with AES Sonel itself and with its contractors, expectations will need to be managed carefully amongst the local community in order to minimise disappointments and avoid suspicions of cronyism for employment, and thereby preserve goodwill.

The following recruitment policies and procedures will be adopted:

- The PAH database will be updated to ensure that the skills of all individual PAH members are profiled.
- Numbers and types of jobs likely to be needed during construction and operation of Dibamba Power Project will be quantified.
- With the assistance of the partner NGO, all semi-skilled/skilled positions will be filled locally where possible. Opportunities to provide training to PAPs for skilled positions will be identified and training will be provided.
- All vacancies in relation to construction and commissioning, both skilled and unskilled, will be clearly communicated to all PAHs (if necessary with the assistance the partner NGO) at least 24 hours before being advertised elsewhere; PAHs with vulnerable members and no members currently employed by AES Sonel or its contractors will be prioritised for notification.

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A register of which household was notified, at what time and using what method (eg telephone, visit, collective meeting, with whom communication took place) will be maintained for monitoring purposes).

- Every effort will be made to ensure that all unskilled positions with AES Sonel and its contractors will be filled with PAH members, with a recommended target minimum of 25% on each aspect of the construction works for which a team of 10 or more staff is required.
- Where applications for skilled positions are not successful, applicants will receive written notification of this from AES Sonel.

4.5.4 Implementation of HIV/AIDS Awareness Campaign

This initiative is favoured by senior management of AES Sonel due to concerns regarding the relatively high prevalence of HIV/AIDS infection in Littoral Province. It also complements other employee and youth HIV/AIDS awareness campaigns conducted by the corporation in Cameroon.

The awareness campaigning will be in the form of posters and leaflets distributed and displayed in local areas advising residents on how to minimise risks of infection.

It may be that, in time, it will be helpful to work closely with an NGO specialising in community health issues and social marketing. In the meantime, the NGO engaged to provide community development support will also launch and coordinate the HIV/AIDS campaign.

SECTION 5 . INSTITUTIONS AND IMPLEMENTATION ARRANGEMENTS

5.1 INTRODUCTION

This section provides guidance regarding the roles and responsibilities of the AES Sonel ESIA and RAP Coordination Unit (ERCU), which will be responsible for RAP implementation (section 5.2), and a schedule of implementation (section 5.3).

The roles and responsibilities of the partner NGO that will assist in the management and monitoring of community development support activities under this RAP are contained in the NGO Terms of Reference in AppendixH.

5.2 ESIA AND RAP COORDINATION UNIT (ERCU)

The ERCU is a specialist unit of AES Sonel that will sit inside the Dibamba Power Project Department and will be responsible for managing both the ESIA and RAP for Dibamba. This includes coordinating the activities of all other relevant departments of AES Sonel and external agencies to ensure smooth implementation and monitoring of all ESIA and RAP activities.

Other departments and agencies that will be involved in RAP implementation and therefore subject to coordination by the ERCU as required, include the following:

- AES Finance Department (to ensure efficient payment of any compensation and redress entitlements);
- AES Environmental Department (to provide expert guidance on ESIA implementation);
- AES Legal Department (to ensure legal and policy compliance of all ESIA and RAP activities);
- Local Government Offices of Wouri Subdivision (to ensure compliance with local regulations and bi-laws generally during construction of the plant, including in relation to the RAP; to be available generally for consultation, including in the redress of grievances);
- Grievance Redress Unit (to ensure transparent and timely identification and resolution of disputes between PAPs and AES Sonel on any matter in relation to implementation of the RAP);
- Nominated NGO(s) responsible for delivering entitlements and conducting activities specified in the RAP such as income restoration support and monitoring.

The main functions of the ERCU will be in relation to the following four areas:

- Compensation and resettlement assistance
- Community development support
- Grievance redress

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- Monitoring and evaluation

Each of these functions is dealt with below.

5.3 COMPENSATION AND RESETTLEMENT ASSISTANCE

AES Sonel made compensation payments for crops in January 2008 (i.e. before completion of the RAP). The ERCU will work to ensure that adequate records of these payments are kept.

The ERCU will ensure the accuracy of all payments of crop compensation, and the inclusion of any PAPs entitled to compensation that were omitted from the CEC survey (even if these people were identified after the cut-off date, as long as it can be shown that they farmed in the area before the cut-off date). ERCU will receive assistance from the nominated partner NGO in identifying such PAPs, ensuring particular vigilance where these are 'vulnerable' groups²².

The ERCU will work to identify and act on any mistakes and fraudulent practices (whether by PAPs or others) in compensation entitlement calculations during the CEC survey. The ERCU is therefore responsible for rectifying any errors in compensation procedures and payments, and documenting any steps taken.

In relation to compensation payments for land and payment of resettlement assistance, the ERCU is responsible for ensuring, with support from the nominated NGO, that appropriate consultation with PAPs take place and that advocacy is provided regarding sustainable use of compensation money.

With support from the nominated NGO, the ERCU will monitor and record actual investment/expenditure of compensation and resettlement assistance payments.

5.4 COMMUNITY DEVELOPMENT SUPPORT

Community Development support has four aspects:

- Development of agricultural cooperative enterprises (GICs) amongst interested PAPs, facilitated by a nominated partner NGO.
- Ensuring priority to local residents for employment by AES Sonel and its contractors during construction and operation of the power project.
- Implementation of an HIV/AIDS health awareness campaign.

In relation to supporting development of GICs, the principal role of the ERCU will be in the selection, supervision, monitoring and providing payments to the partner NGO. This will include monitoring deployment of third-party extension providers, for example from the Government Ministry of Agriculture and/or other NGOs, and supervising payments of per diems / expenses for this. A particular focus of activity will be in ensuring that PAHs

²² It must be remembered that for certain farmers it may be inconvenient to identify 'new' claimants, for example if they have wrongfully been compensated for a neighbour's losses due to mistakes in survey calculations or even fraud, and such individuals may try to block processes of investigation (note Limbe Power Project RAP for such instances of fraud).

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with vulnerable members are targeted, and to evaluate the extent to which individual GIC initiatives are successful and sustainable.

With regards to ensuring priority to local residents for employment, the ERCU will be responsible for gathering information on AES Sonel and contractor job vacancies and, with assistance from the partner NGO, identifying where members of PAHs may be qualified to fill these vacancies, immediately or following suitable training. The ERCU will make efforts to target PAHs with vulnerable members. As such, an important part of household profiling for the PAH database will be identifying skills within each household which may be suitable for employment downstream. The ERCU will also ensure that records are kept of all PAPs who apply and are employed or rejected by AES Sonel or its contractors, and of those employed including for how long, in what position, on what terms and whether or not they received any skills training, extension of contracts and/or promotion. All activities in relation to employment will be conducted with the greatest transparency possible in order to avoid suspicions of cronyism amongst the local population.

In terms of the HIV/AIDS campaign, the ERCU will be responsible for identifying professional advertising / communications / social marketing agencies who can design suitable campaigns and materials for distribution. The NGO nominated to facilitate agricultural development support can assist in this regard.

The ERCU should ensure that all campaign materials are clearly marked with AES Sonel's logo.

The ERCU will ensure that a thorough electronic database of all PAPs and resettlement activity is kept for monitoring purposes, with the support of the partner NGO. Where possible, all PAH entries should include photos of all household members and of any other relevant subjects (e.g. lost plots, new plots, participation in any RAP community development support activities, etc).

The ERCU will ensure that an adequate programme of community consultation and participation is sustained in order to ensure smooth PAP participation throughout implementation and monitoring of resettlement, according to the Community Engagement Plan (see below).

The ERCU will hold monthly meetings with ERCUs/management of other ESIA's and RAPs under AES Sonel in order to share and document experiences, challenges, solutions and good practice.

The ERCU will be actively involved in all monitoring and evaluation of resettlement activities (see section 6 below).

5.5 GRIEVANCE REDRESS

Since it is virtually inevitable in the implementation of any RAP that disputes will arise, it will be important to have clear and established grievance redress procedures for PAPs in order that concerns and disagreements regarding the resettlement process and compensation can be address satisfactorily, in compliance with Cameroon Law and the AES Sonel RPF.

A competent staff member of the ERCU will be nominated as a Grievance Officer. The Grievance Officer will be responsible for receiving and processing grievance complaints

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from PAPs. The name and contact information of the Grievance Officer will be given to local government offices and all PAPs, and displayed clearly at the project site.

The grievance procedure is as follows:

- Any grievance or dispute regarding resettlement or compensation should be brought in the first instance to the AES Sonel Grievance Officer.
- The Grievance Officer will use his/her discretion regarding whether or not and how to involve local/traditional authorities in resolving a dispute (it is possible that a dispute involves or is against local/traditional authorities, and in any event due to PAPs living in different locations the same traditional and local authorities may not apply in each case).
- Whether or not traditional/local authorities are consulted, the grievance officer will attempt to resolve the grievance within 21 days, with support from senior management within AES Sonel if necessary.
- Only in cases where resolution cannot be resolved locally within 21 days and as a last resort will the matter be referred to local courts for resolution.

5.6 MANAGEMENT INFORMATION SYSTEM

The ERCU will maintain copies of all documentation relating to the RAP. This will include records/minutes of all public consultations, surveys, grievances, disputes and resolutions.

The ERCU will create an electronic database designed to capture detailed information specific to each PAH – including household structure, assets lost, compensation received, compensation investment behaviour, whether the households contains any ‘vulnerable’ members, and the nature and extent of individual members’ participation in community development support activities and any outcomes of these. The database will include photos of each PAP (all PAH members). The NGO engaged to provide community development support assistance will be involved in designing and updating the database.

5.7 COMMUNITY ENGAGEMENT PLAN

During RAP implementation the ERCU, with assistance from the partner NGO, will develop a detailed Community Engagement Plan. At a minimum, this plan should include the following:

- Provision of complete and timely information to all PAPs about the project and all activities associated with resettlement, including compensation entitlements, resettlement assistance, community development support and the project grievance mechanism;
- Posting of public written notices regarding compensation and income restoration eligibility (list of PAHs, compensation rates and resettlement assistance and community development support to be provided);
- Circulation of notices regarding employment opportunities with AES Sonel and its contractors amongst PAHs during construction and operation of Dibamba Power Project at least 24 hours before advertising anywhere else;

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- Timely consultation with PAPs regarding livelihood and income restoration planning;
- Working with PAPs regarding formation and development of GICs, including provision of technical extension and other services;
- Working directly with PAPs in implementing the HIV/AIDS awareness programme;
- Working directly with PAPs in monitoring and evaluation of the effectiveness of all RAP activities, and in making any necessary adjustments accordingly;
- Obtaining and documenting PAPs' views on how future RAPs could be designed and implemented.

5.8 CAPACITY BUILDING

Considering the relative inexperience of AES Sonel personnel in resettlement implementation, it is recommended that some of its staff receive training to ensure that they are equipped with the necessary perspectives, knowledge and skills. AES Sonel can access resource people from the WB/IFC office, NGOs, universities or consulting firms in Cameroon or internationally. Some examples of potential training topics are as follows:

- Resettlement policies and principles – WB/IFC and international best practice.
- Participatory approaches and methods – in project design, implementation, impact assessment and monitoring.
- Monitoring and Evaluation.
- Management Information Systems and reporting.

In addition to practical training, AES Sonel may consider providing further in-depth academic training to one or two key members of staff who will be responsible for managing implementation of present and future ESIA and RAPs for AES Sonel, and possibly wider corporate social responsibility (CSR) initiatives. Such training could be through a distance learning course/module from an overseas university in relevant social or environmental science subjects – for example Socio-economics, Sustainable Development, Environmental Impact Assessment or Corporate Environmental Management Systems.

5.9 IMPLEMENTATION SCHEDULE

Table 5.1 below provides a broad implementation schedule for this RAP between January 2008 and June 2009. *Note: according to the AES Sonel RPF, monitoring of resettlement activities must continue for three years from start of implementation.*

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Table 5.1: RAP Implementation Schedule

RAP Implementation Schedule	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Milestones	Responsible Agency
Task																				
Completion of Draft RAP				X															RAP Completed.	
Approval of RAP				X															RAP Approved.	
Formally establishing ERCU and development of ToR for the unit and individual members – particularly for Community Liaison Officer and Grievance Redressal Officer ²³ .				X															ERCU established with ToR.	
Training of key ERCU staff in RAP management tools (ongoing).					X	X	X	X	X	X									Training of ERCU staff delivered.	

²³ It is recommended that whilst the Community Liaison Officer can be a channel for the communication of grievances, in order to remain neutral and not embroiled in disputes this person should not also be responsible for grievance redress.

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RAP Implementation Schedule																					Responsible Agency
Task	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Milestones		
Conducting and finalising compensation negotiations for land with.	X	X	X																	All negotiations for transfer of land with title completed.	
Clearly displaying public compensation eligibility notice at project site (including list of PAPs and compensation rates).				X																Compensation eligibility notice displayed.	
Formalising (in writing) and disseminating grievance procedures to all PAPs and local Govt.				X																Copies of grievance procedures disseminated to all PAPs and local Govt.	
Payment of compensation for crops.	X			X																All crop compensation payments made.	

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RAP Implementation Schedule																					Responsible Agency
Task	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Milestones		
Identifying and appointing NGO for community development support and elaborating and finalising NGO ToR.				X	X															NGO appointed and ToR discussed, adjusted where required and agreed.	
Developing electronic RAP database – including provision for incorporating project activities, identification and targeting of vulnerable/’ at risk’ groups and project monitoring.				X	X	X														Electronic database designed and operational.	
Elaborating Stakeholder Engagement Plan, together with nominated NGO.				X	X	X														Stakeholder Engagement Plan developed.	
Holding mass					X															Mass	

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RAP Implementation Schedule																					Responsible Agency
Task	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Milestones		
meetings with PAPs to launch/discuss resettlement plans, activities and schedules.																			meetings held (minutes kept).		
Holding household meetings with individual PAHs to develop complete household profiles for electronic database, assess ability to manage compensation money, provide counseling re use of resettlement assistance, identify vulnerable/'at risk' members, and profile PAH members' employment skills					X	X													Household meetings held (minutes kept).		

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RAP Implementation Schedule																				Responsible Agency
Task	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Milestones	
(and associated training needs) ²⁴ .																				
Payment and provision of in-kind resettlement assistance.						X	X												All resettlement assistance provided.	
Elaborating means of identifying and ensuring targeting of vulnerable/'at risk' PAPs in consultation with NGO.					X	X													All vulnerable PAPs identified with short commentary / report on targeting strategy.	
Providing community development support through nominated NGO (i.e. re formation and					X	X	X	X	X	X	X	X	X	X	X	X	X	X	Consultation /planning meetings with PAPs held; GICs	

²⁴ These assessments should be made within reason and any training should be limited to a matter of days or weeks in duration and at costs comparable to routine in-country staff training programmes provided by AES Sonel.

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RAP Implementation Schedule																					Responsible Agency
Task	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Milestones		
operation of PAP GICs, organising delivery of extension services, etc).																				formed; GIC 'business plans' prepared.	
Designing and implementing HIV/AIDs awareness campaign (with assistance of nominated NGO.						X	X	X	X	X	X	X								HIV.AIDS Awareness Workplan prepared, approved (by AES Sonel management) and implemented .	
Identify job vacancies with AES Sonel and contractors and distribute amongst PAPs.				X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		Monthly job bulletins prepared and distributed	
Elaborating monitoring programme for					X	X	X													M&E system developed and	

Section 5: Institutions and Implementation arrangements

RAP Implementation Schedule																				Responsible Agency
Task	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Milestones	
community support activities (with appointed NGO).																			operational.	
Performance monitoring; preparation of monthly monitoring reports (ongoing).				X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Monthly monitoring reports prepared.	
Holding RAP lesson-sharing workshops with Kribi and Limbe ERCUs (monthly for three years).				X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Monthly RAP ERCU meetings held (with minutes kept and circulated).	
Conducting impact monitoring and adjusting/updating RAP activities (and electronic RAP database) accordingly where									X						X				Bi-annual impact monitoring reviews undertaken and any suggested	

Section 5: Institutions and Implementation arrangements

RAP Implementation Schedule																				Responsible Agency
Task	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Milestones	
required according to project experience and M&E (bi-annually for three years).																			corrective measure agreed and implemented .	
Conducting external performance evaluation (after three years of start of project).																			External performance evaluation undertaken and report prepared, approved and circulated internally for lesson-learning.	

