



**NEW LIBERTY GOLD MINE
RESETTLEMENT ACTION PLAN
AMENDMENT**

AUREUS MINING INC.

MARCH 2014



New Liberty Gold Mine: Resettlement Action Plan

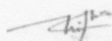


This Resettlement Action Plan (RAP) represents the full and final RAP for the New Liberty Gold Mine (NLGM).



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EXECUTIVE SUMMARY

Introduction

Aureus Mining Inc. (Aureus) is planning the development of an open-pit gold mine at the New Liberty gold deposit. The Project is known as the New Liberty Gold Mine (NLGM), and will be the first commercial gold mine in Liberia. Development of the NLGM will require the resettlement of two relatively small ‘towns’¹ of Kinjor and Larjor.

Kinjor and Larjor towns will be directly affected by the proposed NLGM as they are currently located within or adjacent to the proposed mine pit. Development of the NLGM will require the resettlement of 325 property owners and their households, as well as the replacement and/or compensation of dwelling- and business structures, community facilities, economic trees agricultural fields, graves and sacred sites located within the proposed mine footprint and associated 500m blasting zone.

Aureus has committed to implement the resettlement in accordance with applicable Liberian laws and regulations, as well as the International Finance Corporation’s (IFC) Performance standards (PSs). The Project, therefore, requires a comprehensive Resettlement Action Plan (RAP) to address its resettlement impacts. The RAP determines the principles, objectives, procedures and actions that will be implemented prior to, during and after the resettlement of the Kinjor and Larjor project affected people and assets.

The original scope of the RAP was determined by the 2011 project design parameters as described in the EIS. Mine optimisation studies were completed in 2012, which resulted in changes to the mine designs, as well as the location of site infrastructure. The 2012 RAP was amended to incorporate resettlement impacts associated with the changed mine plan. The current RAP amended report, therefore, addresses all resettlement impacts associated with the proposed NLGM in line with the project design parameters of January 2013.

Project Owner

Aureus Mining Inc. was incorporated and registered in Canada on 1 February 2011. Aureus is an established minerals development company listed on the London and Toronto Stock Exchanges. It is engaged in the exploration and development of gold mining projects in a number of West African countries including Liberia, Sierra Leone and Cameroon. In Liberia, the Bea Mountain Mining Corporation (BMMC), a wholly owned subsidiary of Aureus, holds a Class A mining license, issued by the Liberian Ministry of Lands, Mines and Energy, to mine the New Liberty gold deposit for a period of 25 years (and renewable for 25 years).

¹ The RAP will use the term ‘town’ throughout the report in accordance with the Liberian administrative grouping, although the towns in the vicinity of the project could more accurately be described as small villages.

A Mineral Development Agreement (MDA) was signed between BMMC and the Government of Liberia in 2001, which became effective on 14 March 2002. The Liberian Government retains a 10% free-carried interest, and is entitled to a 3 percent Net Smelter Return royalty. Aureus will pay direct and indirect taxes, government share in profits, and duties on imports as required by Liberian laws and the MDA.

Brief Project Description

The NLGM will involve an open pit gold mine (the first commercial gold mine in Liberia), with an ore production and treatment rate of about 3,000 tonnes per day. Pre-construction activities on the mine commenced on site during the first quarter of 2013. The construction phase was envisaged to commence in the fourth quarter of 2013, the duration of which will be approximately 12 months. The operational phase will be initiated in the first quarter of 2015 and will last eight years.

Project Location

The New Liberty Gold Mine is situated in the north-western portion of Liberia within the Gola Konneh District of Grand Cape Mount County. The NLGM area is approximately 8 km² in extent and the gold deposit is one of a series of gold deposits located within BMMC's 457 km² license area. The NLGM is located in the south-western part of the greater BMMC MDA area.

Asset surveys

Upon identification of the need for involuntary resettlement resulting from the development of the NLGM, Aureus commissioned an asset assessment to identify the persons affected by the Project and determine who will be eligible for compensation and resettlement assistance. The asset survey was undertaken during February 2012 and March 2012. Each structure was marked (painted with a unique number (e.g. K-001)) and assessed accordingly. The building materials, number of rooms and dimensions of each structure were recorded. A GPS co-ordinate was taken for each structure with a photograph of the owner and structure. The Kinjor and Larjor town chiefs were approached to assist with the settling of ownership disputes. The asset surveys were updated in May 2013 to include areas that will be affected as a result of the changed mine plan.

In-field investigations were undertaken to locate and record all agricultural fields, economic trees and/or plantations within the NLGM 500 meter blasting zone. Fields and crops were assessed in the presence of the rightful owner. Property owners were required to sign-off on their individual asset inventories, while inventories were co-signed by the relevant quarter chief. The town chiefs, Aureus community liaison officer, as well as the Kinjor pastor and imam, signed for the respective community structures. A grave register was established for all known graves in Kinjor and Larjor respectively. The grave register will be updated prior to physical resettlement.

Resettlement Impacts

The development and operation of the NLGM will have both positive and negative impacts on the socio-economic environment in the broader project area, as well as at the district and national level. The positive impacts mainly relates to the economic advantages associated with the Project. This will be achieved through the payment of taxes and royalties, increased employment opportunities, training, purchase of goods manufactured and/or supplied in Liberia, cash compensation for farms, commercial opportunities, community development and an improvement in local infrastructure at the new resettlement site. The development of the Project will bring much needed investment and development opportunities.

Development of the NLGM will, however, require the resettlement of 325 property owners and their households. Assets to be replaced and/or compensated include privately owned dwellings and business structures, community infrastructure, economic trees and field crops, as well as graves and sacred sites.

Aureus has committed to implement resettlement in accordance with the applicable Liberian laws and regulations, as well as international best practice standards. The IFC performance standards are widely regarded as international best practice for the management of impacts associated with large project developments.

IFC Performance Standard 5

Aureus will follow the requirements of IFC Performance Standard (PS) 5 “Land Acquisition and Involuntary Resettlement”. This PS describes involuntary resettlement as both physical displacement (resettlement or loss of shelter) and economic displacement (loss of assets, or access to assets, that leads to loss of income sources and/or other means of livelihood), as a result of project-related land acquisition and/or restrictions on land use. Resettlement is considered involuntary when affected persons or communities do not have the right to refuse land acquisition or restrictions on land use that result in physical or economic displacement.

The primary objectives of IFC PS5 are to:

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

6. Provide opportunities to displaced people to derive appropriate development benefits from the project.

If displacement cannot be avoided, Aureus will offer affected persons realistic compensation for the loss of affected assets in the form of improved replacement houses, as well as other assistance as provided in PS5, to help them improve or restore their standards of living and livelihoods.

Socio-economic and Institutional Framework

The development of the RAP takes into account the socio-economic environment in which the NLGM is situated and the current status of demographic and socio-economic conditions, as well as applicable political and traditional structures. The RAP further takes into account the existing institutional and regulatory framework within the context of Liberian Law.

Stakeholder Engagement

Aureus is consulting with the Liberian government and affected communities through a stakeholder engagement process. Disclosure of relevant information and participation of affected communities will continue during the implementation, monitoring and evaluation of compensation payments, physical resettlement, as well as all livelihood restoration activities, to achieve outcomes that are consistent with the objectives of IFC PS5.

A NLGM Resettlement Committee (RC) was established during January 2012, representing the leadership structures and affected parties in Kinjor and Larjor. The RC assists with the RAP surveys and the negotiations around entitlements, and act as official communication channel for lodging grievances. The responsibilities of the RC have since been updated and expanded and its role and functions during RAP implementation are discussed in Section 9.4.2. A formal grievance procedure has been developed and will be in place prior to the implementation of the RAP.

At a meeting with the Kinjor and Larjor affected parties in February 2012 it was announced that the final cut-off date for eligibility under the RAP would be 28 February 2012, which was the start date of the asset survey. Various consultation meetings and workshops were held with the RC on RAP entitlements, resettlement site selection, town layout and replacement house designs, as well as potential livelihood restoration projects.

Preliminary town layout and house designs were presented to the RC in 2012, who then presented the design options to the community. Following several meetings with the RC, a final set of house designs were agreed to by the RC September 2012. However, during follow-up consultations with the affected communities in June 2013, house designs and town lay-out plans were revised and presented to the communities for approval (refer to Section 10.4).

During October 2013 Aureus and affected property owners entered into an agreement which would allow for the temporary resettlement of affected households in order to accommodate project construction schedules.

Eligibility and Entitlements

The Entitlement Matrix presented in Table 27 of the RAP report provides an overview of all entitlements under the RAP: The RAP will endeavour to minimise involuntary resettlement and improve, or at least restore, the livelihoods and standards of living of displaced persons. Compensation for project affected parties will be based on transparent, consistent and fair compensation measures. The NLGM RAP entitlements are determined in line with Liberian legislation and IFC PS5. Where applicable, the entitlements include additional measures to comply with any particular requirements of IFC PS5.

Eligible persons under the RAP include all property owners and owners of economic trees and field crops that were assessed during the NLGM asset and agricultural survey. Persons who moved into the RAP affected area after the asset survey cut-off date will not be eligible for compensation. Any person who continues with the improvement or development of their assets after the cut-off date will also not be compensated for these improvements.

A total of 325 privately owned structures will be replaced. Eligible persons/households will receive improved standards of living at the new resettlement site. They will be resettled on residential plots, the size of which will be standardised in line with government approved town planning requirements. Replacement housing will consist of standard 2-room houses, each with a kitchen, wash room and porch. In addition, Aureus will replace all existing community facilities with improved facilities, and will provide additional facilities such as boreholes for the supply of potable water and a sufficient number of hand pumps to serve residents of the resettlement town (refer to Section 8.3).

All economic trees (i.e. fruit trees, edible fruit plants, fuel wood trees and medicinal plants), within the mine footprint and associated 500 meter blasting zone will be cash compensated in line with the Liberian Ministry of Agriculture compensation guidelines for affected trees. Compensation for trees not listed in the abovementioned government list, will be determined in consultation with the RC.

The Ministry of Agriculture does not include basic food crops (such as rice) in its pricelist, given the relatively short period between planting and harvesting these crops. Aureus has consulted the RC and a fixed amount for food crops will be paid. Owners of fields will be given the opportunity to harvest standing crops prior to resettlement.

Affected households will receive financial support from Aureus to undertake bona fide customary ceremonies associated with the resettlement of graves. The relocation of graves will be conducted as per the agreement between Aureus and the Environmental Protection Agency of Liberia (EPAL). Aureus has negotiated with the relevant tribal elders regarding suitable mitigation/compensation measures for two recorded sacred sites.

Eligible persons and households will be provided with opportunities to participate in the livelihood restoration and community-based projects under the Community Development Plan (CDP). They will receive transitional support and additional targeted assistance, where applicable.

Aureus will prioritise the employment of affected individuals and households in line with its employment policy. A multipurpose cooperative was established in 2013 to structure the participation of the affected community in the construction of replacement houses (refer to Section 12.6). Participants receive training in the construction of houses. Contracts will also be secured with local craftsmen to provide more specialised services. Aureus will further endeavour to establish appropriate training and skills development programmes as part of the CDP in order to equip affected households (and others) to benefit from new employment opportunities.

In order to accommodate mine pit construction schedules, Kinjor/Larjor will be temporarily resettled to an area directly adjacent to the resettlement village but still within the land deed area. Community building teams will be employed to construct temporary houses. They will receive remuneration while Aureus will provide all materials. Affected households will have full ownership of temporary houses after permanent resettlement has been completed.

Organisational Structure

The successful implementation of the RAP is dependent on a committed and well-resourced organisational structure. The RAP will be implemented through the coordination of two principal institutions: the RAP Steering Committee (RSC) and the Community Development Manager (CDM). The RAP organisational structure is presented in Figure 9 of the report.

The RSC is responsible for strategic decision making for RAP implementation. It will ensure that the latter is timely and in accordance with the commitments in the RAP. The RSC will also ensure that the implementation of the RAP is monitored, and progress evaluated, on a regular basis. The RSC will meet on a quarterly basis until all outstanding RAP issues have been resolved.

The CDM will be responsible for the administration, co-ordination and implementation of the RAP. He/she will ensure that the execution of compensation payments and resettlement support measures are in accordance with the RAP. The CDM will address and, if possible, resolve resettlement and compensation grievances after seeking advice from the NLGM management and legal expert (if required).

The CDM will work in close cooperation with the RC, which acts as advisory body to Aureus. The RC is the key institution for engaging the resettlement affected parties and will advise Aureus on the orderly resettlement and equitable compensation of all people affected by the NLGM. The RC is a duly nominated body representing the residents of Kinjor and Larjor. It includes representatives from local government, Kinjor and Larjor town councils, traditional authorities, women's group, the youth, and non-governmental organisations. The functions of the RC are discussed in Section 9.4.2 of the report.

The CDM will be responsible for overall community consultation and local level stakeholder engagement, and will be trained and provided with suitable resources to effectively address grievances, particularly those relating to resettlement and compensation.

Resettlement Site Selection

The resettlement of Kinjor and Larjor will require the acquisition of suitable replacement land for the establishment of a new town. Section 10 of this report describes the process and outcome of the resettlement site selection exercise. Prior to the site selection process it was agreed with affected communities that Kinjor and Larjor will be resettled as one community occupying one town. This decision was based on the current situation where Larjor only comprises seven households, while its residents are greatly dependent on public services and market activities at nearby Kinjor. Ethnic and religious affiliations and cultural activities are also similar in both towns.

The affected communities, through the RC, were given the opportunity to identify four site options according to their preferences, which would then be debated during workshops with the RC and the traditional authorities concerned. Site Option 2 (Leilema site), was selected according to a number of selection criteria, and subsequently approved as the resettlement site by the RC, the affected communities and traditional authorities. The Leilema site is located approximately 4.5 km from Kinjor. Land acquisition consultations with government, the relevant traditional authorities and the original deed holders have been concluded.

The Leilema resettlement site option was investigated for potential sites of cultural and/or heritage significance. A chance find procedure has been developed and a watching brief will be implemented if any deposits/features are found. Aureus will comply with the requirements of IFC PS8 which requires that cultural heritage, including archaeology, be protected when found during the LOM.

Resettlement Town Layout and Replacement House Design

Aureus will replace existing community facilities at Kinjor and Larjor with improved facilities. In addition, Aureus will provide basic services to ensure that the living conditions of resettled households are improved. These will include water provision (boreholes/hand pumps), toilet facilities, a school facility, market and business facilities, as well as refuse disposal facilities. Aureus will consult with the Liberian Ministry of Health with regards the requirements for the establishment of a clinic and associated service delivery aspects.

After due consideration of community preferences and skills levels available for the Project, a proposal for a house design and town lay-out (which also includes business related markets) was presented and accepted by the RC and affected community members (refer to Section 10.4).

The above agreement includes the building of well-designed two-room houses, designed in consultation with the RC and involving each of the relevant community members. It was also agreed that the community would be involved in the actual building of the houses in order to enable affected people to use this skill for future extensions and/or setting up their own building contracting enterprises.

Grievance Procedure

In compliance with IFC PS5, Aureus has established a grievance procedure and mechanism to ensure that affected parties have the opportunity to lodge complaints and concerns with regards resettlement activities, compensation and restoration of livelihoods. The Grievance Procedure forms a recourse mechanism to resolve disputes in an impartial manner. It provides claimants with the assurance that grievances will be resolved satisfactory without cost to the claimant. This Grievance Procedure will also assist in the effective transfer of resettlement entitlements.

The RAP Grievance Procedure will not replace existing legal processes available to the affected parties, and will not infringe on claimants' right to access existing legal procedures. It will seek to resolve issues promptly and fairly to expedite the receipt of entitlements and assistance, without resorting to expensive and time-consuming legal actions. The Grievance Procedure will be in place at least until such time that a RAP Completion Audit has been finalised.

Community Development Plan

Section 12 introduces the proposed Community Development Plan (CDP) for the RAP. Aureus is committed to develop measures and action plans in accordance with its policy to conduct its business in a manner that promotes sustainable development and social welfare in the areas in which it operates. The CDP is aimed at improving, or at least restoring, the livelihoods and standards of living of displaced persons.

The main objective of the CDP is to provide affected parties with opportunities for livelihood improvement that would promote sustainable development for both the affected and host communities. The CDP will also include support mechanisms for the implementation of its programmes, such as vocational training, primary health care and access to micro credit and markets.

An umbrella Community Cooperative has been established with smaller sub-cooperatives to promote business and agricultural development. The Cooperative will establish vegetable gardens with the assistance of Aureus to promote food security after resettlement. Additional land has been cleared for the development of agricultural projects in line with the provisions of the CDP.

Monitoring and Evaluation

A RAP Monitoring and Evaluation mechanism will be established to assess the effectiveness of the overall RAP implementation. In particular, the monitoring programme will assess the success of livelihood restoration activities and targeted assistance to vulnerable groups. The monitoring programme will include criteria, milestones and the resources needed to carry out the monitoring. Aureus will be responsible for providing the necessary funds and physical resources required for the monitoring programme.

Implementation Schedule

The proposed RAP implementation schedule has been finalised and RAP implementation structures are currently being established. Arrangements will be made for capacity building of NLGM staff to ensure that the role-players involved in RAP implementation understand the requirements of implementation schedules.

Pre-construction activities for the NLGM have commenced in the first quarter of 2013, while the construction phase will commence during the fourth quarter of 2013. In accordance with IFC PS5 compensation payments and physical resettlement of affected parties have to be completed prior to the construction of the Project.

Costing

Table 32 in this report provides a preliminary indication of the cost associated with the RAP implementation. Costs are based on the eligibility considerations and entitlement measures outlined in the RAP. The preliminary RAP implementation cost is US\$3 907 569m.

Conclusion

The NLGM RAP addresses the physical and economic resettlement of property owners and assets falling within the NLGM footprint and associated 500 meter blasting zone. The RAP defines the policies, procedures, programme and actions through which Aureus will mitigate, compensate and manage the resettlement impacts associated with the development of the NLGM.

All resettlement and compensation activities will comply with the applicable Liberia laws and IFC PS5 requirements. Implementation of the RAP will follow as soon as possible after final sign-off of the RAP, but prior to the start of construction. Aureus will be responsible for the implementation of the RAP.

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ABBREVIATIONS

Abbreviation	Definition
AfDB	African Development Bank
AIDS	Acquired Immunodeficiency Syndrome
Aureus	Aureus Mining Inc.
BMMC	Bea Mountain Mining Corporation
CDA	Community Development Agency
CDF	Community Development Fund
CDO	Community Development Officer
CDP	Community Development Plan
CIL	Carbon in Leach
CSI	Corporate Social Investment
EIA	Environmental Impact Assessment
EIS	Environmental Impact Statement
EITI	Extractive Industries Transparency Initiative
EPAL	Environmental Protection Agency of Liberia
EPFIs	Equator Principles Financial Institutions
FAO	The Food and Agriculture Organisation (
FDA	Forestry Development Authority
FDI	Foreign Direct Investment
GBV	Gender-based Violence
GDP	Gross Domestic Product
GPS	Global Positioning System
GRP	Grave Relocation Plan
HRIA	Human Rights Impact Assessment
HIV	Human immunodeficiency virus
IDP	Internally Displaced Persons
IFC	International Finance Corporation
ILO	International Labour Organisation
LEITI	Liberia Extractive Industries Transparency Initiative
LISGIS	Liberia Institute of Statistics and Geo-information Services
LNP	Liberia National Police
LOM	Life of Mine
LRRRC	Liberia Refugee Repatriation and Resettlement Commission
MDA	Mining Development Agreement
NGO	Non-Government Organisation
NSR	Net Smelter Return
NLGM	New Liberty Gold Project

OECD	Organisation for Economic Cooperation and Development
PS	Performance Standard (IFC)
PRADD	Property Rights and Alluvial Diamond Development
PRS	Poverty Reduction Strategy
RAP	Resettlement Action Plan
RC	Resettlement Committee
ROW	Right of Way
ROM	Run-of-Mine
RSC	RAP Steering Committee
SEP	Stakeholder Engagement Plan
TSF	Tailings Storage Facility
UN	United Nations
UNECA	United Nations Economic Commission for Africa
UNEP	United Nations Environment Programme
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
UNHCR	United Nations Refugee Agency
USA	United States of America
USAID	United States Agency for International Development
USD	United States Dollar

Glossary

Affected parties	Persons, households, groups and/or communities affected by the NLGM.
Affected property owners	Rightful owners of physical structures, economic trees and agricultural fields and crops affected by the NLGM.
Asset survey	A survey undertaken by an independent entity to identify (a) persons eligible for compensation under the NLGM RAP, and (b) identify and assess all assets (by owner) that will need to be replaced/compensated under the NLGM RAP.
Compensation	Payment in cash or in kind for an asset or resource acquired or affected by the NLGM.
Cut-off date	A set date after which persons will not be eligible for compensation under the NLGM RAP. The cut-off date is the same as the start date for the asset survey
Displacement	The physical, economic, social and/or cultural uprooting of a person, household, social group or community as a result of the NLGM.
Economic resettlement	Loss of assets or access to assets that leads to loss of income sources or other means of livelihood.
Entitlements	The compensation offered to persons, households, groups and/or communities affected by the NLGM. This includes: financial compensation; preferential right to certain employment; the right to participate in livelihood restoration programmes;

	housing, service provision, transport assistance, and other short-term assistance required to move from one site to another.
Full replacement cost	Represents the market value of assets plus transaction costs. Depreciation of structures and assets should not be taken into account
Host community	Any community receiving displaced persons.
Involuntary Resettlement	<p>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 other means of livelihood) as a result of project-related land acquisition and/or restrictions on land use.</p> <p>Resettlement is considered involuntary when affected persons or communities do not have the right to refuse land acquisition and restrictions on land use that result in physical or economic displacement.</p>
Land acquisition	Includes both outright purchases of property and/or acquisition of access rights, such as easements or rights of way.
Livelihood Restoration Programme	A programme intended to replace or restore livelihoods lost or reduced as a result of the NLGM. The programme will aim to improve the quality of life and standard of living of affected parties, and ensure food security through the provision of economic opportunities and income generating activities of affected property owners and their households.
Market value	The value that is required to enable affected persons and communities to replace lost assets with new assets of similar value.
Moratorium	A set date after which persons and/or groups will not be eligible for compensation for the development and/or improvement of structures and fields within the footprint of the NLGM
Physical resettlement	Refers to the physical resettlement/relocation of people as a result of the loss of shelter associated with the development of the NLGM.
Resettlement Action Plan	<p>A Plan that provides a comprehensive action plan for addressing resettlement impacts. It describes the procedures and activities that will be taken to mitigate adverse project impacts, compensate for losses, and provide development benefits to those who will be resettled or displaced as a result of the Project.</p> <p>The RAP describes in detail the number and categories of affected people, as well as the categories of affected assets and associated entitlements.</p>
Security of tenure	Resettled individuals or communities are resettled to a site that they can legally occupy and where they are protected from the risk of eviction.
Zone of impact	The geographical area comprising the mine footprint and 500 meter blasting zone associated with the NLGM.

1 PROJECT BACKGROUND

1.1 Introduction

Aureus Mining Inc. (Aureus) is an established minerals development company listed on the London and Toronto Stock Exchanges. It is engaged in the exploration and development of gold mining projects in Liberia and Cameroon. In Liberia, Bea Mountain Mining Corporation (BMMC), which is a wholly owned subsidiary of Aureus and registered in Liberia, holds a Class A mining license, issued by the Liberian Ministry of Lands, Mines and Energy in 2009. The mining license allows Aureus to mine the New Liberty gold deposit for a period of 25 years, with the right to extend this term for additional terms of 25 years.

The New Liberty gold deposit is one of a series of gold deposits located within BMMC's 457 km² mining license area. In November 2001, a Mineral Development Agreement (MDA) was signed between BMMC and the Government of Liberia. The MDA became effective on 14 March 2002, whereby Government retains a 10% free-carried interest, and is entitled to a 3 percent Net Smelter Return royalty. Aureus is planning the development of an open-pit gold mine known as the New Liberty Gold Mine (NLGM). The life of the mine is estimated to be eight years.

The NLGM will be the first commercial gold mine in Liberia, with an ore production and treatment rate of about 3,000 tonnes per day. The mine will increase Liberia's capacity in the gold mining sector. Aureus will pay royalties, direct and indirect taxes, government share in profits, and duties on imports as required by Liberian laws and the MDA. The Project will result in increased economic activity in the broader NLGM area, Grand Cape Mount County, Monrovia and in Liberia in general. Local personnel will be provided with skills associated with a mining operation. Direct and indirect job opportunities will be created (with associated multiplier effect), during construction and operation of the NLGM.

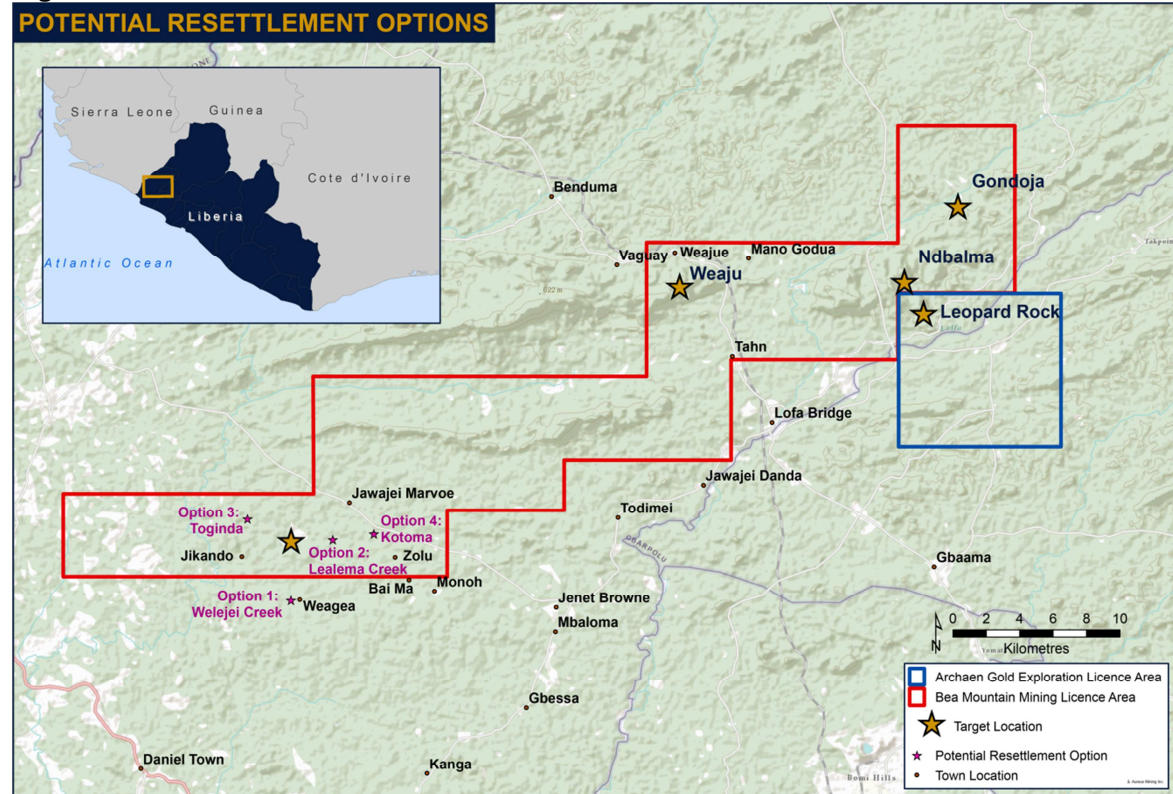
1.2 Project Location

The NLGM is located in the north-western portion of Liberia within the Gola Konneh District of Grand Cape Mount County. The Project is located approximately 120 km north-west of the capital, Monrovia, and between longitude 7°30' and 11°30' west, latitude 4°18' and 8°30' north. Sinje and Daniels Town are relatively large towns located to the south of the project area.

The NLGM area is approximately 8 km² in extent. It is situated within the south-western part of the greater BMMC MDA area. Villages located in the immediate vicinity of the Project include Kinjor, Larjor and Jikando. These relatively small 'towns'² fall under the jurisdiction of the Darblo Clan, while the respective town chiefs report to the General Town Chief, which is located in Jene Brown. The Marvoe Creek runs through the proposed mine site.

² The RAP will use the term 'town' throughout the report in accordance with the Liberian administrative grouping, although Larjor and Jikando could more accurately be described as small villages.

Figure 1: Bea Mountain Licence Area



New Liberty Gold Mine: Resettlement Action Plan



Figure 2: Regional setting

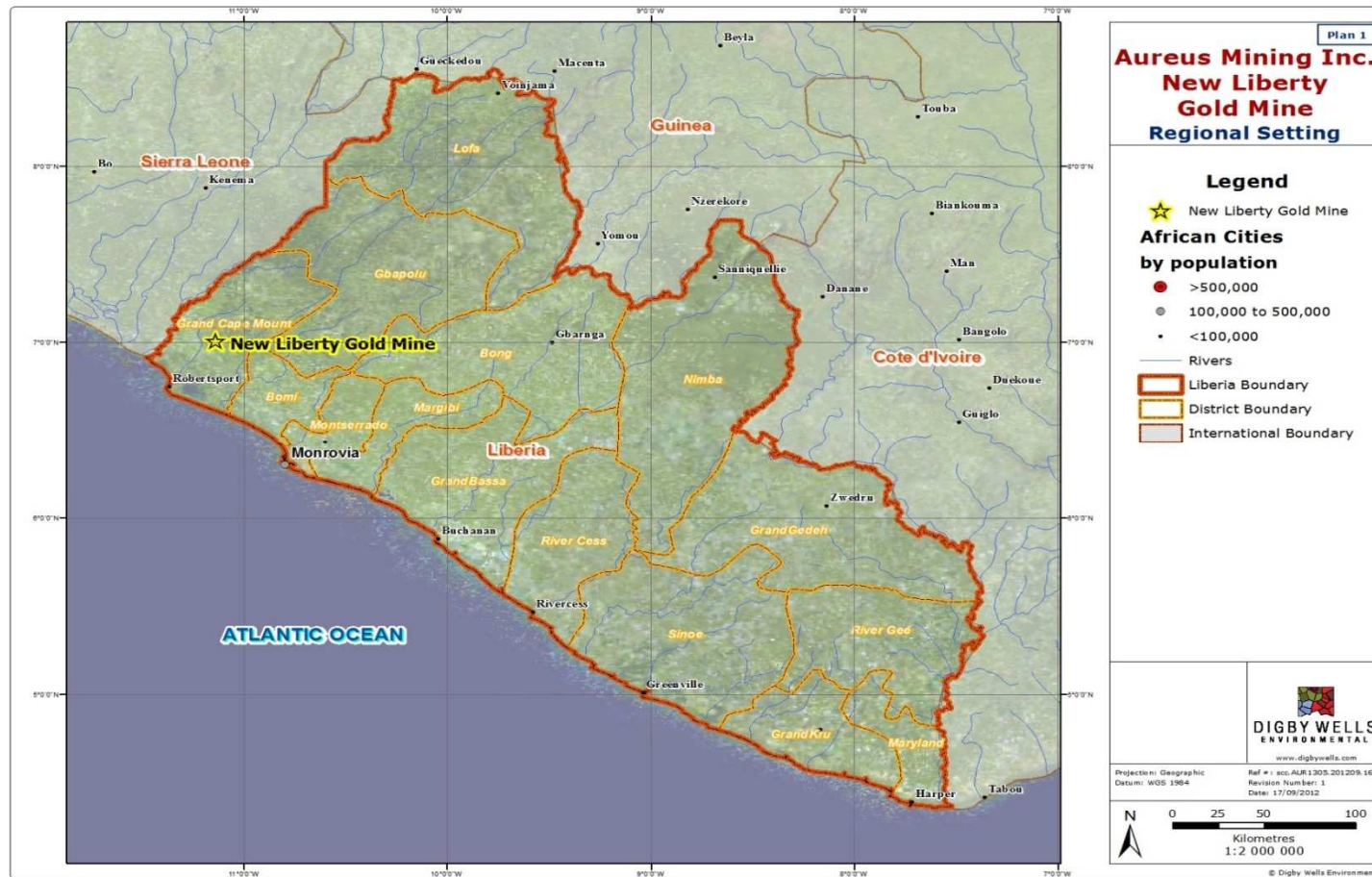
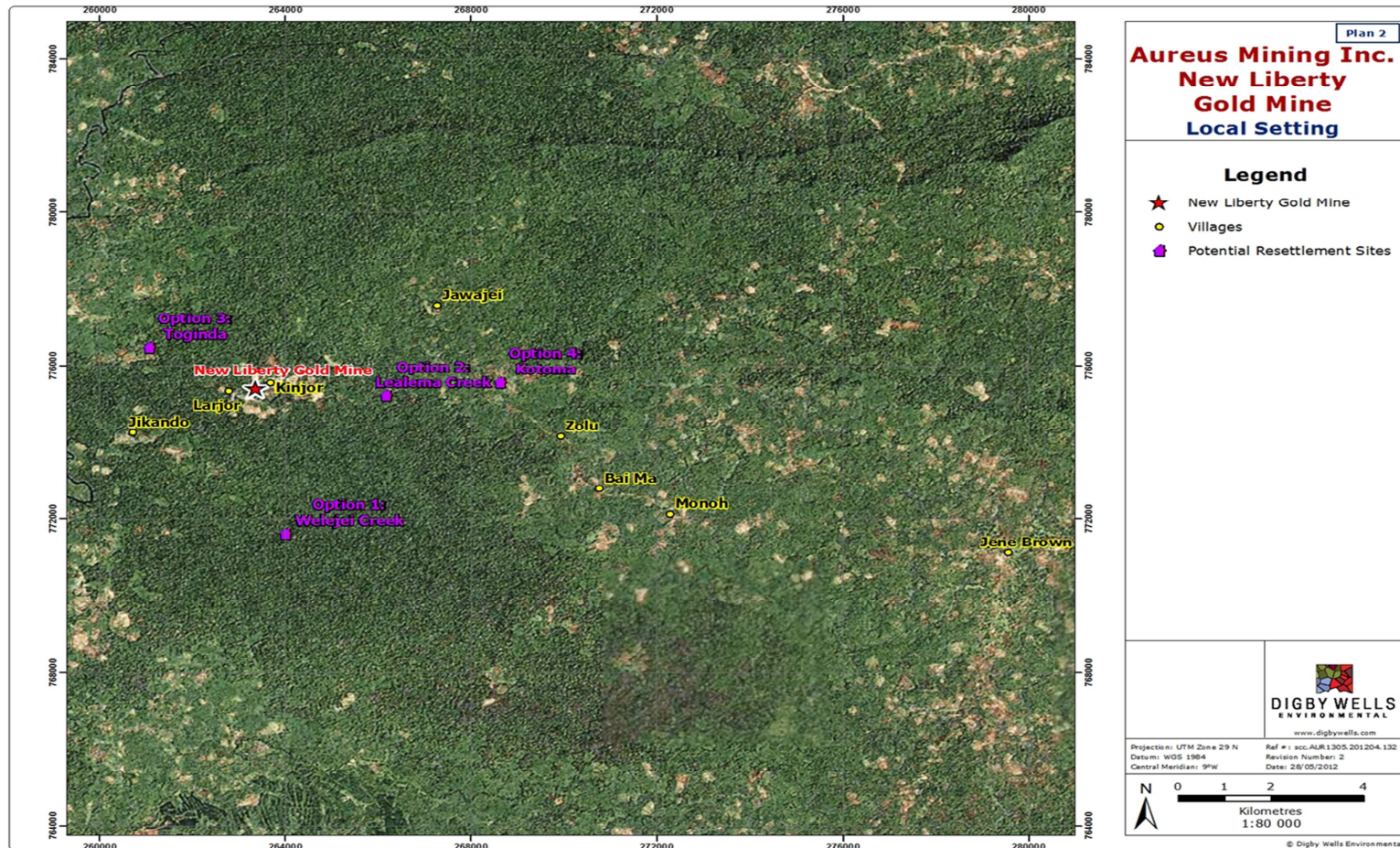


Figure 3: Local setting



1.3 Resettlement Impacts

The development and operation of the NLGM will have both positive and negative impacts on the socio-economic environment in the project area, as well as at the district, county and national level. The positive impacts mainly relates to the economic advantages associated with the Project. These include payment of taxes and royalties, employment opportunities, training, purchase of goods manufactured or supplied in Liberia, commercial opportunities, community development and improvement of local infrastructure at the resettlement site. Negative impacts are associated with the displacement of project-affected communities.

1.3.1 Kinjor and Larjor

Kinjor and Larjor will be directly affected by the NLGM as they are currently located within or adjacent to the proposed mine pit. Development of the NLGM will require the resettlement of Kinjor and Larjor residents (2 077 people in January 2013), as well as the replacement or compensation of all dwelling- and business structures, community facilities, economic trees³ agricultural fields, graves and sacred sites located within the proposed mine footprint and associated 500m blasting zone (refer to Figure 5). Resettlement and compensation will be in accordance with a negotiated agreement with affected parties.

Aureus has committed to implement the resettlement in accordance with applicable Liberian laws and regulations, as well as the International Finance Corporation's (IFC) Performance standards (PSs). The Project, therefore, requires a comprehensive Resettlement Action Plan (RAP) to address its resettlement impacts, which are summarised in Table 1 below.

Table 1: NLGM resettlement impacts

Project Component	Surface Area (m ²)	Resettlement Impact
Mine pits	708 467	<ul style="list-style-type: none"> • Resettlement of 325 property owners and their households (2077 people in December 2012) resident in Kinjor and Larjor towns <ul style="list-style-type: none"> ○ Properties include dwelling/business structures and outbuildings (kitchens, as well as rudimentary toilets and showers) ○ Community infrastructure/facilities, which include town hall ('palava'), school, church, mosque and hand pumps ○ One sacred site (located within Kinjor) • Exhumation of 80 graves (June 2013) • Economic trees and agricultural crops located at the property (privately owned or clan-owned) • Rubber plantation (904 trees – no longer in production) owned by members of Jawajei Town,

³ Fruit trees, edible fruit plants, fuel wood trees and medicinal plants.

Project Component	Surface Area (m ²)	Resettlement Impact
		Darblo Clan
Process plant	126 106	None
Tailings storage facility	1 005 774	None
Waste rock dump	2 507 107	Economic trees and agricultural crops
Blasting zone	4,000,000	Economic trees and agricultural crops
Holding dam	--	Economic trees and agricultural crops (one field)
Marvov Creek diversion channel surface area	76,670	Site of cultural significance (one sacred site)
Resettlement site	166 595	Abandoned field

1.3.2 Access Routes

Access to the existing NLGM exploration camp is via the public Daniels Town gravel road, which splits from the Monrovia-Sinje tar road at Daniels Town (refer to Figure 4). Access to the NLGM mining facilities will follow this road for approximately 15 km when it splits from the Daniels Town road in a westerly direction, leading to the process plant. This section of the road has already been constructed and did not involve any resettlement impacts.

The Daniels Town road is a public/governmental gravel road of approximately 19 km. The road was recently re-graded by Aureus to an all-season laterite road, which improved the quality of the road. As this road will be used by mining-related vehicles (such as delivery vehicles, and transportation of employees to and from Monrovia), in addition to public traffic, Aureus has conducted a Social Impact Assessment (SIA) for the public road (Digby Wells, 2013).

The Daniels Town public road traverses a number of villages, all of which fall within the Garwula and Gola Konneh districts. The public road is classified as a secondary road and has a Right of Way (RoW) of 75 feet (23 m) either side of the centre line of the road. Due to the baseline conditions along the road (the proximity of settlements and assets to the road), as well as the nature of the road (narrow road with blind heights and corners), there exists a significant health and safety risk for road users and pedestrians. The SIA recommends that Aureus assists the Liberian government in the management of safety risks associated with the road.

It is further recommended that the mitigation measures described in the SIA, earmarked for Aureus' responsibility, are incorporated into the NLGM Management Plans and, if applicable, into the contract conditions to be issued to subcontractors (e.g. measures related road use and safety). Measures should also be put in place to monitor and assess implementation of these mitigation measures and to take corrective action where necessary.

For an overview of the potential social impacts and proposed mitigation measures for the Daniels Town public road, refer to the Road SIA report (Digby Wells, 2013).

1.3.3 Graves

A total of 80 graves (end June 2013) were recorded at five grave sites in Kinjor and Larjor respectively. These graves will be exhumed and relocated in accordance with a Relocation Grave Plan (RGP) that was presented to, and approved by, the EPAL (refer to Appendix 1). The location of the relocation grave site was determined in consultation with the RC and affected families. An Exhumation Permit was granted by the Ministry of Health and Social Welfare in July 2013.

During the assessment of areas impacted by the changed mine plan, the existence of a potential massacre site dating back to the civil war was identified at a location about 2 km west, south-west of Kinjor at Gold Camp⁴. Informal discussions with community members attested to the existence of this site and a subsequent examination of the Liberian 'Truth and Reconciliation Commission' transcripts confirmed the presence of a massacre site at this location.

Two eye witnesses to the massacre were identified and interviewed separately as to the events associated with the massacre at Gold Camp. In both instances, the existence of a *mass grave* at this location was ruled out. What was confirmed was the location of the *massacre site* at Gold Camp. It was clearly stated that the victims of the massacre were never buried, and were left on the surface, primarily to instil fear and as a sign of disrespect. The above eye witnesses did, however, identify a site (burial ground) containing the remains of three individuals who died during a cholera outbreak in the mid-1990s. The exact location of the individual graves is unknown.

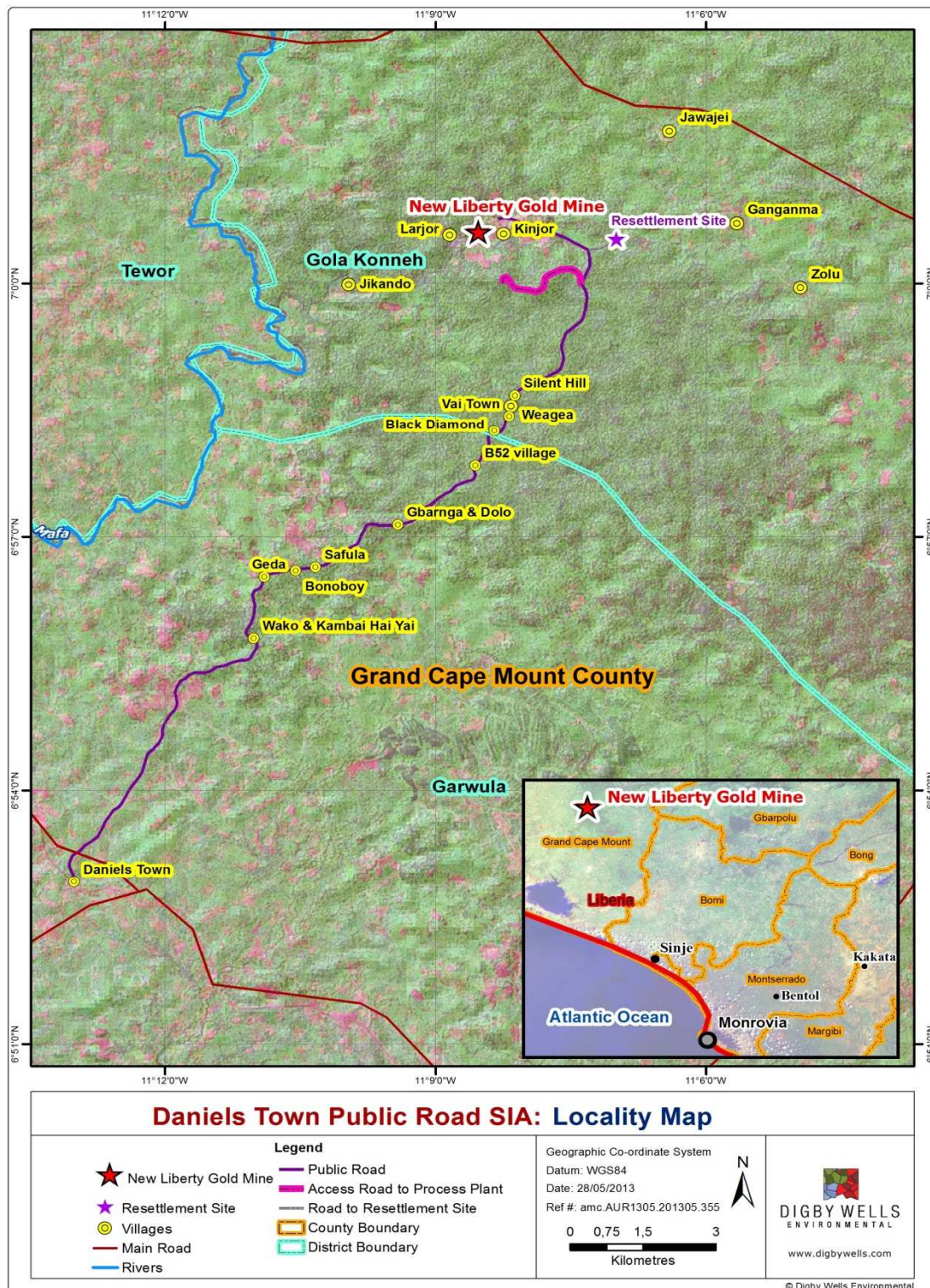
Based on the information received, and through conducting a site visit, it is recommended that both the massacre site and burial ground remain *in situ* and be delineated and fenced off to prevent or minimise potential damage to these sites. These sites are located outside of the impact footprint of the opencast area, and with suitable mitigation, will not be damaged by mining activities. This area will be dealt with in line with Aureus' Chance Find Procedure for Burial Sites (refer to Appendix H).

1.4 Objectives of the Resettlement Action Plan

Aureus is committed to conduct its business activities in a manner that promotes sustainable development and the social welfare of areas in which it operates. The Company will conduct its business responsibly, in a manner that will protect its representatives, the communities in the area of its operations and the environment.

⁴ Gold Camp was established by at least 1986 by one of two brothers who practiced artisanal gold mining – the other village being Gold Garden (original name for Larjor?). Artisanal miners' families and subsistence farmers settled with the miners and the village grew considerably in size. Gold Camp was abandoned after a massacre by rebel forces in 1990 during the Liberian civil war. After this massacre a new part of Gold Camp was established by more formal, small-scale mining and exploration companies. Some former inhabitants re-settled in this area, although most preferred to settle in Larjor and then Kinjor.

Figure 4: New Liberty Gold Mine Access Routes



Aureus undertakes to comply with local, regional and national requirements, as a minimum, and go beyond these requirements as needed to comply with its fundamental policy. It will

design, develop and operate its facilities with a view to reduce the impact of its operations. Aureus will assess the health, safety and environmental effects of its activities and integrate those considerations into its planning, design and operational decisions.

This document represents the RAP for the NLGM and describes the objectives, principles, procedures and measures that will be implemented prior to, during and after the resettlement of Kinjor and Larjor project affected people and assets. Aureus has committed to following IFC Performance Standard 5 (PS5): “Land Acquisition and Involuntary Resettlement” in the development and implementation of the RAP.

The objectives of the NLGM RAP are as follows:

- Develop and implement a fair, transparent and negotiated resettlement agreement to which all stakeholders and affected parties can subscribe;
- Formulate suitable management structures and systems for RAP implementation;
- Ensure consistency in implementing resettlement and compensation activities;
- Undertake resettlement activities in partnership with the affected parties;
- Disclose the RAP to affected property owners and undertake on-going consultation during and post the resettlement process;
- Develop and implement appropriate grievance procedures and mechanisms;
- Monitor (and correct if necessary) resettlement and restoration activities during and post resettlement; and
- Ensure that vulnerable people receive additional assistance when required.

1.5 Scope of the Resettlement Action Plan

An Environment Impact Statement (EIS) was undertaken for the NLGM in 2011 (completed during June 2012) by Golder Associates (Golder, 2012). The EIS included a socio-economic household survey undertaken in 2011 in Kinjor and Larjor, as well as nearby settlements. The local socio-economic baseline description in the RAP is based on the findings of the EIS household survey, as updated with information obtained during the RAP asset surveys, as well as a limited household census in undertaken in August 2012.

The original scope of the RAP was determined by the 2011 project design parameters as described in the approved EIS. Mine optimisation studies were completed in 2012, which resulted in changes to the processing plant and mine designs, as well as the location of site infrastructure. The 2012 RAP was amended to incorporate resettlement impacts associated with the changed mine plan. The RAP amended report, dated October 2013, addresses all resettlement impacts associated with the proposed NLGM in line with the project design parameters of January 2013. The current RAP report (March 2014) includes an update of changes in the RAP agreements since October 2013.

The RAP report should be read in conjunction with the NLGM Community Development Plan (CDP), which was approved by the Liberian Government in January 2013. The CDP report is attached to this report as Volume 2 of the RAP.

1.6 Development of the Resettlement Action Plan

The steps followed in the development of the RAP are listed below:

- Scoping of resettlement impacts.
- Authority and community consultation.
- Establishment of Resettlement Committee (now Resettlement Working Group).
- On-going consultation with affected parties and authorities.
- Announcement of cut-off date for eligibility.
- Asset and agricultural surveys.
- Resettlement site selection.
- Resettlement town layout and house designs.
- Development of compensation options and packages.
- Land acquisition for resettlement.
- RAP costing and implementation schedules.
- Sign-off on compensation packages.
- RAP Public Disclosure and final sign-off.

1.7 Report Structure

The remainder of the RAP report is structured as follows:

Section 2 of the RAP provides an overview of the NLGM project activities.

Section 3 describes the Liberian legislation relevant to the development and implementation of the RAP.

Section 4 describes the applicable international standards that form the background and framework for eligibility and entitlements under the RAP.

Section 5 describes the country-specific administrative structures that form the country-specific institutional framework against which the RAP will be implemented.

Section 6 describes the socio-economic baseline nationally, regionally and locally in order to gain an understanding of the living conditions of the project affected communities.

Section 7 describes the stakeholder engagement processes that were followed during RAP development.

Section 8 describes the eligibility criteria and entitlement measures for compensation under the RAP.

Section 9 describes the organisational structure for the implementation of the RAP

Section 10 describes the process followed during the selection of a resettlement site, town layout and replacement house designs.

Section 11 describes the grievance procedure and mechanism that will be followed during the implementation of the RAP.

Section 12 introduces the Community Development Plan (CDP) that has been developed to provide affected property owners, their households, as well as affected communities with opportunities to restore their livelihoods post resettlement and share in project benefits.

Section 13 describes the monitoring and evaluation procedures that will be implemented to ensure the successful implementation of the RAP.

Section 14 describes the proposed RAP implementation schedule and timeframes.

Section 15 provides a preliminary costing for the implementation of the RAP.

Photograph 1: Kinjor and Larjor towns



2 NEW LIBERTY GOLD MINE

2.1 Project Description

The proposed NLGM covers an area of approximately 8 km². According to the BMMC MDA Aureus has the right to use all public land within the MDA Contract Area for purposes of its operations. However, portions of the MDA land area (2,479 ha) are deeded to the Darblo Clan (Public Land Sale Deed of 31 Aug 1978). Aureus has subsequently concluded a Real Estate Agreement with the original deed holders, and with the approval of government.

The NLGM will involve an open pit gold mine (the first commercial gold mine in Liberia) that is expected to operate for approximately eight years. The mining method will be conventional open pit mining by means of drilling and blasting, and ore will be delivered by truck to the plant via a haul road.

A gold processing plant will be constructed as part of the Project. The gold ore will be treated through a conventional Carbon in Leach (CIL)⁵ process plant to produce gold bullion which will be transported off site for refining. Waste rock will be deposited onto waste rock dumps surrounding the mine pit. The tailings will be pumped to a Tailings Storage Facility (TSF).

Run-of-Mine (ROM) ore will be stockpiled on a ROM Pad, or delivered directly into a ROM bin. The ROM stockpile will be loaded into the ROM bin by front-end loader. Water for the processing plant will be sourced from the Marvov Creek and holding dam. Return water from the TSF will be recycled back to the processing plant. Power generation for the mine will be supplied by diesel generators.

The Marvov Creek dissects the proposed mine pit areas, flowing in a general north-south direction. A diversion of the Marvov Creek is therefore required, which will involve a series of interconnecting excavated channels and above ground constructed berms.

2.2 Project Activities

The main activities that will occur during the construction, operational and closure phases of the mine are represented in Table 2 (refer to Golder, 2012 for a detailed project description). Optimisation work undertaken in 2012 resulted in the relocation of the TSF and processing plant to more central positions south of the pit and away from the stream diversion. The TSF now locates in a natural topographic bowl and requires only one dam wall. The waste rock dumps have been redesigned to wrap around the pit. The re-alignment of the Marvov Creek River Diversion will increase the capacity of the holding dam.

Improvements in the plant design have resulted in significantly lower re-agent consumptions and a reduction in the number of CIL tanks. The use of finer grinding and high shear with oxygen will facilitate steady state gold recoveries at an average of 93% for the first six years. The relocation of the TSF and processing plant, the redesign of the waste rock dumps and

⁵ Carbon-in-Leach is a method of recovering gold through which gold is leached from gold ore pulp by cyanide and simultaneously adsorbed onto activated carbon granules.

the reduction in cyanide consumption, will mitigate environmental and social risks. The resettlement impacts associated with project optimisation is limited to compensation of one agricultural field and some economic trees located within the storage dam area.

Table 2: Key project activities

ACTIVITY	DESCRIPTION
Opencast pit development and earth moving activities	Pre-construction: Resettlement of Kinjor and Larjor towns
	Clearing of vegetation
	Topsoil and subsoil stripping and development of stockpiles
	Development of opencast pit (drilling and blasting)
	Drilling and blasting activities for the ore and waste rock
	Excavation and loading of ore and waste rock
	Transportation of ore and waste rock by truck via a haul road to the crushing area of the plant and the waste rock dump
	Storage of topsoil and subsoil
Waste Rock Dump(s) as mining progresses	Hauling of waste rock to the waste rock dump site (by truck)
	Shaping of the waste rock dump according to the design
	Progressive rehabilitation of the waste rock dump side slopes as mining progresses
Tailings Storage Facility	Site clearing (i.e. removal of all vegetation from TSF footprint)
	Construction of TSF
	Construction of TSF water management facilities
Ore Processing Plant	Development of access roads on site
	Site clearing and construction of the processing plant
	Construction of a crusher
	Construction of a site office and workshops
	Construction of concreted and bunded areas for diesel storage
	Construction of storage areas
	Construction of power related infrastructure
	Construction of water management facilities
	Construction of waste facility
River Diversion	Construction of channels for diversion of the Marvov Creek
Staff accommodation	Construction of a staff accommodation camp near the processing plant
	Construction of power related infrastructure
	Construction of water management facilities

ACTIVITY	DESCRIPTION
Hazardous materials	Construction of waste disposal site
	Fuel and lubricant storage
	Storage/handling of chemicals
Vehicular movement	Transport of ore to plant by truck and transport of waste rock to waste rock dump by truck
	Blasting and/or excavating, loading and hauling
Waste management	Waste disposal site and management of clean-dirty water separation system
Maintenance of Infrastructure	Maintenance of processing plant and associated infrastructure
	Maintenance of roads and other equipment
	Maintenance of staff accommodation area and associated infrastructure
	Maintenance of water and sewerage treatment plants
Monitoring and rehabilitation	On-going monitoring and rehabilitation
	Rehabilitation of final opencast pits
	Spreading of sub-soils and topsoil
	Profiling and contouring of the area to preserve natural drainage lines
	Prepare for self-generation of disturbed areas
	Backfilling and rehabilitation of areas disturbed by quarrying
Water management	Use of water for the processing plant operations
	Use of water in the staff accommodation area
	Dams and sediment ponds; holding dam; clean-dirty water separation system
Removal of gold mine infrastructure at closure	Increased vehicle and heavy machinery movement to dismantle and remove infrastructure
	Decommissioning and removal of processing plant and associated infrastructure
Monitoring and maintenance	Monitoring of all aspects which had been impacted by the mining activities
	Monitoring water and waste generation and disposal
	Monitoring of dust and noise and community related activities
	Monitoring of rehabilitated areas
	Maintenance of rehabilitated areas

2.3 Estimated Workforce

According to current planning the NLGM will employ approximately 600 people, with 65% Liberians, during the construction phase. Approximately 350 people will be employed during the mining operations. Approximately 80% of these will be filled by Liberian nationals, which will comprise skilled, semi-skilled and unskilled personnel.

Aureus has established a 'hydraform brickmaking project at the new resettlement site, which supplies stabilised soil bricks for the new RAP houses. In July 2013, this project employed three teams of 25 workers each. The majority of workers were recruited from the affected community. An additional 27 workers were employed to assist with building activities.

In terms of Aureus' employment policy, preference is given to local employment. An external workforce is likely to be brought into the area where employment positions cannot be filled locally. However, opportunities will be available for unskilled and semi-skilled employment of local workers during the construction phase. With sufficient training during the construction phase, a proportion of these can be sourced for employment during the operational phase.

During construction, the requirement for maximising local employment, where possible, will be written into the contractors' contracts. During operation, Aureus will implement strategies to develop its workforce such that employees are trained and skilled to the mutual benefit of the Project and its employees. Training priorities will be identified and monitored throughout the life of the mine. Recruitment will be based on internationally accepted principles of non-discrimination, equal opportunity and fair treatment.

2.4 Consideration of Alternatives

Aureus has considered feasible alternative project designs to avoid and/or minimize physical and economic resettlement, while balancing environmental, social and financial costs and benefits. As part of the NLGM feasibility and environmental studies, a detailed process for identifying design alternatives was conducted for location and design of project components.

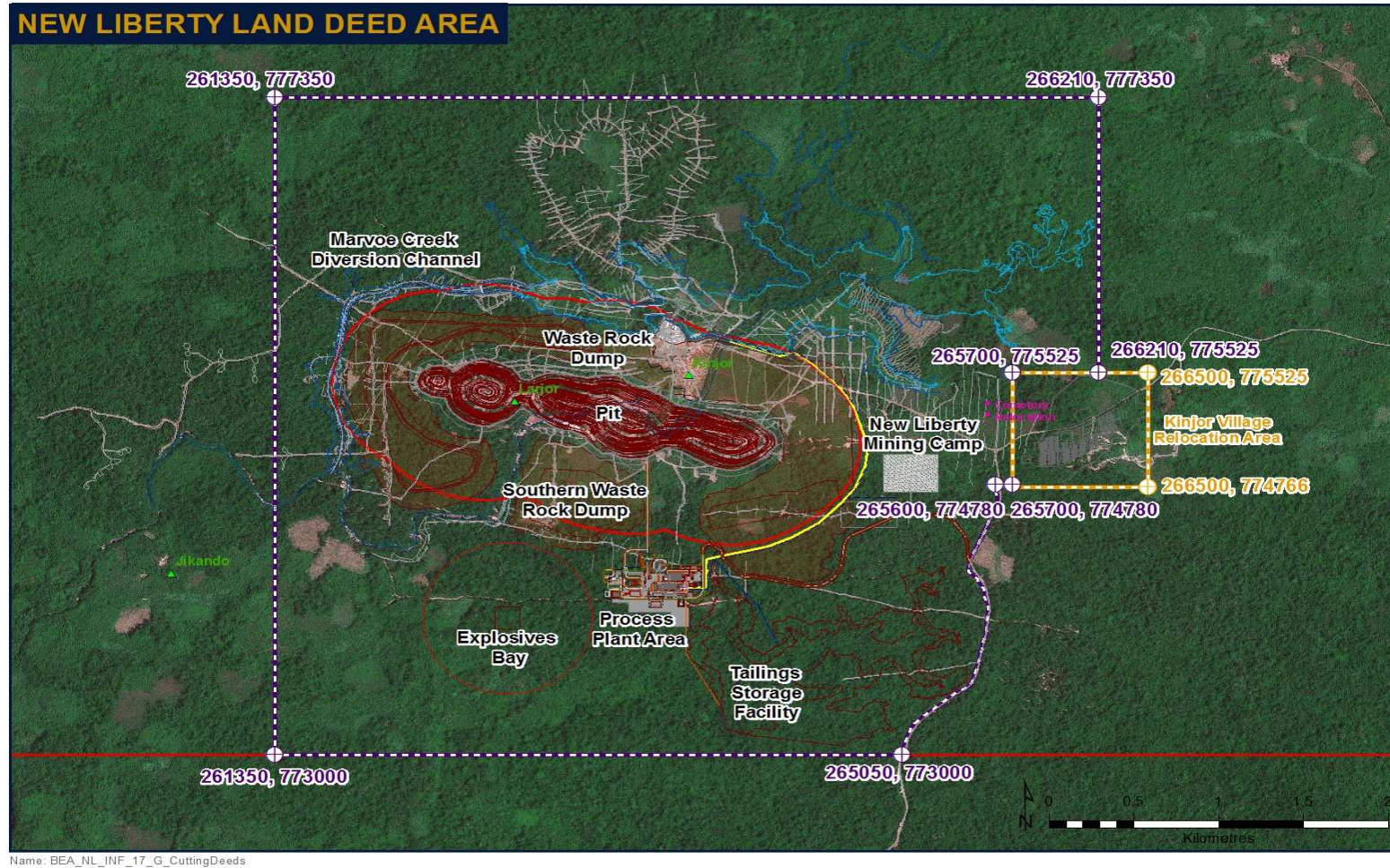
The location of the mine pits is largely dependent on the location and depth of the ore body, while a 500 meter blasting zone will be implemented consistent with internationally accepted standards. Consequently, the towns of Kinjor and Larjor will have to be resettled as they are located within and/or directly adjacent to the proposed mine pits. Similarly, agricultural fields and plantations within the 500 meter blasting zone will have to be resettled or replaced.

According to current planning, the placement of the process plant and TSF respectively will not impact on any human activity or assets. One field and a small number of economic trees were identified within the holding dam area. A few abandoned fields were identified at the initially proposed waste dump location. All major project facilities will be fenced for safety and security reasons.

2.5 Project Schedule

Pre-construction activities for the NLGM have commenced in the first quarter of 2013. The duration of the construction phase will be approximately 12 months. The operational phase will be initiated in the third quarter of 2015 and will last about eight years.

Figure 5: NLGM mine plan



3 LEGISLATIVE FRAMEWORK

3.1 Introduction

The NLGM RAP takes into account the existing institutional and regulatory framework within the context of Liberian Law. Applicable laws with relevance to land tenure and ownership, as well as compensation and resettlement in Liberia are discussed below:

3.2 The Constitution of Liberia

The Liberian Constitution and several statutes have been enacted to govern the rights of individuals to land and properties. Article 22 (a) and (b) of the Constitution gives right to all individuals to own property, either on individual basis or in conjunction with other individuals, as long as they are Liberian citizens. However, the right to property ownership does not extend to mineral resources on, or beneath, the land.

The Liberian Constitution states that expropriation may be authorized for public purposes. When the property taken for public use ceases to be used for that purpose, the former owner shall be given the right of first refusal to re-acquire the property. Article 20 of the Constitution provides for prompt payment of fair and adequate compensation in the case of compulsory acquisition of property. However, it does not clearly define how an individual or group shall be compensated or resettled.

Article 26 of the Constitution provides that where the rights of a person or association have been unconstitutionally contravened, that person or association may invoke the privilege and benefit of the judiciary, including a judgment of unconstitutionality. Anyone injured by an act of Government, or any person acting under its authority, whether in property or otherwise, shall have the right to bring suit for appropriate redress.

3.3 Minerals and Mining Act (Act 703 of 2006)

This Act revises and/or consolidates the laws pertaining to minerals and mining in Liberia. It states that all minerals in their natural state in/upon the land is the property of the Republic of Liberia and is vested in the President in trust for the people.

Land in the country (see below) may be made the subject of an application for a mineral license in respect of a mineral specified in the application. Section 72 (3) further states that the lawful occupier of land which is subject to a mineral right, shall retain the right to graze livestock and cultivation as far as these activities do not interfere with the mineral operations in the area. The owner or lawful occupier shall not erect buildings or structures without the consent of the mineral right owner.

Section 72 (5) states that the owner of the mineral lease shall, in the presence of the owner or lawful occupier, and an officer of the government agency accountable for land valuation, carry out a survey of the crops on the land and shall produce a crop identification map in the event that mining activities are extended to these areas.

Section 73 of the Act provides that the owner/lawful occupier of land under a mineral right is entitled to, and may claim from the mineral right holder, compensation for the disturbance of existing rights. The amount of compensation payable shall be determined by agreement between the parties concerned. Where agreement cannot be reached, the matter shall be referred to the responsible government agency who will then determine the compensation payable by the mineral right holder.

The Minister concerned shall ensure that the inhabitants, who prefer to be compensated by way of resettlement, are settled on suitable alternate land with due regard to their economic well-being and social and cultural values. Resettlement shall be carried out in accordance with the relevant town planning laws. The cost of resettlement shall be borne by the mineral right holder as agreed by the owner/occupant or by separate agreement with the Minister.

Section 74 of the Act sets out the compensation principles. Compensation may include:

1. Deprivation of the use of the land;
2. Loss of, or damage to, immovable properties;
3. Loss of earnings or sustenance suffered by the owner/lawful occupier for land under cultivation; and
4. Loss of expected income depending on the nature of the crops on the land and their life expectancy.

The compensation agreement shall take account of the payments and the value of benefits the mineral right holder already made or undertakes to make to the owner, including the cost of resettlement, the annual ground rent, and work the holder has carried out or undertakes to carry out to make good damage to the land and improvements.

3.4 Land Acquisition Act 1929

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

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

The procedure for obtaining land located in the *county area* is as follows: The applicant will apply to the Land Commissioner in the county concerned. The Land Commissioner will issue a certificate when he is satisfied that the land is unencumbered. The official value of the land is then paid to the Bureau of Revenue.

The purchaser is then required to submit the payment receipt to the office of the President of Liberia to have the land surveyed. The Commissioner will, thereafter, prepare a certificate, signed by the President and issued to the purchaser. The certificate allows the purchaser to hold the land in perpetuity, or for a term fixed by a condition, and it enables the holder to exercise, subject to the law, full powers of ownership.

Customary land tenure involves the use of land which the government has granted to people in the hinterland through customary rights. Such land rights are allocated to the tribal/village chief and elders who act as trustees for the community. Land in the rural hinterland is owned collectively, whereas it is only the use of the land that is customarily owned on an individual basis, mainly by individual families.

Generally the request for customary land rights is submitted to the relevant Town Chief, who will submit the application to the Clan and/or Paramount Chief. If approved, the application is submitted to the District Commissioner who prepares a Customary Land Grant Certificate, which is subsequently legalised by the President of Liberia.