SECTION 6 . MONITORING AND EVALUATION

Monitoring is an essential part of RAP management in order to check whether resettlement is working as expected and meeting its objectives of improving or at least restoring incomes, livelihoods and living standards of PAPs, and to identify any changes that need to be made.

In order to comply with the requirements of IFC PS5 and the AES Sonel RPF, monitoring of this RAP will encompass three components:

- Performance monitoring;
- Impact monitoring; and
- External evaluation.

6.1 PERFORMANCE MONITORING

Performance monitoring is conducted internally based on the RAP implementation schedule and is used to check that physical progress has been made in the execution of required actions.

For activities that are one-off or short-term in duration, short completion reports will be produced for *each* activity within one month of their completion and filed for future reference. These activities include (but are not necessarily limited to²⁵) the following:

- **Establishment of ERCU with ToR²⁶** (Activity Report to include: list of members of ERCU; reporting lines; organisation chart; ToR for unit and for individual members; description of means of interaction with PAPs and partner NGO; description of interface with other AES Sonel ERCU's).
- **Training of ERCU staff** (Activity Report to include: training topics; training providers; participants of training; dates/timing and location of training; costs; means of extending topics learned to other staff; copies of syllabus / teaching materials).
- **Completion of negotiations for transfer of land with title** (Activity Report to include: list of PAPs with title; amounts of compensation awarded and dates; comments on expected/actual compensation investment activities by PAPs; any informal 'in-kind' assistance provided by AES Sonel; enclosed copies of compensation cheques and any relevant transfer/title documentation; photos of each PAH with title).
- **Preparation and display of compensation notice** (Activity Report to include: electronic copy of compensation notices; dates through which notices were displayed; map indicating locations of notices; photos of notices; nominated ERCU member responsible for posting/maintaining notices).
- **Preparation and dissemination of grievance procedures** (Activity Report to include: description of process of agreeing grievance procedures; electronic copy of

²⁵ The Dibamba Power Project Project Manager will ultimately decide which activities should be reported on.

²⁶ Detail of ERCU (organisation chart, reporting lines, membership, ToR) had not been established at the time of preparation of this RAP.

Section 6: Monitoring and Evaluation

grievance procedures; means and dates of displaying and distributing grievance procedures and list of PAHs to whom they were distributed; maps and photos showing public displayed notices of grievance procedures; nominated ERCU member responsible for disseminating grievance procedures).

- **Payment of crop and land compensation** (Activity Report to include list of PAPs who received compensation, amounts paid and dates received; copies of all cheques; identification of any difficulties faced; identification of any corrective action to be taken (e.g. payment to PAPs not identified during CEC survey, adjustments to amounts paid, etc).
- **Appointment of partner NGO and finalising of ToR** (Activity Report to include: list of NGOs considered and reason for selecting/rejecting each (if more than one); copy of finalised ToR; any wider publicity material produced by the NGO locally/nationally/internationally; brief description of relevant experience of nominated NGO; list of NGO staff to be involved and their CVs).
- **Electronic database established and operational** (Activity Report to include: copy of database pro-forma; any guidance/instructions on use; any comments/observations).
- **Stakeholder engagement plan developed** (Activity Report to include: method of preparation of plan; copy of stakeholder engagement plan with dates of meetings/consultations with stated objectives, intended outcomes and names of stakeholders (PAPs, Govt officials, etc) expected to attend for each consultation; any comments/observations).
- **Large-scale initial meeting with PAPs (re ongoing resettlement activities)** (Activity Report to include: time and form of notice of meeting; list of attendees; agenda; minutes (including any reactions of PAPs); matters and action points arising; unexpected challenges; any additional comments/observations).
- **Initial PAP household meetings (re ongoing resettlement activities)** (Activity Report to include: list and addresses of PAHs visited and household members present; minutes of all individual household meetings; list of potential vulnerable/'at risk' PAH members; comments on individual PAP/PAHs' ability/inability to handle compensation money and/or resettlement assistance; comments on advice offered regarding investment of compensation money / resettlement assistance; comments on views of PAPs regarding community development support; any additional comments/observations).
- **Resettlement assistance payments (cash/in-kind)** (Activity Report to include: list of PAHs who received resettlement assistance with details on assistance provided (in cash and/or in kind); any additional comments/observations).
- **Households Profiled and Vulnerable/'at risk' PAPs identified** (Activity Report to include: updated profiles on all PAHs, including identification of employment skills of all household members; list of vulnerable/'at risk' PAPs with description of the specific vulnerability/need in each case; any additional comments/observations regarding targeting/inclusion strategies and activities).

Section 6: Monitoring and Evaluation

- **HIV/AIDS Awareness Work-plan prepared, approved and implemented** (Activity Report to include: copy of work-plan, identifying inputs, activities and expected outputs and outcomes; description of materials to be used; copies of any media design mock-ups/suggestions (e.g. posters, leaflets); description of consultation programme to be used; details of other AES Sonel HIV/AIDS awareness/prevention programmes; descriptions of other Government/NGO HIV/AIDS awareness/prevention programmes in the Wouri area).

In addition to the one-off activities listed immediately above, there are activities under this RAP that will require regular performance monitoring through implementation. For each of these, short monthly monitoring reports will be prepared. These activities are as follows:

- **All meetings/consultations that are held (whether identified in Stakeholder Engagement Plan or otherwise)** (Monthly Activity Report to include: dates of meetings; notice given; list of invitees; list of attendees; reasons for absences; agendas; minutes; matters and actions arising; any updates/revisions to electronic database; any additional comments/observations).
- **Income Restoration / Community Development Support Activities** (Monthly Activity Reports to include: progress on each GIC establishment (method of establishment; specific activities chosen and method/basis of choosing activities; membership and whether or not vulnerable/‘at risk’ PAPs are included; any difficulties faced in launch/implementation); comments/observations (including re any difficulties faced, apparent reasons why some PAPs choose not to participate or drop out; reasons why some GICs show greater potential than others).
- **Preparation and circulation of monthly job bulletins to PAHs** (Monthly Activity Report to include copy of bulletin; description of date and method of circulation; copies of any application letters; list of employees of all projects and indication of which are PAPs; if PAPs applications are rejected, reasons for rejection to be recorded; details of training provided, promotion or any other form of career progression achieved by PAPs; indication of wage levels paid; number/percentage of PAPs per construction project component employed; indication of whether any PAPs from PAHs with vulnerable/ ‘at risk’ members are employed; any difficulties encountered; any other comments/observations.)
- **Grievance Redress Mechanisms** (Monthly Activity Reports to include: all records of any grievances received – including methods of notification, action to be taken (and dates), indication of whether redress is possible and in what form, whether or not courts will need to be involved; copies of any written communication between parties concerned; photos of PAPs with grievances; any other comments/observations).
- **Monthly ERCU RAP meetings** (Monthly Activity Reports to include: agendas; minutes; evidence of useful experiences shared; suggestions on how to share and ‘mainstream’ good practice; any other comments/observations).

6.2 IMPACT MONITORING

Impact monitoring will be undertaken to assess the effectiveness of the RAP and its approaches in ensuring that livelihoods, incomes, quality of life and levels of satisfaction of PAPs are sustainably improved or at least maintained following resettlement. It will use

Section 6: Monitoring and Evaluation

quantitative and qualitative socio-economic data and census information gathered at the beginning of the project as baseline information (i.e. from CEC census and asset survey reports, questionnaire survey and focus group meetings) combined with qualitative assessments of change.

Impact monitoring will be conducted on at least a bi-annual basis. The IFC recommends that external experts are appointed to assist in impact monitoring²⁷ (for example consultants, academics or an NGO with relevant experience).

Specifically, impact monitoring will consider the effects of the following components of RAP implementation:

- **ERCU** (Impact Assessments to assess: effectiveness and capacity of ERCU in implementing the RAP, including application/usefulness of any training received, suitability of reporting lines and its 'status' within the organisation, and recommend any changes needed).
- **Stakeholder Consultation** (Impact Assessments to assess: rates, methods, timing, efficiency and effectiveness of stakeholder consultation used during RAP design and implementation – including re communication of compensation entitlements, involvement in choosing resettlement activities, and satisfaction with results).
- **Grievance procedures** (Impact Assessments to include: assessment of grievance mechanism – level of understanding, acceptance, use and perceived effectiveness amongst PAPs and ERCU staff; effectiveness of record keeping of grievances received and processed; efficiency of redressal procedures).
- **Payment of land and crop compensation** (Impact Assessments to include: assessment of adequacy of compensation (amount and type), timing of delivery and any associated consultation/guidance provided, including to vulnerable/'at risk' people).
- **Appointed Partner NGO** (Impact Assessments to include: assessment of the usefulness and effectiveness of partnering with an NGO to facilitate delivery of resettlement assistance and income restoration support to PAPs; identification of any difficulties and challenges; reflection on whether ToR were realistic; suggestions re refinements/changes if necessary and what should be approached/implemented differently in the future).
- **Electronic database** (Impact Assessments to include: assessment of usefulness of electronic database in RAP implementation and management; suggestions re refinements/changes if necessary).
- **Resettlement assistance payments (cash/in-kind)** (Impact Assessments to include: assessment of effectiveness of consultation/guidance regarding investment of cash support; assessment of in-kind support provided; suggestions of refinements/improvements for future RAPs).
- **Vulnerable/'at risk' PAPs identified** (Impact Assessments to include: assessment of process of identifying such groups and effectiveness of targeting efforts; suggestions for refinements/improvements for continued implementation and future RAPs).

²⁷ IFC Handbook for Preparing a Resettlement Action Plan, p52.

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- **HIV/AIDS Awareness Programme** (Impact Assessments to include: assessment of workplan, numbers of PAPs reached, and of methods and materials/media used; consideration of other AES Sonel HIV/AIDS awareness/prevention programmes; suggestions re refinements/improvements for continued implementation and future RAPs).
- **Income Restoration/Community Development Support Activities** (Impact Assessments to include: evaluation of impacts and effects, and assessment of type, range, relevance, feasibility and economic sustainability of activities chosen, including re any extension/training support provided, and re any nascent marketing activity; cohesiveness of GICs; inclusiveness of GICs (i.e. regarding vulnerable/‘at risk’ groups); suggestions for any refinements/changes for continued implementation and future RAPs).
- **Grievance Redress** (Impact Assessments to include: effectiveness of grievance redress mechanisms – from the points of view of ERCU, PAPs and other stakeholders; suggestions for any refinements/changes for continued implementation and future RAPs).
- **Employment** (Impact Assessments to include: consideration of numbers of PAPs employed (and as a proportion of total numbers of employees per project), in what capacity, for what jobs, for how long and at what wage rates; effectiveness of recruitment policies, vacancy advertising and employee selection methods; evaluation of any training needs assessments conducted and training provided; suggestions for any refinements/changes for continued implementation and future RAPs).
- **Monthly ERCU RAP meetings** (Impact Assessments to include: effectiveness/usefulness of lesson-sharing between different AES Sonel RAPs (and ESIA and Environmental and Social Management Plans), and re mainstreaming of good experience; suggestions for any refinements/changes for continued implementation and future RAPs).

Methods used by the evaluators during impact monitoring will include:

- Consideration of all baseline materials (CEC reports, questionnaire survey responses and analysis, PAP focus group meeting reports), and reference to Baseline Conditions (see below);
- Interviews with ERCU members;
- Interview with nominated partner NGO;
- Interviews with wide range of PAPs – including some from identified ‘vulnerable groups’ and who have voiced grievances;
- Observation at community development activities and public consultations.

6.2.1 Baseline conditions

It is possible to extract a number of quantitative and qualitative baseline conditions from the socioeconomic surveys conducted during preparation of this RAP which can be referred to in identifying and evaluating impacts of resettlement in relation to changes in

Section 6: Monitoring and Evaluation

circumstances, livelihoods and standards of living of PAPs and targeting of vulnerable/‘at risk’ groups. These are as follows:

- **30% of PAHs are female-headed.** From the perspectives of targeting and inclusion, it would be useful to assess, during and after implementation, the number of women (and other household members) from female-headed households participate in income restoration activities.
- **32% of PAPs interviewed are non-Roman Catholic.** From the perspectives of targeting and inclusion, it would be useful to assess, during and after implementation, the number/percentage of PAPs from other denominations and religions who participate in RAP activities.
- **15% of PAPs interviewed do not speak French as their primary language.** From the perspectives of targeting and inclusion, it would be useful to assess, during and after implementation, the number/percentage of non-Francophone PAPs who participate in RAP activities.
- **7% of PAPs interviewed had not received formal education, all of whom were women.** From the perspectives of inclusion and targeting, it would be useful to assess, during and after implementation, the number of women without formal education who participate in RAP activities.
- **10% of PAPs interviewed had household members with physical or mental disabilities.** From the perspectives of inclusion and targeting, it would be useful to assess, during and after implementation, the proportion of PAPs from households with disabled members (and the disabled members themselves) that participate in RAP activities.
- **78% of PAP households earn under CFA 70,000 per month.** Changes in this baseline condition could reflect changes in household income security, and would need to be correlated, as far as possible, with impacts of resettlement, people’s livelihood adjustment strategies and the extent of participation of PAPs in RAP income restoration activities. Where external factors are at play, these should also be identified (i.e. where any changes appear to be independent of resettlement impacts and RAP activities). Particular attention should be given to households with incomes of less than CFA 50,000 per month as these are assumed to be particularly vulnerable.
- **49% of PAP households use electricity for household lighting.** This baseline condition is included largely since the project is for electricity generation and so is of interest in relation to distribution of project benefits. Any changes in the indicator should be identified and reasons investigated, whether or not these relate directly to the project.

In addition to quantitative baseline conditions, it is useful to highlight some of the comments, views and expectations regarding resettlement as expressed by PAPs during RAP preparation focus group discussions, which can inform qualitative assessments of impacts. Highlights are as follows:

- In relation to compensation:
 - Interest in in-kind as well as financial assistance;

- Fears over loss of livelihood security and inheritances;
- Recognition of importance of saving and financial planning.
- In relation to vulnerable groups:
 - Concerns regarding children's welfare (costs of school-fees) and caring for elderly household members if incomes decrease;
 - Concerns regarding women and children if farm-work is harder.
- In relation to improving livelihoods:
 - Keeness to increase agricultural efficiency and output;
 - Interest in livestock;
 - Interest in agribusiness;
 - Interest in receiving extension training;
 - Familiarity with and interest in GIC approach to community development;
 - Unanimous interest in employment with AES Sonel and contractors during project construction and operation;
 - Keeness to ensure that all who want to can secure new farm land.

6.3 FINAL EXTERNAL EVALUATION

A completion audit of the RAP implementation will be conducted by an independent evaluator nominated by the IFC, after completion of all RAP activities (but probably before commitment of all finance), up to three years after start of implementation. It is possible that interim audits will also be commissioned (for example at six- or twelve-month intervals), at the discretion of the lender. The completion audit (and any interim audits) will assess (*inter alia*):

- Extent, rate and efficiency of commitment of physical and financial inputs and delivery of services;
- Impacts of compensation, resettlement and development support efforts on the socioeconomic status of PAPs, relative to baseline conditions before displacement – i.e. whether or not living standards, quality of life, incomes and livelihoods of PAPs have been improved or at least restored;
- Effectiveness of identifying and targeting vulnerable/'at risk' groups by the RAP;
- Institutional issues – effectiveness of ERCU and the nominated partner NGO;
- Monitoring issues – effectiveness of record-keeping and information management;
- Dissemination – potential for mainstreaming good practice within AES Sonel and sharing 'flagship' approaches with other IFC clients in Africa.