Leasehold tenure is generally approved either by contract or by operation of law. Under this tenure system, the landlord or lessor grants the tenant or lessee exclusive possession of the land, usually for a specific period in return for an agreed rent, granting the tenant security of tenure and a proprietary interest in the land.

3.5 Revised Law and Administrative Regulations for Governing the Hinterland, 2001

Article 66 of the Revised Law and Administrative Regulations for Governing the Hinterland of 2001 states that title to the territory of the Republic of Liberia is vested in the state. The right and title of a tribe to an adequate land area for farming and other enterprises essential to the necessities of the tribe/clan are reserved, whether or not they have procured deeds from the Government.

Article 66 of the Act further states that when the tribe should 'advance', they should petition the Government for the division of the land into family holdings and the Government should grant deeds to each family in fee simple, which is the highest form of ownership.

Article 67 of the Act provides that an individual who is not a member of a tribe may enter a tribal land for the purpose of using a portion of the land after obtaining permission from the Tribal Authority concerned prior to commencing activities and upon payment of some token in the nature of rent.

3.6 National Forestry Policy (2006)

The aim of the forestry policy of Liberia is to conserve, and sustainably manage, all forest areas so that they will continue to produce a complete range of goods and services for the benefit of all Liberians and contribute to poverty alleviation in the nation, while maintaining environmental stability and fulfilling Liberia's commitments under international agreements and conventions.

3.7 National Zoning Act of the City of Monrovia of 1957

The National Zoning Act of the City of Monrovia is currently under review with the aim of re-enactment so that its mandates cover the entire country as well as incorporate contemporary realities. The Act prescribes that anyone seeking to construct, or alter a structure in Liberia, must first apply for a Zoning or Occupancy Permits at the Ministry of Public Works through its National Zoning Office. Upon review and subsequent inspection of the permit request, the Ministry will issue a final certificate of occupancy or construction. Under the Zoning Act, all applicants need a zoning permit prior to construction.

3.8 The Independent National Commission on Human Rights Act of 2005

The above Act establishes the framework upon which a complaint regarding the violation of a person's human rights can be received and investigated. The Commission is authorised to review national legislation and recommend provisions to ensure that laws are harmonised with international human rights standards and instruments. The Commission is authorised to draw to national attention, the violation of human rights of persons in any part of the country.

3.9 Bea Mountain Mining Corporation Mineral Development Agreement

As was mentioned, BMMC holds a Class A mining license to mine the New Liberty gold deposit for a period of 25 years. The MDA came into effect on 14 March 2002. The following conditions in the MDA are of relevance for the RAP:

Section 10 states that the MDA holder shall, in the case of private land, endeavour, by direct agreement with the owner, to enter upon and use private land within the MDA contract area, as required for/by its operations. Private land refers to any land (including creeks, streams, rivers or bodies of water contained thereon, and their residue) owned by a person other than the government.

If the operator and owner of private land in the Contract Area which the operator reasonably require for operations, cannot agree, the Government shall, at the request of the operator, acquire such land and all improvements thereon, in the public interest. The operator shall reimburse the Government for all reasonable costs in connection with such expropriation, including just compensation paid to the prior owner. Title to the property thus acquired shall vest in the Government and the Government shall grant the operator the right to enter upon, utilize and possess such land which shall be deemed part of the Contract Area.

Section 15 of the MDA states that it is the objectives of the MDA parties that operations shall be carried out in a manner that is consistent with the continuing economic and social viability of centres of population that have formed, and may form as a result of operations during the term of the MDA.

Upon request of the Government, the operator shall consult with the Government to mutually establish plans and programmes for the implementation of the above objectives. Thereafter the operator shall cooperate with Government in its efforts concerning the realisation of such plans and programmes.

Under Section 6.8 of the MDA, Government undertakes not to grant any Class B licenses within the Exploration Area, and furthermore warrants that all mining operations undertaken within the exploration area under Class C type licenses will not be allowed to interfere with or hinder the exploration and/or mining activities of the Operator.

3.10 Restated and Amended Mineral Development Agreement between the Government of Liberia and Bea Mountain Mining Corporation (2013)

Section 5 of the Restated and Amended MDA of September 2013 stipulates that Aureus shall contribute to a government managed Community Development Fund (CDF). All such contributions will be earmarked for 'community development purposes' and shall be payable annually to the Government. The first payment into the CDF shall be due for the contract year immediately following the effective date of the MDA.

The CDF shall be administered by a committee consisting of not more than ten members, half of whom shall be selected by the surrounding community and Government, and half by Aureus.

4 APPLICABLE INTERNATIONAL STANDARDS

4.1 Equator Principles

The 'Equator Principles' is a credit risk management framework for determining, assessing and managing environmental and social risks in project finance transactions. It comprises a set of principles adopted by the Equator Principles Financial Institutions (EPFIs) to ensure that the projects they finance are developed and implemented in a manner that is socially responsible and environmentally sound. These principles apply to all project-financing with total project capital costs of US\$10 million or more, and across all industry sectors.

Equator Principle 3: "Applicable Social and Environmental Standards" requires that, for all projects located in non-OECD⁶ countries, project sponsors must adhere to the International Finance Corporation (IFC) Performance Standards (see below). The Equator Principles are currently under review to reflect, amongst others, the updated IFC Performance Standards which came into effect in January 2012.

4.2 International Finance Corporation Performance Standards

The IFC, a member of the World Bank Group, has adopted a suite of performance standards on social and environmental sustainability. The IFC applies these performance standards to manage project related social and environmental risks and impacts, as well as to enhance development opportunities in its private sector financing. The IFC performance standards are widely regarded as international best practice with regard to the management of impacts associated with large project developments.

The development of the NLGM will require the involuntary resettlement of all households and assets located within the 500 meter blasting zone of the Project. The primary international standard applicable to involuntary resettlement is IFC Performance Standard 5 (PS5): *Land Acquisition and Involuntary Resettlement*. The primary objectives of IFC PS5 are to:

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

The Standard also includes the following requirements:

⁶ Organisation for Economic Co-operation and Development

- Provide opportunities to displaced people to derive appropriate development benefits from the project; and
- Where land is collectively owned, land based compensation should be offered, where possible.

Involuntary resettlement refers both to physical displacement (resettlement or loss of shelter) and economic displacement (loss of assets, or access to assets, that leads to loss of income sources and/or other means of livelihood), as a result of project-related land acquisition and/or restrictions on land use. Resettlement is considered involuntary when affected persons or communities do not have the right to refuse land acquisition and restrictions on land use that result in physical or economic displacement. This occurs in cases of lawful expropriation, or restrictions on land use, or in negotiated settlements in which the buyer/developer can resort to expropriation or impose legal restrictions on land use if negotiations with the seller fail.⁷

Performance Standard 5 applies to all physical and/or economic displacement resulting from the following types of land related transactions:

1. Land rights, or land use rights, acquired through expropriation or other compulsory procedures in accordance with the legal system of the host country;
2. Land rights, or land use rights, acquired through negotiated settlements with property owners or those with legal rights to the land if failure to reach a negotiated settlement would have resulted in expropriation or other compulsory procedures;
3. Project situations where involuntary restrictions on land use and existing access to natural resources, cause a community, or groups within a community, to lose access to resource usage where they have traditional or recognisable usage rights;
4. Certain project situations requiring evictions of people occupying land without formal, traditional, or recognisable usage rights;
5. Restriction on access to land, or use of other resources including communal property and natural resources.

When displacement cannot be avoided, the project sponsor will offer displaced persons and communities compensation for the loss of all assets at full replacement cost, as well as other assistance as provided in PS5, to help them improve or restore their standards of living and livelihoods. Compensation standards shall be transparent and applied consistently to all the communities and persons affected by the displacement.

Replacement cost is defined as the market value of affected assets plus transaction costs. In applying this method of valuation, depreciation of structures and assets should not be taken into account. Market value is defined as the value that is required to enable affected persons and communities to replace lost assets with new assets of similar value. Security of tenure must be provided at the resettlement site, meaning that resettled individuals or communities are resettled to a site that they can legally occupy without the risk of eviction.

⁷ Performance Standard 5 does not apply to resettlement resulting from voluntary land transactions (i.e., market transactions in which the seller is not obliged to sell and the buyer cannot resort to expropriation or other compulsory procedures sanctioned by the legal system of the host country if negotiations fail).

According to IFC PS5, preference should be given to land-based resettlement strategies for displaced persons whose livelihoods are land-based. Strategies may include resettlement on public land with the agreement of government, or on private land acquired or purchased for resettlement. Whenever replacement land is offered, it should provide for land that is at least equivalent to that of the old site.

Performance Standard 5 further requires that a RAP shall be developed and implemented. The RAP must provide a comprehensive action plan for addressing resettlement impacts. It should describe the procedures and activities that will be taken to mitigate adverse project impacts, compensate for all losses, and provide development benefits to those who will be resettled or displaced as a result of the project. The project sponsor shall be fully responsible for the resettlement process.

In order to comply with the above requirements, the project sponsor will carry out a census with appropriate socio-economic baseline data to identify the people, who will be displaced by the project, and to determine who will be eligible for compensation and/or resettlement assistance, as well as to discourage inflow of people who are ineligible for these benefits. In the absence of government resettlement procedures, the project sponsor shall establish a cut-off date for eligibility under the proposed project. Information on the cut-off date shall be well documented and disseminated throughout the project area.

IFC PS5 requires that the RAP is accepted by the relevant authorities and affected parties prior to implementing resettlement. Provision of compensation and restoration of livelihoods of those affected by the project shall be ensured prior to any actual resettlement. Possession of land for project activities should take place only after compensation has been paid, or alternatively, if suitable guarantees of compensation have been made to the affected parties' satisfaction. Compensation payments must not be delayed once physical resettlement has taken place. Resettlement housing and related public infrastructure and services and moving allowances must be provided to affected persons in accordance with the RAP provisions.

IFC PS5 further requires that particular attention be given to the needs of vulnerable persons and groups. These are defined as those below a defined poverty line, the landless, the elderly, women and children, indigenous groups and ethnic minorities, the disabled, orphans, and otherwise disadvantaged persons. In particular, the RAP must provide:

- Additional targeted assistance (e.g. credit facilities, training, job opportunities) and opportunities to improve or at least restore their income-earning capacity, production levels and standard of living to economically displaced persons whose livelihoods or income levels are adversely affected; and
- Transitional support to economically displaced persons where necessary, based on a reasonable estimate of the time required to restore their income-earning capacity, production levels, and standards of living.

According to IFC PS5, displaced persons may be classified as persons:

- Who have formal legal rights to the land or assets they occupy or use;

- Who do not have formal legal rights to land or assets, but have a claim to land that is recognised or recognisable under national law; or
- Who have no recognisable legal right or claim to the land or assets they use/occupy.

4.3 Human Rights Considerations

International best practice requires that Business should respect and support the protection of international human rights. Business should integrate human rights commitments into their company policies and decision making processes, and assess actual and potential human rights impacts of their activities and relationships. Additionally, companies should ensure that all stakeholders have access to effective grievance mechanisms to redress adverse human rights impacts.

Aureus has commissioned a Human Rights Impact Assessment (HRIA) in order to assist the company with assessing potential human rights impacts/risks and developing measures to address human rights risks within the context of the NLGM RAP and CDP. The objectives of the HRIA were to:

- Identify any potential and/or existing human rights risks associated with the NLGM;
- Assess any potential and/or existing human rights risks and impacts; and
- Develop measures for incorporating human rights in the RAP implementation and overall project management process.

The findings and recommendations of the HRIA are presented in the NLGM HRIA report (refer to Digby Wells, 2013: New Liberty Gold Mine Human Rights Impact Assessment).

Photograph 2 : Rice field and temporary shelter



5 INSTITUTIONAL FRAMEWORK

The important institutions that have a statutory role in the implementation of a resettlement programme pertaining to the mining sector are briefly described below:

5.1 Government Ministries

5.1.1 The Ministry of Lands, Mines and Energy

The Ministry of Lands, Mines and Energy is tasked to protect the sustainable management and utilisation of the country's lands, mines and energy resources. The Ministry is mandated to ensure that all issues pertaining to the environmental and social aspects related to mining operations are satisfied when a mining permit is issued.

The Lands Department within the Ministry administers land tenure, land policy, land reform, land registration, land survey and land use planning. This Department is responsible for the administration of state land and properties leased to the Government. It assists the National Housing Authority in the upgrading and resettlement of squatter areas. The Department is responsible for examining and approving land surveys and overseeing the accuracy of land surveys undertaken by registered surveyors in the country.

5.1.2 Ministry of Internal Affairs

This Ministry oversees local governance, including interaction with traditional authorities over land matters. The Ministry oversees and coordinates the activities of county superintendents, who are assisted by district commissioners. The latter are assisted by paramount, clan and general town chiefs.

5.1.3 Ministry of Agriculture

This Ministry oversees the agricultural lands sector and has established regulations whereby equitable and just compensation are paid for the destruction of economic trees as a result of government projects.

The valuation of crops is estimated by guidelines set by the Technical Services Directorate, in the absence of a statutory regulation. For crops not considered under these guidelines, its valuation must be estimated on what a prudent and well informed purchaser would be willing to pay, at a fixed time, for the right to receive the income produced by that particular crop.

5.1.4 Ministry of Public Works

This Ministry is responsible for land-use zoning and enforcement of government construction and building standards. It has the responsibility to approve the design and construction of all civil works. In addition, it undertakes urban and town planning and provides architectural and engineering supervision for the construction of civil structures and waste management. The Ministry is responsible for appointing government valuers and land surveyors to assist with the implementation of government infrastructure projects.

The various procedures and standards prescribed by the Zoning Inspectorate, Infrastructure Implementation Unit and Rural Housing Division of the Ministry of Public Works respectively will be adhered to in the implementation of the NLGM RAP.

The Ministry of Public Works is also responsible for controlling and managing encroachment along the Daniels Town Public road.

5.1.5 Ministry of Health and Social Welfare

This Ministry has a Department of Environmental and Occupational Health which manages matters relating to water and sanitation as well as general environmental issues. Its mandate requires that sanitary and working environments are conducive for all in the workplace, and that the health and safety of workers and nearby residents are ensured. The Ministry of Health and Social Welfare will participate in the NLGM grave relocation programme. A Grave Exhumation Permit was granted by the Ministry in July 2013.

5.1.6 Liberia Refugee, Repatriation and Resettlement Commission

The Liberia Refugee, Repatriation and Resettlement Commission (LRRRC), was established as part of Liberia's post war reconstruction programmes. As the name indicates, the LRRRC is primarily concerned with the plight of war refugees. During discussions with the LRRRC, it was advised that the NLGM consult the Commission on matters related to resettlement.

5.1.7 Environmental Protection Agency of Liberia

The Environmental Protection Agency of Liberia (EPAL) is responsible for the monitoring, coordination and supervision of the sustainable management of Liberia's environment. It is mandated to oversee the implementation of environmental impact assessment for projects and activities that are likely to have significant adverse effects on the environment.

The EPAL is further mandated to promote the preservation of important historic, cultural and spiritual values of natural resources heritage and, in consultation with traditional authorities, enhance indigenous methods for effective natural resource management. The EPAL also requires from Aureus to submit the RAP and CDP reports to the EPAL for comments and approval. Both reports were submitted to, and approved by, EPAL in January 2013. A Grave Relocation Plan has been submitted to, and approved by, EPAL in June 2013.

5.1.8 Local Government

Key role-players in resettlement matters at the county and district levels are the offices of the County Superintendent (County Planning), and the District Commissioner respectively. Both institutions are directly involved in matters relating to land acquisition and town planning. In this, they are supported by general town chiefs (representing towns within a particular area), who in turn are assisted by the towns chiefs of the respective towns.

5.1.9 Traditional Authorities

Traditional authorities are directly involved in customary land administration in their areas of jurisdiction, as well as in upholding cultural traditions, norms and practices. These authorities include the offices of paramount chiefs and clan chiefs.

The Paramount Chief, in conjunction with his Council of Elders, is responsible for enforcing tribal customs, aspects of law and order, as well as the collection of taxes and the promotion of development in his area of jurisdiction. He is usually elected by the clan chiefs and elders but serves at the discretion of the President of Liberia, who may veto the election.

The Paramount Chief is responsible for the actions of a number of clan chiefs, each with a council of elders. Traditionally, the jurisdiction of clan chiefs is largely determined by their control of land.

5.1.10 Kinjor Town

Administratively, Kinjor is divided into three quarters, each with its own quarter chief who report to the Kinjor Town Chief. Given the small size of the Larjor community (10 houses), it is administered as a fourth quarter of Kinjor. However, Larjor Town has its own Town Chief with the same powers as the Kinjor Town Chief. Artisanal miners from Kinjor and Larjor are represented by the Mining Committee Chairman.

The composition of the Kinjor Town Council consists of the following representatives:

- Six elders (councillors), one of which is the Dean Elder;
- Quarter chiefs and quarter elders;
- Religious leaders (Pastor and Imam);
- Education (Kinjor school principal);
- Women;
- The youth;
- Mining chairman;
- Marvoe Development Association; and
- Zoe Elder (priest representing Poro and Sande⁸ traditional societies).

5.1.11 Marvoe Development Association

The Marvoe Development Association is a local non-governmental organisation (NGO) who represents the towns of Jawajei, Gblein, Dieyili and Jene Brown which are the deed holders (through the Darblo Clan) for portions of land located within the NLGM area (refer to Section 10.3). The deeded land includes the locations of Kinjor, Larjor and Jikando towns.

As far as could be established, there are no other NGOs active in the project area.

⁸ Traditional ('secret') societies for men (Poro) and women (Sande); these societies are actively involved in the preservation of cultural values and practices, as well as in the initiation of boys and girls.

6 SOCIO-ECONOMIC BASELINE

6.1 Introduction

The civil wars in Liberia (1990-2003) destroyed most of the country's national census data. It was impossible to undertake population monitoring activities during that time. It was only after approximately five years after the civil war that Liberia was able to conduct a census. With financial and technical support from the international aid community, Liberia was able to re-establish its national research competency, including a census in 2008, which was the first since 1984.

Section 6 below describes the socio-economic environment in which the NLGM is situated. It highlights the current status of demographic and socio-economic conditions, as well as the relevant political and traditional structures. Desktop information was collected according to the political boundary delineations in Liberia, namely national, county, district and town. Data sources included government reports, international aid agency reports, website information, population census results, and project reports.

A large amount of information exists at national level and some at county level, probably due to the international aid community's support for the rebuilding of the country. There is very little information available at district level, while information at village level was obtained from the NLGM Socio-Economic Baseline Report by Golder Associates (Golder) who undertook a household questionnaire survey with all the households in Kinjor and Larjor in 2011 (Golder, 2011). This information was updated with the findings of the asset and agricultural surveys undertaken for the RAP.

6.2 Political Environment

The Republic of Liberia, which was established in 1820 when free African-Americans went to settle there, has been plagued by civil wars from the late 1980s until 2003. The war led to over 200,000 deaths and approximately a million Liberians being displaced as refugees to neighbouring countries. What has been described as one of Africa's bloodiest civil wars had left the country almost non-functional. The country's Gross Domestic Product declined 90%. Infrastructure was severely damaged, especially transport routes. This resulted in increases in food prices and the cost of living. It is estimated that about three quarters of educational infrastructure became unusable while health facilities had capacity to serve only 10% of the population (Golder, 2011). Young boys were forced to become soldiers, with an estimated 21 000 of the 50 000 former combatants in Liberia under the age of 18.

"Lift Liberia" is a broad-scale initiative that seeks to re-establish a country that was torn apart by the bloody civil war. The Government of Liberia has devised programmes and strategies to rebuild the country with support from international aid agencies and non-governmental organisations (NGOs). The government's Poverty Reduction Strategy seeks to rebuild peace and national security, revitalise the economy, re-institute systems of governance and the rule of law, and rebuild infrastructure and basic service delivery.

The County Development Agendas aim to re-establish growth and development at county level, with strong emphasis on the involvement of the local population and the inclusion of long term planning. “Liberia Rising 2030” is a long term development agenda that will follow on from the short term poverty reduction strategy.

6.3 Land Tenure in Post-war Liberia

The UN Country Profile of Liberia described land as the focal point for human survival and economic development as it provides diverse functions in support of ecosystem processes, livelihoods and food security. As such, security of tenure is vital for survival of subsistence-based households and growing national/international businesses.

The customary land tenure system in Liberia is largely based on the oral history of families and clan elders. The system provides households with a relatively small portion of land for cultivation for agricultural purposes, while prohibiting the direct sale of land as an economic resource. The civil land law introduced by the Anglo-Americans is a deed system where land is formally surveyed for public and private ownership. The American Colonisation Society, amongst others, purchased land from tribes along the coast to distribute to settlers as land grants from the 1820s onwards, later deeming all land to be ‘public land’ by right of conquest before distributing it to settlers.

Under the Liberian civil land law, all land is considered property of the state and is subject to the land registration system introduced in 1973. This system aims to register all land in the national archives. However, it has not effectively taken over from the earlier deed registration system and many records remain damaged or lost as a result of the civil war, leading to fraud and malpractice in land transactions. Consequently, land disputes are common, which is caused by inefficiencies in land rights documentation and insufficient capacity to manage land policy and administration. The high levels of population displacement and mostly illegal land occupations during the civil war, combined with poor documentation of customary land laws, complicate matters, resulting in most court cases being related to land disputes.

Aureus will ensure that all land acquisition for resettlement will be accurately documented, following a negotiated agreement with existing deed holders and approval from the Liberian government. The company will further assist affected property owners and their households in obtaining security of tenure at the resettlement site.

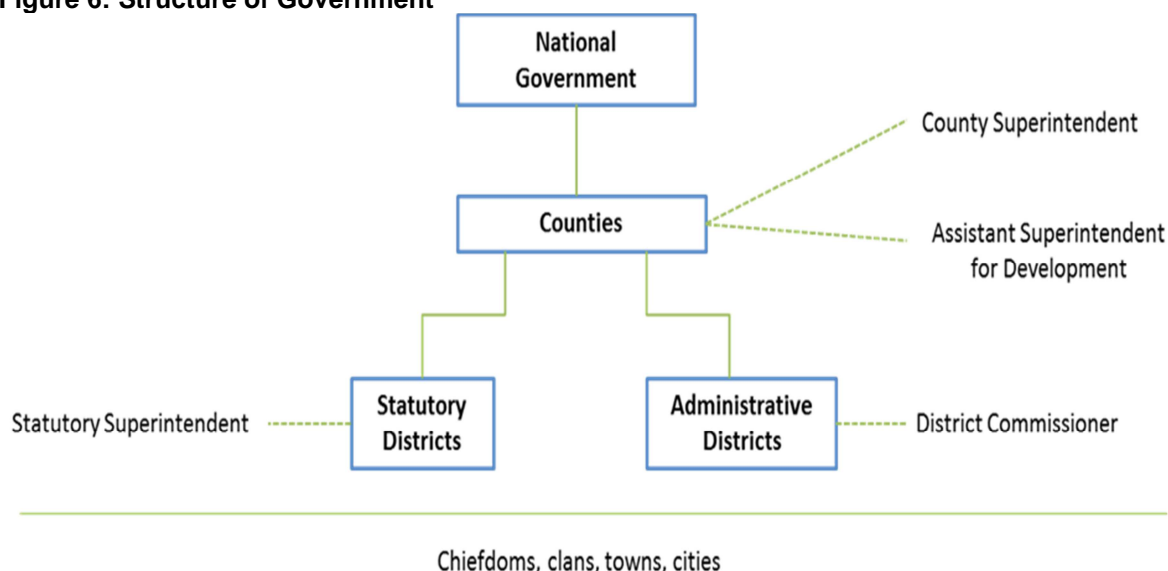
6.4 Administrative Structure

The Liberian government consists of the Chief of State, currently President Ellen Johnson Sirleaf, the Vice President, Joseph Boakai, a National Assembly comprising a 73-seat House of Representatives (the Lower House), and a 30-seat Senate (or Upper House). Presidential elections are held every six years, and the results are decided through popular vote.

Senators and representatives are also elected by popular vote. Two senators are chosen from each of Liberia’s counties. The senators with the highest number of votes in each of the counties are senior senators, serving nine-year terms in office, while the senators with the

next highest number of votes are junior senators serving six-year terms. In the House of Representatives, members serve six-year terms.

Figure 6: Structure of Government



Source: UNDP, 2007

There are currently 15 counties and 74 political districts in Liberia. As illustrated in Figure 6. Counties fall directly under national government and are the largest sub-national political division. Counties are headed by a county superintendent who is supported by a deputy or assistant superintendent for development. Below the counties there are (in some instances) statutory districts, headed by a statutory superintendent. Each county is further subdivided into administrative districts which are headed by district commissioners. The district is the lowest administrative level at which the central government operates. Below the districts are chiefdoms, clans and cities or towns (UNDP, 2007).

The county superintendents, statutory superintendents, district commissioners and township commissioners, are all appointed by the President rather than elected. They are accountable to the President through the Ministry of Internal Affairs. Sector Ministries second officials to the county and district level (although many have not been deployed to their destinations). These officials are accountable to their line ministries (UNDP, 2007). Traditional leaders or elders are drawn from the counties, forming traditional representation at the national level in parallel to the statutory system of superintendents and commissioners (Golder, 2011).

Grand Cape Mount County is divided into four districts, namely Gola Konneh, Tewor, Porkpa and Garwula as well as the Commonwealth comprising Tombey Chiefdom, Tallah Township. Robertsport is the administrative capital of the county. The nearest towns to the NLGM are Sinjé and Daniels Town to the south. Smaller towns near the Project include Kinjor, Larjor, Jikando and Jawajei.

The Liberian Constitution does not clearly define the powers of counties, nor provide for a constitutionally guaranteed functional relationship between central and local government. It calls for elections of municipal heads and chiefs but may debate continuously over how and when such elections might be held. Counties and districts do not have budgets at the local level from which to operate. All budgets are centrally controlled. Similarly, counties do not have the authority to collect and manage revenue. All revenue collected is reported directly to Monrovia.

Due to the lack of clarity in the Constitution and in the rules and regulations governing local government, there are overlapping roles and/or functions both within local government and between local government and central government. Most lines of reporting are vertical, from line ministries to their central ministries, leaving the superintendent with no clear authority to define and coordinate a development agenda for the county (UNDP, 2007).

In its efforts to strengthen governance and management, the Government of Liberia has implemented the “Liberian National Decentralisation and Local Development Programme”. With the support of the UN Capital Development Fund and the Development Programme, this government programme will set up a capital investment and local development fund to reverse the country’s historic tendencies towards centralisation. The programme aims to strengthen policy and strategy development, as well as general systems and institutional development, while promoting local sector-specific investments. It is hoped that this initiative will ensure the effective management of Liberia’s attempts at restoring local government (Government of Liberia, 2007).

Another government support programme is the County Support Team Initiative, which is a mechanism that UN in Liberia has developed to combine its capacities, knowledge, expertise and resources in support of strengthening local government to take more responsibility at the county level (UNDP, 2007).

6.5 Socio-Economic Environment

6.5.1 Introduction

The impact of civil war in Liberia is far reaching across the socio-economic landscape of the country. Families who were displaced by the war are returning to rebuild their homes and find some means of livelihood. However, the collapse of infrastructure and services and the uprooting of a subsistence lifestyle have made it difficult for most households to re-establish themselves, thereby throwing them deeper into poverty.

Lack of development and employment opportunities have encouraged many of the younger generation to leave agricultural-based villages in search of better education and livelihood opportunities, often in Monrovia. According to some residents of Jawajei Town, a significant proportion of households moved to Monrovia during and prior to the civil war and have not returned, reducing the former town to a small village (Golder, 2011).

With the onset of instability, the economy, which was heavily reliant on agricultural produce and natural resource exports, had virtually collapsed. Gross Domestic Product (GDP) fell by

almost 90 percent between 1987 and 1995. Per capita GDP in 2006 was US\$195.50, down from US\$1,269 in 1980 (Ministry of Planning, 2008). Liberia has a huge external debt burden of US\$3.7 billion as of mid-2005, equivalent to 800 percent of GDP, and 3,000 percent of export value. Unemployment has reached 85 percent in 2008 (Ministry of Health and Social Welfare, 2009).

Since stability returned in 2003 and governance improved from 2006, there has been some progress. Economic growth for 2007 was estimated at nine percent, while domestic and foreign direct investment has improved. Many schools and health facilities are being rebuilt, human resources trained, and there have been important gains in terms of primary health care service provision and road rebuilding. Nevertheless, the challenges that remain are enormous, and it will take decades to recover from the damage done (Ministry of Health and Social Welfare, 2009).

6.5.2 Weighting of local-level data

Information pertaining to local-level baseline conditions in the sections below is based on the findings of the household survey undertaken by Golder in 2011. In light of potential NLGM resettlement requirements, the Golder household survey took the form of a census in the towns of Kinjor and Larjor, as well as a sample survey in the surrounding towns of Jikando, Jawajei, Zolu, Baima and Mono. According to Golder, the survey results were weighted as follows:

Table 3: Weighting of survey results

Town	Households	% Population	Sample size	% Total sample	Weighting
Baima	2	1%	1	1%	1.62
Jawajei	26	11%	14	7%	1.50
Jikando	8	3%	2	1%	3.23
Kinjor	152	65%	152	80%	0.81
Larjor	7	3%	7	4%	0.81
Mono	33	14%	12	6%	2.22
Zolu	7	3%	2	1%	2.83
Total	235	100%	190	100%	-

Source: Golder, 2011

* % population and % total sample are rounded; weighting is calculated as (%total sample) / (%population)

Local-level information provided by Golder (2011) should therefore be interpreted against the background of this weighting [For example, Table 12: 100% (2 households) in Baima were hospitalised during the past 12 months, while 72% of all the households surveyed were hospitalised during the past 12 months].

6.5.3 Demographics

6.5.3.1 Population Distribution

According to the 2008 Population Census, Liberia has a total population of 3,476,608 with 24 percent living in the capital city of Monrovia. There is a relatively even split between males and females. The County of Grand Cape Mount has a slightly larger proportion of males than the country as a whole, and the Gola Konneh District has a larger male population than both. Grand Cape Mount comprises four percent of the national population and Gola Konneh comprises 19 percent of its county's population.

Table 4: Population Distribution

Region	Total Male	% Male	Total Female	% Female	Total
Liberia	1 739 945	50	1 736 663	50	3 476 608
Grand Cape Mount County	65 679	52	61 397	48	127 076
Gola Konneh District	13 157	56	10 361	44	23 518

Source: Liberia Institute of Statistics and Geo-information Services (LISGIS), 2009

6.5.3.2 Population Growth

The percentage of the Liberian population living in urban areas, which prior to the conflict was already high by African standards, rose even further to reach 45 percent in 2000. The average population growth rate in Liberia fell from 3.3 percent in 1980–1987 to 2.5 percent in 1990–2000 and two percent in 2002. Infant and under-five mortality rates in Liberia were estimated in 1999 at around 134 per 1000 live births and in 2000 at 235 per 1000 live births. Average life expectancy is 48 years. Women are expected to bear an average of 6.2 children (UNEP, 2004).

6.5.3.3 Population Density

The population density of Grand Cape Mount County in 2008 was 56 persons per square mile, up from 40 persons in 1984. The county's population concentration can be described as moderate (50 to 99 persons per square mile). It generally has large land masses and high population totals. Other counties in this category include Bong, Lofa and Grand Bassa. Conditions that favour people living in these areas are generally local alluvial diamond and gold mining, fertile arable lands for farming, moderate transport and communication facilities and local trade.

In 2008, the population density of Liberia was 93 persons per square mile. This represents a 66 percent rise since 1984 when there were 56 persons per square mile. Compared with some Sub-Saharan nations, population density in Liberia is moderate. The majority of the population (75 percent) live across six counties, namely, Montserrado, Nimba, Bong, Lofa, Grand Bassa and Margibi. These counties are known as the 'big six'. On the other end of the spectrum, 10 percent of the population lives across the 'small five', namely Grand Kru, River Cess, River Gee, Bomi and Gbarpolu counties. In 1984, these counties held approximately 12 percent of the population, indicating a trend toward living in the larger, more urbanised centres of Liberia (LISGIS, 2008).

6.5.3.4 Household Size and Dependency

The average household size of Grand Cape Mount County increased from 4.5 in 1984 to 4.8 in 2008. Population growth has been on par with the national average of two percent per annum. At a national level household size declined substantially from 6.2 to 5.1. In the same period, the population grew by 2.1 percent annually. The dependency ratio for Liberia and Grand Cape Mount County respectively is 1.37 and 1.33 (Grand Cape Mount County, 2008).

6.5.3.5 Ethnicity and Language

Liberia's population can be roughly divided into two major categories, indigenous Liberians and Americo-Liberians. Indigenous Liberians are descendants of African ethnic groups who already inhabited the area when the first African American settlers arrived. Americo-Liberians are largely made up of the descendants of three groups, namely: 19th-century African American settlers who founded Liberia, freed Afro-Caribbean slaves who came to Liberia in the mid-1800s, and Africans captured on slave ships by the United States of America (USA) Navy (enforcing a USA law against the importation of slaves), and sent to Liberia (Dunn-Marcos et al, 2005).

Americo-Liberians may also include some members of two other groups: the children of marriages and informal liaisons between Americo-Liberians and indigenous Liberians, and indigenous Liberian children raised by Americo-Liberian families (a system that is known as 'wardship'). The overwhelming majority (97 percent) of Liberia's population is indigenous; Americo-Liberians make up the remaining three percent (Dunn-Marcos et al, 2005).

There are 16 ethnic groups that make up Liberia's indigenous population. The Kpelle in central and western Liberia is the largest ethnic group. Five major ethnic groups are found in Grand Cape Mount County, namely Vai, Mende, Gola, Kissi and Mandingo (Grand Cape Mount County, 2008). While English is the official language, it is only spoken by 20 percent of the population. The remaining 80 percent speak some 20 ethnic group languages.

6.5.3.6 Religion

The main religions in Grand Cape Mount County are Islam and Christianity. It is estimated that 70 percent of the population in the County are Muslims, while 25 percent are Christians and a smaller minority are practitioners of traditional religions. The relationship between the two major religious communities is largely harmonious.

6.5.3.7 Household Demographics of Towns Surveyed

In a household survey conducted by Golder (2011), the following results were found.

Table 5: Household Demographics

	Baima	Jawajei	Jikando	Kinjor	Larjor	Mono	Zolu	Total
No. of households counted	2	26	8	152	7	3	7	235
Average household size	10	6.5	7	6.5	5.6	6.7	4.5	6.7
Total survey population	10	91	14	985	39	80	9	1228

	Baima	Jawajei	Jikando	Kinjor	Larjor	Mono	Zolu	Total
Female-headed households	0	0	1	23	1	3	1	29
Disabled adults	0	1	0	2	1	0	0	4
Disabled children	0	0	0	1	0	0	0	1
Average age of household heads	40	54	37	39	34	45	54	43
Female (percent)	50	46	71	44	53	49	67	47
Male (percent)	50	54	29	56	48	51	33	54
Length of stay (years)	30	42	10	7	7	14	5	29
Households with another home (%)	100	36	50	96	100	100	100	87

Source: Golder Associates Household Survey, 2011, as amended)

6.5.4 Infrastructure and Services

Infrastructure and services have been severely hampered by the civil war, which has wide-ranging implications for accessing markets and household services. This is exacerbated by the low capacity that exists in public and private institutions. These have constrained the growth of the economy and government's ability to provide basic household services. This is further exacerbated by the large-scale return of refugees who are trying to rebuild their homes and livelihoods, and reintegrate themselves into society.

6.5.4.1 Roads and Access

The nearest major towns to the NLGM project site are Sinje (approximately 40 km) and Daniels Town (22 km), both of which suffered severe degeneration during the civil war. Consequently, although small businesses are operational in both towns, few households in the wider project area use these services, preferring to travel to Monrovia. Sinje town offers the closest medical facilities to residents of villages nearby the project site and has the closest education facilities beyond primary level.

Restricted access to rural areas has contributed to the slow local economic growth during post-conflict recovery. In the absence of sufficient services or the means to travel and obtain externally sourced goods, the majority of Liberians remain reliant on local, natural resources. Most rural settlements depend on rivers or streams for water with only four percent of the rural population in Liberia having access to safe drinking water in 2004 and over half taking at least 10 minutes to access water sources (Golder, 2011). In 2007, 14 villages in the Gola Konneh District were inaccessible by car (Grand Cape Mount County, 2008).

Extensive government- and NGO-sponsored road upgrades and re-construction of bridges throughout the country mean that it is now possible to reach most major towns by tar road (Golder, 2011). The physical damage to roads and bridges, particularly following the rainy season, continues to limit the ability of humanitarian agencies to provide critical support, and it obstructs access to markets, thereby impeding economic productivity and self-sufficiency.

The Grand Cape Mount County has only one paved major road, leading from Monrovia to Bo Waterside, and seven major feeder roads, namely: Madina-Robertsport, Sawelor-Tienni, Tienni-Kawellahun, Congo Mano River-Tahn, Tahn-Sinje, Teh-Bomboja, and Daniels Town-Tallah. There are also several farm-to-market or secondary feeder roads. With the exception of the paved roads, roads have deteriorated to an extent that makes accessibility difficult.

6.5.4.2 Electricity

There is no public provision of electricity in Grand Cape Mount. The electricity power station in Robertsport provided electric power for the capital prior to the civil war but was looted and severely damaged. Only a few private individuals can afford to own and operate their own generators. The Government has donated a 65KVA generator for the electrification of Robertsport. However, the County Administration needs to rehabilitate the power house to accomplish this. The need for rural electrification to boost economic development is critical (Grand Cape Mount County, 2008). The main source of energy for lighting is battery, and for cooking and heating, wood or charcoal.

Table 6: Main Source of Energy for Lighting, Cooking and Heating by Town (percentage)

		Baima	Jawajei	Jikando	Kinjo	Larjo	Mono	Zolu	Total
Lighting	Battery	100	93	100	90	60	75	100	89
	Candle	0	0	0	3	40	0	0	3
	Electricity	0	7	0	4	0	0	0	4
	Paraffin/Oil	0	0	0	0	0	25	0	4
	Other	0	0	0	3	0	0	0	0
Cooking	Charcoal	0	14	0	62	0	0	0	41
	Paraffin	0	0	0	1	0	0	0	0
	Wood	100	86	55	35	100	100	100	56
	Unknown	0	0	55	2	0	0	0	3
Heating	Battery	0	0	0	1	0	0	0	0
	Charcoal	0	14	0	39	0	0	0	27
	Wood	100	43	55	11	33	41	0	21
	Unknown	0	43	55	49	67	59	100	52

Source: Golder, 2011

6.5.4.3 Water and Sanitation

Only around 20 percent of the communities in Grand Cape Mount County have access to clean water facilities. The poor quality of water and sanitation has contributed immensely to the poor health of the inhabitants of the County.

The Liberian Government, in collaboration with NGOs, is constructing and rehabilitating hand pumps, wells and latrines in various communities. World Vision Liberia, the Norwegian Refugee Council, the Christian Children's Fund, German Agro Action and local NGOs are actively engaged in the rehabilitation of wells and/or hand pumps as well as the construction of toilets. An estimated 35 percent of pre-war wells/hand pumps have been rehabilitated to

date, and NGOs are also providing training and awareness around water and sanitation to many schools. However, population increases, there is a growing need for more protected wells, hand pumps and latrines.

Most of the communities that are serviced have been those along accessible roads, while several communities in the remote areas need assistance. UNICEF, in collaboration with the Ministry of Public Works and Ministry of Rural Development, has trained 48 pump mechanics and plan to open a depot with spare parts to ensure sustainability of water facilities. The rehabilitation of damaged wells and hand pumps and the construction of additional ones in nearly every town are necessary to increase accessibility of safe drinking water to the PRS goal of 50 percent coverage (Grand Cape Mount County, 2008).

At a national level access to improved drinking water is far greater than access to improved sanitation as shown in Table 7 below. In both instances, access to these amenities for the rural population is lower than access for the urban population.⁹

Table 7: Access to Water and Sanitation (percentage)

Indicators	Measure
Improved drinking water coverage	Percentage
Total	68
Urban	79
Rural	51
Improved sanitation coverage	Percentage
Total	17
Urban	25
Rural	4

Source: United Nations Statistics Division, 2008

A similar picture is evident at a town level, where the majority of residents lack safe drinking water. Households rely on streams for all household activities. The quality of water is likely to be poor given the disturbance to land and the use of mercury by artisanal miners. While Aureus has installed hand pumps in Kinjor, Jikando, Jawajei and Mono, there appear to be limitations in using these. For example, low water tables, damage to pumps and the distance for some to access the pumps (Golder, 2011).

Groundwater, albeit of relatively high quality, has not been fully developed. Liberia does not have adequate hydro-geological programmes. Aquifers have not been fully mapped to determine extent and water quantity. A considerable amount of work, therefore, needs to be done in order to provide for the country's water requirements. The government is currently focused on emergency repairs of water systems and infrastructure. It has thus far developed the 2007 National Integrated Water Resources Management Policy (USAID, 2011).

⁹ Improved drinking water technologies are those more likely to provide safe drinking water.

6.5.5 Education and Literacy

6.5.5.1 Education Facilities

According to Table 8 below, a total 130 functional educational facilities exist in Grand Cape Mount County. Of this number, 107 are elementary schools, 14 are junior high schools and three are senior high schools. There are 28 public schools in Gola Konneh District, however; limitations in teaching staff, resources and equipment, and the distance of rural communities to education facilities restrict educational achievement. Sinje High School is the nearest post-primary school to the project site – 30 kilometres away. While it has been approved as a senior high school, the lack of qualified teachers has prevented students from enrolling (Grand Cape Mount County, 2008).

Table 8: Education Facilities in Grand Cape Mount County

District	Elementary school	Junior high	Senior high	Private schools	Total
Porkpa	19	2	0	1	22
Commonwealth	9	3	2	3	17
Garwular	25	3	1	0	29
Gola Konneh	26	2	0	1	29
Tewor	28	4	0	1	33
Total	107	14	3	6	130

Source: Grand Cape Mount County Development Agenda 2008 – 2011

According to the Grand Cape Mount County Development Agenda (2008), major challenges in providing quality education include the following:

- Poor conditions of service for teachers;
- Insufficient schools and textbooks;
- Ineffective curricula;
- Lack of accommodation for teachers; and
- Lack of vocational and technical institutions.

Only a fraction of school classrooms in the County is in good condition. Furniture, functioning latrines and textbooks are scarce. With educational levels low and youth unemployment on the increase, young people lack the necessary tools to make productive contributions to the social and economic development of the country.

6.5.5.2 Enrolment

Enrolment is estimated at 26 748, with 13 888 boys and 12 860 girls. The teacher population is 341, of which 311 are male and 30 are female. In the Gola Konneh District the ratio of teachers to students is about 1:100. In Garwular, Gola Konneh and Tewor, the enrolment proportion for boys is just over 50 percent, and just on 50 percent for Porkpa and the Commonwealth. The statistics show an increase in the enrolment of the student population, especially the girl child population, as compared to last year. The increase is attributed to the

Government of Liberia implementing the compulsory free primary education as well as the increase in number of functional schools.

Table 9: Student Enrolment in Grand Cape Mount County

District	Total number of students			Total number of teachers		
	Boys	Girls	Total	Male	Female	Total
Porkpa	2 229	2 268	4 497	40	2	42
Commonwealth	1 355	1 351	2 706	52	16	68
Garwular	3 460	3 062	6 522	87	3	90
Gola Konneh	2 700	2 514	5 214	44	8	52
Tewor	4 144	3 665	7 809	88	1	89
Total	13 888	12 860	26 748	311	30	341

Source: Grand Cape Mount County Development Agenda 2008 – 2011

According to the Wikipedia internet source, in 2010 there were nine government-recognised universities and colleges that conferred baccalaureate degrees or higher across the country. There were 14 recognised community colleges at the time that conferred associate degrees (Wikipedia, 2012).

Many of the country's young people have spent more time engaged in war than in school. Nationally, almost 35 percent of the population has never attended school, including nearly 44 percent of females. Illiteracy rates amongst children and young people remain high at 68 percent; at 55 percent for males and 81 percent for females (Grand Cape Mount County, 2008). The school life expectancy of the country's population is 11 years, 13 years for males and 9 years for females (UN Statistics Division, 2000).

At the time of the household survey approximately 68 percent of the town population aged 5 to 18 years were in school, with most in primary school. Of those aged 18 and older, 53 percent have no education and approximately 10 percent have completed secondary school. Education levels are largely dependent on the proximity of households to schools.

Aureus has provided a school building at Kinjor which served 150 pupils in January 2013. The company is also remunerating teachers, while it financially supports evening classes in numeracy and literacy, currently for 20 adults.

6.5.5.3 Highest Level of Education

The disparity between male and female education is reflected in Table 10 below, with females dominating the 'None' category. Overall, the level of education from 'Less than primary to Degree' for males and females at county and national level is astoundingly low at less than 50 percent. Females in Grand Cape Mount County are highly disadvantaged in the workplace with the majority (68 percent) of them having no formal education.

Table 10: Highest Level of Education Completed (percentage)

	None	Less than primary	Full primary	Junior high	Senior High	Degree	Total
Grand Cape Mount – Male	40	28	16	7	8	1	100
Grand Cape Mount – Female	68	19	8	2	3	*	100
Liberia – Male	25	20	18	14	20	3	100
Liberia – Female	37	20	16	11	15	2	100

Source: LISGIS Labour Force Survey, 2010

6.5.5.4 Literacy

Literacy amongst females is remarkably lower than amongst males at a county and national level. Literacy amongst the older population aged 55 and older is also low. National literacy is higher than the County from age 25 onwards and more or less similar for males aged five to 24. Less than half of Grand Cape Mount County's population (male and female) is literate (43 percent), and just over half the country's population is literate (57 percent). Of the total male and female population in the County, only one age group's literacy is above 50 percent, namely the 15 to 24 age group (70 percent).

Table 11: Literacy Rates amongst Different Age Groups (percentage)

	5-14	15-24	25-34	35-54	55-64	65+	All	15+
Grand Cape Mount – Male	52	82	54	45	33	29	54	55
Grand Cape Mount – Female	45	58	15	22	16	7	32	27
Liberia – Male	52	86	75	68	54	34	66	72
Liberia – Female	53	73	46	35	20	10	49	48

Source: LSGIS Labour Force Survey, 2010

6.5.6 Health

The Liberian healthcare system has suffered severely from chronic underfunding, lack of management capacity and looting. It is estimated that less than 10 percent of Liberians have access to health care. According to the World Bank, between 1997 and 2000, the total health expenditures in Liberia averaged two USD per capita; eight times less than the figure for Côte d'Ivoire (UNEP, 2004).

The health sector reforms are guided by the National Health Policy and Plan. The main challenge is the transition from an emergency relief model of healthcare delivery, which focuses on short-term medical relief, to a functional, sustainable decentralised health system that can provide basic healthcare services (AfDB, 2011).

Health services are affected by access constraints and the availability of resources. Lack of available health services leads to the spread of communicable diseases such as malaria, acute respiratory infections, measles and diarrhoea. There are 33 functional health facilities which include one hospital, one health centre, 30 clinics and one health post:

- Commonwealth
 - 1 hospital called St. Timothy Government Hospital
 - 3 clinics in Fanti Town, Sembehun and Tallah
- Garwular District
 - functional clinics (Jundu, Madina, Bomboja, Bendu, Kpeneji and Kanga)
 - 1 health centre in Sinje
 - 1 health post in Division 8, Guthrie (private)
 - 1 non-functional clinic in Zarway Town.
- Tewor District
 - 11 facilities in Tienni, Bo Waterside, Diah, Kulangor, Mambo, Gondama, Gonor, Jene Wonde, Fahnja, Than Mafa and Bangorma
 - 5 operational clinics in Porkpa, Bamballah, Bendaja, Kongo and Kawellahun,
- Gola Konneh
 - 4 clinics in Mbaloma, Lofa Bridge, Tahn and Varguay.

In Grand Cape Mount County approximately 74 percent of the health facilities are supported and run by NGOs with funding from UN Agencies and bilateral donors. Over 70 percent of the staff is still not on the government payroll (Grand Cape Mount County, 2008).

The outcome of high levels of poverty and lack of medical facilities was that in 2008, 19 percent of children under the age of five years were underweight and 39 percent were stunted¹⁰ (Golder, 2011).

The current staffing requirement in the Cape Mount County is one doctor, 35 nurses, 15 certified assistants and two technicians. Other needs include the following:

- Rehabilitation of medical infrastructure;
- Regular supply of medication;
- Recruitment and training of more health staff, especially nurses and traditional birth attendants;
- Vehicles; and
- Rehabilitation of the County hospital.

These are essential requirements for meeting the health needs of the growing population of returnees, internally displaced persons and communities. Gola Konneh has no hospital and requires an additional three health facilities. Two HIV/AIDS Voluntary Counselling and Testing Centres have been established in the County; one in Sinje and one at St Thomas Hospital. However, few people are making use of the facilities (Grand Cape Mount County, 2008).

Food shortages were experienced by three quarters of the population in the last 12 months, predominantly during the wet season from May to October, with figures higher in agricultural villages and slightly lower amongst mining villages. The reasons for food shortages are

¹⁰ Republic of Liberia, Joint IDA-IMF Staff Advisory Note on the Poverty Reduction Strategy Paper, June 2008

mainly three-fold: linkages to agricultural crop cycles, poor access to goods, and inability to continue artisanal mining due to high water levels (Golder, 2011).

Dependence on crop cultivation is lower in Kinjor and Larjor, as households generally rely on cash income from artisanal mining and employment at NLGM. As the town with the highest levels of involvement in these professions, Kinjor has the lowest levels of food shortages or hunger. Kinjor and Larjor also had some of the highest levels of mortality of children under the age of five. This is mainly due to the difficulty of artisanal mining during the wet season, meaning disposable income is not readily available to purchase food supplies. In addition to overall shortages of locally grown crops and disposable income, during the height of the wet season, access between and out of all villages is difficult (Golder, 2011).

The household survey revealed that malaria was the most common illness in households sampled in Baima, Jawajei, Jikando, Kinjor, Larjor, Mono and Zolu. It affected at least one household member in 95 percent of households in the last 12 months.

Table 12: Hospitalisation, Death and Hunger in the Last 12 Months by Town (percentage)

Town	Hospitalised	Adult death	Child death	Child under 5 death	Hungry last night	Food shortage
Baima	100	0	0	0	100	100
Jawajei	50	43	50	36	79	86
Jikando	100	50	0	0	100	100
Kinjor	72	5	12	11	64	68
Larjor	71	0	29	29	71	71
Mono	75	8	8	8	67	75
Zolu	100	0	0	0	100	100
Percentage of total survey	72	11	15	13	69	74

Source: Golder, 2011

The second most common illness was respiratory illnesses, experienced by 23 percent of households, followed by typhoid affecting 15 percent of households. Although malaria is common, the distance to any clinic and lack of available transport suggests that many households are unable to visit a doctor and obtain tests for illnesses, instead self-diagnosing and self-medicating in times of poor health (Golder, 2011).

At a national level, the UN Statistics Division put the infant mortality rate for the 2005 to 2010 period at 107 deaths per 1000 live births. This is high in terms of international standards but lower than some other war-torn African countries such as Angola (156 per 1000), Burundi (152 per 1000), Côte d'Ivoire (107 per 1000) and Sierra Leone (157 per 1000).

The life expectancy of males and females (2005 – 2010) is 56 and 59 years old respectively. This is similar to many African countries; including South Africa (UN Statistics Division). The use of contraceptives is low at 10 percent while most countries (developing and developed nations) are above 30 percent (UN Statistics Division, 2007).

6.5.7 Agriculture and Household Nutrition

Access to land is closely associated with food supply and nutrition. Households in Kinjor have the least access to land, followed by Larjor – see Table 13 below. Crops are grown for household consumption and as cash crops (sold to local mining villages). The most common crop grown is the staple cassava, planted by approximately one quarter of households, followed by rice and pepper. Okra, yams, beans, greens and eggplant are grown by about 10 percent of households.

Some households also have crops such as banana, pineapple, plantain, tomatoes, potatoes and bitter ball. Households are dependent on their home-grown produce for the majority of their food supply. Meals are often low in protein or nutritional value. Most households eat two meals per day, although six percent eat one (Golder, 2011).

Table 13: Access to Land and Food Plots (percentage)

Town	Food plot	Access to land	Number of fields			
			1	2	3	4
Baima	0	100	0	0	0	100
Jawajei	71	71	36	21	7	7
Jikando	100	100	100	0	0	0
Kinjor	20	15	13	1	1	0
Larjor	71	0	0	0	0	0
Mono	58	83	42	33	8	0
Zolu	100	50	0	50	0	0
Percentage of total survey	38	35	22	9	2	2

Source: Golder, 2011

6.6 Overview of the Economy

6.6.1 Introduction

Liberia's economy is recovering from the global economic downturn. Growth in 2010 was estimated at 6.1 percent, up from 4.6 percent in 2009, driven by an increase in exports and foreign direct investment (FDI). Growth is projected to reach 7.3 percent in 2011 and 8.9 percent in 2012. The rise in exports was due to an increase in commodity prices, particularly rubber, palm oil and minerals (AfDB et al, 2011).

Liberia's economy is dominated by natural resources such as agriculture, forestry and fishing which are described further below. While this is a drop of four percent from 2005, it highlights the weaknesses of other sectors due to decades of civil war and economic mismanagement. This is followed by general government services at 10 percent, up from 8.4 percent in 2005 (AfDB et al, 2011).

A dramatic increase is predicted in the mining and quarrying sector with a jump from 0.1 percent in 2005 to 1.1 percent in 2010. This is largely due to the government starting to

receive royalty payments (of USD 1.57 million) as from 2010 from the extractive industries sector. These royalties are projected to grow to USD 30 million by 2015 (AfDB et al, 2011).

The construction sector is predicted to double its contribution to GDP from 2 percent in 2005 to 4.1 percent in 2010. This is partly due to the reconstruction of the country's infrastructure such as health and education facilities, as well as roads. China is Liberia's largest public donor, contributing an estimated USD 20 million annually to construction (AfDB et al, 2011).

The manufacturing sector has remained small at 5.3 percent in 2010, down from 7.2 percent 2005. These are generally small-scale industrial activities such as the manufacture of cement, bricks, tiles, and wooden and metal furniture. There are few opportunities to expand the manufacturing sector to support investment in the extractives industry and road and railway construction. Growth of the sector is restricted due to the smallness of the domestic market, lack of purchasing power and limited public consumption (AfDB et al, 2011).

The Extractive Industries Transparency Initiative (EITI) aims to strengthen governance by improving transparency and accountability in the extractives sector. Liberia has been in the process of implementing the EITI since 2006. It aims to ensure national growth, development and reconciliation, through better transparency in how revenues from the extractives sector are managed. It records taxes and contributions paid to the Government by mineral and forestry companies and corresponding revenues Government receives from the companies. The taxes are presented on a company-by-company basis that matches reported payments against receipts, thereby showing any discrepancy between what a company reports as paid and what an agency of the Government acknowledges as received.

6.6.2 Agriculture

According to a 2001 Agricultural Baseline Survey, 78 percent of rural households in Cape Mount are engaged in agricultural activities at a subsistence scale. Formal employment accounts for as little as four percent of incomes, with the majority serving as casual workers. Most locals are engaged in petty trading. The establishment of agro-industry and revamping of legal mining and controlled logging will create employment opportunities (Grand Cape Mount County, 2008).

In general, Grand Cape Mount has fertile soils that favour the cultivation of a variety of crops such as those below:

- Cash crops such as palm oil, rubber, cocoa and coffee;
- Food crops such as rice, cassava, yams and vegetables; and
- Vegetables such as pepper, bitter ball, okra, potato leaves and cabbage.

Agricultural productivity remains low due to the limited access to extension services, crude methods of farming, late supply of seeds, lack of capital and credit, lack of tools, a flawed land tenure system and few post-harvest facilities (Grand Cape Mount County, 2008).

6.6.3 Fishing

Grand Cape Mount is endowed with many rivers and creeks, as well as the large Lake Piso and the Atlantic Ocean, where a variety of fish abound. The African Development Fund is currently supporting a six-year fishing project implemented by the Robertsport Fishmongers Association, which will benefit 1,000 people (mainly women and youth) through training in financial and administrative management. Currently most fishing is carried out by Fanti and Kru people who have trained many local youth. Lack of cold storage facilities and bad roads, coupled with a lack of capital, continues to constrain growth in the sector. There is a strong need to organise fishing cooperatives and provide inputs to local fishermen to engage in commercial fishing in Bo, Tahn, Sinje and Robertsport (Grand Cape Mount County, 2008).

At a national level, inland fisheries are underdeveloped. While most methods of exploitation are traditional, inland fisheries contribute about 25 percent of the fish consumed by rural dwellers. There are an estimated 8,000 boats on the river system but only about 2,000 of these are apparently registered. Migrant fisher folk with large motorized boats and advanced technologies generally out-compete the resident fisher folk. There is little control over net mesh size and there is widespread use of pesticides and dynamite for fishing. The Food and Agriculture Organization (FAO) provides support for rehabilitation of the artisanal fisheries sector in Grand Cape Mount and Grand Bassa counties) to improve the livelihoods of fisher folk (USAID, 2011).

6.6.4 Timber

Official estimates place forest cover at about 4.3 million hectares, or 45 percent of total land area. Historically, commercial exploitation of Liberia's forests has been a significant part of the country's economy: five percent of GDP in the 1980s, rising to 20 percent in the late 1990s, and 50 percent of export earnings in 2000. Commercial logging also largely funded the civil war, which prompted the UN Security Council to impose sanctions on the export of Liberian timber in 2003. The sanctions were lifted in 2006 after forest sector reforms (USAID, 2011).

Forests play an important direct and indirect role in the daily lives of most Liberians. About one-third of the population lives in rural areas and depends on forests for farmland, animal protein (bush meat), timber, traditional medicines, energy (wood-derived domestic fuels), and healthy watersheds for fish and clean water. Traditional secret societies (e.g. Poro and Sande) use isolated forest areas for ceremonial and training purposes. The biggest threats to Liberia's forests are uncontrolled logging and expansion of land for agricultural purposes, including shifting cultivation (USAID, 2011).

The cancellation of logging concessions¹¹ has limited commercial logging activities in the County. However, unregulated pit-sawing is still being carried out, mostly in Gola Konneh and Porkpa districts. The limited number of Forestry Development Authority (FDA) personnel

¹¹ All forest concessions and timber licenses granted under the previous government were cancelled. There is now legislation reform based on the principles of accountability, transparency and sustainability, as well as community and civil society participation in forest management

has made it difficult to control illegal logging. The transportation of over-loaded trucks of timber contributes to the deterioration of roads and damage to bridges. Hunting for game in reserved areas of the Gola Forest in the Upper Porkpa is significantly affecting wildlife in that area. Government supervision of forestry is inadequate, leading to the violation of forestry regulations, and non-payment of forestry charges (Grand Cape Mount County, 2008).

6.6.5 Minerals

Mineral resources such as diamonds, gold and iron ore are found in Garwular, Gola Konneh and Porkpa Districts. Within Grand Cape Mount County, Porkpa and Gola Konneh districts are known as the county's bread basket because of the rich deposits of minerals such as iron ore (especially Canga and Limonite in the Mano River and Magnetite+, Haemite+ and Limonite in Bea Mountains), gold and diamonds. The Ministry of Lands, Mines and Energy has divided the county into five mining agencies, namely Varguay, Bangoma, Kawellahun, Keita and Camp Freeman (Grand Cape Mount County, 2008).

The UN Security Council imposed sanctions on the export of rough diamonds from Liberia in 2001, after confirming that diamonds (labelled conflict diamonds), were being used to fund the civil war and were implicated in destabilizing incursions into Sierra Leone. The sanctions were lifted in 2007 after Liberia's admission to the Kimberly Process Certification Scheme (USAID, 2011).

The mining sector faces challenges with unrecorded production, poor working conditions, as well as a variety of environmental and social problems. The government's goal is to rapidly expand mining to jumpstart the economy and development through the formalization of small-scale operations based on cooperative schemes, and by improving the efficiency of recovery methods of alluvial mining and production from medium- to large-scale operations (USAID, 2011).

Women have very little participation in the mining sector, comprising only 7.6% of the labour force compared to 92.4% for men, or more, put differently, nine men to every one woman.

6.6.6 Artisanal Mining

Prior to the civil war, over 75,000 Liberians were engaged in artisanal mining (of all metals), contributing about 32 percent of GDP in 1982¹². Small-scale mining remains an important livelihood for many people. The '2000 Mining Annual Review, Liberia' estimated that alluvial gold deposits were being mined by some 25,000 local miners¹³, of which some 6,000 were members of the nationwide Gold and Diamond Miners and Workers Association.

Alluvial mining in Liberia is fraught with inequities that stem largely from poor regulation, lack of coordination of artisanal mining, and improper use of labour and resources. Miners are exploited by brokers who under-value their diamond findings and therefore underpay them. Many miners are, reportedly, unaware of the different types of diamonds and the values of

¹² State of the Environment Report – Industry and Trade: Mining, 2010

¹³ Mining Annual Review, Liberia 2000

these. Other common challenges include inadequate tools and equipment, unavailability of credit and difficult working conditions. Safety standards are often not adhered to and unclear to miners and diggers. These are some of the issues plaguing the sector.

Challenges faced by the Liberian artisanal mining community have been highlighted in communications from miners and their dependents to the government in efforts to alleviate poverty and improve environmental and health conditions (Brownell, 2009). USAID recently launched an initiative to address issues around artisanal mining, which will include a review and documentation of all licenses. The 'Property Rights and Alluvial Diamond Development' aims to increase the amount of alluvial diamonds entering the formal chain of custody while improving the benefits accruing to mining communities through an approach of strengthening property rights (USAID, 2011).

Table 14: Artisanal Mining in the Towns (percentage)

	Percentage of households	No. of persons	Gender distribution		No. of employees			Frequency of mining	
			Male	Female	None	1 to 5	5 or more	Daily	Weekly
Jawajei	7	4	50	50	0	100	0	100	0
KinJOR	46	182	79	21	14	82	4	96	4
LarJOR	86	15	80	20	0	83	17	67	33

Source: Golder, 2011

During the Golder 2011 survey it was recorded that artisanal miners in KinJOR and LarJOR work in groups of between one and five employees, while the employer holds the mining license. Although predominantly a male activity, it was found that approximately 20 percent of the miners in KinJOR and LarJOR are female. Women generally assist by pouring water when the gravel is jigged and during gravel washing. They also provide food to male miners.

Many miners and diggers are ignoring safety standards and mining activities are prone to occupational hazards. Some hazards include working in breeding grounds of malaria (95 percent of households in the village population reported having malaria in the 12 months prior to the survey), drinking unclean water from mined rivers, and handling mercury with their bare hands.

6.6.7 Trade Markets

There is a marketing association in Cape Mount County with sub-branches in each district. It is estimated that 11 percent of marketers also engage in business transactions in Monrovia. A total of seven weekly markets are operational in Vonzula, Daniels Town, Bo Waterside, Tieh, Jeneh Wonde and Bamballah. A lack of capital and credit has limited the expansion of trade markets. Poor road conditions result in long walking distances and discourage traders from producing agricultural crops for the market (Grand Cape Mount County, 2008).

6.7 Land Use and Ownership

Liberia is rich in natural resources, such as valuable timber species, significant biodiversity, as well as mineral resources such as iron ore, gold and diamonds. Agriculture provides a

livelihood for the majority of the population, with most farming carried out on relatively small landholdings; however there are also a number of large commercial plantations.

Liberia's population is stratified between the urban-based elite – mostly descendants of freed slaves from the USA and Caribbean - and the indigenous Africans living in rural areas (the majority of the population). The land-tenure system reflects this division of the population. Throughout coastal Liberia, urban elites use a Western statutory system of land ownership based on individual fee simple titles. In the Liberian hinterland, indigenous Africans use their own customary systems, which are based on community or collective ownership of discrete territories (USAID, 2011).

State policy initially recognised customary ownership as full ownership rights, whether or not formally titled. It now recognises usufruct rights of possession and use of undocumented customary claims. This policy has permitted the state to grant concessions for vast tracks of customary lands, as well as to create national parks and reserves. It has also contributed to conflict, as indigenous communities lost their food and livelihood source and the foundations to their cultural heritage. In addition, during the civil war, a new national forestry law was passed, decreeing that forest resources (trees), as distinguished from forest lands, belong to the state. This effectively took away community access to forest resources even when these were on the community's own lands (USAID, 2011).

The causes of Liberia's recently concluded 14-year civil war were multiple, but central to the war was conflict over land and natural resource rights. While key sector reforms have been introduced in the post-conflict period, there is still more work to be done about land policy reform, land dispute resolution, legal recognition of customary rights and the promotion of community forestry development (USAID, 2011).

Two land and property rights issues need to be addressed as Liberia proceeds with post-conflict reconstruction. The first is the issue of the legal status of customary land rights, and the second is the issue of ownership of trees and other forest resources on community forest lands. Reforms undertaken by the Liberian Government put it on the right track to resolving these issues, namely the cancellation of all existing forest concessions; the review of rubber concessions (2006); the establishment of the Land Commission (2009) to settle the question of customary land rights; and enactment of the 2009 Community Rights Law, which returns ownership of forest resources to communities.

6.8 Employment

From Table 15 below it is evident that approximately three percent of the village population is employed and 18 percent is informally employed. Only four percent classified themselves as unemployed, with a significant number not seeking employment (27 percent) and self-employed (21%). Sixteen percent of the population work as artisanal miners, with the majority being in Larjor (64 percent) and Kinjor (21 percent) (Golder, 2011).

Table 15: Employment Status of Adults over 18 Years (percentage)

	Baima	Jawajei	Jikando	Kinjur	Larjor	Mono	Zolu	Total
Student	0	2	0	7	8	18	0	8
Self-employed	50	27	100	10	0	43	67	21
Artisanal miner	0	2	0	21	64	0	0	16
Employed	0	2	0	3	0	3	0	3
Informally employed	50	8	0	24	8	5	0	18
Unemployed	0	6	0	5	0	3	0	4
Home/Not seeking work	0	39	0	27	16	30	33	27
Disabled	0	14	0	0	0	0	0	2
Unknown	0	0	0	3	4	0	0	2

Source: Golder, 2011

According to a 2008 ILO Labour Market Survey, about half of the adult Liberian population is engaged in unpaid family work and only a third is engaged in paid work. Eighty-four percent of Liberians are employed in the informal economy and do not have access to sufficient income, regular work, acceptable working conditions, social security or assets. In Grand Cape Mount County, 73 percent of the employed are in informal employment, with the rate being higher amongst females (81 percent) than males (64.6 percent). A major challenge is youth unemployment due to lack of education and vocational skills. There also seems to be a gender bias as 80 percent of jobs created in the public sector were for men (AfDB 2011).