The external evaluator will work in close consultation with ERCU, the nominated partner NGO, relevant Government agencies as well as a wide range of PAPs during the audit.

The ERCU and the IFC will discuss and agree upon a methodology and ToR for external audits of the RAP during implementation.

SECTION 7 . RAP BUDGET

7.1 FINANCIAL RESPONSIBILITY AND AUTHORITY

All costs for resettlement, and implementation of the RAP will be the responsibility of AES Sonel.

7.2 COMPENSATION BUDGET

7.2.1 Land with Title

At the time of preparation of this RAP, compensation amounts for land were being discussed case-by-case with individual owners. Through this process it is has become clear that a figure of CFA 7,000 is a fair amount of compensation is acceptable to current owners²⁸.

- Total Compensation = Compensation rate x ([areas of land with title] + [area of land with title applications in process]):

$$\text{CFA } 7,000 \times (71,215\text{m}^2 + 11,210\text{m}^2)$$

$$= \text{CFA } 576,975,000$$

$$= \text{US\$ } 1,373,750 \text{ (@ US\$1 = CFA } 420)$$

- Resettlement Assistance = CFA 1,000/m²

$$\text{CFA } 1,000 \times (71,215\text{m}^2 + 11,210\text{m}^2)$$

$$= \text{CFA } 82,425,000$$

$$= \text{US\$ } 196,250 \text{ (@ US\$1 = CFA } 420)$$

- Total Compensation + Resettlement Assistance:

$$\text{CFA } 576,975,000 + 82,425,000$$

$$= \text{CFA } 659,400,000$$

$$= \text{US\$ } 1,570,000 \text{ (@ US\$1 = CFA } 420)$$

7.2.2 Crops and Trees

Compensation rates for crops and trees were based on market prices obtained during the Kribi RAP (2007) and census information contained in the CEC survey .

AES Sonel keep a confidential register of PAPs who have been compensated for lost crops and amounts paid.

- Total Compensation:

²⁸ Experience and consultation with existing land owners in the Yassa area reveal that market value for land in the area is between CFA 4,000 and CFA 6,000.

CFA 89,509,075

= US\$ 213,117 (@ US\$1 = CFA 420)

7.3 COMMUNITY DEVELOPMENT SUPPORT

7.3.1 GIC Formation, Improved farm efficiency, agribusiness development

An indicative budget for this component is as follows:

- Two-day launch event, initial training and refreshments, facilitated by NGO staff (attended by all PAPs or a household representative):

CFA 1,000,000

- Average four days every two weeks to visit and meet with all farmer's groups by one NGO representative for one year (CFA 25,000 / day x 4 days x 26 weeks):

CFA 2,600,000

- Two days per month for two NGO representatives to support monitoring and feedback with AES Sonel for one year (CFA 25,000 / day x 2 days x 2 persons x 12 months):

CFA 1,200,000

- One visit per month by Agriculture Department Representative for one year (approx total expenses):

CFA 240,000

- AES injection to community groups (max CFA 250,000 x max 20 groups):

CFA 5,000,000

Total: CFA 10,040,000
= US\$23,905 (@ US\$1 = CFA 420)

7.3.2 HIV/AIDS Awareness Campaign

Indicative Budget

The cost of this campaign is the cost of production of campaign materials plus overheads (transport, occasional surveyor/NGO support), and is estimated to be approximately:

CFA 2,500,000

= US\$5,952 (@ US\$1 = CFA 420)

7.4 MONITORING AND EVALUATION

Where external experts are used to assist in monitoring and evaluation, the following budget will be allocated:

CFA: 8,282,400

= US\$ 19,720 (@ US\$ 1 = CFA 420)

7.5 GENERAL OVERHEADS AND CONTINGENCY

25% of total estimated RAP budget will be allocated to cover non-specified overheads and any unforeseen contingencies, including training.

7.6 INFLATION AND CURRENCY VARIATIONS

All total values in this section have been converted to United States Dollars (US\$) using the average official exchange rate for the Cameroon CFCA as of 10 August 2007:

US\$ 1 = CFA 420.00

Local inflation and exchange rate fluctuations will be taken into consideration in line with AES Sonel policy.

7.7 TOTAL RAP BUDGET

Based on the figures above, total budget for this RAP is:

- Compensation plus resettlement assistance for land with title: CFA 659,400,000
- + Compensation for crops and trees CFA 89,509,075
- + Community development support (GICs): CFA 10,040,000
- + HIV/AIDS awareness campaign: CFA 2,500,000
- + External monitoring and evaluation: CFA 8,282,400

RAP Budget: CFA 769,731,475

25% overhead/contingency: CFA 192,432,896

Total RAP Budget CFA 962,164,344
= US\$2,290,867

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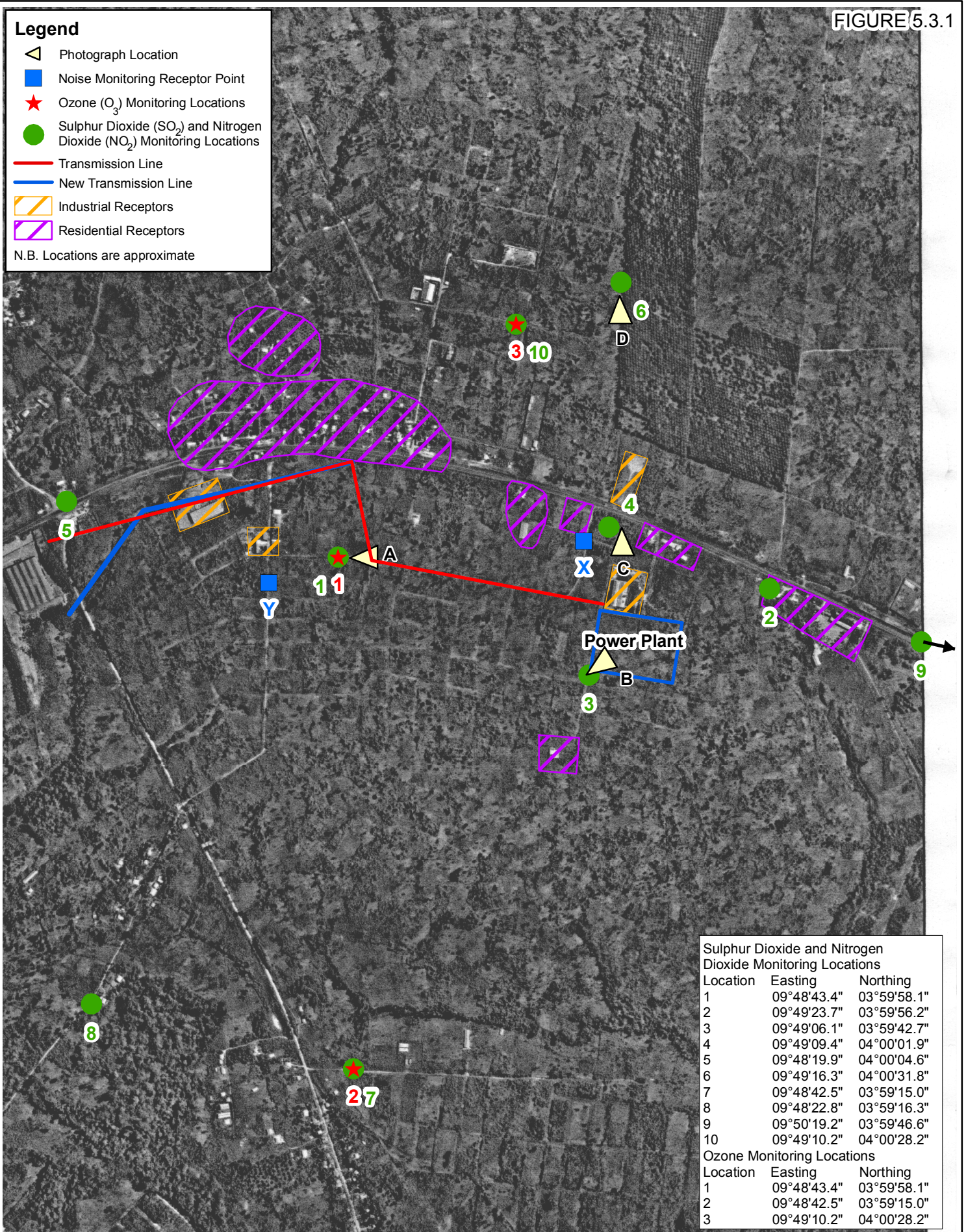
Appendices

Appendix A:

Maps

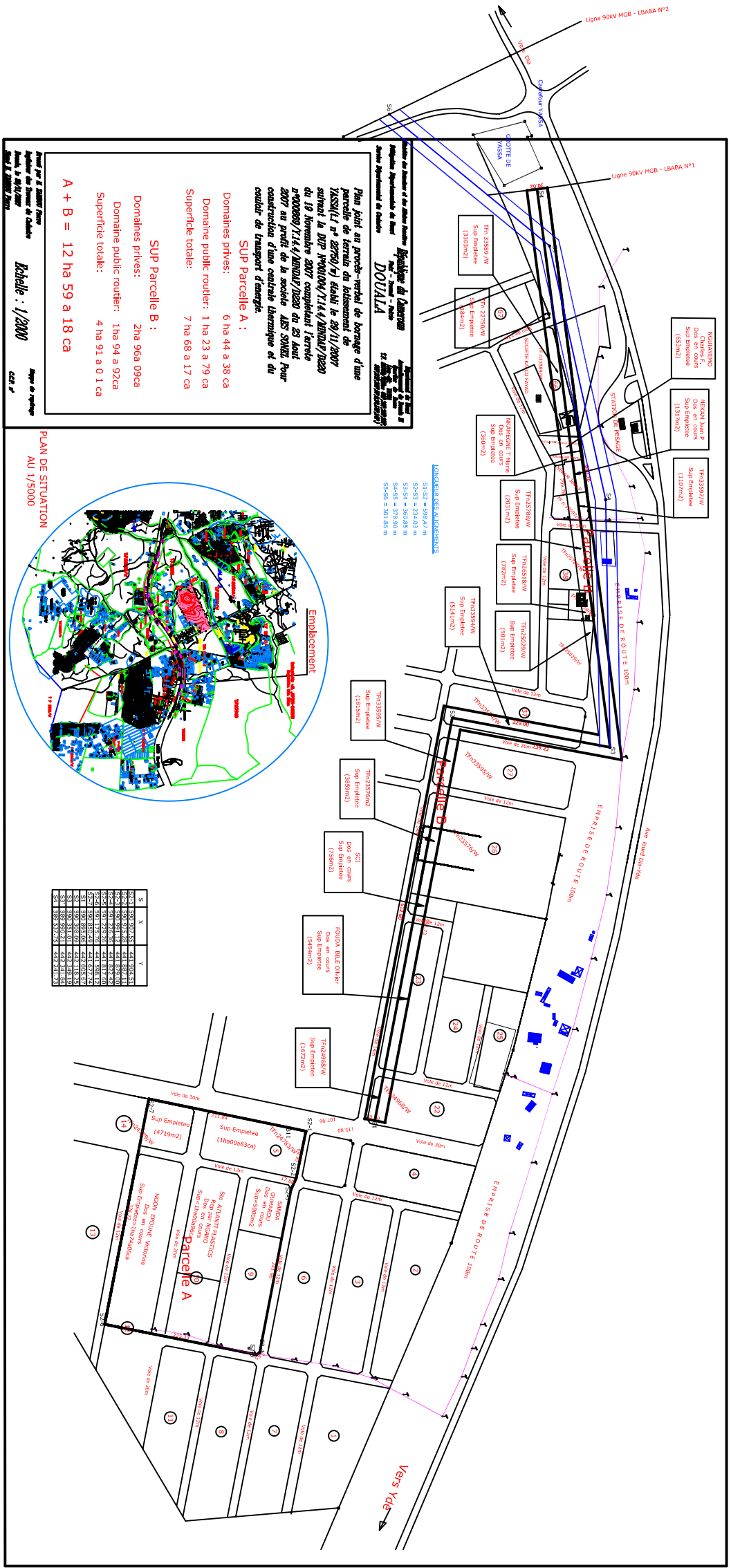
Legend

-  Photograph Location
 -  Noise Monitoring Receptor Point
 -  Ozone (O₃) Monitoring Locations
 -  Sulphur Dioxide (SO₂) and Nitrogen Dioxide (NO₂) Monitoring Locations
 -  Transmission Line
 -  New Transmission Line
 -  Industrial Receptors
 -  Residential Receptors
- N.B. Locations are approximate



Sulphur Dioxide and Nitrogen Dioxide Monitoring Locations		
Location	Easting	Northing
1	09°48'43.4"	03°59'58.1"
2	09°49'23.7"	03°59'56.2"
3	09°49'06.1"	03°59'42.7"
4	09°49'09.4"	04°00'01.9"
5	09°48'19.9"	04°00'04.6"
6	09°49'16.3"	04°00'31.8"
7	09°48'42.5"	03°59'15.0"
8	09°48'22.8"	03°59'16.3"
9	09°50'19.2"	03°59'46.6"
10	09°49'10.2"	04°00'28.2"

Ozone Monitoring Locations		
Location	Easting	Northing
1	09°48'43.4"	03°59'58.1"
2	09°48'42.5"	03°59'15.0"
3	09°49'10.2"	04°00'28.2"



Plan joint au procès-verbal de bornage d'une parcelle de terrain du lotissement de YASSI (1^{er} 22760) /y établi le 28/11/2007
suivant le DUP n°001/004/7144/MIN/DUP/2020
du 19 novembre 2007 complétant l'arrêté n°00089/7144/MIN/DUP/2020 du 29 août 2007 au profit de la société SAS SORTEX pour construction d'une centrale laminaire et du couloir de transport d'énergie.

REPUBLIQUE DU CAMEROUN
Ministère de l'Énergie
Ministère de l'Équipement
Ministère de l'Urbanisme
Ministère de l'Économie et du Commerce
Ministère de l'Environnement
Ministère de l'Éducation
Ministère de la Santé
Ministère de la Culture
Ministère de la Femme et de l'Enfance
Ministère de la Jeunesse et des Sports
Ministère de la Prévision
Ministère de la Sécurité Publique
Ministère de la Travaux Publics
Ministère de l'Équipement
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Ministère de la Jeunesse et des Sports
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Ministère de la Sécurité Publique
Ministère de la Travaux Publics

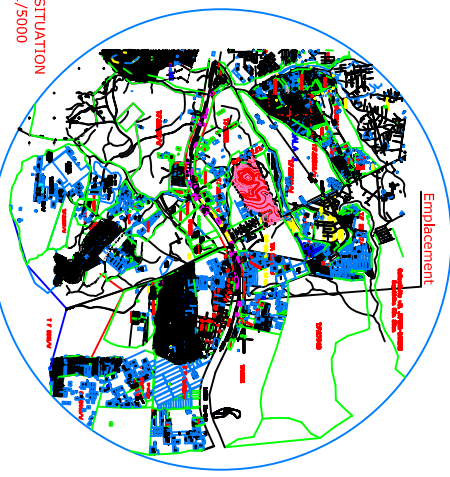
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2007

Plan joint au procès-verbal de bornage d'une parcelle de terrain du lotissement de YASSI (1^{er} 22760) /y établi le 28/11/2007
suivant le DUP n°001/004/7144/MIN/DUP/2020
du 19 novembre 2007 complétant l'arrêté n°00089/7144/MIN/DUP/2020 du 29 août 2007 au profit de la société SAS SORTEX pour construction d'une centrale laminaire et du couloir de transport d'énergie.