The unemployment rate in Liberia has often been quoted as 85 percent. This is an estimate that was derived in 1991 when the civil war was at its worst and government departments had all closed down, and most major companies had been taken over by warring factions. There was therefore little opportunity to find work. The situation is very different nearly 20 years later (LISGIS, 2011).

6.8.1 Main Occupations

The most dominant occupation in the Grand Cape County is skilled agriculture as shown in Table 16. This is in line with the finding in Section 6.6.1, which highlights that Agriculture is the largest contributor to national GDP. 'Elementary occupations' is the second largest group and the 'Services and Sales' occupations are dominated by females (26 percent). The more skilled professions such as managers and technicians account for a very small portion of the County's employed population, although it has the second largest percentage of male managers (four percent) amongst the counties.

Table 16: Occupations of Persons aged 15 and over (percentage)

Occupation	Grand Cape Mount County		
	Male	Female	Total
Managers	4	1	3
Professionals	4	4	4
Technicians	4	1	2
Clerical support	0	1	0

Occupation	Grand Cape Mount County		
Services and sales	5	26	16
Skilled agriculture	48	45	46
Craft and related	6	3	4
Machine operators	3	1	2
Elementary occupations	27	20	23

Source: LISGIS Labour Force Survey, 2010

6.8.2 Main Economic Sectors of Employment

The agriculture sector continues to dominate the economy (65 percent). Mining has the second largest economic activity in the County at seven percent and the largest out of all the counties in Liberia. This is followed by Bomi County at six percent and Gbarpolu at five percent. The mining sector accounts for about 12 percent of male employment in Grand Cape Mount County and just two percent amongst females. The Wholesale and retail sector is the second largest employer, accounting for 15 percent of employment. It is also the second largest employer amongst females (23 percent), with agriculture being the largest.

6.9 Policing

The Liberia National Police is being restructured with the aid of the UN Police. A total of 57 Liberia National Police (LNP) officers are currently deployed in Grand Cape Mount County. They are based in Robertsport, Sinje, Tienni, Bo-Waterside and Lofa Bridge. With the exception of the Bo-Waterside offices that needed only minor renovations, all other police facilities need major repairs or construction. Major challenges facing the Liberian police force are limited human resources, inadequate mobility, lack of communication equipment, and inadequate office space, furniture and equipment (Grand Cape Mount County, 2008). The following information is available for Sinje and Robertsport.

Table 17: Status of Nearest Police Stations to the Project

Number of police stations	Location	Number of police	Status of station	Mode of transport
1	Robertsport	21	Renovated	1 vehicle
1	Sinje	12	Construction in progress	1 motorbike

Source: Grand Cape Mount County Development Agenda, 2008

6.10 Human Rights¹⁴

Important advances have been made towards improving institutional protection of human rights in the Liberian criminal justice system. The Government engaged in the development of strategic plans for the Ministry of Justice, Judiciary and Corrections sector. Government has continued its efforts to gradually address the shortage of qualified staff in the criminal justice system as well as in the education, health and security sectors (UN, 2009).

There are still significant gaps in human rights protection due to major capacity and resource constraints across the legal, judicial and corrections sectors. The protection of children in

¹⁴ Also refer to Digby Wells, 2013: New Liberty Gold Mine: Human Rights Impact Assessment (Section 5.1)

particular remains inadequate, as children continue to suffer various forms of violence at home, at school or in the community. The welfare of children in many orphanages is dire, and cases of children in conflict with the law continue to be addressed inappropriately due to the absence of a functional juvenile justice system (UN, 2009).

Cases of rape and other sexual crimes remain prevalent. Relevant legislation is either poorly implemented. This could be attributed to a general lack of awareness about how to seek protection, which is further compounded by the problems associated with access to justice, health facilities and effective law enforcement. Harmful traditional practices, including female genital mutilation and adjudication of disputes through trials by ordeal, are entrenched and continue to be widely practiced with impunity. Relevant legislation is not compliant with international standards and thus does not provide for appropriate action (UN, 2009).

Progress in the implementation of the Poverty Reduction Strategy (PRS) has been slow. As such, a large percentage of the population still face significant obstacles to the enjoyment of their economic and social rights as access to basic services such as health care, education and safe drinking water is limited. The PRS contains comprehensive benchmarks linking legal empowerment and rule of law to development (UN, 2009).

6.11 Gender-based Violence

Gender-based violence (GBV) is an enormous challenge in the County and takes the form of sexual exploitation and abuse, domestic violence such as woman and child beating, female genital mutilation, rape and sexual assault. Some domestic violence is the result of cultural beliefs. Women and girls in particular experienced severe violence during the civil war and are still experiencing this level of violence during post-conflict Liberia. Rape is the most frequently reported serious crime in Liberia (Grand Cape Mount County, 2008).

In 2007 about 38 percent of protection cases reported by the UN Refugee Agency (UNHCR) monitors were related to GBV, while reports from 2008 showed a similar trend. Domestic violence is endemic, accounting for 26 percent of all reported protection cases. In addition, the country has amongst the highest rates of teenage pregnancy in the world. Of the 146 protection incidents reported in the County between January and May 2008, 30 percent and 25 percent relate to GBV and domestic violence respectively (Grand Cape Mount County, 2008).

The destruction of education institutions during the war has further disempowered women and girls. Women and girls continue to have limited access to education, health services and judicial services, and this has severely curtailed their participation in the formal economy. Women and girls have missed out on opportunities to participate in the management and decision-making levels of the society (Grand Cape Mount County, 2008). Although Liberian law recognises equality of both sexes, customary law infringes on the rights of women, including the right to own property. These trends have contributed to the feminization of poverty in the County, and in Liberia as a whole (Grand Cape Mount County, 2008).

With the support of the Christian Children's Fund Liberia, a GBV task force was established in the County to create awareness about GBV, with the aim of reducing incidences thereof.

Awareness campaigns have reached various sectors such as traditional leaders, returnees, security personnel and youth. Some systems have been put in place to respond to reports of GBV. However, the judicial response is often very slow and this has resulted in cases going unreported and perpetrators getting away with gender-based crimes (Grand Cape Mount County, 2008). Liberia's Ministry of Gender and Development has implemented the National Gender Policy, which aims to address the discrimination and marginalisation of women.

6.12 Vulnerability

6.12.1 Poverty

The collapse of Liberia's national economy and the consequent destruction of the rural economy have led to an increase in poverty, especially in the rural areas. An estimated 64 percent of the population lives in poverty, of which 48 percent live in absolute poverty. It is particularly high in rural areas, where two-thirds of the population live in poverty, and it is especially severe in the south central and north western parts of the country. Children are especially vulnerable with many of them living outside of the family, in trouble with the law, heading households, and falling prey to trafficking.

Between 1993 and 2002 the number of people living below the minimum level of dietary energy consumption in Liberia doubled from approximately 700,000 to 1.4 million. Only nine percent of Liberian households are food secure, while 11 percent are food insecure and 40 percent are highly vulnerable to food insecurity. The most food-insecure households are located in Lofa, Bomi, Grand Kru and River Gee. Factors contributing to food insecurity include low agricultural productivity resulting from limited access to inputs and credit, low income generating opportunities, and limited market access due to poor road networks.

Rural livelihoods were particularly affected by the civil war. Inputs required re-establishing livelihoods are lacking and so are agricultural implements, seeds, fertilizers, pesticides, finance, roads and markets. Overcoming poverty is severely constrained by the following:

- The collapse of infrastructure;
- The constrained economic situation; and
- The lack of skilled human resources that could assist recovery; and

According to a Poverty Profile study conducted of Liberia during 2007, three-quarters of the north-western region is classified as poor. Liberia's Human Development Index value for 2010 was 0.300, which ranks it 162nd out of 169 countries. Sixty-eight percent of Liberians live below the poverty line and 38 percent of the population is undernourished.

6.12.2 Social Capital

Another consequence of the war is the collapse of social systems that unite people for the purposes of mutual benefit and protection. "This system of 'social capital' – the extent to which people can rely on each other in times of need, and the extent to which people organise locally to attain shared objectives - has been severely weakened, with particularly negative implications for the most vulnerable" (Ministry of Health and Social Welfare, 2009.)

6.12.3 Displacement

Until 1989 there were virtually no refugee movements in West Africa. The Liberian conflict in 1989 produced 150 000 Liberian refugees, who fled mainly to Côte d'Ivoire and Guinée. By 1990/91, refugee figures reached 800 000 and peaked at 1.5 million by 1994. Return since then brought figures down to 56 915 refugees in Guinée, Liberia and Côte d'Ivoire as of October 2008 (Danish Refugee Council, 2009).

According to a UN report (September 2003), there were around 500 000 internally displaced people (IDPs) in Liberia, about 300 000 were refugees in neighbouring countries and 50 000 refugees from Côte d'Ivoire and Sierra Leone remain in Liberia. The same report estimates that the number of people killed in war-related circumstances since 1989 to be 250 000, half of which were civilians (UNEP, 2004).

Refugees and internally displaced persons (IDPs) are still streaming back home to rebuild their lives. Some receive support in the form of a resettlement assistance package but most return spontaneously without support. Liberia has approximately 23,000 IDPs, most of who live with host communities rather than in camps. Apart from Liberia's IDPs there are also refugees from Ivory Coast, Gurnee, Sierra Leone and Côte d'Ivoire in Liberia seeking refuge from war in their own countries (Danish Refugee Council, 2009).

Photograph 3: Petty trading in Kinjor - from the house porch



7 STAKEHOLDER ENGAGEMENT

7.1 Introduction

According to IFC PS5, Aureus must engage with affected and host communities through a stakeholder engagement process described in IFC PS1¹⁵. Disclosure of relevant information and the participation of affected parties should continue during the planning, implementation, monitoring and evaluation of compensation payments, physical resettlement and livelihood restoration activities to achieve outcomes that are consistent with the objectives of PS5. This Section describes the stakeholder engagement activities undertaken for the RAP.

The environmental studies undertaken by Golder during 2011/2012 included a stakeholder engagement process for the EIS. The RAP stakeholder engagement process expanded on the EIS process in that it included the regulatory authorities that are expected to be involved in the development and implementation of the RAP. While the focus of the RAP stakeholder engagement process was on the directly affected property owners of Kinjor and Larjor and their representative community structures, stakeholders consulted during the RAP process included the directly affected communities (through public meetings, community radio and focus groups), relevant town authorities, traditional authorities, district and county authorities, national government and non-governmental organisations.

The CDP introduces additional stakeholders in order to initiate the engagement of external stakeholders such as government, NGOs and organised business in RAP implementation.

7.2 Stakeholder Engagement Plan

A Stakeholder Engagement Plan (SEP) has been developed for the NLGM (refer to Digby Wells. 2013a), which is designed to ensure appropriate and effective engagement with both external and internal stakeholders during all phases of project development. The SEP takes into consideration stakeholder engagement activities undertaken to date and aims to:

- Build on an understanding of previous stakeholder engagement activities undertaken in the project area;
- Identify the stakeholders, concerns and interests to be engaged with;
- Clarify the vision for engagement with stakeholders and objectives for engagement;
- Provide an engagement plan and implementation schedule; and
- Provide a grievance management procedure.

The SEP is a live document which will be developed progressively, and needs to be updated as the project moves through the various phases of planning and implementation by means of lessons learned and understanding of project activities and risks identified during the stakeholder engagement process. The SEP includes an Implementation Plan which sets out the operational aspects of the SEP process and identifies the enablers required to ensure that the SEP can be implemented.

¹⁵ IFC Performance Standard 1: Assessment and Management of Environmental and Social Risks and Impacts. Sections 25 to 36: Stakeholder Engagement.

The SEP seeks to achieve the following objectives:

- 1 **Inclusivity:** Pro-actively identify, analyse and include all relevant stakeholders in engagement processes.
- 2 **Stakeholder Concerns and Grievances:** Respond to stakeholder concerns and grievances with a view to seeking resolution in a timely manner.
- 3 **Enable Participation:** Facilitate stakeholders to engage willingly and freely. Also, aim to build capacity of stakeholders to engage in the process
- 4 **Internal Capacity:** Create the required capacity to effectively engage with stakeholders, including the necessary internal staffing, systems, skills and processes.
- 5 **Sustainable Relationships:** Create and maintain relationships with stakeholders that can allow for mutual benefit and trust in the company.
- 6 **Inclusivity:** Pro-actively identify, analyse and include all relevant stakeholders in engagement processes.

7.3 RAP-Specific Stakeholder Engagement

7.3.1 Objectives

Stakeholder consultations for the RAP in particular have the following objectives:

- Provide information about the RAP objectives, processes and intended outcomes.
- Establish government regulations and procedures required for the RAP development.
- Solicit opinions and suggestions with regards the development and implementation of the RAP from government, traditional authorities and project affected people.
- Manage expectations and misconceptions with regards the outcomes of the RAP.
- Identify, and where possible, address potential conflicts and/or risks that may arise.
- Negotiate and agree on RAP entitlements and compensation options for inclusion in the RAP and address associated issues such as site selection, replacement house designs and livelihood restoration initiatives.
- Investigate opportunities for collaborative effort and partnerships with government, business and directly affected parties.

7.3.2 Stakeholder Identification

Primary stakeholders for purposes of the RAP and the CDP are defined as (a) persons, households, groups and communities who are directly affected by the NLGM resettlement, and (b) government and tribal authorities who have a direct interest in, and/or responsibility towards in the Project. Secondary stakeholders are generally defined as (a) business groups and funding organisations who could participate in the RAP and/or the CDP, and (b) non-governmental and community based organisations who might have an interest in the Project for business, professional or personal reasons.

Key stakeholders were identified by means of literature review, as well as consultations with government, traditional authorities, town councils and affected communities. During public community meetings, people were requested to identify stakeholders not yet contacted and/or to contact the Aureus Community Development Officer (CDO) if they wish to be consulted. A number of additional stakeholders were identified during the course of the RAP development process.

The following stakeholders were identified as having an interest in, and/or will be affected by, the land acquisition and associated resettlement for the NLGM:

Directly affected parties

- Affected property owners in Kinjor and Larjor.
- Affected owners of economic trees and/or crops within the 500 meter blasting zone.
- Kinjor and Larjor affected households and communities.
- Affected 'owners' of graves and sacred sites.
- Deed holders of land acquired for resettlement.

Town authorities

- Kinjor and Larjor Town Chiefs and Town Council.
- Kinjor/Larjor Mining Committee.
- Kinjor/Larjor community leaders.
- Zoe Elder (priest of Poro/Sande societies).

Traditional authorities

- Clan Chief and elders, Darblo Clan.
- Paramount Chief, Gola Konneh District.

County/District authorities

- Superintendent of Cape Mount County.
- Member of Parliament: Gola Konneh District (Districts 1 and 2).
- District Commissioner, Gola Konneh District.
- General Town Chief for RAP affected towns.

National Government

- Ministry of Lands, Mines and Energy.
- Ministry of Internal Affairs.
- Ministry of Agriculture (Technical Services).
- Ministry of Public Works: Zoning Inspectorate; Infrastructure Implementation Unit and Rural Housing Division.
- Ministry of Health and Social Welfare.
- Environmental Protection Agency of Liberia.
- National Housing Authority.

Non-governmental organisations

- Marvov Development Association

Resettlement Committee

The Resettlement Committee (RC) is the key institution for engaging resettlement-affected individuals, groups and communities. This Committee has been established for the purpose of advising Aureus on the equitable resettlement of people affected by the NLGM. As such, the Committee acts as the nominated body representing the resettlement affected property owners and residents of Kinjor and Larjor.

General

The identification and potential involvement of external stakeholders for participation in the CDP are discussed in Section 9 of the CDP. The proposed engagement networks between Aureus and CDP stakeholders are discussed in Section 6 of the CDP report.

7.3.3 Stakeholder Engagement**7.3.3.1 Regulatory authorities**

The stakeholder engagement process for the RAP development undertaken by Digby Wells and Earthcons, commenced during November 2011 by means of clarification meetings with national, county, district, traditional and town authorities. Relevant government authorities were consulted on a number of occasions by the RAP study team. Consultations included meetings at respective government offices, as well invitations to attend community meetings. Authorities such as the EPAL and County Superintendent were invited to attend the NLGM Resettlement Committee (RC) meetings (see below).

Government authorities and/or agencies were consulted throughout the RAP development process (for example in matters pertaining to land acquisition, town development, housing standards, grave relocation and livelihood restoration).

7.3.3.2 Affected communities

The formal RAP development process commenced with a community meeting in Kinjor on 13 December 2011. The main purpose of this meeting was to (a) introduce the RAP study to the communities and authority structures, (b) initiate the RAP process, and (c) announce a

moratorium on further development in Kinjor and Larjor. The meeting was well attended and included the County Superintendent, District Commissioner, Department of Mines and the Department of Civil Affairs, the County Member of Parliament, the Paramount Chief, Clan Chief, town chiefs, community structures and representatives from civil society.

The moratorium date was set for 13 December 2011, which would prohibit the construction of any new buildings and other structures in Kinjor and Larjor. Attendants were advised that Aureus intended to undertake asset surveys during February/March 2012 and that the start date of the asset surveys will constitute the cut-off date for eligibility for compensation under the NLGM RAP. Government authorities were also invited to attend the asset surveys. The meeting concluded with closing statements by a number of government representatives, who expressed their satisfaction with Aureus' approach to the NLGM RAP.

A RC was established during January 2012, representing the leadership structures of Kinjor and Larjor towns, as well as the Darblo Clan. The role and functions of the RC were initially to monitor and control population influx, assist with the RAP asset surveys, participate in negotiations around entitlements, and act as official communication channel for addressing grievances. The responsibilities of the RC have since been updated and expanded (refer to Section 9.4), and the committee was restructured and re-elected in 2013 to ensure adequate representation of all RAP stakeholders.

Also during January 2012 a grievance procedure was established consisting of a grievance/suggestion box placed at the house of the then Kinjor Town Chief. Grievances could also be addressed directly to the RC, the town chiefs and the NLGM community liaison officer. A formal grievance procedure and mechanisms have subsequently been developed and will be in place prior to the implementation of the RAP (refer to Section 11).

A meeting with the Kinjor Town Chief and the RC respectively took place on 23 February 2012 during which a programme for the implementation of the asset surveys was agreed. It was publicly announced that the final cut-off date for eligibility under the RAP would be 28 February 2012, which was also the start date of the asset surveys. Affected parties were given until 9 March 2012 to lodge grievances based on the surveys, report possible survey discrepancies and submit ownership disputes.

During May 2012, affected property owners signed off on their individual asset inventories. Also during this period a survey was undertaken to record all economic trees and agricultural crops within the 500 m blasting zone. Affected property owners were again required to sign-off on their individual inventories.

Also during May 2012 various consultations and workshops were held with the RC regarding resettlement site selection, town layout and replacement house design options, as well as potential livelihood restoration projects. The offices of the Paramount Chief, the Darblo Clan and District Commissioner were actively involved in the resettlement site selection process and the subsequent decision with regard to the preferred site (refer to Section 10).

Preliminary town layout and house designs were presented to the RC in August 2012, who then presented the design options to the community. Following several meetings with the

RC, a final set of house designs were agreed to by the RC on 15 September 2012. However, during follow-up consultations with the affected communities in June 2013, house designs and town lay-out plans were revised and presented to the communities for approval (refer to Section 10.4).

During October 2013 Aureus and affected property owners entered into an agreement which would allow for the temporary resettlement of affected households in order to accommodate project construction schedules (refer to Section 8.3).

Meetings with the RC take place on a weekly basis to discuss RAP issues such as potential impacts associated with changes in the mine plan, finalisation of compensation packages, town planning and layout, grave relocation and recruitment of local people for participation in community project.

7.3.3.3 Non-governmental Organisations

The Marvov Development Association is a registered community-based organisation that was formed in the late 1990s to assist businesses in the towns of Jawajei, Gblein, Dieyili and Jene Brown. This Association also represents these four towns which are the deed holders (through the Darblo Clan) of portions of land located in the NLGM area. The Association was consulted on several occasions and it is represented on the RC. It was also directly involved in the RAP land acquisition process.

7.3.3.4 Summary of Stakeholder Meetings

Table 18 below provides a summary of stakeholder meetings to date. Public meetings were announced via community radio and notices that were distributed in the affected towns. It should be noted that since the completion of the initial RAP report in November 2013, regular meetings take place between Aureus and the RC. Where possible meetings take place on weekly basis. The CDO has daily contact with affected communities.

Table 18: Summary of key stakeholder meetings

Government ministries and agencies	
●	27 November 2011 – Meeting with leaders (including women and youth leaders) of Kinjor and Larjor to introduce the RAP study and timeline
●	28 November 2011- Environmental Protection Agency Liberia (EPAL) to conduct an introductory RAP meeting
●	13 December 2011 – Meeting with County Superintendent, District Commissioner, Ministry of Mines and Ministry of Civil Affairs, the County Member of Parliament, the Paramount Chief, Clan Chief, town chiefs, community structures and representatives from civil society to introduce the RAP study to the broader community and authority structures and to announce a moratorium on further development in Kinjor and Larjor
●	9 March 2012 – Meeting with the Marvov Development Association to find out about land ownership and land rights concerning the land that Aureus is proposing to develop, as well as to identify stakeholders of the Darblo clan
●	7 May 2012 – Meeting with the Superintendent of Cape Mount County to explain company plans and

intent to marry international standards and local norms
<ul style="list-style-type: none"> 8 May 2012 - Ministry of Public Works: Zoning Inspectorate and Infrastructure Implementation Unit to ask about legislation on national standards on housing in Liberia
<ul style="list-style-type: none"> 8 May 2012 - Liberia Refugee Repatriation and Resettlement Commission (LRRRC) to ask what procedures or processes should be followed in terms of policies that the LRRRC has in place;
<ul style="list-style-type: none"> 8 May 2012 - Liberia Extractive Industries Transparency Initiative (LEITI) to ask what role LEITI would play in the RAP process;
<ul style="list-style-type: none"> 8 May 2012 – National Land Commission to ask what policies they have in place with regard to resettlement
<ul style="list-style-type: none"> 8 May 2012 – Meeting with the Ministry of Agriculture to ask if there are approved price listing for crops for compensation purposes
<ul style="list-style-type: none"> 11 May 2012 – Meeting with General Town Chief to introduce the Project and the RAP, and to ask about land acquisition
<ul style="list-style-type: none"> 11 May 2012 – Meeting with the Paramount Chief and District Commissioner to ask where to relocate the communities of Kinjor and Larjor, as well as how to proceed with land acquisition
<ul style="list-style-type: none"> 16 November 2012 - Meeting with the Ministry of Agriculture to discuss the RAP and CDP
<ul style="list-style-type: none"> 15 June 2013 – Meeting with EPAL to discuss the grave relocation programme
Affected parties
<ul style="list-style-type: none"> 26 November 2011 – Meeting with Jikando and Jawajei leaders to introduce the Digby Wells/Earthcons team
<ul style="list-style-type: none"> 27 November 2011 – Meeting with Kinjor and Larjor community to introduce the RAP study and timeline
<ul style="list-style-type: none"> 13 December 2011 – Community meeting to introduce the RAP study to the broader community and authority structures, to initiate the RAP process and announce a moratorium on further development in Kinjor and Larjor
<ul style="list-style-type: none"> 20 January 2012 – Meeting with the Kinjor and Larjor to compile the RAP Committee
<ul style="list-style-type: none"> 8 February 2012 – Meeting with the RS Committee to discuss the roles and responsibilities of the committee and to receive grievances from the community;
<ul style="list-style-type: none"> 28 February-1 March 2012 – Asset survey conducted of all affected private and community structures within Kinjor and Larjor
<ul style="list-style-type: none"> 8-9 March 2012 – Meetings with the Chief, Mining Chairman, Imam, Pastor, Youth Chairman, Chairlady and School Principal to discuss their roles in the community
<ul style="list-style-type: none"> 10 May 2012 – Meeting with RC to explain the next step of the RAP process, i.e. agricultural survey and asset voucher sign-off
<ul style="list-style-type: none"> May 2012 – Agricultural survey conducted where all fields within 500 meter blasting zone were surveyed, counted and measured for compensation purposes
<ul style="list-style-type: none"> May 2012 – Asset vouchers were signed by affected individuals to verify the information gathered

from the Asset survey
<ul style="list-style-type: none"> May 2012 – Workshops were held with the RAP Committee to discuss the following: Resettlement site selection, house design and town layout, and a livelihood restoration plan
<ul style="list-style-type: none"> 14 May 2012 - Consultation with EPAL director to discuss if a separate EIA should be conducted for the resettlement site
<ul style="list-style-type: none"> 19 May 2012 – Meeting with Jikando elders to discuss if Jikando will be resettled or not
<ul style="list-style-type: none"> August 2012 – Agricultural voucher were signed by affected individuals to verify the information gathered during the Agricultural survey
<ul style="list-style-type: none"> August 2012 – A Grave registration was conducted to verify the location of graves within the affected areas and to collected information pertaining to these graves
<ul style="list-style-type: none"> 13 August 2012 – A workshop was held with RC to discuss the first draft of the town layout and house design
<ul style="list-style-type: none"> 15 September 2012 – Kinjor and Larjor community meeting to discuss town layout and design after the first draft was presented. Town layout and house designs were agreed upon by the community and subsequently signed off.
<ul style="list-style-type: none"> 26 October 2012 – Meeting with the RC to explain the reason for the visit and the next steps in the process i.e. Census, Grave voucher sign-off, Business owner interviews.
<ul style="list-style-type: none"> 29 October 2012 – Meeting with grave owners to discuss the graves, next steps and what requirements are needed for the grave relocation
<ul style="list-style-type: none"> 26 March 2013 – Meeting with RC to show the new mine plan and announce a moratorium on the affected areas
<ul style="list-style-type: none"> 29 March 2013 – Meeting with Jawajei elders to discuss the damage to the sacred site on the river diversion
<ul style="list-style-type: none"> 10 May 2013 –Meeting with three members of the RC to discuss the location of grave relocation site.
<ul style="list-style-type: none"> 10 to 14 June 2013 - Meetings with RC to finalise compensation packages, revised town layout plan and additional compensation option
<ul style="list-style-type: none"> 10 to 14 June 2013 – Meetings with RC and relatives of affected graves to discuss grave relocation aspects
<ul style="list-style-type: none"> July 2013 – Meetings with EPAL to discuss grave relocation procedures
<ul style="list-style-type: none"> 15 October 2013 - Meetings with RC to agree on the terms and conditions for temporary resettlement of Kinjor and Larjor to accommodate NLGM project schedules (Memorandum of Agreement signed)
<ul style="list-style-type: none"> On-going: Meetings between Aureus CDO and RC

7.3.3.5 Outstanding Consultations

The following engagement activities will be required prior to RAP implementation:

- Agreement on the CDP implementation in consultation with affected households and communities.

- Public disclosure of the RAP to the relevant county/district and traditional authorities, the affected and host communities as well as the public at large. The RAP report will be disclosed for a minimum of 21 days, after which all comments will be addressed.
- Implementation of monitoring programme, in consultation with the RC and affected people, including measures to monitor implementation progress and effectiveness of livelihood restoration measures for vulnerable groups.

7.3.3.6 Grievances

Section 11 of the NLGM RAP describes the grievance procedures and mechanisms that will function during the implementation of the RAP and CDP. The RAP Grievance Procedure will provide affected persons and communities with the opportunity to lodge complaints and/or concerns with regard to the resettlement process, compensation payments and restoration of livelihoods.

Implementation of the above *formal* procedures commenced in June 2013. The Aureus CDO is responsible for receiving, recording and addressing grievances, using a formal log form. The RC has also been informed of the procedures for lodging concerns and/or claims. The RC will receive follow-up training with regard to the implementation of grievance procedures.

The RAP Grievance Procedure complements the NLGM Project Grievance Procedure as stipulated in the SEP report. RAP-specific grievances are addressed and documented as such. Table 19 provides a summary of the RAP-specific grievances and concerns received and addressed to date.

Table 19: Main RAP grievances and concerns received to date

Grievance and/or concerns	Comment
There are too many community meetings. Aureus should proceed as soon as possible	Focus is now on weekly meetings with RC. Community meetings will be called as required.
Aureus should do more to provide employment, training, bursaries to the Kinjor/Larjor affected people	Aureus has already, and will continue to establish local employment projects as part of the RAP and general NLGM construction activities. Aureus will, through its CDP and CSR Projects, promote training and scholarships for affected people
Individual claims that property owner was not present during asset survey. Requested that Aureus should accept late claims (i.e. claims received after the survey cut-off date)	No claims were accepted after the RAP cut-off date as was agreed with the community and authorities
Individual claims that the asset survey did not record all rooms/economic trees/graves	Claims were investigated and records were adjusted if claims proofed to be correct
Individual claims with regard to ownership of certain properties	Claims were investigated and records were adjusted if claims proofed to be correct

Grievance and/or concerns	Comment
Concerns with regards the placement and number of toilets allocated at resettlement site	Aureus held several meetings with RC to address this concern. An agreement was reached based on environmental and cost considerations
Tree compensation should be paid prior to resettlement	Agreement was reached that compensation payments will involve two instalments, the first of which will be paid prior to physical resettlement
There are too many consultations with regards the grave relocation. People do not want to be further involved	Agreement was reached with affected families and no further consultations are required
Business owners should not be penalised for the fact that some run unregistered businesses from their house	This was agreed with RC and business owners
The Resettlement Committee does not adequately disseminate information to the community	The NLGM CDO and RC will ensure adequate dissemination. This process will be recorded in the RC minutes
Grievance lodged with regard to damage to sacred site by NLGM contractor	A (written) agreement was reached with the affected parties. All conditions have been met by Aureus and compensation payments have been made
Concerns were raised regarding the change of house plans to two-room houses	After follow-up consultations (which included the Aureus country manager), agreement was reached on the revised house plans and town lay-out
Request assurance that temporary relocation will not alter the entitlements of the RAP	Resettlement will be implemented in accordance with the RAP. All RAP entitlements will be honoured

7.3.4 Proposed Stakeholder Engagement Mechanisms

The NLGM SEP provides an implementation plan for stakeholder engagement during the life of the project. Below are specific engagement measures that will be implemented during the CDP implementation to promote transparency and fairness with regard to all resettlement activities and community development initiatives.

Public Information Sharing Meetings: Formal public information sharing meetings will be organised to provide stakeholders with updated project information, and an opportunity to raise issues and concerns. Meetings will be held at the Project site and will be open to all.

Information Brochures: Information brochures will be produced and disseminated regularly to communicate relevant information to stakeholders.

Open days: Open days will be held on a regular basis to provide external stakeholders with the opportunity to visit CDP initiatives. Open days are useful tools to strengthen stakeholder relationships, promote transparency and build confidence and pride amongst beneficiaries.

Community Radio: Community Radio played an important role during the development of the RAP and this will continue during implementation. A member of the NLGM community development department has extensive experience of community radio.

Web Access: Stakeholders will have access to the Aureus website, which will enable them to forward comments, concerns or questions. The website will provide relevant information on the progress with RAP and CDP implementation. The website will provide the contact details of the persons or department responsible for grievance redress.

7.4 Document Management

Outcomes of key stakeholder meetings, meeting notifications, minutes/notes and attendance registers are presented in Appendix B of this report. Aureus will be required to develop and implement a RAP-specific document management system to manage all documentation with regard to land acquisition, stakeholder consultations, census, survey and asset databases, compensation agreements and payments, as well as RAP related legal documents.

8 ELIGIBILITY AND ENTITLEMENTS

8.1 Introduction

The NLGM RAP addresses the physical and economic resettlement of property owners and assets falling within the NLGM footprint and associated 500 meter blasting zone of the mine. The RAP sets out the principles, policies, procedures and actions through which Aureus will manage and mitigate resettlement impacts associated with the NLGM. The RAP is based on the findings of the stakeholder engagement process and asset surveys undertaken by Digby Wells and Earthcons, a Liberian registered consultancy.

Table 20 below provides an overview of potential gaps between Liberian law and IFC PS5, which will be addressed in the RAP.