SUP Parcelle A :
 Domaines privés: 6 ha 44 a 38 ca
 Domaine public routier: 1 ha 23 a 79 ca
 Superficie totale: 7 ha 68 a 17 ca

SUP Parcelle B :
 Domaines privés: 2ha 96a 09ca
 Domaine public routier: 1ha 94 a 92ca
 Superficie totale: 4 ha 91 a 01 ca

A + B = 12 ha 59 a 18 ca



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PLAN DE SITUATION
AU 1/5000

Échelle : 1/2000
 Date : 28/11/2007

Appendix B:

AES Sonel Resettlement Policy Framework



AES - SONEL

RESETTLEMENT POLICY FRAMEWORK (RPF)

[Corporate Governance]

MARCH 2006

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Acronyms

AfDB	African Development Bank
BP	Best Practices
DFI	Development Finance institutions
EAP	Environmental Action Programmes
EIA	Environmental Impact Assessment
ESIA	Environmental and Social Impact Assessment
EIB	European Investment Bank
GRRM	Grievance Referral and Redressal Mechanism
HV	High Voltage
IFC	International Finance Corporation
LPAP	Land Purchase Assistance Programme
O&M	Operations and Maintenance
PAPs	Project Affected Persons
PAH	Project Affected Households
PCDP	Public Consultation and Disclosure Plan
PIM	Project Information Memorandum
RAP	Resettlement Action Plan
RPF	Resettlement Policy Framework

Definitions of Key Terms

- Project Affected Person (PAP)** means the same as displaced person within the meaning of IFC's Performance Standard 5 on land acquisition and involuntary resettlement, and means any person experiencing loss of asset, access to income whether of a temporary or permanent nature due to the land acquisition process regardless of whether they are physically displaced or relocated or not.
- Project Affected Household** means the family or collection of PAPs that will experience effects from land acquisition regardless of whether they are physically displaced or relocated or not.
- Compensation** means payment in cash or kind for an asset to be acquired or affected by a project at replacement cost.
- Cut-off-date** means the date after which PAPs will NOT be considered eligible for compensation, i.e., they are not included in the list of PAPs as defined by the socio-economic survey.
- Displaced Persons** means all the people affected by a project through land acquisition, relocation, or loss of incomes and includes any person, household, firms, or public or private institutions who as a result of a project would have their;
- (i) Standard of living adversely affected;
 - (ii) Right, title or interest in all or any part of a house, land (including residential, commercial, agricultural, plantations, forest and grazing land) or any other moveable or fixed assets acquired or possessed, in full or in part, permanently or temporarily adversely affected; or
 - (iii) Business, occupation, place of work, residence, habitat or access to forest or community resources adversely affected, with or without displacement.
- Encroachers** mean those people who move into the project area after the cut-off date and are therefore not eligible for compensation or other rehabilitation measures provided by the project.
- Entitlement** means the range of measures comprising cash or kind compensation, relocation cost, income rehabilitation assistance, transfer assistance, income substitution, and relocation which are due to /business restoration which are due to PAPs, depending on the type and degree nature of their losses, to restore their social and economic base.

Full Cost of Resettlement	Compensation based on the present value of replacement of the lost asset, resource or income without taking into account depreciation.
Income Restoration	means the measures required to ensure that PAPs have the resources to <i>at least</i> restore, if not improve, their livelihoods.
Indigenous peoples	mean the people indigenous to an area and include ethnic minorities as defined by IFC's Performance Standard 7 on indigenous peoples.
Involuntary Resettlement	refers both to physical displacement (relocation or loss of shelter) and to economic displacement (loss of assets or access to assets that leads to loss of income sources or means of livelihood) as a result of project-related land acquisition. Resettlement is considered involuntary when affected individuals or communities do not have the right to refuse land acquisition that results in displacement. This occurs in cases of: (i) lawful expropriation or restrictions on land use based on eminent domain; and (ii) negotiated settlements in which the buyer can resort to expropriation or impose legal restrictions on land use if negotiations with the seller fail. In the event of adverse economic, social, or environmental impacts from project activities other than land acquisition (e.g., loss of access to assets or resources or restrictions on land use), such impacts will be avoided, minimized, mitigated or compensated for through the social and environmental assessment process of IFC's Performance Standard 1 on social & environmental assessment and management system.
Land acquisition	means the process whereby a person or household is involuntarily alienated from all or part of the land s/he owns or possesses, to the ownership and possession of a project for public purposes, in return for fair compensation.
Market Value	means the process of determining market value has sought to establish appropriate compensation figures so that the affected population is able to restore their standards of living to levels "at least as good as or better than" than they were prior to the project. Where the Government rates do not provide for this standard of value, AES-SONEL, with the technical support of the independent evaluator, will calculate and adjust the compensation figures according to these principles.

Relocation	means the physical moving of PAPs from their pre-project place or residence, place for work or business premises, also called physical displacement under IFC's Performance Standard 5.
Resettlement Action Plan	means the time-bound action plan with budget setting out resettlement strategy, objectives, entitlements, actions, responsibilities, monitoring and evaluation.
Resettlement Impacts	The direct physical and socio-economic impacts of resettlement activities in the project and host areas.
Resettlement Policy Framework	A resettlement policy framework is required for projects with subprojects or multiple components that cannot be identified before project approval. This instrument may also be appropriate where there are valid reasons for delaying the implementation of the resettlement, provided that the implementing party provides an appropriate and concrete commitment for its future implementation. The policy framework should be consistent with the principles and objectives of Performance Standard 5
Socio-economic survey	means the census of PAHs/ PAPs of potentially affected people, which is prepared through a detailed survey based on actual data collected.
Vulnerable	means any people who might suffer disproportionately or face the risk of being marginalized from the effects of resettlement i.e; (i) female-headed households with dependents; (ii) disabled household heads; (iii) poor households; (iv) landless elderly households with no means of support; (v) households without security of tenure; and (vi) ethnic minorities.

EXECUTIVE SUMMARY

1. Introduction

This Executive Summary provides a synopsis of AES Sonel's corporate environmental and social governance Resettlement Policy Framework (RPF).

This RPF outlines the guiding principles that will be adopted when land acquisition involving involuntary resettlement is associated with the development of any of its projects. The main instrument underpinning AES Sonel's environmental and social compliance will be a project specific resettlement action plan or compensation framework, as appropriate (both are referred to as 'RAP' for the purposes of this framework). The RAP for each project will provide the detail methodology through which AES Sonel's businesses will consult, develop appropriate and sustainable mitigation plans for all involuntary resettlement programmes associated with its five year capital expenditure programme.

In summary, this Resettlement Policy Framework takes cognisance of the World Bank Group and African Development Bank safeguard and operational performance standards namely the International Finance Corporations Performance Standard 5 'Land Acquisition and Involuntary Resettlement' as well as Cameroonian legislation.

1.1 Background

In July 2001, AES Corporation (AES) acquired a 56% shareholding in SONEL (Société Nationale d'Electricité), the state-owned electricity utility of Cameroon as part of the privatization process together with a concession agreement to generate, transmit and distribute electricity in most of the Republic of Cameroon.

The Company is an integrated utility which manages the generation, transmission and distribution of electricity throughout Cameroon. The Company has an installed generating capacity of 933MW comprised of 721MW hydroelectric capacity and 212MW of thermal capacity. The company has approximately 522,000 customers of which approximately 79% are located in Douala and Yaounde. Power is evacuated to customers via two independent transmission networks, Southern and Northern grids.

1.2 At Privatisation

At privatisation, the Company faced a number of challenges typical of a state-owned utility moving from the public sector to the private sector in a developing economy. The Company had suffered from a lack of investment while in the public sector leading to an unreliable distribution system with high technical and non technical losses.

The Company from day one has been committed to addressing the long-term challenges faced by the business and took bold steps to address the issues. The areas where major improvements have been made include:

Safety and Environmental standards:-

The Company inherited a business that lacked fundamental environmental and safety awareness normally associated with major utilities. These issues are being addressed by an Environmental Rehabilitation Task Force which is establishing baseline conditions, and developing the Company Environmental, Social, Health, and Safety manual that will provide the framework for environmental management throughout the business units. An environmental baseline liability audit was conducted during 2004 and 2005. Based on the results of the audits, an environmental action plan (EAP) and rehabilitation schedule was developed that prioritizes investments based on the risks identified.

Generation: –

The priority was to address the capacity shortfall with an investment in 48MW of new thermal generation and then the 85MW HFO-fired Limbe power plant, which commenced operation in September 2004 with a combined investment of EUR 130 million.

Distribution and Transmission Efficiency –

To help reduce transmission losses, the Company implemented the reactive compensation and transformer redeployment programs in 2004. These initiatives have significantly improved the technical losses and improved system stability and efficiency currently operating at 94%

Enhancing Staff Skill and New Organisational Structure:-

The Company has implemented a new organisational structure which aligns the organisational structure with its operational goals and objectives. The Company has initiated a process to attract Cameroonian talent worldwide and provides focused technical and managerial training to all staff to help in improving the skill set

Improvement in business processes and IT network: –

The Company continues to improve the underlying business processes with the initial focus on implementing a new billing system and upgrading the financial reporting system and upgrading the company wide IT infrastructure

Relationship with the Government and Regulator –

It is now recognised by all parties that a constructive public-private sector partnership is required to meet the challenges facing the power sector in Cameroon. This recognition is reflected in the positive manner in which the issues like capacity expansion, fuel diversity, expanding electrification and revision of the concession agreement are now discussed and resolved between the Government, Regulator and the Company

1.3 Capital Investment Programme

The Company has addressed the urgent issues of providing stability in its operations and improving the management control of its activities. The Company is now embarking on a major rehabilitation and upgrading of its asset base to enable a step change in the quality of the service it provides while improving the return to its stakeholders. To do so the Company has approached Development Finance Institutions (DFI's) such as IFC, AfDB, EIB and Parparco with a five year capital investment programme. The main objectives of the investment programme are to improve quality of service, improve safety and environmental standards, improve system reliability, increase electrification in the country, reduce commercial and technical losses, reduce fuel and variable O&M costs, expand network capacity, and provide fuel diversification.

The Company has prepared a Project Information Memorandum (PIM) that outlines the details of the five year investment programme. The successful financing and implementation of the investment programme will enable the company to achieve top decile performance amongst peer utilities and to act as a flagship for successful privatisation in a challenging environment like Sub-Saharan Africa.

To implement this investment programme the Company needs to acquire additional land both temporarily for appraisal work, road access, equipment storage and setting down areas, etc., and longer term for new developments such as infrastructure and or permanent facilities.

This RPF outlines the environmental and social guiding principles to be followed when acquiring land for any of the investment programme either of a temporary or permanent nature, especially but not exclusively those of an involuntarily nature that cause physical displacement.

This RPF has been prepared in accordance with good industry practices taking cognisance of DFI safeguard policies and in particular IFC performance standard PS5 ‘Land Acquisition and Involuntary Resettlement’, AfDB Involuntary Resettlement Policy as well as Cameroonian legislation. The main focus of this policy framework will be in providing the principles to be followed in developing sustainable compensation options covering loss of land from income, access and physical displacement impacts or loss of assets such as structures, cultural heritage, seasonal and perennial crops and impacts to livelihoods. As the investment plan unfolds over the five year term, more detailed and project specific RAPs will be prepared for each project where there is a need for land acquisition and compensation.

1.4 Project Description

Currently within the five year investment programme (2005 – 2009), there are eight projects that will require land acquisition, though not all will involve involuntary resettlement. There are five substations and three transmission lines. Two of the substation are located in the town land of Njombe and Makepe and in registered land owned by the state and AES Sonel. The other three substations are located in the town lands of Simbok, Etam-Bafia and Nyalla. These sites will be ‘green field’ developments. They were identified after a detailed land review endeavouring to minimise to the extent possible involuntary resettlement and land acreage and therefore the sites are not expected to have significant environmental or social impacts.

Three high voltage (HV) transmission lines are currently included in the investment plan (i) Koumassi – Diedo are two existing substations and it is planned that a 90kV underground transmission cable of circa 4km will be constructed to fortify the links

between these two substations. The route will follow the existing road network, (ii) an extension to transmission corridor Mangombe – Logbaba which has currently 90 kV infrastructures. The development will take place in two phases. A 225kV line will be constructed between Logbaba and Nyalla substations and the second phase will be the upgrading of the transmission line between Mangombe and Logbaba to 225kV, (iii) a new 225kV transmission line will be constructed between the existing substation of Bekoko and Nkongsamba. The corridor will stretch along 113km and run parallel to an existing 90kV line for most of the route. This project will require a full ESIA statement and a RAP.

Every reasonable effort has been made to avoid any resettlement of homesteads by rerouting of transmission corridors and access roads and by altering the site layout of substations. However it will be necessary to resettle/ rehabilitate households due to the land acquisition process.

This RPF contains a broad policy framework to identify and address the issues arising out of land acquisition for the above mentioned projects. It will be summarised and translated into the local languages (mainly French), and will be placed in the public domain in appropriate places in order to make it accessible to all stakeholders, especially the project affected communities. Where necessary, site-specific RAP's will also be developed, which accord with this policy framework, to address specific, localised issues.

2 Scope of Resettlement Policy Framework

The scope of the RPF is to outline the guiding principles to be followed when involuntary land acquisition is undertaken. This Framework sets out the key issues that need to be delineated into project specific RAP in order to minimise to the extent possible the impact to Project Affected People (PAP) and also to mitigate any negative impacts upon local communities and enhance positive impacts.

The Framework applies to all displaced persons regardless of the total number affected, the severity of the impact and whether or not they have legal title to the land. Particular attention will be paid to the needs of vulnerable groups among those displaced; especially those below the poverty line; the landless, the elderly, women and children, indigenous

groups and the ethnic and religious minorities or other displaced persons who may not be protected through Cameroonian land compensation legislation.

To address the impacts under this policy, resettlement and compensation plans must include measures to ensure that displaced persons are;

- informed about their options and rights pertaining to resettlement and compensation.
- consulted on, offered choices/ options, and provided with technically and economically feasible resettlement and compensation alternatives.
- provided with prompt and effective compensation at full replacement cost for losses of assets and access, attributable to the project.
- and provided opportunities to improve or at least restore their livelihoods and standards of living

2.1 The key principles to be followed:

- Any project which includes the acquisition of land either of a temporary or permanent nature requires the development of a project-specific RAP or Compensation Framework (both are referred to as a RAP in the discussion that follows).
- The project-specific RAP must take cognisance of the following:
 - Requirements of this Resettlement Policy Framework.
 - Requirements of the laws of Cameroon.
 - A project-specific community engagement strategy will be developed.
 - A project Eligibility Notice will be posted both in the local media and at appropriate locations within the footprint of the project.
 - The RAP will identify the nature and magnitude of the land acquisition needed in terms of permanent and temporary requirements for the project.
 - The RAP will have a clear definition of the PAP by socio-economic and gender category; household or family; the cut-off dates for eligibility for compensation; the assets to be compensated at replacement cost.
 - The RPF requires that an implementation mechanism be set in place for the delivery of the entitlement compensation package, as well as to meet the objective of the RAP.

-
- The RAP will undertake a detailed socio-economic survey in order to identify entitlement, key issues faced in terms of land acquisition and compensation; and options and strategies for minimising impacts on current land use activities or cultural heritage.
 - The RAP will provide specific rates for compensation of loss of assets at fair market and equitable value and the methodology of how these values were derived.
 - The RAP will set out the land acquisition and compensation processes, options available, eligibility and entitlement and consultation and grievance referral and redressal mechanisms (GRRM).

The specific RAP for each project must take into account the requirements of the applicable laws of the Cameroon as well as requirements of the International Finance Corporation (IFC), African Development Bank (AFDB) and the policies and procedures of AES Sonel.

3 Legal Framework within Cameroon

The Cameroonian legal framework under which AES Sonel operates is detailed in Appendix 5.1.

4 Framework for RAP - Procedures

This RPF describes the key principles to be followed for each project-specific RAP. This section outlines the procedures for implementing compensation for impacts and losses, those of a physical or economic displacement as well as the rehabilitation assistance that is to be provided for affected households in order to restore their livelihoods and for mitigation measures for those indirectly affected communities. The scope and level of detail of the project-specific RAP will vary with the magnitude of displacement and the complexity of the measures required to mitigate adverse impacts.

4.1 RAP Framework Guiding Principles

The principles of the RPF outlined above shall be delineating into the specific project RAP's. These procedures are more extensively elaborated upon below.

4.2 Resources

A team will be set up to oversee all the activities of the RAP. The size of the team, its formation, its functions and terms of reference will depend upon the extent of the land acquisition and numbers of PAPs.

4.3 Community Engagement Requirements

The RAP team will develop a community engagement plan as a first step towards informing the community about the project, its impacts and entitlement framework. It should include a description of the implementation mechanism to be set in place for delivery of the entitlement packages. The plan shall accord with the requirements of this Policy, good industry practices and the IFC's Performance Standards 1 and 5.

The community engagement plan shall be an ongoing process in order to engage stakeholders in meaningful consultations about the project and shall continue throughout all stages of the project. Their concerns and aspirations should be fed back into the development of the RAP.

The Principles are:

- All stakeholders must be consulted and be effectively involved in a two-way communication with the project sponsors. Special efforts will be made to consult with women and vulnerable communities.
- The RAP will include an explicit public information strategy. This will include the use of mass media, possibly through radio and television, to advise the dates and times of public meetings, availability of documents, selection criteria, cut-off dates, and compensation measures.
- The consultation should be preceded by providing all the relevant and accurate information.
- Following disclosure of all relevant information, the client will consult with and facilitate the informed participation of affected persons and communities, including host communities, in decision-making processes related to resettlement. Consultation will continue during the implementation, monitoring, and evaluation of compensation

payment and resettlement to achieve outcomes that are consistent with the objectives of this Framework.

- Supply of information and consultation with different stakeholders should be through a language and medium they are comfortable with.
- In certain cases, for example, the land acquisition process, where the information is not easily understood by the people, AES Sonel shall take responsibility for simplifying and ensuring that the whole process is understood by the project affected persons, using appropriate methods of communication.
- There shall be a specific and transparent mechanism for the recording of grievances and their timely resolution. The Company will make every effort to resolve grievances at the community level without impeding access to any judicial or administrative remedies that may be available.
- Where affected population do not have land titles, cadastral surveys may have to be carried out to establish the basis for compensation and procedures will be established to regularize and recognize claims to land, including claims that derive from customary law and traditional usage.
- Clear communication of responsibility and accountability procedures, personnel and resource availability for effective implementation of plan shall be put in place.
- A schedule shall be prepared and disseminated in appropriate places within the footprint of the project detailing the time, place for consultation and contact details of the lead person.

4.4 Eligibility Notice

A project eligibility notice will be posted both in the local media and at appropriate locations within the footprint of the project. In accordance with the above good practices and the community engagement plan a notice must be published informing communities and PAPs of the cut-off date for compensation eligibility.

4.5 Implementation Mechanism

The RAP will require that an implementation mechanism be set in place for the delivery of the entitlement package, as well as to meet the objective of the RAP. The strategy of implementation includes the delineation of roles and responsibilities of organisations/ institutions, as well community groups, the procedures to be followed

along with the support facilities available and a timeframe for implementation of each of the activities.

These are as follows:

- Community Engagement
 - Issuance of Eligibility Notice
- Land Survey
- Asset Inventory
- Census survey of the PAPs
 - Issuance of Identity Cards
- RAP Stakeholder Consultation
- Alternative land survey
- Land Acquisition
- Payment of Compensation
- Land Purchase
 - Moving assistance
 - Land clearance
- Rehabilitation and Income Restoration
- Community Development (if deemed appropriate or necessary)
- Monitoring and Evaluation

4.6 Legal and Legislative Requirements

A summary of the legal framework, policies, principles and objectives that govern the land acquisition and compensation processes will be prepared and disclosed to PAPs. Where the information is not easily understood by the people, the company shall take responsibility for simplifying and ensuring that the requirements and procedure is understood by the project affected persons, using appropriate methods of communication.

4.7 Land Acquisition

The RAP will provide both detailed and locational maps identifying the nature and magnitude of land acquisition needs, both permanent and temporary for the project.

The maps will detail the extent of the impact of land acquisition on each individual project affected household (PAH) and to the extent possible each PAPs asset/ economic interest in the land to be acquired.

In cases where the family members have informally divided and cultivated their ancestral land with no mutation legally recorded, the portion of the land currently being farmed or resided upon by the PAP will be allocated in accordance with their mutation arrangement and the disbursement of compensation will be pro rata basis on a acreage /percentage basis. However, the compensation option entitlements will be calculated on the overall size of the land parcel or PAH basis.

4.8 Socio-economic Survey

Provide a summary of relevant baseline information on affected populations; identifying all categories of impacts and people both directly and indirectly which include those of a physical and economical nature. The summary will include an assessment of their relevant socio-economic circumstances; identify key issues faced in terms of land acquisition and compensation; whether or not the PAH or PAP falls with the criteria for vulnerability and options and strategies for minimising impacts on current land use activities or cultural heritage. An electronic database will be developed to store all socio-economic data collected during the survey. Each PAH and PAP within the parcels of land to be acquired for the project will be given a unique identification number that will grant eligibility to compensation and to the various compensations options that will be developed. A questionnaire will be developed for the household survey and for the economic interest within each parcel of land. Photographs of PAPs and their assets will be taken to supplement identification and enable transparency with respect to material assets. The census survey data will assist in preparing the micro plans for each PAH/ PAP and will be used to monitor the success of the RAP process.

The survey should bring out as a minimum the following details:

- Name and family details
- Demographic information on social classification, education and occupation of each family member

-
- Skill base/ education level for each member
 - Total family income (from all sources)
 - Details of land ownership and extent of land loss due to the land acquisition/ negotiation. (Actual land ownership, and not only in terms of land records)
 - Details of income loss due to loss of land (from agriculture, plantation, labour and sharecropping).
 - Details of any structure or asset on the impacted land
 - Identification of vulnerability (women-headed household, family with physically and mentally challenged members, family with aged members, family with income below poverty line and family losing more than the economic threshold of their land through acquisition/ negotiation)

4.9 Resettlement and Compensation Action Plan

Following the collection of the baseline data, market surveys for structures, land and crops a resettlement action plan or compensation framework will be developed providing options for eligible PAHs and PAPs taking cognisance of the feedback from the various stakeholders. Meetings will be set up to disclose the various resettlement and compensations options available for all PAHs and PAPs. At the meeting the resettlement, rehabilitation, assistance and compensation options available will be discussed in broad general terms and further meetings will be arranged to discuss with individual PAHs and PAPs the specific resettlement, rehabilitation, assistance and compensation options that are applicable to them.

The following process will form the basis of compensation but not limited as such:

- Land-based compensation will be the preferred option and will be based on the principle of equal productivity and/or value. Assistance with purchase and registry will be provided and such land should be free from all encumbrances.
- Payment of cash compensation for lost assets may be appropriate where: (i) livelihoods are not land-based; (ii) livelihoods are land-based but the land taken for the project is a small fraction of the affected holding and the residual land is economically viable; (iii) replacement land or housing of comparable quality is not available locally; or (iv) active markets for land, housing, and labor exist

locally, displaced persons use such markets, and there is sufficient supply of land and housing. Cash compensation levels will be sufficient to replace the lost land and other assets at full replacement cost in local markets.. The PAH/PAP (owner) receiving the compensation should be persuaded to operate through a joint account in the name of both the entitled person and his or her spouse, unless the person is divorced or separated. The purpose for which the money could be used will be monitored by the monitoring team. The PAHs should be encouraged to invest in creation of capital, property, payment of debts, or enhancing their livelihood. These processes will be explained to the PAHs/PAPs in village level consultations held before the land acquisition process, and in accordance with the schedule of consultations outlined in the community engagement plan.

- The PAHs/ PAPs should be encouraged to purchase alternative land with their compensation (through the Land Purchase Assistance Programme LPAP), so as to facilitate their income restoration and return to their traditional activity of agriculture. This assistance will be provided by the rehabilitation team. This team will assist the families in identifying alternate lands and will provide information on the market prices prevailing in the area.
- Transition assistance/allowance will be provided to vulnerable PAHs and eligible entitled PAPs. The method of assistance and allowance will be developed as part of the compensation package.
- Start-up assistance/ allowance will be provided for PAHs/ PAPS who chose the land-for-land option. The method of assistance and allowance will be developed as part of the compensation package. PAHs/PAPS will be allowed to harvest crops as well as transfer fruit trees to the extent possible and within the relocation schedule.
- Land purchase assistance shall be provided to entitled PAHs/PAPs from the rehabilitation team. The assistance will be in the form of:
 - Disseminating information about availability of different categories of land and their values
 - Helping the PAPs in identifying alternate lands and applying for bank loans, if required.
 - Assisting PAPs with acquiring land title.

The project recognises that households falling within a certain threshold due to the land acquisition process could become more vulnerable than others and may need additional rehabilitation assistance. Such PAHs or PAPS will be identified as early as possible in the process and will be provided with additional support, assistance or compensation based on a reasonable and rational criterion.

In addition, the project will provide land purchase assistance to PAHs and PAPS who want to use their compensation to buy alternative lands. Costs of registration fees, etc for acquiring similar land/ structure will be reimbursed on actual costs or fair market value.

The RAP activities that will be undertaken by the project will also be designed and implemented to contribute additional assistance (transition allowance) to the rehabilitation of the affected households. The plan will also provide a detailed schedule for the implementation of the RAP.

- Crop compensation will be paid in accordance with fair market value. A survey will be performed to assess fair market value.
- Income restoration should be part of the monitoring programme normally carried out over a 3 year term with periodic reviews. Specific attention should be given to requirements of women and vulnerable people and the physical challenged.
- Community development plan should form part of the RAP and be investigated as possible mitigation options when communities are negatively impacted by the project.

4.10 Grievance Referral Redressal Mechanism

The RAP will develop and prepare an appropriate GRRM project specific policy that outlines the formation and function of a committee or appeals mechanism. The specific terms of reference for the committee will be drawn up on its formation and will follow similar GRRM procedure models with an objective to settle disputes, monitor and record the outcome. Specific objective will be to facilitate the process, ensure effective and timely resolution thereby reducing the risk of escalation of conflicts and avoiding

unnecessary delays. The committee shall ensure careful documentation of grievances and remedial actions to enhance accountability and to reduce liability.

If negotiated settlement of grievances cannot be achieved through the normal procedural steps outlined in the mechanism of the committee, the complainant has the right to approach the court. A detailed information booklet on the GRRM procedure will be included in the community engagement plan to ensure that all PAPs know and understand the process and are able to access it whenever they feel the need. The effectiveness of the GRRM will be one of the crucial monitoring indicators.

4.11 RAP Monitoring Framework

The RAP will develop a monitoring plan that includes both internal and external monitoring. There will be a three tier process that will include internal field monitoring by the companies implementation manager as well as the overall monitoring by the RAP manager.

- A framework listing indicative resettlement performance indicators for monitoring purposes will be developed.
- A schedule of when monitoring will be carried out will be developed and shall run for a minimum of three years after completion of the RAP.

The RAP team will work closely with the external monitoring that will be undertaken by the lenders independent resettlement specialist.

5 Appendices

5.1 Laws and Decrees Relevant to Cameroon

LEGISLATURE REVIEW

The following table is a summary of the critical features of the law.

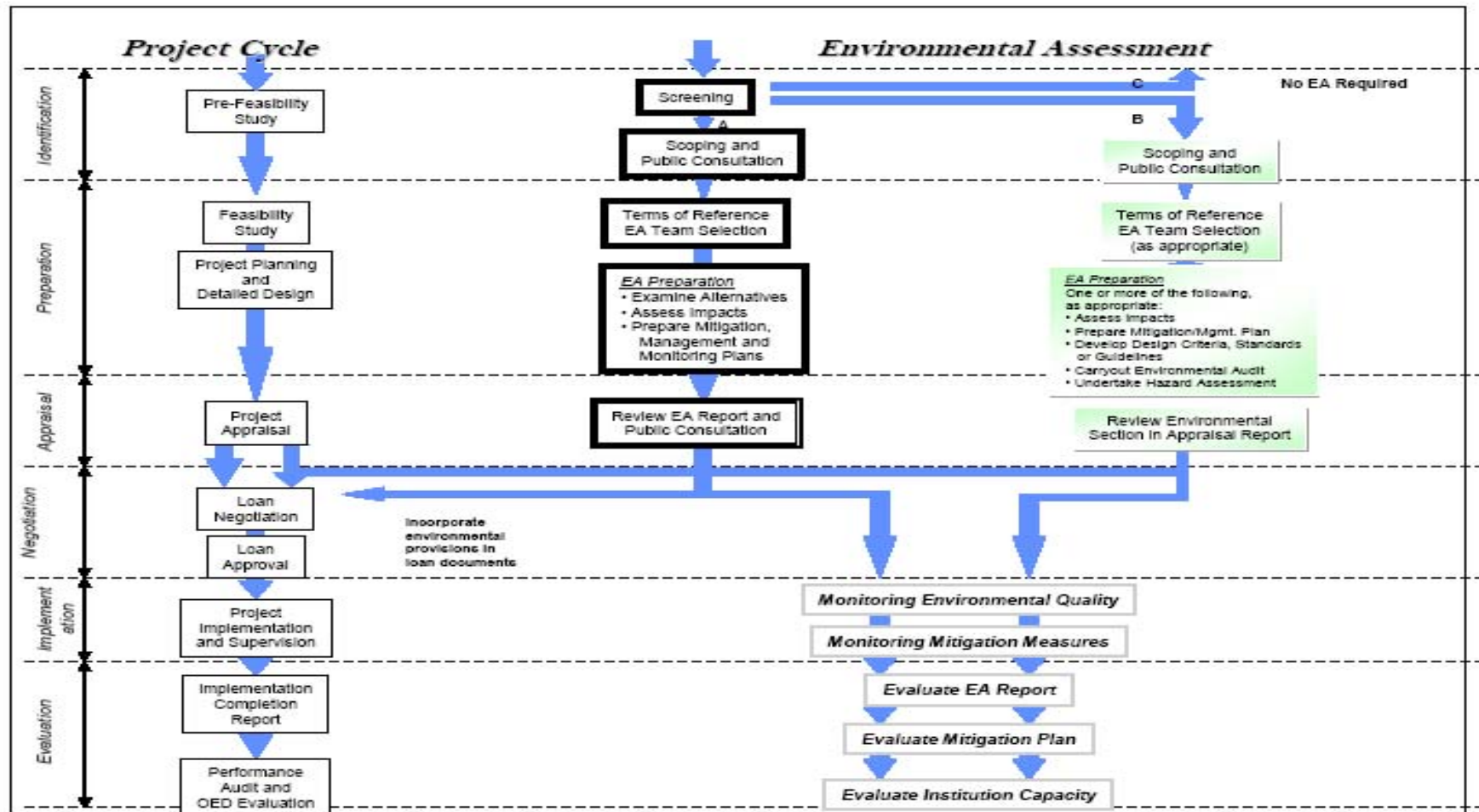
Law/Decree	Responsible Authority	Application (Content of legislature)
<i>Law No. 85/009 of 4/07/1985 on expropriation for purposes of public utility</i>	Ministry of Town Planning & Housing (MINUH)	Relating to expropriation of Land for public use and the modalities of compensation
*Article 1		(1) In order to achieve the objectives of general interest, the Government may resort to expropriation for public utility purposes. (2) This shall be carried out either directly, when it involves operations of public interest, or indirectly, at the request of local communities, public institutions, public utility concession holders or state-owned companies.
* Article 3		Expropriation shall be subject to compensation in cash or in kind. *The expropriation decree shall involve the transfer of property and the land titles thereof to the State or any other legal beneficiary of the said measure. *In principle, expropriation shall be subject to prior compensation. *However, in certain cases, the beneficiary of the expropriation may, prior to effective payment of the compensation, occupy the premises upon publication of the expropriation decree. *A six (6)-month notice as from the date of publication of the expropriation decree shall be served to the victims to vacate the premises. The deadline may be three (3) months in case of emergency.