Table 20: Gap analysis between Liberian law and IFC PS5 requirements

[Abbreviations: LC = Liberian Constitution; EPML = Environmental Protection & Management Law; MML = Minerals & Mining Law; RLARGH = Revised Laws & Administrative Regulations for Governing the Hinterland; R = Requirement]

Item	IFC PS5 Requirements	Liberian Laws and Regulations	Gaps or Conflicts	Proposed Mitigation/Strategy
1.	Feasible alternative project designs should be considered to avoid or minimize physical and/or economic displacement paying particular attention to impacts on the poor and vulnerable (R8).	L C- Art. 11 (a) All persons are born equally free and independent and have certain natural, inherent and inalienable rights, among which are the right of enjoying and defending life and liberty, of pursuing and maintaining the security of the person and of acquiring, possessing and protecting property. b) All persons, irrespective of ethnic background, race, sex, creed, place of origin or political opinion, are entitled to the fundamental rights and freedoms of the individual	Current Constitutional provisions and EIA/SIA guidelines do not make explicit reference to the need for avoidance or limiting of physical or economic displacement	The project, and associated compensation packages, should be designed to distinguish between categories of affected individuals (e.g. women and the disabled)
2.	When displacement is unavoidable, compensation at full replacement cost and other assistance to help improve or restore standards of living or livelihood will be offered (R9)	MML. – S 11.3 provides that the landowner or lawful occupant of land shall be entitled to just, prompt and adequate compensation for any diminution in the value of land caused by disturbance, disfigurement or other factors	Laws/regulations do not prescribe measures of 'full replacement cost'.	Design project to take socio-economic issues into consideration in determining compensation and consider replacement cost as the primary alternative.
3.	Following disclosure of all relevant information, there	LC – Art. 20 states that no person shall be deprived of	Laws/regulations do not prescribe	The project shall provide both regular

Item	IFC PS5 Requirements	Liberian Laws and Regulations	Gaps or Conflicts	Proposed Mitigation/Strategy
	will be consultation with and participation of households affected by project resettlement and communities in the resettlement decision-making process (R10).	life... property... or any other right except as the outcome of a hearing	measures of 'full disclosure'.	disclosure of resettlement information and undertake consultation with households affected by the project resettlement to develop and finalise programmes. A record of engagements shall be kept.
4.	A grievance mechanism will be established to address concerns about compensation and resettlement (R11)	LC – Art. 26 states that where any person alleges that any of the rights granted under the Constitution are contravened, that person may invoke the privilege and benefit of court direction	Liberian Law does not require developers to establish their own grievance mechanism for this purpose	The project shall establish a grievance procedure to manage grievances relating to resettlement and compensation.
5.	Where involuntary resettlement is unavoidable, a census will be carried out to identify persons who will be displaced to determine eligibility for compensation and assistance by a specified cut-off date, and to discourage inflow of additional people (R12).	MML. – S 11.3 provides that the landowner or lawful occupant of land shall be entitled to just, prompt and adequate compensation for any diminution in the value of land caused by disturbance, disfigurement or other factors MML S 72 (5) states that the owner of a mineral lease shall carry out a survey of the crops and produce a crop identification map in the event that mining activities are extended to these [cultivated] areas	Liberian law and regulations do not explain the relationship between a 'land-owner identification study' and a crop survey. There are also no stipulations on a specified cut-off date for eligibility in terms of assistance or.	The project shall ensure the conduct of people and asset censuses. This will be conducted for each resettlement affected area. Completion of this census will mark the "cut-off date" after which time any new houses, gardens, or other fixed assets will no longer be eligible for resettlement assistance or compensation. Public disclosure and engagement shall be undertaken to inform land-owners of the census and cut-off date for eligibility.
6.	Where affected persons reject compensation offers that meet the requirements of the Performance Standard 5, the client will explore opportunities to	LC – Art. 24 states that while the inviolability of private property shall be guaranteed by the Republic, expropriation shall be authorized for public purposes, provided	Liberian law and regulations do not prescribe the means for resettlement planning, implementation	The project shall establish a set procedure for resettlement planning, implementation and monitoring. This shall include the participation

Item	IFC PS5 Requirements	Liberian Laws and Regulations	Gaps or Conflicts	Proposed Mitigation/Strategy
	collaborate with the responsible government agency, and, if permitted, play an active role in resettlement planning, implementation, and monitoring (R13).	that the compensation offered may be challenged freely by the owner of the property in a court of law. LC – Art.26 states that where any person alleges that any of the rights granted under the Constitution are contravened, that person may invoke the privilege and benefit of court direction	and monitoring.	of the affected persons. The project shall consult the Liberian government in instances where compensation options are rejected. However, all affected persons will have access to the courts if an agreement cannot be reached
7.	In the case of economic displacement, a procedure will be developed to monitor and evaluate the resettlement process. Affected people will be consulted during the monitoring process (R14).	LC – Art. 24 states that while the inviolability of private property shall be guaranteed by the Republic, expropriation shall be authorized for any other public purpose provided there is prompt payment of just compensation.	Liberian law and regulations do not establish distinctive procedures for the negotiation of agreements to compensate people for economic displacement.	Resettlement assistance packages will provide options to households affected by the project resettlement with respect to the type of compensation to be delivered and the kinds of livelihood restoration to be implemented. The households affected by the project resettlement will have input into these compensation options through consultation.
8.	An external completion audit to be conducted of the resettlement program once the agreed monitoring period is concluded. (R 15).		Liberian law and regulations do not prescribe for any external completion audit for resettlement programmes	The project shall establish an external audit mechanism.
9.	Where the magnitude of a project is unknown due to the stage of a project, a Resettlement Policy Framework will be developed, to be expanded into a resettlement action plan. (R 16)		Liberian law and regulations do not prescribe for any resettlement framework.	The project shall develop a resettlement framework to guide the resettlement process.
10.	Displaced persons may be persons: - who have formal legal rights to the land they occupy	Liberian law recognizes a broad distinction between the holders of: - Freehold titles over land (LC)	Liberian law and regulations do not prescribe compensation for anyone without	The project shall be sensitive to, and mindful of categories of landowner, landholder, and land-user. The

Item	IFC PS5 Requirements	Liberian Laws and Regulations	Gaps or Conflicts	Proposed Mitigation/Strategy
	- who do not have formal legal rights but have a claim to the land that is recognized under national law; or - who have no recognizable legal right (R17).	- Customary land Rights (RLARGH – Art. 66)	recognisable legal title to land.	project shall provide for compensation and assistance to households affected by the project
11.	In the case of physical displacement, a Resettlement Action Plan shall be developed, regardless of the number of persons involved. (R 19)		Liberian law and regulations do not prescribe for a resettlement action plan.	The project shall ensure the development of a resettlement action plan, regardless of the number of person to be affected.
12.	If people in the project area must move they will be offered a choice of resettlement options including replacement housing or cash compensation; and provided resettlement assistance, with particular attention given to the poor and vulnerable (R20 & 21).	L.C. – Art. 24 states that while the inviolability of private property shall be guaranteed by the Republic, expropriation shall be authorized for public purposes provided there is prompt payment of just compensation. MML – S 11.3 provides that the landowner or occupant shall be entitled to just, prompt and adequate compensation for any diminution in the value of land caused by disturbance, disfigurement or other factors	Liberian laws and regulations provide no guidance on location, design or construction of replacement houses or resettlement assistance packages.	The resettlement framework to be developed for the project shall outline the principles and policies to be followed with respect to resettlement affected people. The Resettlement Assistance Package shall offer a number of option packages that includes special assistance for vulnerable groups
13.	Physically displaced persons who have a legal right or a legally recognizable claim to the land will be offered a choice of replacement property of equal or better value, characteristics and location or cash compensation at full replacement value (R22).	Same as above	Liberian law and regulations provide no guidance on location, design or construction of replacement houses/resettlement assistance packages.	Physically displaced people will be paid both damage and deprivation compensation, as well as a livelihood restoration package that includes measures to improve productivity for crops from their existing land
14.	If land acquisition for the Project causes loss of income or livelihood, there will be: - Compensation for loss of assets or access to	LC – Art. 24 states that while the inviolability of private property shall be guaranteed by the Republic, expropriation shall be authorized for	Liberian law and regulations do not establish any distinctive procedures for the negotiation of	The Resettlement Assistance Package shall outline the options for the households affected by project resettlement.

Item	IFC PS5 Requirements	Liberian Laws and Regulations	Gaps or Conflicts	Proposed Mitigation/Strategy
	assets at full replacement cost; - Compensation for businesses re-establishing commercial activities, loss of income and the cost of transferring plant and equipment; - Replacement property provided of equal or greater value or cash compensation at full replacement cost for persons with a legal right or claim to land; - Compensation for lost assets other than land at full replacement cost for persons without legal claim to land; - Additional targeted assistance and opportunities to improve or restore income earning capacity, production levels and standard of living for those adversely affected; - Transitional support based on a reasonable estimate of the time required to restore income-earning capacity, production levels and standards of living (R 26, 27, 28, 29)	public purposes, provided that there is prompt payment of just and adequate compensation.	agreements to compensate people for economic and/or physical displacement.	

8.2 Asset and Agricultural Survey Findings

8.2.1 Cut-off date for eligibility

As was mentioned above, prior to the start of the RAP asset surveys, a public consultation meeting was held to inform interested and affected parties of the surveys and announce a cut-off date for eligibility under the RAP. It was widely announced that the cut-off date for eligibility would be 28 February 2012, which was the start date of the asset survey. No new claims were accepted after the cut-off date.

Additional asset surveys were undertaken in May 2013 following changes in the mine plan and infrastructure placement. Prior to these surveys, the RC and affected communities were informed about the changes and a moratorium was announced for the areas affected by the changed mine plan.

8.2.2 Survey methodology

Digby Wells and Earthcons undertook a comprehensive asset and agricultural assessment in 2012 to identify the persons and assets affected by the Project, and to determine who will be eligible for compensation/resettlement assistance.

Survey teams consisted of a Digby Wells team leader, Earthcons team members, Aureus, representatives from affected town councils, members of the RC and relevant quarter chief. Interviews were conducted with the rightful owner of the affected assets or his/her official representative (also called 'caretaker') if the owner could not attend. The asset survey was administered by means of a detailed questionnaire (refer to Appendix C), which included questions pertaining to the resettlement preference of affected property owners. The same questionnaire was used during the asset surveys undertaken in 2013 for the new affected areas.

The RAP asset survey was undertaken in February 2012 and March 2012. Each structure was marked (painted with a unique number (e.g. K-001)) and assessed accordingly. The building materials, number of rooms and dimensions of each structure were recorded. A GPS co-ordinate was taken for each structure together with a photograph of the owner and structure. The Kinjor and Larjor town chiefs were approached to assist with the settling of ownership disputes.

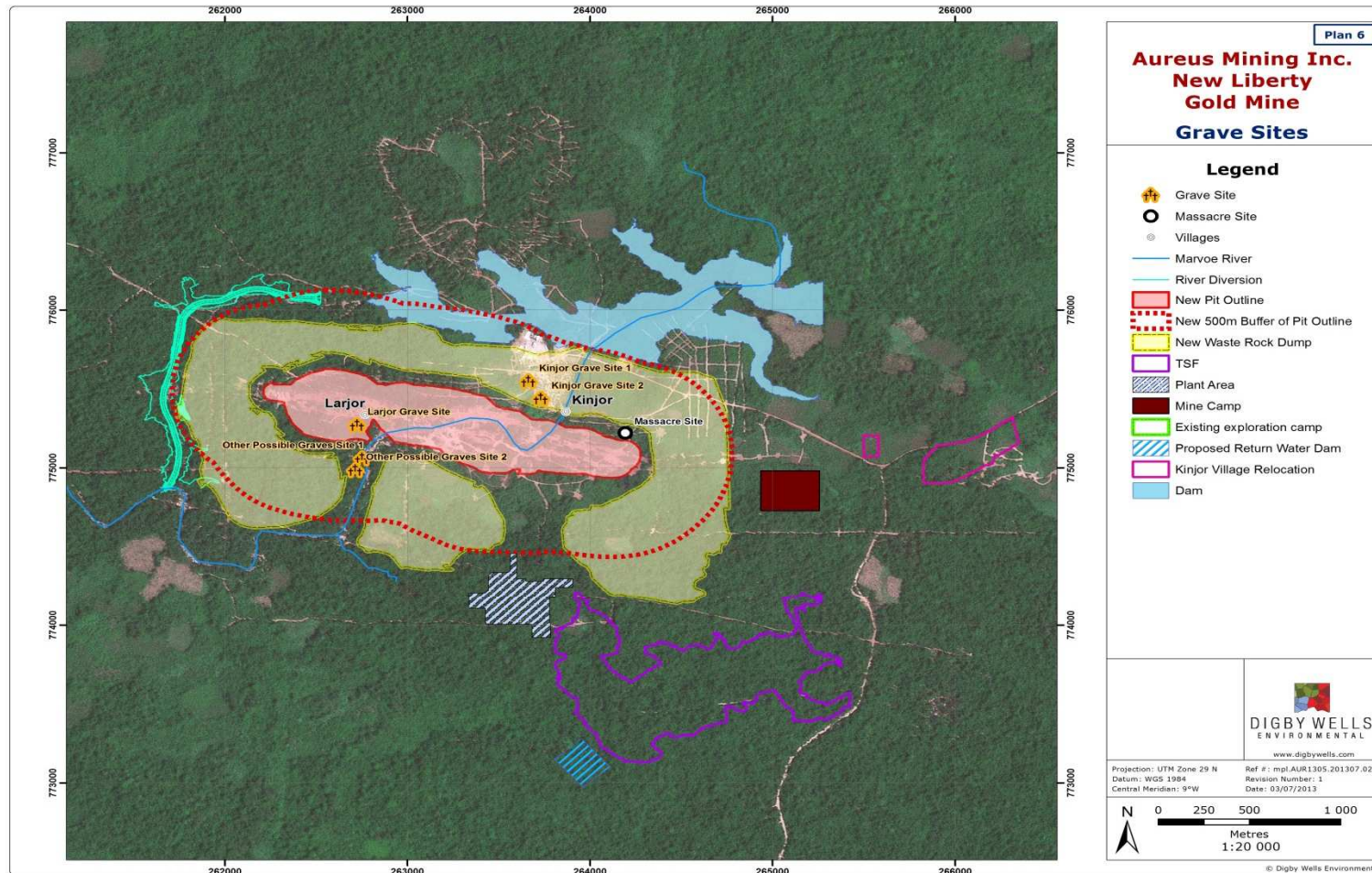
During a site visit in May 2012 Digby Wells and Earthcons undertook in-field investigations to locate and record all agricultural fields, economic trees and/or plantations within the NLGM 500 meter blasting zone. A total of 73 fields were assessed in the presence of the owner. A rubber tree plantation (not productive) outside Kinjor and some mango trees within Kinjor are owned by the Darblo Clan from the neighbouring Jawajei town. Elders from this town were present to verify the location and number of trees. During the 2013 survey one field was identified and assessed (following the changes in the mine plan).

Digby Wells and Earthcons subsequently undertook an in-field verification of all structures, economic trees and crops assessed during the surveys. Property owners were required to sign-off on their individual asset inventories, while inventories were co-signed by the relevant quarter chief. The town chiefs, Aureus community liaison officer and the Kinjor/Larjor pastor and imam signed for the respective community structures.

During a site visit in August 2012, a grave register was established for all known graves in Kinjor and Larjor. The grave register was updated during June 2013 and the total number of graves located within the above settlements is 80. As was mentioned in Section 1.3.3, an additional potential grave site, as well as a massacre site was identified in June 2013. These sites are located outside the footprint of the opencast area, and with appropriate mitigation, will not be damaged by mining activities. Mitigation could include fencing of this particular site.

The location of the various grave sites is shown in Figure 7 below.

Figure 7: Locations of grave sites



8.3 Eligibility

The NLGM resettlement affected parties include:

- Persons whose property is partly or wholly affected (permanently or temporarily) by the Project;
- Persons whose economic trees/plantations are partly or totally affected (permanently or temporarily) by the Project;
- Persons whose crops are partly or totally affected by the Project;
- Owners of community structures/facilities whose property is partly or totally affected by the proposed Project;
- Persons whose family grave(s) are partly or totally affected by the Project;
- Custodians of sacred/shrines that are partly or totally affected by the Project; and
- Persons whose income sources are partly or totally affected by the Project.

The findings of the asset and agricultural surveys provided the information necessary for determining the categories of affected people and categories of assets that are eligible for compensation under the RAP (refer to Appendix C). The results are presented below:

8.3.1 Dwelling and business structures

The asset survey identified a total of 359 affected structures (including community facilities but excluding graves/sacred sites). A total of 325 privately owned structures will be replaced, including 308 primary residences, five secondary residences, eight business structures, and four basic wooden frames.

A number of toilets (4), kitchens (11), and makeshift showers (10) were also recorded. Only six of the 11 privately owned kitchens were substantial structures with mud brick walls and thatched roofs. Kitchens will be replaced with a kitchen facility inside the replacement house. Toilets will be provided at the resettlement site.

'Basic wooden frame' in the table below refers to structures that were under construction at the start of the asset survey. Owners were given permission to complete their structures, and compensation will be treated on a case-by-case basis to ensure that fair compensation is applied. It is expected that these owners will also receive a replacement house.

It was initially anticipated that all affected properties will be replaced based on the number of rooms per structure. However, surface areas of rooms are not standardised, while rooms often have more than one use.¹⁶ It was therefore decided not to record the room sizes as the replacement houses will provide standard size rooms for associated functions.

¹⁶Room sizes varied between 2² and 25m². The surface areas of affected houses ranged between 2² (single room) and 100m² with an average house size of approximately 42m².

Table 21: Type and number of structures recorded

Structure type	Number of structures
Privately owned structures	
Primary residential	308
Secondary residential	5
Basic wooden frame	4
Private business	8
Sub-total	325
Outbuildings	
• Toilet	4
• Shower	10
• Kitchen	11
Community structures	
• School	2
• Church	1
• Mosque	1
• Town hall	1
• Hand pump (2 are unequipped)	4
Total	359
Graveyard	5
Sacred site	2

The type of structures recorded by numbers of rooms per structures is presented in the table below.

Table 22: Type of structure by number of rooms

Structure Type	Number of rooms per structure	Number of Structures
Primary residence	1	54
Primary residence	2	89
Primary residence	3	85
Primary residence	4	53
Primary residence	5	19
Primary residence	6	6
Primary residence	7	1
Primary residence	8	1
Secondary residence	1	4
Secondary residence	4	1
Basic wooden frame	2	2
Basic wooden frame	3	1

Structure Type	Number of rooms per structure	Number of Structures
Basic wooden frame	4	1
Private business	1	7
Private business	3	1
TOTAL		325

Structures are predominantly constructed with mud and poles (walls), timber (both doors and windows) and thatch roofs. A number of houses within Kinjor have corrugated iron roofs and mud brick walls. This number appears to vary depending on the weather season. During the August 2012 site visit, it was established that several property owners have refurbished their houses with corrugated iron roofs. Properties are not fenced, while town plots are not clearly demarcated.

Several new dwelling structures were observed during a site visit in June 2013. However, these will not be compensated as they were constructed after the asset survey cut-off date. The owners of these structures confirmed that they understand the conditions of the RAP. The resettlement town layout makes provision for an area for future residential expansion.

8.3.2 Community structures and facilities

Aureus has committed to replace all community facilities with improved facilities. Community structures recorded include: schools (2), mosques (2), town hall (1), church (1), as well as hand pumps (4, with only 2 pumps in working order). The 'mosque' in Larjor involves a basic wooden frame that was constructed many years ago and this structure will not be replaced.

Two schools were recorded in Kinjor. However, the dilapidated old school is now abandoned and pupils are housed in a relatively new school provided by Aureus. The old school will not be replaced and/or compensated. There are no schools in Larjor.

Aureus has commenced with the construction of community facilities at the resettlement site. It has committed to complete facilities prior to the physical resettlement of affected people. The community will be provided with two school buildings (one primary and one junior high facility), as well as an improved church and mosque respectively. A covered market facility, business block and training facility will also be provided.

8.3.3 Businesses

According to IFC PS5, resettlement affected business owners should be compensated for (a) the cost of re-establishing commercial activities elsewhere, (b) for lost net income during the period of transition, and (c) for the cost of transfer and reinstallation of plant, machinery or equipment.

Eight stand-alone business structures were recorded during the asset survey in 2012. During subsequent consultations with business owners, it was requested that Aureus also consider businesses that operate from the owner's house. A business survey was undertaken to determine the nature and number of these types of businesses. A total of 26 houses were recorded as having 'businesses' operating from the house. The nature of these businesses included photo studios, bakeries, bars, cook shops/restaurants, 'pharmacies' video clubs,

barber/hair salon and 'provision shops' (groceries/clothes/household items). It was agreed with the owners that these businesses will be replaced by business units/structures at the resettlement site.

8.3.4 Economic trees

All economic trees (which is defined as fruit trees, edible fruit plants, fuel wood trees, as well as medicinal plants), within the proposed mine footprint and associated 500 meter blasting zone have been recorded during the agricultural surveys. Aureus has committed to provide cash compensation¹⁷ for the recorded economic trees. It will apply the Ministry of Agriculture compensation list and rates for affected trees. Compensation for trees recorded but not listed in the above government list, will be determined in consultation with the agricultural economist who will be involved in the implementation of the CDP.

During meetings with the community in October 2012, it was agreed that Aureus will arrange compensation pay-outs for affected trees and crops in two instalments. The first instalment will be payable immediately prior to physical resettlement. The second instalment will be payable on completion of the physical resettlement of all affected owners/households. This approach is adopted in an attempt to ensure that some funds are available after resettlement for investing in trees and/or crops. Aureus will consider hosting two workshops at Kinjor during which basic financial management principles will be presented.

The findings of the survey of economic trees are presented in Table 23. The compensation values have been obtained from the Ministry of Agriculture, who in August 2012, published a list of economic trees and compensation values (refer to Appendix D). Economic trees will be cash compensated on the basis of their maturity (crop in production, immature crop, and crop out of production) as provided by the Ministry.

Some tree types that were encountered during the agricultural survey are not included in the government list of economic trees (e.g. coconut and pear). Aureus has consulted the RC to agree on a fair compensation rate for these trees.

Table 23: Type, numbers and compensation values for economic trees

Tree Type	Tree maturity status	Unit price (USD)	Number of Trees recorded	Total value (USD)
Almond	In production	54.05	1	54.05
Banana	In production	1.69	1108	1872.52
	Immature	0.85	1272	1081.2
Butter Pear	In production	5	2	0

¹⁷ Generally, the Liberian Government subscribes to cash compensation for trees and crops damaged as a result of development projects

Tree Type	Tree maturity status	Unit price	Number of Trees recorded	Total value
	Immature		0	0
Cocoa	In production	6.02	2	12.04
Coconut	In production	10	1	0
	Immature		0	0
Golden Plum	In production	20.27	2	40.54
Grape Fruit	In production	42	1	42
Ground Nut	In production	54.05	1	54.05
Guava	Immature	10.14	4	40.56
Lemon	In production	42	0	0
	Immature	21	0	0
Lime	In production	56	7	392
	Immature	28	3	84
Mango	In production	112	118	13216
	Immature	56	18	1008
Oil palm	In production	16.9	14	236.6
	Immature	8.45	22	185.9
Orange	In production	84	9	756
	Immature	42	6	252
Paw-paw	In production	15.15	28	424.2
	Immature	7.58	35	265.3
Pear	In production	10	1	0
Pineapple	In production	1.01	2738	2765.38
	Immature	0.51	871	444.21
Rubber tree	Out of production	24.48	904	22129.92
Sour sap	In production	54.05	1	54.05
	Immature	27.03	4	108.12

8.3.5 Field crops

Table 24 below lists the range of crops that were encountered during the agricultural survey. Seventy one fields were recorded, with field sizes varying between 0.05 ha and 1.97 ha, and an average field size of approximately 0.5 ha. Most fields were not clearly demarcated, while crop rotation and intercropping is the standard practice.

The Ministry of Agriculture does not include basic food crops (such as rice) in its pricelist, given the relatively short period between planting and harvesting these crops. In light of the conditions described above, it was not practical to undertake a detailed census of affected field crops per type and maturity status for each individual field. Aureus has consulted the RC and a fixed amount for food crops will be paid, while people will have the opportunity to harvest standing crops prior to resettlement. Currently, owners of perennial crops will be compensated a fixed amount per perennial crop type. Aureus will consult an agriculturalist to consider compensation for perennial crops, based on average area of production according to the type of cultivation taking place. For example, if a farmer has cleared a slash and burn area that he/she can use for two seasons, and has done so for one season already, he/she will be compensated for half the cost of clearing and establishing the original crops (i.e. one year's compensation).

As was mentioned, owners of agricultural fields will be given the opportunity to harvest all standing crops prior to resettlement. Affected households will also receive seed parcels to start-up their new food gardens.

Table 24: Crops encountered during agricultural survey

Crop Type	
Beans	Potato
Bitter Ball	Pumpkin
Cassava (perennial)	Red pepper
Eddoes (perennial)	Rice
Eggplant	Soursop
Green pepper	Sugar cane (perennial)
Maize	Sweet potatoes
Okra	Tomatoes
Palava	Vegetables (assorted)
Yam (perennial)	

8.3.6 Graves and shrines

Graves

While IFC PS8 (Cultural Heritage) does not explicitly deal with the exhumation of graves, the IFC *'Handbook for Preparing a Resettlement Action Plan'* states that affected families must be compensated for the logistical and ritual costs of exhuming family graves and transferring remains to a new site.

A grave register was developed for all known graves in the Kinjor and Larjor (80 graves in five graveyards). During meetings with the RC and grave 'owners', and following advice from the EPAL, all graves in Kinjor and Larjor will be exhumed and reburied at an agreed upon relocation site. Affected families (with the exception of one person) have all stated that they do not want to be involved in the physical grave relocation process.

Aureus has subsequently commissioned Digby Wells to implement and manage the grave relocation process. The physical grave relocation will be undertaken in year 2014, prior to excavations at the pit area, and will be in accordance with a Grave Relocation Plan which was approved by the EPAL (refer to Appendix 1), and which complies with international standards. It was further agreed that, in line with cultural beliefs and practices, affected families will be provided with financial support from Aureus to undertake the customary ceremonies ('ritual cost'). This ceremony took place during May 2013 and the full cost of the ceremony was for Aureus' account. Compensation amounts were based on a list of consumables provided by the Christian and Muslin groups respectively.

Table 25: Number of graves by cause of death (June 2013)

Cause of Death	Number
Cholera	3
Cold	6
Diarrhoea	1
Fever	23
Headache	1
Malaria	25
Mining accident	3
Natural death	6
New born death	4
Pneumonia	1
Stomach pain	1
Unknown	5
Poison	1
Total	80

Shrines

During the asset survey, two sacred sites were encountered. The first involves a site located close to the Kinjor town hall, where public ceremonies are performed. While this site is not

clearly marked, certain sacred items are, reportedly, buried at the site. Members of the RC have emphasised that provision should be made for a similar site in the resettlement town.

A second sacred site/shrine was encountered along the proposed Marvov Creek diversion route. The site involves two large rocks of different sizes (representing 'male and female'), used by the Darblo Clan to perform traditional ceremonies. Due to the construction of the river diversion, Aureus has negotiated with clan elders and community leaders on suitable compensation and mitigation measures for this sacred site. Agreements were honoured to the satisfaction of the affected parties. Aureus also undertook to assist in the identification of a new site (refer to Appendix E for a copy of the agreement).

8.4 Household census survey

The household census survey undertaken by Golder in 2011 recorded all households in both Kinjor (152 households) and Larjor (7 households). The average household size was about six persons per household (1,024 people). However, the RAP investigations established that between the Golder survey and the RAP asset survey, a large number of newcomers arrived in Kinjor. Findings of the household census update undertaken for the RAP in October 2012 determined that 2,066 people will have to be resettled. Surveys undertaken following the changed mine plan identified an additional 11 persons that will be directly affected. Thus, the number of people to be resettled is 2077 people in May 2013.

As was mentioned, several new houses were observed in Kinjor during fieldwork undertaken in June 2013. The owners and residents of these houses are not eligible for compensation as they settled and constructed their dwellings after the official RAP cut-off date. Aureus has, however, agreed to provide some assistance in the form of building material to newcomers if they agree to relocate to the temporary resettlement area according to the time schedules for temporary resettlement (refer to Appendix I, Section 2 (d)).

The findings of the Golder census are presented below. The results show that almost 16% of the surveyed households represented female-headed households. Four disabled persons were recorded. Females represented 44% and 53% respectively of the population surveyed in Kinjor and Larjor.

Table 26: Households demographics (April 2011)

	Kinjor	Larjor
No. of households counted	152	7
Average household size	6.5	5.6
Total survey population	985	39
Female-headed households	23	1
Disabled adults	2	1
Disabled children	1	0

	Kinjor	Larjor
Average age of household heads	39	34
Female (percent)	44	53
Male (percent)	56	48
Length of stay (years)	7	7
Households with another home (%)	96	100

Source: Golder, 2011

8.5 Entitlements

Eligible groups under the RAP and the various categories of resettlement entitlements and restoration measures are listed below: Entitlements are determined in terms of the relevant Liberian legislation and IFC PS5. If applicable, the development of entitlements includes additional measures to comply with any specific requirements of IFC PS5. The categories of resettlement entitlements as well as restoration measures are summarised in the entitlement matrix below.

In order to accommodate mine pit construction schedules, Kinjor/Larjor will be temporarily resettled to an area directly adjacent to the resettlement village but still within the acquired land deed area. Affected households will be temporarily housed in wattle and daub houses constructed by the affected community until the construction of permanent houses has been completed. Community building teams will receive remuneration while Aureus will provide all materials. Affected households will have ownership of temporary houses. The above arrangement was agreed with affected parties by means of a Memorandum of Agreement and each affected household signed a “Consent for Temporary Relocation”. The agreement will in no way alter the commitments and responsibilities of Aureus as stipulated in the RAP (refer to Appendix I).

A priority area for the RAP implementation will be the development and implementation of the CDP, which will provide opportunities for livelihood restoration and associated support, in addition to broad-based community development projects.

Table 27: Entitlement Matrix

Impact Category	Eligible group	Entitlement measures
1.General	All property owners and owners of graves, sacred sites, economic trees and agricultural fields that were assessed during the NLGM asset and agricultural surveys	<p>The NLGM RAP will endeavour to</p> <ul style="list-style-type: none"> • avoid or at least minimise involuntary resettlement, • Avoid forced resettlement • Improve or at least restore the livelihoods and standards of living of displaced

Impact Category	Eligible group	Entitlement measures
	<p>Persons or households who moved into the RAP affected area after the cut-off date for the above asset survey (28 February 2012) will not be eligible for compensation.</p> <p>Persons or households, who continue with the improvement or development of their assets after the above cut-off date, will not be compensated for these improvements.</p> <p>An exception is made with regard to owners of 'basic wooden frames' as recorded at the time of the survey. These four owners were permitted to complete their structures.</p>	<p>persons, and</p> <ul style="list-style-type: none"> Provide displaced people with opportunities to share in project benefits. <p>Compensation for the RAP affected parties will be based on transparent, consistent and fair compensation measures.</p> <p>Eligible persons and households will receive transitional support and additional targeted assistance, where applicable.</p> <p>Eligible persons/households will be provided with opportunities to participate in livelihood restoration and community projects under the CDP.</p> <p>The employment of eligible persons will receive priority under the Aureus employment policy.</p> <p>Eligible persons and households will receive improved standard of living at the resettlement site.</p>
2.Loss of property or access to property	<p>Rightful property owners in Kinjor and Larjor</p> <ul style="list-style-type: none"> All owners with written or verbal consent from the relevant town chief/clan chief to construct and/or occupy structures in the above towns Owners of private structures verified by the town chief (or his representative), the RC and the asset survey teams at the time of the asset survey Rightful owners of business 	<ul style="list-style-type: none"> Eligible property owners and their households will be resettled on residential plots at the resettlement site. The size of the residential plots will be standardised in line with government approved town planning requirements. Eligible property owners will receive improved replacement housing at the resettlement site. Replacement housing will be based on a standard 2-room house design as agreed to with the RC and affected parties.