Law/Decree	Responsible Authority	Application (Content of legislature)
*Article 9		<p>Compensation for bare non-serviced lands shall be carried out under the following terms:</p> <p>1) When it involved land acquired under customary law that enabled the holder to obtain a land title, the compensation shall not be more than the minimum official rate for non-serviced state-owned land situated in the area for which the land title was issued.</p> <p>2) When it involves land acquired via a normal legal transaction or the acquisition of state-owned land, the compensation shall be equal to the purchase price, including the costs incurred in the transaction.</p>
* Article 10		<p>*The terms for determination of the value of crops destroyed shall be laid down by Order No. 58/MINAGRI and its additional clauses.</p> <p>*The value of constructions and other development projects shall be determined by the observation and evaluation committee.</p> <p>*No compensation shall be paid for destruction of damaged or blighted crops as well as crops that do not comply with town planning rules, provisions of the law and land tenure regulations.</p>
*Article 12		<p>1) In case of dispute over the amount of compensation, the expropriated party shall lodge its complaint with the Ministry in charge of Lands.</p> <p>2) Where its request is not satisfied, the expropriated party shall refer the matter to the appropriate court of the area of the property concerned, within one month, as from the date of notification of the disputed decision.</p> <p>3) Pursuant to the procedure and subject to the normal course for appeal, the court shall confirm, reduce or increase the amount of compensation in accordance with the evaluation terms laid down in this law and its implementation instruments.</p>
*Article 13		<p>The guardians or legal representatives of legally incapable or banned expropriated parties may be authorized by a ruling from the President or the Tribunal to accept the compensation offered by the Government.</p>
*Article 14		<p>Any cases pending ruling or subject to disputes, and any other real actions shall neither halt the expropriation process nor prevent its effects. The complaint shall be transferred onto the compensation and the law concerned relaxed.</p>

Law/Decree	Responsible Authority	Application (Content of legislature)
<i>Decree No. 87/1872 of 16/12/1987 implementing Law No. 85/9 of 4/07/85 on expropriation for public utility purposes</i>	Ministry of Town Planning & Housing (MINUH)	
*Article 6 *Article 10 *Article 11		There following committees are hereby set up: *At divisional level, via an order issued by the Senior Divisional Officer; *At provincial level, via an order issued by the Governor; *At national level, via an order issued by the Minister in charge of Lands.
		To ensure their participation in all enquiries, the populations involved shall be informed thirty (30) days beforehand of the date and time of the exercise via a notification addressed to the Chiefs and Elders. The enquiries shall be carried out in their entirety in the presence of the owners of the assets and property in question. The work of the sub-committee shall be supervised by the entire committee, which shall countersign the documents.
*Article 13		The public utility declaration order shall become null and void in case, after a period of two (2) years as from the date of notification to the beneficiary Service or Organisation, effective expropriation is not carried out. However, the validity may be extended once via an order issued by the Minister in charge of Lands for a period of at most one (1) year.
*Article 19		In case of omission, pursuant to the areas of jurisdiction provided for in Article 6, the persons concerned shall contact the Senior Divisional Officer, the Governor or the Minister in charge of Lands, who shall submit the complaint to the observation and evaluation committee.

<i>Law No.96/12 of 5/08/1996 laying down the framework law on environmental management</i>	Ministry of the Economy and Finance (MINEF) (Chapter II)	
*Article 5		The laws and regulations should protect the rights of each and everyone to a healthy environment and ensure harmony in the ecosystems as well as between urban and rural areas.
*Article 6		(1) Each public and private institution shall be obliged, each in its sphere, to sensitise the population to environmental issues. (2) Consequently, they should incorporate environmental awareness programmes into their activities
*Article 8		Duly recognised or authorised public utility Associations, carrying out their statutory environmental protection activities may only contribute to the activities of public institutions and parastatals in the area if they are authorised under the terms laid down in special instruments.
Technical order of 13th February 1970 laying down common provisions applicable to underground/aerial lines and transformer substations	Ministry of Mines, Water Resources, and Power (MINMEE)	General Provisions for Power Transmission a) Aerial lines b) Underground lines c) Transformer substations

5.2 ESIA Process Flow Procedure



6 References

International Finance Corporation. 2002. Handbook for Preparing a Resettlement Action Plan. Washington, DC: International Finance Corporation, Environment and Social Development Department.

2005. Draft Guidance Notes: Performance Standards on Social & Environmental Sustainability.

2006. International Finance Corporation's Policy and Performance Standards on Social & Environmental Sustainability.

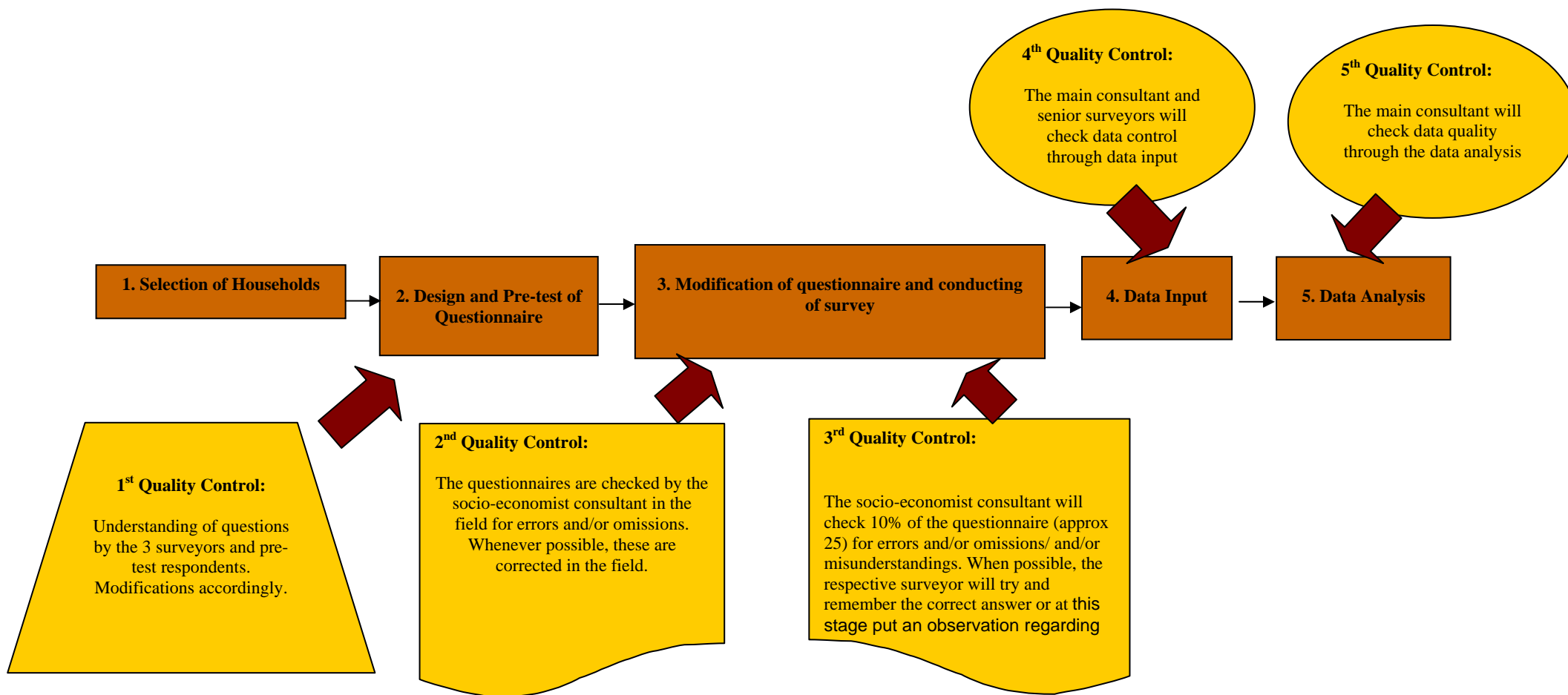
The World Bank Group. 2004. Involuntary Resettlement Sourcebook: Planning and Implementation in Development Projects.

The African Development Bank. 2003. Involuntary Resettlement Policy.

Appendix C:

Quality Control Process for Socio-Economic Questionnaire Survey

Stages of Socio-Economic Questionnaire Survey and respective quality control undertaken



Appendix D:

Focus Group Discussions

SUMMARY OF FOCUS GROUP DISCUSSIONS

The focus group meetings were held at the AES Sonel Offices in Douala on the day of distribution of compensation cheques to project-affected people for crops lost through land acquisition. This date was chosen as virtually full attendance of at least one named representative of each project-affected household could be guaranteed. 54 people in total attended, all adults, and were divided into four groups as follows:

- Group A (16 men; one with title on affected land (Yassa Chief))
- Group B (16 women; none with title on affected land)
- Group C (17 women; none with title on affected land)
- Group D (mixed: 2 women, 3 men; none with title on affected land).

Each focus group was assigned a facilitator and a note-taker. Notably, two AES Sonel staff facilitated discussion in two of the groups (one each: Group A and Group C), both of whom have been extensively involved in ESIA and RAP research and preparation for both the Kribi and Dibamba projects.

The discussions were conducted as semi-structured interviews, largely covering the following questions. Some of the key points to emerge from participants during the discussions are summarised in bullet form below each question, by group. Where there is repetition between the groups this has been left in to show where there was consistency as well as difference in responses between the groups.

1. Are you happy with the nature of your crop compensation (i.e., money)? Are you happy with the amount of your crop compensation? Why?

- **Group A** (16 men)
 - Most are happy to receive money, and also satisfied with the amount of compensation which some stated was more than the market value of the crops.
 - Some stated that they were happy to receive payment by cheque for security against theft.
- **Group B** (16 women)
 - Happy to receive money and were pleased with the security of cheque payment.
 - Some said that payment in more than one instalment might have helped to make sure that the money would not run out.
 - Happy with the amount received – in some cases double what they had anticipated.
- **Group C** (17 women)
 - Most of the women said that they were happy to receive monetary compensation, because it gave them the freedom to choose how to use it according to their own needs and preferences.
 - Some would have liked land as part or instead of the compensation, and asked if AES can help provide assistance in securing new plots of land, whether rented or bought, to ensure adequate title.

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- The women appeared to be happy with the amount of money received (which they recognise may be more than market rate for their lost crops).
 - Some expressed concern that with reduced amounts of land, insecurity is increased for the future unless the land is replaced.
 - A small number stated that they were concerned about properly managing the cash compensation received and say that they would have preferred payment in instalments, perhaps according to important expenditure commitments at different times of the year (e.g., rent payments, planting seasons, school-fee payments). This would provide greater security against misuse and allow for better negotiating positions and timeframes when faced with claims by creditors.
 - **Group D** (mixed group: 2 women, 3 men)
 - Happy with the money and amount.
 - 2. **How will you make sure the compensation money will not run out before you need it for farming?**
 - **Group A** (16 men)
 - Some said that they will deposit all money in the bank before going home to reflect and plan on how to invest.
 - Some stated that since the planting season starts now (January-February), then most of the compensation money will be used immediately for the intended purpose. One respondent emphasised that it is important not to miss the chance to plant this season otherwise household income will be affected adversely.
 - Some of those who have enough compensation (perhaps in combination with other savings) will use it to buy farmland. If not enough they will rent.
 - Some would like to invest in livestock.
 - Men on the whole did not seem to be too worried that the money might run out or be misused.
 - **Group B** (16 women)
 - Some said that since the farming season is now, there is good chance the money will not run out before it is needed.
 - Some said they will invest in small business (e.g. crop marketing) to increase income.

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- **Group C** (17 women)
 - One woman will build a small house to rent out.
 - One woman would like to build her own house, including labour costs (husband is injured and so cannot do this himself).
 - Some women said they would like to invest in palms, as this is a good long-term enterprise.
 - Many agreed that they will plant more crops to feed their families.
 - Several women said that they were interested in investing in small businesses “buying and selling” (e.g., of farm produce).
 - **Group D** (mixed group: 2 women, 3 men)
 - Since the farming season is now, the money will be used almost immediately as intended.
 - Some aim to invest in small businesses (non specific).
- 3. Life is very expensive these days. What will be the most urgent demands on your compensation money (i.e., what do you need to pay for – short-term and long-term)? What proportion do you think you will be able to save and invest? How will you invest?**
- **Group A** (16 men)
 - Several of the men identified the following most urgent demands (most important first): (i) New land (to meet the planting season now); (ii) Raise (more) livestock (e.g., chickens, cows, goats); (iii) use any remaining to pay for school fees, healthcare, etc.
 - Some said (particularly the Yassa Chief) that in the longer term they would like to use some of the compensation to invest in community development projects (e.g., cooperative-style agriculture, perhaps as a community group).
 - **Group B** (16 women)
 - Several women identified immediate urgent demands as school fees and health costs.
 - Agriculture and animal husbandry are the main things that people want to invest in – particularly buying of high quality inputs.
 - Several women said that they would like to invest approximately 50% of the compensation amount in this season’s agriculture and save the rest, if possible.
 - Again, some said they would like to invest in small-scale agribusiness.
 - **Group C** (17 women)
 - Some women said that purchase of investment inputs will be the most urgent needs – such as seeds and fertiliser (for agriculture), sand (for purchasing/renovating houses).
 - Others mentioned that certain household obligations – such as school fees, debts and medical costs – will significantly cut into the compensation received.
 - Different members of the group through they could save different amounts – between 1/3 and 2/3 of the compensation, depending on the amount received and other responsibilities.

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- **Group D** (mixed: 3 women, 2 men)
 - Most urgent need is to reinvest in agriculture – although some expressed a concern that this could be hampered where new plots are located far away from existing/previous plots and/or place of residence.
 - Some hoped to save at least 30% of the compensation after next planting season.
 - 4. **Who do you think are the most vulnerable to future hardship as a result of resettlement – i.e. who amongst those losing farmland is at the greatest risk of long-term negative impacts? How can these people / households be protected?**
 - **Group A** (16 men)
 - Several men suggested that children are the most vulnerable, particularly if income sources and ability to save are threatened. If school fees cannot be paid, children may have to be sent to stay with rural relatives.
 - Risk is mitigated through good management – i.e. drying and storing enough food (such as maize, beans and cassava) and planting seeds from this season’s harvest in time. This needs land.
 - **Group B** (16 women)
 - Since women and children contribute a lot to the harvest they are quite vulnerable, particularly if new farmland is located far away because of the time, cost, energy and safety issues in travelling there.
 - Those who find difficulty in securing new farmland (whether bought or rented) are vulnerable.
 - **Some suggested that better farming extension and technologies might help improve productivity.**
 - **Group C** (17 women)
 - Some women felt that children were most vulnerable, especially in the long-term, as they lose their inheritance.
 - Others suggested that elderly people were particularly at risk where there less household food production.
 - One participant felt that women could become less healthy through reduced amount farm work, which can be very physical.
 - It was suggested that improved opportunities for employment (including by AES) would reduce risks.
 - **Some wondered if additional support from AES could be possible to mitigate risks – e.g., in obtaining land, provision of employment and training.**
 - **Group D** (mixed group: 2 women, 3 men)
 - Certain participants felt that the short-term children are most vulnerable because everything that is earned is to invest in their future.
 - It was suggested that in the long-term the whole family is potentially at risk from reduced production.

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- Risks can be reduced by improved employment opportunities (particularly for younger members of households) plus better access locally to micro-credit and extension programmes.

5. For those without land title, do any of you have other plots of land to cultivate elsewhere? Will any of you not have enough farmland to meet your family's basic needs next season after land acquisition?