Impact Category	Eligible group	Entitlement measures
	structures verified by the town chief (or his representative), the RC and the asset survey teams at the time of the asset survey	<ul style="list-style-type: none"> • Standard house design includes a kitchen and wash facilities, as well as a porch • The house design provides for the extension of houses with an additional two rooms • Affected property owners will receive business units at a market place in the resettlement village • House design and construction of replacement housing will, at a minimum, comply with Liberian regulations and standards. • Replacement houses will be constructed with hydraform bricks, corrugated iron roofs, and timber doors and windows frames. • The affected community will have the opportunity to participate in the house construction and brick making processes • Security of tenure will be guaranteed at resettlement site by means of Occupation Permits and Acceptance Agreements. Aureus will assist new owners in obtaining the necessary documentation. • Aureus warrants that any design faults in the houses constructed within 3 months from occupation or signing of the requisite acceptance documents, will be rectified at its cost. • Aureus will not be responsible for any faults or maintenance of buildings and facilities after 3 month of occupation. • Eligible property owners will be allowed to remove all salvageable material/equipment • Eligible property owners and households will receive transport assistance as agreed

Impact Category	Eligible group	Entitlement measures
		by Aureus and the RC
3.Loss of stand-alone business structures and improvements	<ul style="list-style-type: none"> As per 2 above 	<ul style="list-style-type: none"> All business owners will receive permanent business structures at the resettlement site Informal traders will be provided with transport for resettlement of structural material to the market area.
4.Loss of kitchens, toilets and showers	<ul style="list-style-type: none"> As per 2 above 	<ul style="list-style-type: none"> Kitchens will be replaced with a kitchen facility inside the replacement house Owners of substantial kitchens (mud brick walls and thatch roofs) will be eligible for a business stand at the market as was agreed between Aureus and RC Residents at the resettlement site will have access to outside toilets located in dedicated areas Owners will not be cash compensated for structural material of existing toilets as toilet facilities will be provided at the new site. A wash room inside the new house will be provided
5.Loss of public and community facilities	<ul style="list-style-type: none"> Kinjor Town Council (town hall and 2 hand pumps) Aureus (school and 2 hand pumps) Private property owners/groups (church and mosque) Graveyard: Town council/ relatives of the deceased 	<ul style="list-style-type: none"> Aureus will provide boreholes to supply potable water and a sufficient number hand pumps to serve residents of the resettlement town Aureus will replace the primary school at Kinjor with a secondary and primary combined school facility Aureus will replace the town hall with an improved structure Aureus will replace the church and mosque in Kinjor on a like for like basis, at a minimum, but in line with the building material referred to under Category 2

Impact Category	Eligible group	Entitlement measures
		<ul style="list-style-type: none"> Aureus will construct a market/business centre at the resettlement site Aureus will prepare two refuge sites at the resettlement site Aureus for prepare two cemetery sites for use by Christian and Muslim communities respectively Aureus will clear/prepare an area earmarked as sport field Aureus will clear an area earmarked for agricultural fields Old abandoned school at Kinjor will not be replaced. Basic wooden frame earmarked for mosque in Larjor will not be replaced Aureus will provide a clinic facility and police quarters at the resettlement site
6.Loss of economic trees	<ul style="list-style-type: none"> All owners of economic trees located within the NLGM footprint and associated 500 meter blasting zone – for trees that have been assessed during the RAP survey The owner of affected economic trees may or may not be owner of a residential structure in Kinjor or Larjor The relevant Darblo Clan elders/representatives will be compensated for the identified mango trees located along the main access road in Kinjor trees The relevant Darblo Clan elders/representatives will be compensated for the rubber trees 	<ul style="list-style-type: none"> Economic trees will be cash compensated in line with the government approved list of, and compensation values for, eligible trees. Compensation rates for economic trees not listed by government, will be agreed upon between Aureus and RC Economic trees will be compensated in terms of their maturity ('in production', 'immature', and 'out of production') and compensation rates in line with the Ministry of Agriculture guidelines

Impact Category	Eligible group	Entitlement measures
	identified and located near Kinjor	
7. Loss of food and cash crops and/or vegetable crops	<ul style="list-style-type: none"> The owner of crops located within NLGM footprint and associated 500 m blasting zone – as assessed during the agricultural survey 	<ul style="list-style-type: none"> Affected owners will be given the opportunity to harvest standing crops prior to physical resettlement Affected owners will be provided with seeds and training to start-up their food gardens Affected owners will receive a transitional allowance for multi-season crops based on an amount per category crop as agreed upon between Aureus and the RC Affected owners and households will be prioritised for participation in agricultural projects that will form part of the CDP. Affected owners/households for whom the production of food and vegetable crops forms the main source of food/income will receive targeted support with regard to participation in CDP projects which will include communal vegetable gardens
8. Loss of livelihoods	<ul style="list-style-type: none"> All households who are primarily dependent on the production of food crops and economic trees. The identification of households will take place during feasibility studies for the CDP Households that are primarily dependent on employment at, or income from artisanal mining All households that are primarily dependent on petty trading in Kinjor and Larjor 	<ul style="list-style-type: none"> Aureus will ensure that lost livelihood sources are replaced and that alternative livelihood strategies are developed under the CDP. Aureus will assist with the establishment of an cooperative for implementing feasible agricultural projects Aureus will provide targeted assistance to vulnerable people, where applicable. Aureus will provide an undercover market facility at the resettlement site. Aureus will prioritise participation for these households in skills development programmes under the CDP Aureus will prioritise the employment of

Impact Category	Eligible group	Entitlement measures
		<p>suitably qualified artisanal miners during the construction of the NLGM.</p> <ul style="list-style-type: none"> Affected artisanal miners will be prioritised for participation in restoration of livelihoods and other projects of the CDP.
9. Loss of access to business income and/or production	<ul style="list-style-type: none"> Business owners who use particular machinery, equipment and/or facilities (e.g. carpentry) 	<ul style="list-style-type: none"> Business owners will be assisted with re-establishing commercial activities at the resettlement site, including transportation machinery/equipment Business owners will receive permanent business unit at the market area in the new village Business owners will have the opportunity to participate in the skills development programmes under the CDP
10. Loss of access to private graves	<ul style="list-style-type: none"> Head of households of affected graves. 	<ul style="list-style-type: none"> At a minimum, Aureus will provide cash compensation (ritual cost) for observing cultural ceremonies by affected families. The amount payable to ritual costs will be a set amount per grave as agreed upon between Aureus and the RC. A chance-find procedure will be developed and watching brief will be implemented during clearing of the resettlement site
11. Loss of shrines or access to shrines and/or sacred sites	<ul style="list-style-type: none"> Affected leaders and community groups 	<ul style="list-style-type: none"> At a minimum, Aureus will provide cash compensation (ritual cost) for observing cultural ceremonies The amount payable to ritual costs will be a set amount per shrine/site as agreed upon between Aureus, religious leaders and the RC
Temporary resettlement	<ul style="list-style-type: none"> Property owners of the 325 privately owned structures 	<ul style="list-style-type: none"> Property owners of houses with two rooms or less will receive a two-room temporary house at the resettlement site, built

Impact Category	Eligible group	Entitlement measures
		<p>according to agreed standards</p> <ul style="list-style-type: none"> • Property owners with houses of three rooms or more will receive a four-room temporary house at the resettlement site, built according to agreed standards. • Temporary houses will be constructed by buildings teams from the communities • Property owners will receive title deed for their temporary houses


Aureus will assist affected owners and their households with the transport of belongings, business supplies and salvageable material during the physical resettlement. In addition, all affected owners will receive a mobilisation allowance to cover unforeseen expenses.

Owners of substantial business (e.g. bakery, carpentry) will receive a transitional allowance as discussed in Section 8.3.3. Owners of perennial crops will receive a fixed compensation amount per perennial crop category as discussed in Section 8.3.5.

An example of an individual compensation voucher that will be issued for all eligible persons is shown below.

Figure 8: Example of compensation voucher

Aureus Mining: New Liberty Gold Mine Resettlement Action Plan Compensation Packages



aureus mining

Voucher Number AUR1305 - 500

Owner Name John Doe

Caretaker Name N/A

No Photo

Structures

HH Survey Code	Structure Type	Survey House Rooms	Survey Business Rooms	RAP House Rooms	RAP Business Units	Mobilisation Allowance	Transition Allowance	Sub Total
A-001	Primary residence	4	0	2	2	30	0	30
A-002	Business	0	2	0	2	30	100	130
Structures Total								160

Perennial Crops

Field Code	Crop	Crop Allowance	Sub Total
B-001	Cassava	100	100
B-002	Yam	80	80
Perennial Crops Total			180

Economic Trees

Field Code	Tree Type	Tree Size	Number of Trees	Compensation per Tree	Sub Total
B-001	Mango	In production	5	112	560
B-002	Pineapple	In production	2	1.01	2.02
Economic Trees Total					562.02

TOTAL L\$ 902.02

I, the undersigned, hereby confirm and agree to the above compensation amount as final payment for my assets surveyed during the Asset and Agricultural Surveys for the New Liberty Gold Mine Resettlement Action Plan during February - October 2012.

Owner _____	Signature _____	Date _____	
Town Chief _____	Signature _____	Date _____	
Government Representative _____	Signature _____	Date _____	
Aureus Representative _____	Signature _____	Date _____	

8.5.1 Vulnerable Persons and Groups

According to IFC PS5, vulnerable and/or disadvantaged persons and groups should receive additional support and/or targeted assistance during resettlement and livelihood restoration projects. Disadvantaged or vulnerable status may stem from an individual's or group's race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. The client should also consider factors such as gender, age, ethnicity, culture, literacy, sickness, physical and mental disability, poverty or economic disadvantage, and dependence on unique natural resources (IFC PS5 Guidance Notes, 2012).

Vulnerable groups are typically defined as people or households who may have particular difficulty adjusting to resettlement and restoration of their livelihoods, and as a result require special attention during the resettlement and livelihood restoration process. Households that may require additional assistance during resettlement include those with extremely limited resources, the elderly, disabled, and female-headed households. In addition, some marginal households may have difficulty adjusting to resettlement, and become more impoverished as a result.

Vulnerable households will be identified prior to implementation of the RAP based on the information contained in the NLGM EIS and RAP socio-economic databases. The status of these households will be verified in consultation with the RC. These include households that reported disabled family members and female headed households. The latter are considered as a vulnerable group due to the lack of financial support from potential male partners. There is also a high dependence on subsistence activities in some households, whose livelihoods may be compromised by the loss of land.

Beneficiary selection criteria for participation in the CDP will include references to vulnerable households within the context of the RAP (also refer to Section 12.4). These households will be prioritised for special support or targeted assistance and will be closely monitored on a regular basis as part of the RAP monitoring programme (refer to Section 13).

8.5.2 Artisanal Miners

Artisanal miners usually work daily and in groups, with license owners employing a number of diggers. Although predominantly a male activity, 20 percent of miners in Kinjor and Larjor are female (2011). Women generally assist by pouring water at the stage when the gravel is jigged and during gravel washing, or by preparing food for male miners (Golder, 2011).

Technically, the artisanal miners in and around Kinjor/Larjor are not entitled to resettlement compensation on the basis of their mining activities. The NLGM area was initially under the control of 10 Class C mining licenses (artisanal and/or small scale mining licences). These licenses were taken over by BMMC after receiving its Class A mining license. While BMMC gave permission to artisanal miners to continue mining until actual mine construction, licence holders have already received the agreed compensation amounts several years ago.

This agreement between Aureus and 10 Class C licence holders (33 sub-claims), states that "by the execution of the agreement the miner [Class C licence holder] firmly and irrevocably undertakes to cease, terminate and discontinue all mineral search and/or mining activities –

artisanal or otherwise – in the concessionaire's [BMMC] concession area, and to relinquish the claims and creeks described in the agreement, immediately upon the execution of the agreement.”

In accordance with IFC PS5, displaced persons include persons who have no recognisable legal right or claim to the land and/or assets they use or occupy (e.g. artisanal miners). The development of the NLGM will result in the loss of livelihood sources and/or income streams for affected artisanal miners. Hence, Aureus commits to prioritising the employment of these artisanal miners as casual workers during the construction of the NLGM, as well as suitably qualified artisanal miners during mine operation.

The educational and skills levels of household members in Kinjor and Larjor were recorded during the 2011 Golder survey and updated during the surveys undertaken for the RAP. This database is available but will be of limited use when assessing local ‘talent’ for employment with NLGM and its contractors, given the low educational levels present in the communities. Similarly, while a wide range of skills (such as carpentry, masonry, tailoring) were recorded, few skilled people have formal/certified vocational qualifications. The applicability and quality of these skills will therefore have to be assessed.

It is proposed that Aureus establishes recruitment procedures to assist with the assessment of local skills by means of a skills survey. This survey database will be particularly useful in the recruitment of local labour within the context of RAP entitlements. The database should make provision for artisanal miners, particularly those whose livelihoods are predominantly dependent on the income from artisanal mining activities. However, it is emphasised that the livelihoods of many households in Kinjor/Larjor are indirectly dependent on artisanal mining through the provision of services and/or supplies to the miners. It is, therefore, proposed that selection criteria for both temporary and permanent employment at NLGM should make provision for identifying and prioritising a range of ‘vulnerable’ categories as provided for under the RAP.

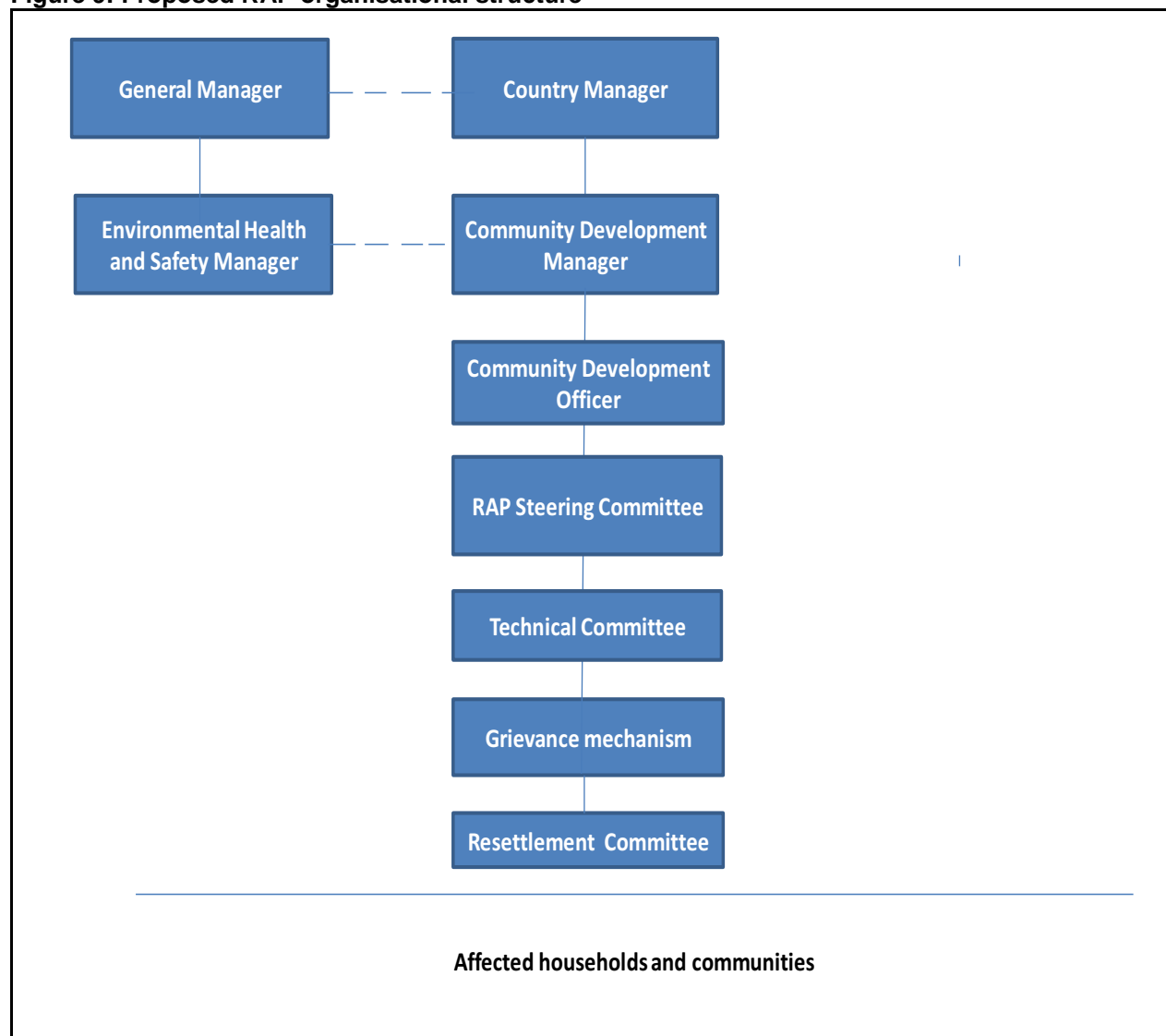
Affected artisanal miners currently participate in the construction of the resettlement village and they will also be provided with opportunities to participate in restoration of livelihoods and other projects of the CDP.

9 ORGANISATIONAL STRUCTURE

9.1 Introduction

Section 9 describes the organisational structure for implementing the RAP. The successful implementation of the RAP is dependent on a committed and well-resourced organisational structure. The proposed organisational structure is illustrated in Figure 9 below.

Figure 9: Proposed RAP organisational structure



The RAP will be implemented through the coordination of two key institutions. These are the:

- RAP Steering Committee (RSC), which will be responsible for strategic management and direction; and
- Community Development Manager (CDM), who will implement the procedures and measures outlined in the RAP.

9.2 RAP Steering Committee

The RSC will be responsible for strategic decision making for RAP implementation. It will ensure that the latter is timely and in accordance with commitments in the RAP. The RSC will also ensure that the implementation of the RAP is monitored, and progress evaluated, on a regular basis.

The RSC will meet on a quarterly basis until all outstanding RAP issues have been resolved. It is critical that the agenda for RSC meetings are clearly drafted with inputs from the CDM. At every meeting, the RSC will review the progress of decisions taken and action points of the previous meeting.

The composition of the RSC will include, at a minimum, the following persons/institutions:

Internal:

- Country Development Manager
- NLGM General Manager;
- Community Development Manager
- Community Development Officer; and
- SHEQ Manager.

External:

- Offices of the Paramount Chief and Darblo Clan Chief;
- Office of the District Commissioner;
- Government Ministries (as required); and
- Marvov Development Association.

9.3 Community Development Manager

The CDM will mainly be responsible for the administration, co-ordination and implementation of the RAP. The general responsibilities of the CDM will include the following:

- Planning and implementing the consultation processes, including providing regular information on the status of the resettlement to the affected parties, other residents and stakeholders. In this the CDM will work in close cooperation with the RC.
- Payment of compensation (as agreed upon with the RC). It is the responsibility of the CDM to ensure that house allocations, transfer and registration are transparent and fair. Furthermore, the CDM will ensure that the execution of compensation payments and resettlement support measures are in accordance with the procedures contained in the RAP.
- Addressing and resolving of resettlement and compensation grievances after seeking advice from NLGM management and a legal expert (if required).
- Monitoring RAP implementation and reporting to the RSC.

9.4 Resettlement Committee

9.4.1 Introduction

The RC will act as an advisory body and its recommendations are therefore not binding on Aureus. However, it is through the RC that fair and transparent participation can take place with project affected parties. Recommendations of the RC will be duly recorded and become a matter of public record.

9.4.2 Role and functions

The RC is the key institution for engaging resettlement-affected individuals, households and communities. The RC is established for the purpose of advising Aureus on the orderly and equitable resettlement of all people affected by the NLGM. As such, the RC acts as the duly nominated body representing the resettlement affected residents of Kinjor and Larjor. The functions of the RC are listed below:

- Negotiate fair and just compensation for all affected individuals, households and communities;
- Approve the resettlement and compensation measures contained in the RAP;
- Disseminate information about the RAP resettlement and compensation measures;
- Ensure that eligible parties receive the compensation and assistance to which they are entitled;
- Coordinate field-level implementation of resettlement and compensation activities;
- Resolve disputes and grievances associated with resettlement and compensation;
- Address in-field implementation issues relative to implementation schedules, and
- Monitor the progress of the resettlement implementation.

9.4.3 Membership

The RC will comprise representative members of the resettlement-affected communities and households, as well as the relevant local government structures, town councils, traditional authorities, women's group, the youth, and non-governmental organisations. The RC will be chaired by Aureus and the chairperson so nominated will be available to attend formal RC meetings. The RC will include representatives of the following institutions/groups:

Table 28: Composition of the Resettlement Committee

Institution	Position	Number of Representatives	Name of Representative
Aureus Mining Inc.	Chair Person	1	Rexford Sartuh
	Secretariat	1	Shirk Sonii
Town Chiefs	1. Kinjor	1	Boimah J. Golafaley
	2. Larjor	1	Lahai Dassen
Kinjor/Larjor Town Council	1. Elders	2	Alieu Nyei

Institution	Position	Number of Representatives	Name of Representative
			Francis Bailey
	2. Women	2	Jenneh Sambola
			Satta Sackie
	3. Business Community	1	Sao Kromah
	4. Youth	2	King Basuru Sambola
			Lanasana Taliferro
	5. Education	1	Varney J. Kemokai
Artisanal Miners	6. Religious Institutions	2	Pastor David Kalu
	Christian Muslim		Imam Mambu Sambola
	1. Mine Chairman	2	Varney T. Passawe
	2. Assistant mine chairman		Boakai Swaray
Office of Darblo Clan Chief	1. Senior Clan Chief	1	Alfred Sherman
Marvoe Development Association	Nominated Rep.	1	Samuel Brisbane
Office of the Paramount Chief (Gola Konneh)	Nominated Rep.	1	Adama Sheriff
Environmental Protection Agency of Liberia (EPAL)	Nominated Rep.	1	Optional
Ministry of Lands, Mines and Energy	Nominated Rep.	1	Optional
Office of Superintendent Cape Mount County	Nominated Rep.	1	Optional

9.4.4 Responsibilities

The responsibilities of the represented groups are outlined below:

Resettlement Committee

- Accurately represent the views of affected individuals, households and institutions they represent on the RC;

- Inform these individuals, households and institutions of the activities and decisions of the RC in a timely and accurate manner;
- Avail themselves to opportunities presented by the meetings to discuss and debate the recommendations that will make up the RAP; and
- Sign off on the compensation agreements recommended in the RAP.

Town Council

- Ensure that resettlement activities are aligned with government planning;
- Communicate progress with resettlement planning to the district authorities;
- Communicate input from the local authorities to the RC and Aureus; and
- Facilitate grievance redress of resettlement related issues in its area of jurisdiction.

Darblo Clan

- Communicate progress with resettlement to the office of the Paramount Chief;
- Ensure representation of women and youth bodies on the RC;
- Ensure that the nominated representatives attend RC meetings;
- Communicate input from the paramount chief to the RC and Aureus; and
- Facilitate grievance redress of resettlement issues in its area of jurisdiction.

Aureus Mining

- Chair all RC meetings, take minutes and formally distribute these minutes;
- In consultation with RC members, determine dates, times and locations of future RC meetings, and distribute an agenda for each meeting to RC members;
- Advise on the feasibility and sustainability of RC recommendations.

9.4.5 Meetings

The RC will meet at least quarterly during the implementation of the RAP. Thereafter, it will meet regularly until all outstanding RAP issues have been addressed. The RC will be chaired by Aureus. The agenda for RC meetings will be clearly drafted and at every meeting, the RC will first review the progress of decisions taken and action points of the previous meeting. Meetings will be held at the NLGM site office. Aureus will transport the members of the RC to the venue, if required. Aureus will act as a secretariat at meetings, and keep and distribute formal minutes. Members may invite observers subject to RC approval.

9.4.6 Quorum

A quorum requires 60% of RC members and must include:

- The Chair (or nominated representative);
- A nominated representative of the Kinjor/Larjor town council;
- A nominated representative of the Darblo clan;
- RC secretariat (Aureus).

9.4.7 Recommendations of the RC

The RC provides advice and support to Aureus in the form of 'recommendations'. Only those recommendations that are supported by the RC meeting quorum will be deemed the official 'Recommendations of the RC'. These recommendations are documented in the meeting's minutes. It is envisaged that the RC will make recommendations on the following issues:

- Design of replacement houses and structures;
- Compensation for fixed assets other than houses/structures;
- Compensation for affected community facilities/infrastructure;
- Compensation for trees, crops and other communal resources;
- Selection of a resettlement site (replacement land);
- Development and livelihood restoration options; and
- Grievance procedures, disputes and claims.

9.5 Community Development Manager

The CDM will take overall responsibility, in consultation with the RC and communities, for the identification, assessment and implementation of suitable community based development and livelihood restoration projects, The CDM will report to the Country Manager.

10 RESETTLEMENT SITE SELECTION

10.1 Introduction

The resettlement of Kinjor and Larjor will require the acquisition of replacement land for the establishment of a new town. Section 10 describes the process and outcome of resettlement site selection.

Prior to the above site selection process it was agreed with the affected communities that Kinjor and Larjor will be resettled as one community occupying one town. This decision was based on the current situation where Larjor Town only comprises seven households, while its residents are heavily dependent on public services and market activities in nearby Kinjor. The ethnic and religious affiliations and cultural activities are also similar in both towns.

10.2 Selection criteria

The community, through the RC, was given the opportunity to identify four or five site options according to their preferences, which would then be debated during workshops with the RC. Site selection took place based on the indicators described in Table 29 below. The following general criteria were applied in the selection of a preferred resettlement site.

- Availability of land and the quality/production potential of the land;
- Current land ownership and land acquisition conditions;
- Location of resettlements in relation to the Bea Mountain concession area;
- Proximity to the NLGM in order to:
 - Accommodate local recruitment processes;
 - Minimise travel distances to the mine for the local workforce;
 - Prevent/control human settlement in too close proximity to the mine camp;
- Proximity/access to public infrastructure and community facilities;
- Availability of land to develop agriculture-based livelihood restoration projects;
- Settlement patterns and land use at the resettlement site (integration potential);
- Availability and quality of natural resources (particularly water); and
- Compatibility with socio-cultural practices and economic activities of host community.

10.3 Selection process

Negotiations for the acquisition of replacement land have been concluded and it is expected that a land deed will be issued shortly. Relevant documentation will be included in the RAP document management system. The steps followed in the land acquisition process are listed below:

- Consultations with government agencies and traditional authority structures on the process and requirements of land acquisition for resettlement;
- Information sharing meetings with the Kinjor and Larjor affected communities on the resettlement site selection process to be followed;
- Workshop with the Kinjor/Larjor RC to identify preferred resettlement site options;
- Physical inspection of the site options by members of the RC and Darblo Clan elders;

- Presentation of selected site options to the Darblo Clan (on who's land the sites are reportedly located in terms of a Public Sale Deed);
- Inspection of an additional site option proposed by the Darblo clan leadership;
- Follow up consultations with Darblo Clan and RC to reach agreement on the site;
- Appointment of a site selection committee to physically inspect the preferred site.
- Negotiations with existing land owners to agree on land transfer and compensation;
- Surveying of resettlement site by government surveyor; and
- Application for land deed submitted.

During the first resettlement site selection workshop with the RC, four site options were identified. Site Option 1 was the preferred option of the RC following the selection process (refer to Table 29 below). However, this site is located on an adjacent concession licence area, which would have significantly complicated the land acquisition process. During follow-up discussions with the RC it was agreed that Site Option 1 will be discarded based on the above limitations. Site Option 2 (referred to as Leilema), was subsequently selected by the RC as the preferred site. Leilema is located approximately 4.5 km from Kinjor (Figure 10).

During a chieftom meeting¹⁸ at the Darblo Clan Head Quarters in Mecca Town, Grand Cape Mount County, a fifth site option (Baima, which is located approximately 14 km from Kinjor and outside the Bea Mountain MDA), was introduced by the Darblo Clan based on perceived potential benefits to the broader clan. After lengthy consultations between Aureus, the RC, the Darblo Clan and the District Commissioner, a final decision was taken on Site Option 2 (Leilema). The decision was made after to a 15 member delegation visit to the Leilema site. The delegation included representatives for the Paramount Chief, District Commissioner, the clan, women's- and youth groups, and religious leaders.

Prior to visiting the proposed Leilema resettlement site, certain traditional ceremonies were observed. These included the presentation of kola nuts and a chicken by the communities as a welcome to the delegation. The delegation leaders accepted the 'offer' and expressed their willingness to host the resettled communities within the Darblo Clan. After inspecting the Leilema site the delegation returned to Kinjor where the decision was taken to endorse Leilema as the official resettlement site for Kinjor and Larjor. During this visit the District Commissioner officially commissioned the leaders of the RC as the duly elected representatives of the community in matters relating to resettlement.

Land acquisition negotiations have been completed with the relevant government ministries, traditional authorities and existing deed holders. The legitimate deed holders have agreed to convey title of 150 acres (60.7 ha) of land for the resettlement of Kinjor and Larjor towns in exchange for cash compensation and the provision of a number of community structures in the four towns that represent the direct owners of the property. Aureus will bear the cost for the construction of community structures. A Real Estate Agreement has been concluded between Aureus and the original deed holders on 5 March 2013.

¹⁸ The chieftom meeting was called by the Gola Konneh Paramount Chief. Some 150 citizens attended the meeting.

Figure 10: Resettlement site options

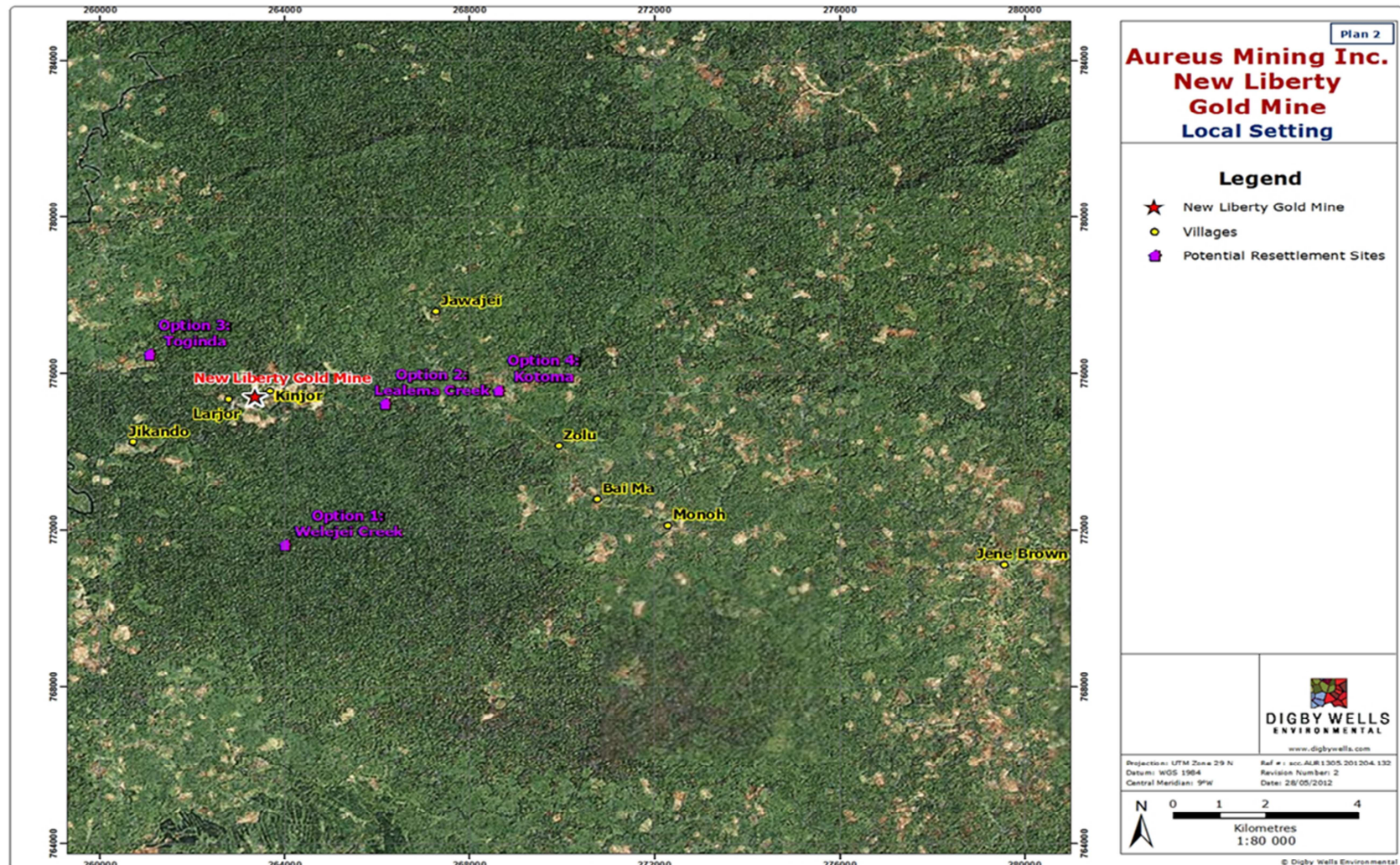


Table 29: Resettlement site selection findings

Selection Criteria	Option 1	Option 2	Option 3	Option 4
Physical location	Welejei Creek About 4.5 km from NLGM on the Daniels Town road	Leilema Creek About 500m down Jene Brown road after Intersection Jenne Brown and Daniels Town road	Toginda On Gbamei Road, about 3.5 km from Gbamei. Crossing Mafa River about 2.5 km from Kinjor	Kotoma/Bai Jenne Brown Road at Jawajei intersection with Jene Brown road
GPS Coordinates	264004/771611	266179/775226	261069/776472	268638/775571
Proximity to surface water	Welejei Creek (perennial)	Leilema Creek (non-perennial)	Kenyengee Creek (non-perennial)	Upper Leilema Creek (non-perennial)
Proximity to concession area	Adjacent to concession area	Within concession area	Within concession area	Within concession area
Proximity to new mine camp (final location to be decided)	About 4.5	About 1 km	About 4.5km	About 3.5 km
Land owner/deed holder	Daniel Tolbert. In the name of 6 grandfathers (from 4 towns, Jawajei, Bleng, Dieyili and Jene Brown)	Same as Option 1	Same as Option 1	Same as Option 1
Land acquisition requirements	Deed holder(through MDA), Darblo clan, MDA, Paramount Chief, District Commissioner, General Town Chief, & nearest village/town council	Same as Option 1	Same as Option 1	Same as Option 1
Proximity to home site	Approximately 4.5 km south of Kinjor	Approximately 2km east of Kinjor	Approximately 3km west of Kinjor	Approximately 5-6 km east of Kinjor
State land/Protected land	None	None	None	None
Cultural and/or heritage sites/graves	None known	Ceramics found (decorated and undecorated). May require an Archaeological Impact Assessment	Site of old abandoned village. Aware of 1 grave (aborted child). There may be others May require an Archaeological Impact Assessment	Site of old, abandoned, village. There may be graves (and sacred sites) May require an Archaeological Impact Assessment
Nearest villages and large town	<ul style="list-style-type: none"> Jikando Small Gbarnga Jawajei Daniels Town 	<ul style="list-style-type: none"> Jawajei Mono Jikando Jenne Brown 	<ul style="list-style-type: none"> Gbamei Jikando Dukobongoma Jenne Wonde 	<ul style="list-style-type: none"> Jawajei Mono Dieyili Jene Brown
Accessibility (road network)	Very good (Daniels Town Road)	Good: Daniels Town – Jenne Brown Road. Road to Jawajei in is poor	Poor access and no good roads at river crossings. Remote from access roads across	Relatively good towards Jene Brown. The road to Jawajei is in poor condition

New Liberty Gold Mine: Resettlement Action Plan

Selection Criteria	Option 1	Option 2	Option 3	Option 4
		condition	Mafa River	
Human settlement	None	None	None [Site of an old village]	One household (hunter/farmer)
Public services and facilities	None, but there is limited cell phone coverage and improved access to public transport	None	None	None
Topography	Gentle slope to the east	Gentle and increased slopes to the east	Increased slopes to the east	Gentle slope to the east
Current land use	Three fields (farmers from Kinjor). Rice, cassava, pepper Structures and field of Morris Monabah in vicinity of site	Old (abandoned) fields [A few farmers from Jawajei/ Kinjor have fields in this area]	Some people from Gbamei have fields in this area Some mango trees	Several fields & palm trees
Agricultural land availability	There appears to be sufficient agricultural land	There appears to be sufficient agricultural land (crop production) but not grazing land	There appears to be sufficient agricultural land	Extensive farming in the area prior to the civil war but people did not return after the war. Agricultural land appears to be limited
Land quality/carrying capacity	To be determined (Appears to be good)	To be determined (Appears to be good)	To be determined (Appears to be good)	To be determined The land/soil productivity is deemed low/poor as a result of extensive farming in the past
Access to natural resources	Water, timber (forest), fishing, firewood, charcoal, thatch Need to investigate further	Very little natural vegetation on site due to exploration activities	Water, timber (forest), fishing, firewood, charcoal, Need to investigate further	No forest/timber nearby Need to investigate further
Access to current/existing economic activities	No artisanal mining will be allowed in lease area. Will not have access to existing farms/plantations. Continued employment for some at NLGM	No artisanal mining will be allowed in lease area. Will not have access to existing farms/plantations. Continued employment for some at NLGM	No artisanal mining will be allowed in lease area. Will not have access to existing farms/plantations. Continued employment for some at NGLP	No artisanal mining will be allowed in lease area. Will not have access to existing farms/plantations. Continued employment for some at NLGM
Access to employment opportunities	Mainly NLGM and mine related business opportunities	Mainly NLGM and mine related business opportunities	Mainly NLGM and mine related business opportunities	Mainly NLGM and mine related business opportunities
Access to existing business	Very limited (Sinje)	Very limited (Sinje)	Very limited (Daniels Town)	Very limited (Jene Brown)

New Liberty Gold Mine: Resettlement Action Plan

Selection Criteria	Option 1	Option 2	Option 3	Option 4
opportunities				
Access to existing market opportunities	Daniels Town (good access)	Daniels Town (relatively good access)	Daniels Town (poor access)	Daniels Town (poor access)
Livelihood restoration potential	Potential for agricultural projects and fishing	Potential for agricultural projects and fishing	To be determined	To be determined
Access to social support networks	Relatives/friends will still be in the same geographical area	Relatives/friends will still be in the same geographical area	Relatives/friends will still be in the same geographical area	Relatives/friends will still be in the same geographical area
Community preservation	Will move 'as a town' with the same leadership/administrative structures; traditions/practises	Will move 'as a town' with the same leadership/administrative structures; traditions/practises	Will move 'as a town' with the same leadership/administrative structures; traditions/practises	Will move 'as a town' with the same leadership/administrative structures; traditions/practises
Host community characteristics	Surrounding communities are agriculturalists but some distance from proposed site	Jawajei (approximately 3.5 km from this site) is predominantly agriculture (crop farming) Potential conflict over land	Economy of surrounding village is subsistence agriculture Potential conflict over land	Potential for conflict over land resources with Jawajei needs to be investigated

Photograph 4: Kinjor Town



10.4 Town layout and house design

10.4.1 Introduction

Section 10.4 describes the process that was followed with regard to the town layout and replacement house designs at the resettlement site. Final approval of the town and house designs was granted by the Ministry of Public Works, as well as the offices of the Cape Mount County Superintendent and Gola Konneh District Commissioner respectively. Aureus has also applied for a Zoning/Occupancy Permit from the Ministry of Public Works through its National Zoning Office. The relevant plans have been submitted to the Ministry of Public Works.