- **Group A** (16 men)
 - Some, not all, have land elsewhere to farm.
 - Depending on the amount of compensation, the men appeared to feel reasonable confident that they can now buy or rent enough land to continue farming at similar levels to before (people know where they can find new land).
- **Group B** (16 women)
 - It appeared that a significant number of women in this group did not have additional plots to farm.
 - Some of the women are certainly concerned that they may not have enough land to farm in the future.
- **Group C** (17 women)
 - Some women in this group are concerned that they may not have enough farmland for the future following acquisition, without careful management and assistance.
- **Group D** (mixed group: 2 women, 3 men)
 - Most people in this group did not have additional plots to farm.
 - This group was concerned that there may not be enough land to provide for their needs in the future.

6. Will there be different impacts on women, men and children by the resettlement (both negative and positive)? Who in the family do you think will benefit most from the resettlement and the compensation? Who in your household benefits least? Why? What should be done to make the outcome fairer for all members of your household?

- **Group A** (16 men)
 - Some of the men felt that in the short-term there was a direct impact on men and women because of the risks and inconvenience in securing new land to farm.
 - The same men felt that in the long-term it would be the children who benefited least, because of reduced income security.
 - However, some suggested that children would benefit most in the short-term, because there is a guarantee to cover school fees and other necessary expenses with the compensation.
 - One man suggested that women would benefit most in the long-term because of their ability to manage money and household expenditure.

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- It was suggested that careful household expenditure planning would help ensure fair outcomes (e.g. dividing expenditure by three: 1/3 towards new farmland, 1/3 for school fees, 1/3 saved).
 - **Group B** (16 women)
 - It was felt that there would be mixed benefits to children: on the one hand good because school fees will now be paid; on the other hand the distance to travel to new farmland in order to work will be a negative impact.
 - Some suggested that it is women who will benefit least, as they have to ensure that they can take care of their children and husbands.
 - The way to make sure outcomes are fair is to ensure that all family difficulties and needs are met.
 - **Group C** (17 women)
 - Women in this group felt that the effects on all members of the household are similar, with women and men having similar control over resources.
 - Some women regret that they cannot access the crops on the land scheduled for acquisition, which they feel is a waste – including of time and effort spent in preparing land and planting.
 - Some felt children would benefit least in the long term, especially if they could not find employment.
 - **In order to ensure fairer outcomes, some women felt that AES should provide land and employment to people.**
 - **Group D** (mixed: 2 women, 3 men)
 - This group did not comment on the characteristics of the best farms in their area, except to say that they were interested in improving production efficiency.
 - Participants suggest that they intend to invest some of their compensation money in improved technology and would welcome assistance in this from a Government or NGO programme.
7. **Who in/near Yassa has the best (i.e., most productive – not necessarily biggest) farms? Why/how are they the best? Could you use some of your compensation to invest in technology/techniques to make your production like theirs'? Do you need any help to do this?**
- **Group A** (16 men)
 - Some participants identified the Yassa Chief's farm as the best in the area – well-organised, large labour force and good techniques. Excellent banana production was mentioned in particular.
 - Yes, members of this group were interested in invest some of their compensation money in improved agricultural methods.
 - Some were concerned that they did not know how to use some inputs properly or efficiently – such as certain agricultural chemicals.

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- Some said that they need certain materials to scale up their production (such as water pumps, wheelbarrows, hoes, ploughs).
 - **Group B** (16 women)
 - A few woman joked that their own farms were the best!
 - Several of the women were certainly interested in investing in new techniques, and said they needed training and help in identifying and accessing sources of support, whether from the Government or otherwise.
 - **Group C** (17 women)
 - This group did not comment on whose were the better farms locally.
 - Several in the group stated that they would like to understand and have access to better agricultural inputs and techniques, and would welcome training.
 - One woman actually said that she would not mind training as part of the compensation itself (i.e., instead of some of the money).
 - Again, one woman stated that the real problem is finding new land to farm first.
 - **Group D** (mixed: 2 women, 3 men)
 - As with other groups, this group did not comment on who had the best farms locally.
 - Participants are keen to invest in improved farming methods.
 - Some said that they needed help to improve.

8. Apart from farming, are there other livelihood activities that you can now invest in? Do you need any help in this?

- **Group A** (16 men)
 - Some of the men expressed an interest in investing more in animal husbandry.
 - There appeared to be a lot if interest in extension provision in this area.
- **Group B** (16 women)
 - Women in this group were interested in investing in livestock, since this has good earning potential.
 - Participants said they needed technical assistance to start or improve in this area.
- **Group C** (17 women)
 - Some women said they would like to invest in a small business, like trading or opening a mobile 'phone call kiosk.
 - Animal husbandry was a popular suggestion.
 - Technical support would be welcomed. One woman suggested receiving such assistance from a large cooperative, such as CECPROM (which is known by women living around Yassa Village).

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- **Group D** (mixed: 2 women, 3 men)
 - Animal husbandry was suggested.
 - Participants said that they would like extension support in this, in order to ensure that they were using the best techniques.
 - 9. **Do you know of any good rural development programmes around Yassa (e.g., NGOs, CIGs, micro-credit schemes, church-sponsored projects, etc)? Are you involved with any of them? If not, would you like to get involved? Do you need any help to get involved?**
 - **Group A** (16 men)
 - A small number of this group are familiar with a Government maize project and a charity programme run by the Catholic Church (CODASC) which specialises in vocational skills training, particularly for youth (including for agriculture and industry).
 - The Government maize programme supports the formation of farmers' groups (typically of five members), which are then eligible for credit, inputs and extension support. None of the men in the group are members of this programme but would be interested to be if possible (they claimed not to know how to go about becoming involved in such programmes).
 - Members of this group said they would like information about all programmes that might be available, the services they provide and how they might get involved.
 - **Group B** (16 women)
 - Two women in this group were involved in a local CODASC (Catholic) programme.
 - Several participants said they would like help to join other groups.
 - **Group C** (17 women)
 - Several women in this group were aware of local programmes, including a maize programme sponsored by the Government that supports groups of five farmers. One woman said that some people not directly involved in this programme are still able indirectly to learn about techniques used, from friends and neighbours who are members.
 - Some (Yassa residents) were aware of a Catholic charity programme (CODASC) operating locally.
 - Most women the group suggested an interest in getting involved in these programmes and would welcome support in doing so. Assistance in accessing micro-credit in particular was of interest to some participants.
 - **Group D** (mixed: 2 women, 3 men)
 - Participants were not aware of (and therefore are not involved in) any local development programmes, although some had heard of CODASC (Catholic charitable programme) in other areas.
 - Members of this group expressed an interest in being involved in local programmes, and would welcome help in this.

10. Do you currently receive agricultural extension training/advice? Is it delivered to you individually or as a group (what kind)? Who gives you the training (e.g., Govt/NGO)? Are you satisfied with the training?

- **Group A** (16 men)
 - The majority of the men's group have apparently never received extension training.
- **Group B** (16 women)
 - Some of this group have received agricultural extension training in the past from the Agricultural Department, in maize and cassava production ('AVZ' scheme).
 - Typically the training has been delivered to groups rather than individuals.
 - Participants claimed to be satisfied on the whole with the quality of training delivered.
- **Group C** (17 women)
 - Some women of this group have received agricultural extension training in the past from the Agricultural Department.
 - The training is delivered to groups.
 - Respondents claimed to be happy with the programme, saying they welcomed the new techniques learned.
- **Group D** (mixed: 2 women, 3 men)
 - Some members have received extension training from the government, in maize and cassava production ('AVZ' scheme).
 - The training is received as a group (one of the participants is the president of a local community group which is a beneficiary of this Government scheme).

11. For those of you with land title, would you prefer mainly cash or in-kind compensation for land acquisition? Do any of you need any assistance in purchasing and preparing new land? What kind of assistance? Can AES assist in this? How?

- For all focus groups this question was largely irrelevant as only the Yassa Chief had land title.
- A few respondents however said that assistance from AES in buying new land would be welcomed, including in obtaining proper title documents.
- There is a unanimous interest in obtaining employment from AES during construction and commissioning of the Dibamba power plant.

12. For those of you with land title, where would you like your new land to be located? What is the best time to move / start preparing the land?

- As with 11 (above), for all focus groups this question was not relevant since of those PAPs present the Yassa Chief was the only one with land title.

13. In your opinion, what would the best ways to demonstrate in the future that local people (women, men) are happy with the resettlement process and impacts? What might make local people unhappy in the future regarding the process and impacts? What are the best ways to avoid unhappy outcomes?

- **Group A** (16 men)

- Most agreed that giving as many local people as possible employment and training opportunities at AES Sonel would be a good outcome.
- Conversely, if AES Sonel does not employ local young people, this would be an unhappy outcome.
- Some participants said that if people are unable to purchase or rent suitable replacement land they will not be happy.

- **Group B** (16 women)

- According to some of these women, a happy outcome would be increased production and land area.
- Another good outcome would be if PAPs were not cheated of their compensation money, for example by unscrupulous landlords.
- Some said that an unhappy outcome would be if AES do not get the go-ahead to proceed with the construction, after all the anticipation and disruption.

- **Group C** (17 women)

- Women in this group said that a good outcome could be demonstrated by positive returns from investments of compensation money: i.e. better quality and higher volume crop production, increased crop marketing, and improved living standards.
- Others said that more children having access to good education would be good indicator of success.
- One short-term unhappy outcome identified is if people were not allowed to harvest production from their farms notwithstanding that commission has been paid.
- A further short-term unhappy outcome identified by one respondent was where a community group crop occupies land to be acquired that the compensation payments are shared fairly between all members.

- **Group D** (mixed: 2 women, 3 men)

- Participants of this group agreed that a good outcome would be visibly improved agricultural production locally as compared with before land acquisition.
- An additional good outcome would be if local young people were able to work at AES Sonel.
- Unhappy outcomes would include excessive air pollution during the construction and operation of the power plant, especially if this affected crop production.
- A further unhappy outcome would be if there was no full electricity supply in the local area following construction of the power plant.

14. Overall, do you think the Dibamba Power Station project is good for the local community? What benefits do you anticipate? What fears and concerns do you have?

- **Group A** (16 men)
 - Members of this group identified benefits as including: development of the area, more employment opportunities for local people, improved electricity supply, (hopefully) opportunities to receive agricultural extension.
 - One member mentioned that it would be good to improve Yassa Village potable water supplies.
 - ‘Fears and concerns’ include noise and air pollution from the plant, particularly during construction.
- **Group B** (17 women)
 - Benefits identified by this group included: local development, more employment opportunities, electricity provision.
 - ‘Fears and concerns’ were that there are no negative impacts on the health and livelihoods of local people caused by the plant.
- **Group C** (17 women)
 - Yassa Village residents amongst this group were supportive of the development because of the prospect of receiving electricity at home, which will have many developmental impacts.
- **Group D** (mixed: 2 women, 3 men)
 - This group agreed that the power plant is potentially good for local development and employment.

Appendix E:

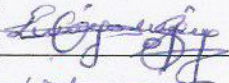
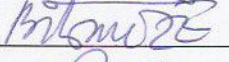

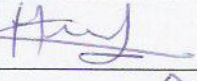
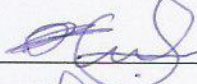

Focus Groups Attendance Register

Fiche de presence des Groupes Focaux: Projet Dibamba

No	Nom	Telephone	Signature
1	NNEME CEULE		
2	Yemba K. Bernatte	7789 1841	
3	Kolighen M. Chantal	7789 1841	
4	Epouse Takoutsing Bernadette	77.0702.10	
5	NGO Dion Nanthu	77 6944 69	
6	Elamvvo yeoune gisele		
7	Moudjidjou Mouri Noël	7450 67 00	
8	Trengne Elise carine		
9	Onya Agnes	7480 99 25	
10	MERAMCHE Elisabeth	9653 64 60	
11	MAKOU SING EVELINE	94.01.0129	
12	Abekou christa	77 25 98-68	
13	Mme Simone Ndjijom	99 77 34 09	
14	el Boumen Feungang Elh		
15	CHEUFFA Adelin	9955 -	96 - 59
16	CHEUFFA Adeline	99.87.14	79.
17	ADIOM Nadeleine epse DANG	9953 00 19	
18	MBEG ISEP		
19	MBOCK NDEBI B	75 67 40 32	
20	YAMBOUE Jean Claude	75 00 71 23	
21	Wamo FOUNISA	75 27 18 94	
22	hami George	9 643782	
23	NZIMA DAVID	7443 2263	
24	WOUEGOM TAKOUTSING	99.3928 63	

25	MOUKATE DIEUDONNE	74939652	74939652
26	TAMO Pierre	99978117	99978117
27	NEKAM Jean Pierre	77228789	77228789
28	KKELEWA Jean	77891841	77891841
29	NZIE EBELLE RAOL	77891841	77891841
30	TAKOUKAM J ^{COU} _{SCRAPIN}	74953229	74953229
31	MBID Paul Dieudonné	75781848	75781848
32	Idjadip INOCENT	77951697	77951697
33	NGOUM Antoinette	77447451	77447451
34	Kapchie Emiliène	75762120	75762120
35	Gamba Thérèse	75752703	75752703
36	chogbelingga marie	99017093	99017093
37	Pya Mairfengue	45284771	45284771
38	NGOSSO Alphonse	99651906	99651906
39	NDAIRO Berthe	941398495	941398495
40	Higain Marie	74672847	74672847
41	CHOMPE epse ^{tuec} _{ang}	77751277	77751277
42	ESSONO Bernadette	867584605	867584605
43	NGANG delphine	77056974	77056974
44	NGWENANG Nicaise	7558-29-18	7558-29-18
45	cliko Jeanne	74672847	74672847
46	DZEMMI MARGUERITE	75046773	75046773
47	Touko Gadjin epD	77933573	77933573
48	Dacton Bernadette	94543099	94543099
49	KOKO néoOUABOSY domi	96.42-15-55	96.42-15-55
50	NBoutou Juliette	9999.75-35	9999.75-35

Fiche de presence des Groupes Focaux: Projet Dibamba

No	Nom	Telephone	Signature
1	LINGOK Jean Pierre	75 28 42 10	
2	BITOMO ZE Valin De	77 75 12 77	
3	NGAMBA NIXOUJA THER		
4	NYEMBE THERESE	96043295	
5	TADA CHRISANTUS K.	75 56 16 81	
6	Gamba Therese	75 75 27 45	
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Appendix F:

Comparison of Douala (Dibamba) and Kribi RAP crop market prices

COMPARISON OF DOUALA (DIBAMBA) AND KRIBI RAP CROP MARKET PRICES

A Douala crop market price survey was undertaken during the week of 14 January 2008. The table below sets out the crop compensation amounts according to entitlements under the Cameroon Decree No 2003/418 and market price surveys for Kribi and Douala markets for all crops surveyed by the CEC on the Dibamba Project site. This clearly demonstrates that in most cases prices in Kribi are higher than in Douala, and certainly so for staple crops. The exceptions are plantain, banana, mango and guava for which market prices are some 10-20% higher in Yassa/Douala.

Crop	Decree Compensation Entitlement, CFA/unit (2002)	Kribi Compensation Estimate, CFA/unit (September 2007)	Dibamba Compensation Estimate, CFA/unit (January 2008)
Cassava	300	775	625
Amaranthe	3,000	3,000	3,000*
Pinaple	200	500	425
Banana Plantain	1,500	1,450	1,798
Yam	300	1,350	940
Macabo	300	500	340
Gombo	3,000	3,000	3,000
Corete	3,000	3,000	3,000*
Papaya Tree	1,000	6,150	4,650
Sweet Potato	300	1,150	800
Banana Tree	1,500	5,250	5,405
Maize	250	250	250
Veronia	3000	3,000	3,000
Voancanga	25,000	31,200	31,200
Sugar Cane	75	100	75
Guava Tree	35,000	121,500	136,500
Cerisier	35,000	121,500	121,500*
Mango Tree	35,000	121,500	136,500
Palm tree (for palm oil)	35,000	35,000	35,000**
Avocado Tree	35,000	201,500	89,000

Table A-1 – Comparison of entitlements for crops and fruit trees

Note: * Where local market prices are not available compensation levels determined in Kribi are used.

** Where compensation calculations based on current market prices are lower than the Cameroon Decree the Decree is followed.

Appendix G:

Compensation Calculations

METHODOLOGY USED FOR COMPENSATION CALCULATIONS

In order to evaluate the amount of compensation to be provided to PAPs as a result of land take due to the project. The following methodology was utilised for Temporary crops.

Temporary Crops

Temporary crops include leguminous cereal and garden crops such as maize, cassava, potato, and sweet potato which are typically sown and harvested during the same agricultural year, sometimes more than once.

Methodology:

For temporary crops, crop census methods applied by the CEC are followed. Compensation calculations assume a one-year impact on household crop production.

The value of temporary crop production per household was calculated using the following methodology:

- 1) The area of land utilised for each crop produced (AC) per household was surveyed and recorded – this was undertaken by the compensation commission during the census
- 2) The average yield per hectare (Y) for each crop was established by an agricultural specialist from the compensation commission.
- 3) The potential production of a particular crop for a particular household was established by multiplying the area utilised for that crop (AC) by the average yield of the same crop per hectare (Y).

$$\text{Crop Production per household (CP)}_{(Z)} = \text{AC}_{(Z)} \times \text{Y}_{(Z)}$$

- 4) The price of the crop per Kg/g/ton/cup/bag/unit was established through consultation with produce sellers in various markets in Douala near to Yassa Village²⁹. The price of the crop per Kg/g/ton/cup/bag/unit was then multiplied by the total production expected from that particular crop by that household (CP) to get the value of the crop for that household (VP).

$$\text{Value of Crop (VP)}(Z) = \text{CP}(Z) \times \text{P}(Z)$$

- 5) Depending on the number of seasons (S) that might occur for each type of crop in one year. The number of seasons per year were multiplied by the value of the production to give Total Value of Production for the Crop (TVP):

$$\text{TVP}_{(Z)} = \text{VP}_{(Z)} \times \text{S}_{(Z)}$$

- 6) Through liaison with the Department of Agriculture and the Voice of the Farmer, the quantity (QS) and cost of seeds (CS) required per hectare for each crop was defined. Therefore per

²⁹ Although note that it was Kribi RAP prices (2007) that were used in the calculation of compensation for crops and trees in this RAP.

hectare lost to the project the following calculation was used and the result added onto the Total Value of Production based on the assumption that PAPs will require new seed to plant in resettled areas.

$$\text{Planting Cost (PC)}_{(Z)} = (\text{QS}_{(Z)} \times \text{CS}_{(Z)}) \times \text{No of hectares(Ha}_{(Z)}) \times \text{Seasons in one year (S)}_{(Z)}$$

- 7) The Grand Total Value of Compensation per hectare (GTVC) is thus equivalent to the Total value of lost Production for 1 year per hectare plus the Planting Cost for one year per hectare.

$$\text{GTVC} = \text{TVP} + \text{PC}$$

- 8) Given that one household might have different crops (in the same or different plots), the grand total value of the crop production per household is a simple addition of all the GTVC's for each crop.:

$$\text{GTVP}_{(Z)} + \text{GTVP}_{(I)} + \text{GTVP}_{(J)} + \dots = \text{GTVP}_{(Z+I+J+\dots)}$$

Methodology used to calculate the value of Permanent Crops

Permanent Crops

Permanent crops are sown or planted once and will not be replanted after each annual harvest. The main permanent crops in the project area were fruit trees and medicinal plants.

Methodology:

With regards to the calculations used to obtain the current value of permanent crops, information was obtained from the local markets around Yassa Village.

The compensation commission census provided the following information per household:

- Type of tree (Local name)
- Quantity of tree (number of individual trees)

Using the information obtained from the Kribi Resettlement Action plan and assuming that the average yields of trees and production years do not change from area to area, the following general information for each type of tree was obtained:

- Number of growth years until it reaches production
- Number of production years
- Cost of a small plant (including the cost of labour, fertilisers, water, to reach the size of a small plant)
- Annual Yield per tree
- Average market price per Kg/g/ton/cup/bag/unit (obtained in surrounding markets of Yassa Village).

In order to determine the value of the permanent crops, the following methodology was used:

1. Given that permanent crops take longer to achieve the production stage, these “waiting years” must be taken into account as lost production, assuming that if the tree was not destroyed, it would be producing for those years. The **waiting years for tree A = $W(A)$**
2. Given the difference in tree maturity (young or adult), one year was added to the waiting years as such:

- **Young Tree A: Young years (yy) = $W(A)$**
- **Adult Tree A: Adult years (ay) = $W(A) + 1$ year**

3. Once the overall number of years have been obtained, the total yield (TY) for tree A must be calculated:

$$\text{Total Yield (TY}_{(A)}) = \text{Average Yield}_{(A)} \times yy_{(A)} \text{ or } ay_{(A)}$$

4. The production cost (PC(A)) of tree A is obtained by multiplying the TY(A) with the average market price (P(A))

$$PC_{(A)} = TY_{(A)} \times P_{(A)}$$

5. In addition, to the PC, the household should also receive a similar quantity of plant trees (QP) in saplings to get the Grand Total Production Cost (GTPC)

$$GTPC_{(A)} = PC_{(A)} + QP_{(A)}$$

6. Given that one household might have different trees (in the same or different plots), the grand total production cost (GTPC) per household is:

$$GTPC(A) + GTPC(B) + GTPC(C) + \dots = GTPC(A+B+C+\dots)$$

Further Assumptions for both Temporary and Permanent Crops:

Due to the fact that some temporary and permanent crops are indigenous trees and crops, there is very limited information regarding average production yields, market prices, years of production, etc. As such, for the crops that information is lacking, the consultants:

1. Put the crop into their respective category, e.g. cereals, legumes, tubercles, medicinal plants, fruit trees, etc..
2. Obtained the average percent increase or decrease per category, when compared to the 2003 decree prices per crop
3. Applied the same average increase/decrease to the average 2003 decree prices for the crop

Appendix H:

**Terms of reference for NGO to assist AES Sonel in the Provision of Community
Development Support**

DIBAMBA POWER PROJECT

Draft³⁰ Terms of Reference³¹ for NGO Engaged to Provide Community Development Support Assistance for Dibamba Power Project Affected Persons

Background

AES Sonel, the national power utility company in Cameroon, is currently developing the Dibamba Power Project in order to help meet the requirements of electricity generation in Cameroon. The project will be located at Yassa Village in Douala III, approximately 20km to the east of the city of Douala in the Littoral Province. The Dibamba Power Project comprises the construction of an 88MW power plant fuelled with Heavy Fuel Oil (HFO) and the erection of a 90kV transmission line between the plant and the existing Ndogi-Bokoko 90kV substation at Bokoko, 2km to the west of the plant site.

The site and transmission line will require approximately 11.7 ha of land-take. Most of this land is currently farmed or occupied by approximately 47 individual households. Some of these farmers of the land are residents of nearby Yassa Village; others live further away and commute to Yassa as needed to manage the land.

In January 2008 compensation payments were made to all farmers for crops and trees that will be lost as a result of the project.

In addition to crop compensation PAPs will receive compensation for lost land to be acquired by the project together with resettlement assistance payments, and provided with community development support. This community development support will be in the following areas:

1. Counseling of PAPs in sound use of compensation cash;
2. Prioritising local residents for employment;
3. Formation and capacity development of agricultural cooperatives (GICs);
4. HIV/AIDS awareness and prevention information.

An NGO will be engaged to ensure effective delivery of services and/or support by AES Sonel in each of these areas.

2. Purpose of Engagement

The purpose of engaging an NGO is to ensure effective design, delivery of services and support provided by AES Sonel to Dibamba Power Project PAPs (and, where relevant, the wider local community) in three of the four areas listed above, namely: (1) counselling PAPs in sound use of compensation payments; (2) prioritising local residents for employment; (3) formation and capacity development of farmers' groups; and (3) implementation of an HIV/AIDs awareness campaign .

In addition to service delivery, the NGO will monitor implementation and impact of project activities on PAPs (and, where relevant, other sections of the local community) in each of

³⁰ These ToR are only indicative and should be revised and contract terms between NGO and AES Sonel to be developed by AES Sonel according to actual project needs and circumstances and AES Sonel policy.

³¹ These ToR should be referred to alongside the RAP documents itself and all activities described therein.

these areas in order to assist AES Sonel in overall project management and information management.

3. Expected Outputs

Expected outputs of this engagement are:

- All PAP households offered the opportunity to participate in project activities;
- Training provided to all interested PAP household members in household finance planning and management, including budgeting for renting or purchasing of and investing in farmland;
- Up to 20 farmers' groups formed, registered and operational according to participants' interests (e.g. in crop and/or livestock agribusiness), and in compliance with Cameroonian law;
- HIV/AIDS awareness campaign designed and implemented;
- Electronic database of PAP households developed and designed to operate as a flexible monitoring tool;
- Monthly summary reports of project activities, inputs, outputs and impacts (quantitative and qualitative) produced.

4. Activities

- A detailed set of activities will be developed in consultation between AES Sonel and the NGO but will include (inter alia) the following (by area):

Counselling of PAPs in Sound Use of Compensation Cash

- Visit each PAH to discuss plans for investment of compensation money received, providing advice and identifying areas where assistance is necessary. Seek to ensure contact with women and vulnerable members of each household. Keep records of all conversations held and actions taken in the PAH database for monitoring purposes.

Prioritising PAPs for Employment

- Through household consultation, assist AES Sonel in profiling all PAHs according to each individual household member's skills, and incorporate information in PAH database.
- Assist AES Sonel in identifying and quantifying employment opportunities with AES Sonel and its contractors during construction and commissioning of the project (by type, duration and skills sets required). This should take place at the beginning of the project (projected over the first three years from start of site preparation) and updated monthly for at least one year.
- Assisting AES Sonel to circulate information on job vacancies amongst PAHs – paying particular attention to ensure targeting households with vulnerable members.

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- Assisting AES Sonel to update PAH database in relation to work applications made by PAPs (successful and unsuccessful), any training provided, employment provided, and extent of inclusion of women and vulnerable groups.
 - Assist AES Sonel in identifying employment skills training needed in relation to particular anticipated employment needs during commissioning and construction of the Dibamba Power Project.

Formation and capacity development of Farmers' Groups

- Together with AES Sonel, design of two-day launch event for PAPs to introduce the support that will be provided by AES Sonel, to provide initial training in household financial planning and management (with particular reference to the compensation money and people's need to invest in land and/or sustainable income generating activities), and to begin the process of helping people who are interested to form into farmers' groups.
- Conduct initial household visits to all PAPs in advance of payment of resettlement assistance and land compensation to discuss investment plans, and begin the process of developing a detailed electronic database. This database should be easily and regularly updated to account for all project inputs, outputs and impacts, quantitative and qualitative.
- During household visits identify and 'classify' PAPs that are vulnerable or 'at risk' (eg disabled, of ethnic minority status, aged, extremely low income, female household head, young single mothers, etc).
- Take a lead role in developing a PAP Community Engagement Plan for implementation of this RAP.
- Provide assistance in the formation and registration of farmers' groups and in the preparation of a 'charter' for each. Assist all groups in conducting informal 'feasibility studies' (e.g. considering market demand, prices, precedent) for ventures chosen, encouraging realism in each case. Assist in the registration of bank accounts, and facilitate discussions regarding initial financial investments required from members and planning and sourcing inputs to be purchased, depending on needs and resources available.
- In agreement with AES Sonel, develop a programme of capacity building for each group, including scheduling of extension trainers (e.g. from Government Agriculture Department³² or other specialist NGOs).
- Provide ongoing support to operation of each farmer's group through (at least) fortnightly visits, problem-solving where necessary, and monitoring all successes, difficulties and outputs.
- In discussion with AES Sonel, identify possibilities for interested farmers' groups to sell their produce to a works canteen or directly to workers and contractors of Dibamba Power Plant – e.g. fresh vegetables or meat or cooked/processed food.

³² Mr Asala Asala, Agricultural Engineer from the Government Agriculture Department and member of the Dibamba Power Project Compensation Commission can advise on this.

-
- After four months advise AES Sonel of which groups will ‘qualify’ for a further financial injection from AES Sonel.
 - Wherever possible, ensure the sharing of positive experiences of each of these enterprises with other members of the local community who may be interested in learning and taking up techniques adopted.
 - When required, assist AES Sonel in guiding visitors (e.g. Government officers, journalists, external monitoring and evaluation experts) to review project activities, including facilitating introductions to PAPs who may be interested to share their experiences.

Implementation of an HIV/AIDS Awareness Campaign

- Advise AES Sonel on different campaign options based on knowledge and experience of the sector nationally and in other parts of Africa and according to different audiences (e.g. young local women, male contract workers, long-distance truck drivers).
- Advise AES Sonel on high quality media design and production services available (e.g. for posters, promotional items, other best practice social marketing techniques).
- Advise and support AES Sonel on methodologies for simple monitoring of service delivery and impact (e.g. interviews of campaign target audiences to gauge levels of knowledge of HIV/AIDS issues and risk-avoidance behaviours before and after the campaign).

5. Timing and Inputs Required

These services will be delivered over the course of twelve months beginning in May 2008. A detailed timetable and work-plan will be developed in discussion with AES Sonel.

The NGO engaged to provide these services should be able to provide and regularly deploy between one and two experts with sufficient experience and maturity to manage, guide and monitor all activities. At least one of the experts must be female due the important need for targeting and occasional close consultation according to gender (e.g. in providing agricultural extension or monitoring impacts of HIV/AIDS training). It will be necessary to ensure consistency of staff deployed over the duration of the project as far as possible, in order to ensure continuity and familiarity with project details, challenges, and individual stakeholders.

It is expected that the NGO staff deployed will have access to their own vehicle when travelling to the project site when not accompanied by AES Sonel staff.

6. Experience Required

The NGO that is engaged to provide the services and support outlined above is expected to have the following credentials:

- At least five years of experience in the provision of community development support within the greater Douala area with a proven track record and reputation amongst beneficiaries, donors and peers.
- Sound knowledge of international best practice in the implementation of pro-poor community development services – including in the successful formation and development of commercially viable and sustainable farmers' groups and in facilitating technical training support for such groups.
- Solid experience in participatory methods and targeting of vulnerable groups.
- Solid experience in monitoring and evaluation.
- Solid experience in communications and public awareness campaigning and communications, particularly in the area of public health.
- Staff deployed should be fluent in both French and English (written and spoken).

7. Budget

The budget for this assignment will be discussed and agreed with AES Sonel according to the timetable and work-plan developed.

Appendix I:

Terms of Reference

TERMS OF REFERENCE FOR RAP

The RAP will set out baseline and impacts on local communities' living conditions and livelihoods generated by the construction of the power plant and the erection of the 90kV transmission line.

The RAP will be undertaken in accordance with IFC Performance Standard 5 and World Bank Operating Policy 4.12. Based on the analysis of impacts on residents/tenants/land owners, their livelihoods and land holdings a strategy for delivering resettlement and compensation to effected parties will be prepared.

The RAP involves 8 stages: (i) undertaking a data review focusing on identifying affected parties and zone of impact, reviewing socio-economic background/outcomes of the Social Impact Assessment component within the SEIA; (ii) undertaking consultation with relevant government bodies with responsibilities for coordinating resettlement, compensation and management of wayleaves; (iii) validating, through desktop and site visits, farm land/crops, buildings, structures etc within affected area; (iv) consultation (focus groups) with affected parties, community leaders and key stakeholders; (v) analysis of outcomes; (vi) defining land alternatives; (vii) outlining process of resettlement and/or compensation, implementation and monitoring; (viii) writing up the draft report, and following a client review, finalising the report.