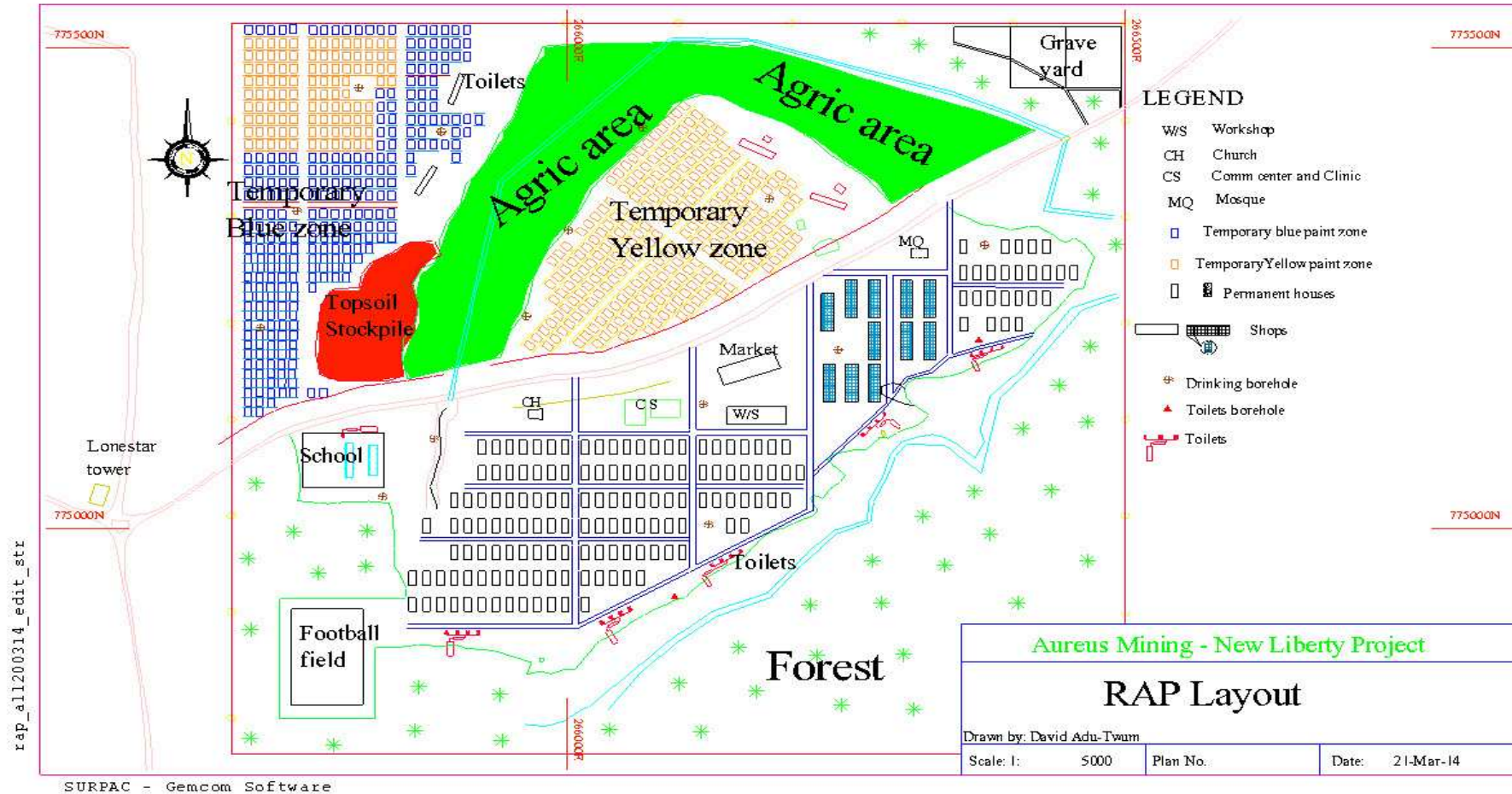
On completion of the resettlement process, property owners will sign transfer agreements pertaining to the conditions of house ownership. Aureus will consult government with regards issuing ownership certificates to ensure security of tenure in terms of the RAP requirements. While the management and maintenance of the resettlement town will be the responsibility of the relevant government departments/agencies, Aureus will assist where possible during the transitional period.

During May 2013 Aureus discussed the criteria for replacement of the affected structures with the RC. Discussions focused on finalising the house designs and construction material. After due consideration of community preferences, a proposal for a house design, as well as business related markets, was presented and accepted by the RC and affected community. According to this agreement all affected property owners will receive two-room houses (including kitchen, wash room and porch) (refer to Section 10.4.2 below).

Following consultations with the affected community with regard to temporary resettlement (refer to Section 7.3), the town lay-out of the resettlement village was revised to include a temporary resettlement zone (refer to Figure 11).

The final agreement with the affected property owners and communities on town lay-out and house design is encapsulated in a Community Agreement, the content of which is discussed in the following section.

Figure 11: Proposed town layout



10.4.2 Community Agreement

The above agreement, which was signed off by the RC, includes the following commitments by Aureus:

1. The building of elegant two-room houses, designed in consultation with the RC and involving each affected property owner. It was also agreed that the community would be involved in the building of these houses in order to enable them to use this skill for future extensions and setting up their own building contracting enterprises. In order to achieve this, as well as to enable mass production with ease of repetition and meet construction deadlines on the Project, the following was agreed:
 - a. Aureus will contract building teams and provide trained building contracting personnel to ensure that houses are built according to specification, as well as train the community members in these skills.
 - b. Houses will be built “duplex style” as two-room houses with two housing units built back-to-back, sharing the same roof and partitioned by a dividing gable in the centre.
 - c. Provision for a kitchen area, wash room and open veranda/porch in each two-room house.
 - d. House designs will allow for two additional rooms to be added for possible extensions to facilitate those wanting to build larger houses in the future.
 - e. The houses will be built with hydraform brick technology. Aureus bought three hydraform machines which are currently operated by labour from the local community who were trained in the use of the machines. Aureus provides a qualified trainer to ensure bricks are made according to specification and that quality control is carried out as prescribed by the manufacturer.
 - f. At the completion of the RAP Project, Aureus will donate the three machines to the local community who could then establish a brick making business for future expansion projects or for direct selling to other communities.
2. Creating business markets that will enhance the economy of the region, but also give the affected community the advantage of being self-sufficient and trade with other communities and visitors to the project area. During the RAP survey it was found that community members were using rooms in their houses to do business. It was agreed with the RC and community that owners of existing houses with more than two rooms will be compensated by means of business units that will be constructed by Aureus in a dedicated market/business area in the resettlement village. Business units will be grouped into shopping centres of 24 shops per block. Each unit will have a secured room, as well as a veranda for displaying merchandise and will be approximately one and a half times the size of the existing house room that is replaced.

These business units will be fully owned by the relevant community members who can either open their own businesses or rent the business units to other prospective business owners. Businesses conducted from these premises must be registered as required by the Liberian Government. This initiative will not only contribute to the financial well-being of the affected community by enabling them to trade legally, but will also contribute to the economy of Liberia in terms of registration fees and taxes.

3. Aureus will also assist the affected community to start up a manufacturing business for making doors, windows and roof trusses for house units and other infrastructure in the resettlement village. These items will be manufactured by interested members in the community and will be bought by Aureus,¹⁹ thereby providing an additional source of income to the community. It is envisaged that, as with the brickmaking, this activity will remain after the completion of the RAP, and that the community could then manufacture and provide these products to other communities for income. A woodworking centre, located in the central business district of the village and equal to the size of the market place, will be erected by the community at Aureus' cost for this purpose and will be handed over to the community at the end of the RAP Project.
4. The land set aside and bought for the RAP village makes provision for an agricultural area. Establishing this agricultural area forms part of the CDP which has as its prime directive the enabling of the affected community to become self-sufficient. Aureus will provide hand tools, equipment and seed to start off with, as well as a trainer to work with the people involved in the agricultural project. The objective is to train people in the most cost effective and productive methods of growing agricultural products. Aureus will buy its requirement for agricultural products (e.g. vegetables), from the community, who could then consume or sell any surplus produce. This will not only be a financial incentive for the community but will also be a health benefit.
5. The current village has no provision for toilets, which causes serious health risks. In order to address this situation in the new village, six toilet facilities containing a total of 144 toilets, will be constructed on the downward perimeter of the village so as to not affect drinking water quality in the boreholes drilled throughout the new village. A special borehole equipped with a hand pump and marked as "Toilet flushing water" will be drilled in the proximity of the toilet blocks.
6. In addition to the resettlement village area, an area has been set aside within the land area that Aureus has purchased for people who would move to the current village after the RAP asset survey was done. This was done to manage the influx of people that is expected due to Aureus operating in the area. This area will be equipped with the same standard of toilet facilities as described above, as well as boreholes with hand pumps. A total of three toilet blocks comprising 72 toilets will be constructed and four boreholes will be drilled.

¹⁹ This component of the Community Agreement is currently being implemented with building teams from the affected and surrounding communities involved in brickmaking and carpentry work. All employees receive safety induction and vocational training, while Aureus has also introduced literacy and numeracy classes which are open to all.

-
7. Other infrastructure comprising the resettlement village include:
- a. A school built to government approved standards. This school will cater for both primary and secondary pupils and will be approximately double the size of the existing school in Kinjor which was provided by Aureus.
 - b. A clinic that will be built by Aureus and handed over to the relevant government agency to run and maintain.
 - c. A community centre.
 - d. A mosque and a church, the plans, layout and position of which was approved by the appropriate religious groups.
 - e. A police station with offices and barracks for personnel on duty.
 - f. Two waste site facilities.
 - g. Boreholes equipped with hand pumps for potable water supply drilled throughout the resettlement village.

A full set of house designs/plans are presented in Appendix F to this RAP report. Figure 12 below represents the design of the standard two-room house. House designs provide the opportunity for future extensions, as shown in Figure 13. The proposed lay-out of business units and market is illustrated in Figure 14. Floor plans of temporary resettlement houses are illustrated in Figure 15.

Figure 12: Standard two-room house design

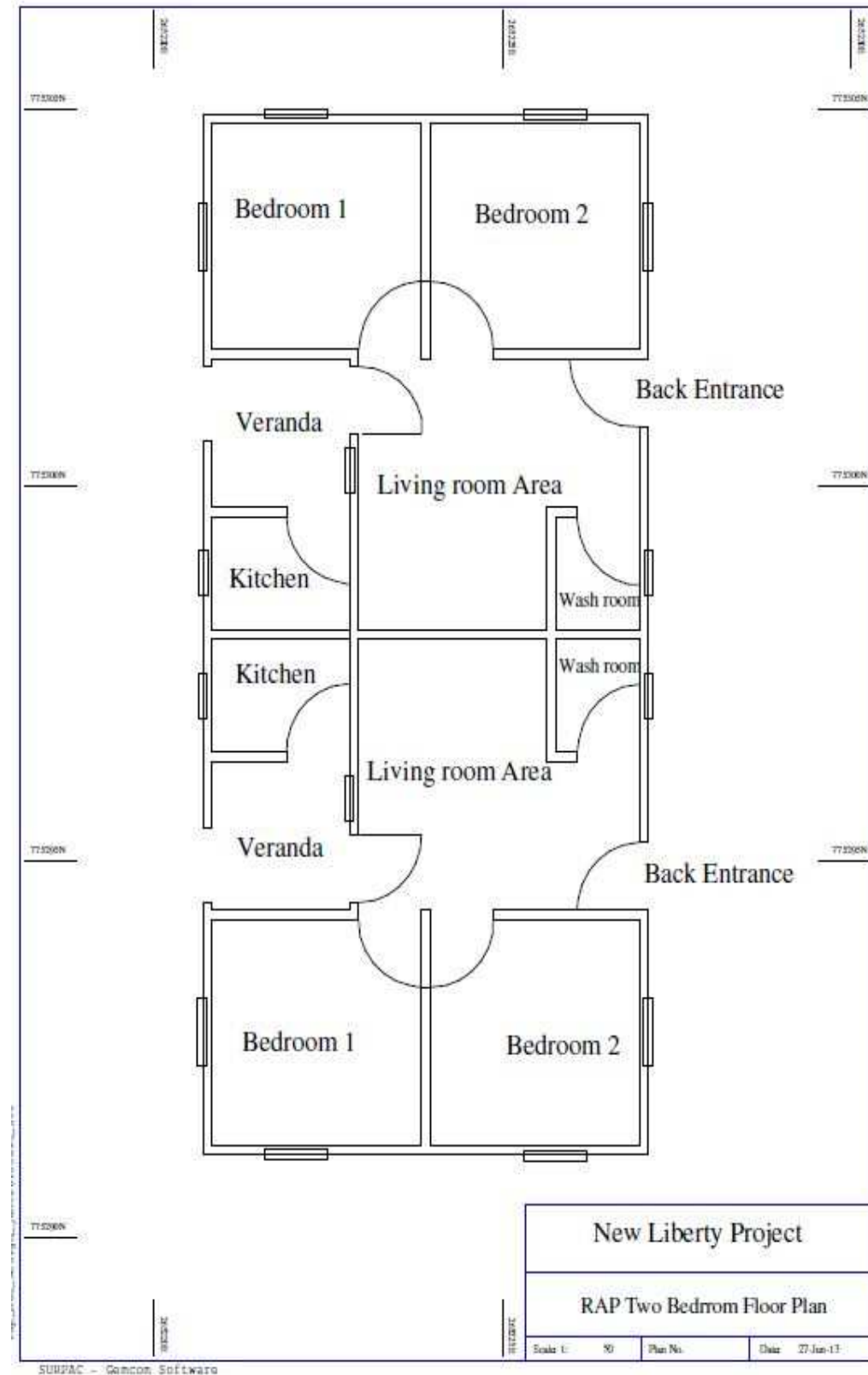


Figure 13: Future potential extension of replacement house

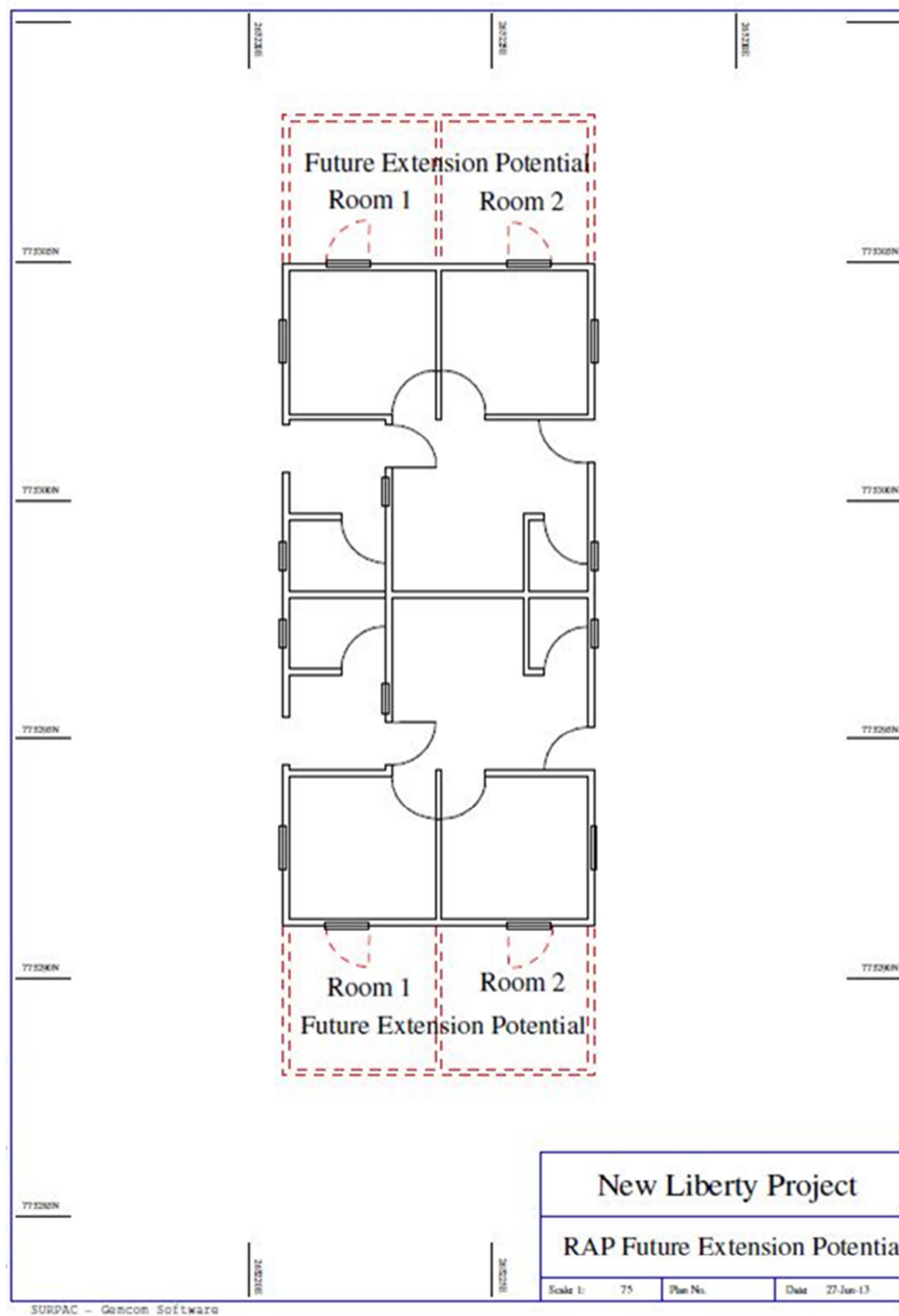


Figure 14: Proposed business units at resettlement site

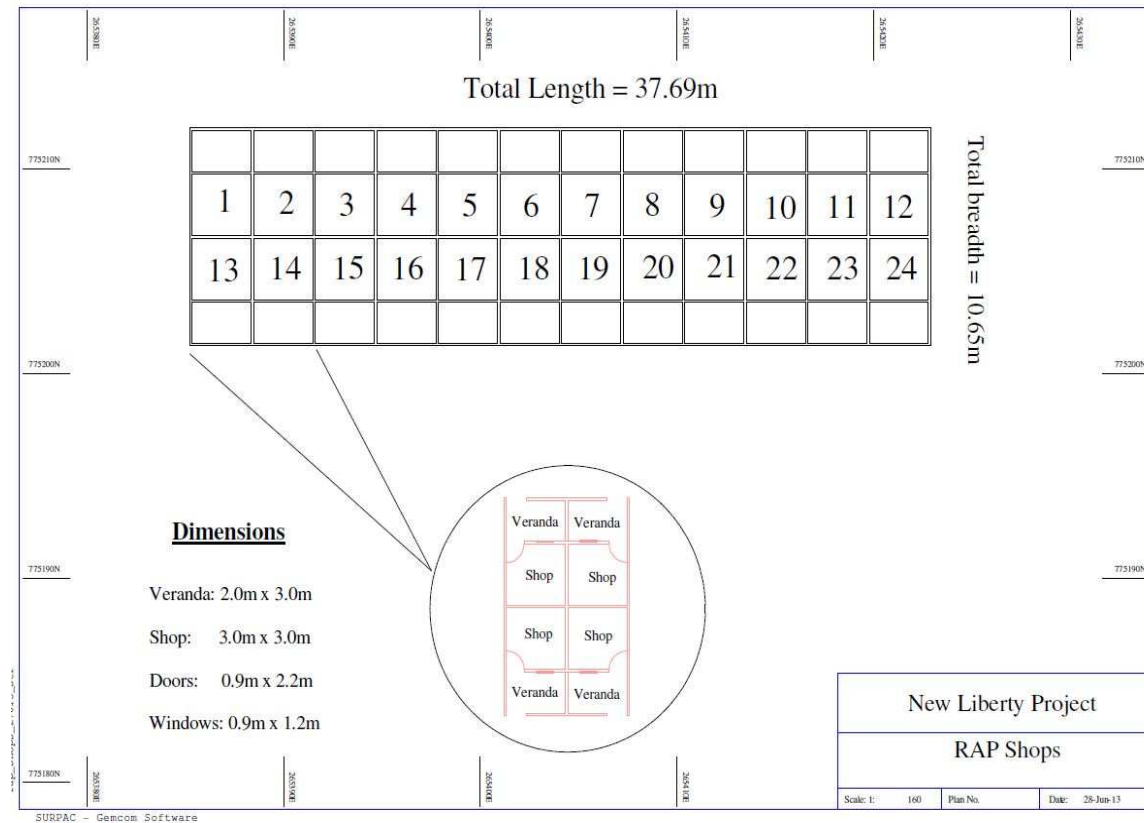


Figure 15: Floor plans of temporary houses



10.4.3 Additional considerations

Administratively, Kinjor is divided into three quarters, with Larjor comprising a fourth quarter. During consultations with the RC, the request was made that the resettlement town should provide for similar administrative arrangements and that the house allocations should reflect this. However, discussions with different social groups/categories within Kinjor revealed that most people would prefer to take family ties, friendships and religious affiliations into account when deciding on the location of their new properties.

Religious affiliations within Kinjor/Larjor community are mainly Christian and Muslim, while some groupings in the community strongly adhere to traditional cultural norms and practices. According to religious leaders it is not required that the town layout is done along religious lines. While separate cemeteries for the different religious groups are required, these can be located within the same geographical area.

Annually, the Zoe Elder (priest) performs a ceremonial sacrifice on behalf of the community, requesting for the protection and goodwill of gods and ancestors. To date this ceremony has taken place at a site adjacent to that of the previous Town Chief²⁰. While this 'sacred' site is not clearly marked, certain sacred items are reportedly buried at the site. Members of the RC have pointed out that provision should be made for a similar site at the new town hall.

10.5 Archaeological investigations

The Leilema resettlement site option (the preferred site option) was investigated for potential sites of cultural and/or heritage significance. A number of ceramics (potsherds) were found on an access road to the site, which falls outside the mine operational area. An abandoned field was located to the west of this road. The following conclusions were reached:

- The identified site may represent archaeological remains, but the ceramics that was sampled does not provide sufficient evidence for dates or periods.
- The ceramics are similar to examples recovered from Sierra Leone, as well as other examples housed in various collections (www.sierraleoneheritage.org);
- Similar ceramics have been dated to circa 1600 CE onwards. However, the sample identified at the site is too small to provide any relative dates. Historic and modern Mende potters in the broader region also still produce similar ceramic vessels.
- The construction of the road has possibly disturbed the underlying deposit in the immediate area, leading to the exposure of the ceramics on the surface.
- The presence of relatively recent agricultural activities and possible settlement at the site further lead to the consideration that the site may be more recent.
- No concrete evidence of intact archaeological deposit and/or features was noted.

A chance find procedure has been developed and a watching brief will be implemented if any deposits or features are found during the LoM. Aureus will comply with the requirements of IFC PS8, which requires that cultural heritage, including archaeology, be protected.

²⁰ The Kinjor residents recently elected a new Town Chief, following an incident involving the former Town Chief and the Chairlady of the women's group.

10.6 Cooperative Development

Aureus has requested the RC to establish a registered cooperative in order to ensure that everyone affected by the village relocation and eligible for compensation gets a fair share of the business opportunities and livelihood creation. Aureus will contribute to the cooperative through buying products and services established. Aureus will also facilitate consultations with the government-operated Cooperative Development Agency (CDA) which provides a service to assist local cooperatives with establishing and registration of their cooperative.

- Establishing of the cooperative body and steering committee, selecting of board members and appointing management; and
- Training in management all aspects of the cooperative.

A multipurpose cooperative was established in 2013 to structure the participation of the affected community in the construction of replacement houses (refer to Section 12.6). The cooperative will manage the brick making, wood working, building and agricultural activities established under the RAP and CDP, and ensure the sustainability of the individual projects. Aureus will sit on the board of this cooperative for as long as the company is active in the project area.

The cooperative will be managed by a steering committee which will, with the help of the government agency appointed to this task, be responsible for:

- Obtaining proposals from interested Liberian companies wishing to trade with or supply to the cooperative.
- Setting up organisational structures, salary scales and price or fee schedules.
- Maintaining objectivity and declare any potential conflict of interest.
- Insuring confidentiality especially when sensitive financial information is involved.
- Building a team approach involving professionals when needed.
- Fostering grassroots innovation and creativity.
- Helping the group to identify what conditions constitute a green light to move ahead with a project or when to pull the plug.

The steering committee can, once established, include a wide range of people, some with limited experience. The committee will seek advice from other groups who have formed similar organisations, which will be helpful both in gaining a better understanding of what the challenges might be as well as getting referrals for possible further business opportunities.

10.7 Population Influx

In November 2013, an estimated 265 new structures have been built in Kinjor since the RAP asset surveys in March 2012. The school population in Kinjor has increased from 150 to 250 pupils (November 2013).

As was mentioned in Section 10.4.2, the town lay-out for the resettlement village makes provision for the settlement of households who moved into Kinjor after the cut-off date for eligibility under the RAP. This area will be equipped with toilet facilities, as well as boreholes with hand pumps. While not required in terms of IFC PS5 or the RAP entitlements, Aureus will provide basic assistance (in the form of construction material) to households who have settled within Kinjor during the past year.

The NLGM and associated new resettlement village will result in significant changes to the project area with regard to land use, population settlement, economic activities and living conditions. It is evident that the NLGM will bring about population influx to the project area. It is also possible that activities such as informal settlement and encroachment on the BMMC concession area will increase as the NLGM develops. This will have implications for land use planning and human settlement, as well as the provision of public services and infrastructure in the resettlement village and broader project area.

It is expected that local government capacity to take responsibility for the influx management and land use development in the project area will be limited. Aureus will therefore proactively participate in the physical and socio-economic development of the broader project area to promote and facilitate optimal and integrated land use planning and management in the project area. The NLGM CDP provides a framework strategy for the management of project-induced population in-migration.

11 GRIEVANCE PROCEDURE

11.1 Introduction

In compliance with IFC PS5, Aureus will establish a grievance procedure and mechanism to ensure that affected parties and communities have the opportunity to lodge complaints and concerns regarding compensation and restoration of livelihoods. The Grievance Procedure will establish a recourse mechanism designed to resolve disputes in an impartial manner and will provide claimants with the assurance that their grievances will be resolved timely and satisfactory without cost to the claimant. This grievance procedure will also assist in the effective transfer of resettlement entitlements to intended beneficiaries.

The Grievance Procedure will not replace any existing legal processes available to affected parties, and will not infringe on complainants' right to access existing legal procedures. It will seek to resolve issues promptly and fairly in order to expedite the receipt of entitlements and assistance, without resorting to expensive and time-consuming legal actions. The Grievance Procedure will be in place at least until such time that the RAP Completion Audit has been finalised.

11.2 Grievance Mechanism

A grievance for the purposes of the NLGM RAP is defined as any concern or complaint that is directly related to physical resettlement, compensation and restoration of livelihoods under the RAP and its entitlements. The RAP Grievance Procedure will be incorporated into the overall NLGM SEP programme and procedures but will ensure that RAP-specific grievances are addressed accordingly. All non-RAP related concerns/complaints will be redirected to the appropriate NLGM department which will attend to these issues in accordance with the SEP. Aureus will ensure that RAP affected communities are duly informed about the grievance mechanisms, the location of the grievance facility and grievance procedures to be followed.

The CDO will have overall responsibility for addressing all resettlement grievances. While it may be possible to verbally resolve some grievances, these must still be recorded on the grievance log form for recordkeeping purposes. Where the CDO cannot resolve grievances directly, these will be forwarded to the RSC. Where grievances are still unresolved, the RSC will establish a senior grievance committee, which may require the involvement of the NLGM General Manager. If grievances are still unresolved, the CDO will provide information to the affected party on the mechanisms for addressing complaints via legal redress.

11.2.1 Step 1: Lodging a grievance

A formal grievance can be lodged at the NLGM offices located at the exploration camp. The complainant will be required to complete a grievance form with the assistance of the CDO, who will record the grievance in a grievance log according to the category of grievances (for example resettlement house construction, compensation payments and livelihood restoration issues).

A grievance can also be lodged by sending a grievance form or written complaint directly to NLGM management. All grievances will be logged in a grievance log file.

11.2.2 Step 2: Acknowledgement

The CDO will acknowledge receipt of the grievance in writing within seven working days. The letter will specify the name of the NLGM responsible person and process that will be followed in addressing the complaint. The letter will also provide a reference number and a probable date for resolving the grievance.

11.2.3 Step 3: Investigation

The CDO will consider and prioritise the grievance received. Where applicable, the CDO will take photographs and/or interview any bona fide witnesses. If the CDO is unable to resolve the grievance, he/she will forward the grievance to the RSC based on the actions required. Where possible, grievances will be finalised within 30 days of receipt. The complainant might be contacted during this time to clarify issues.

11.2.4 Step 4: Resolution and sign-off

Once a complaint has been investigated, a letter will be sent to the complainant, explaining the outcome of the investigation and the proposed course of action to resolve the grievance. The CDO will contact the complainant in person if this is required and explain the results of the investigation and the proposed course of action. If the complainant is satisfied that the complaint has been resolved, he/she will be required to sign a statement confirming that the complaint has been resolved.

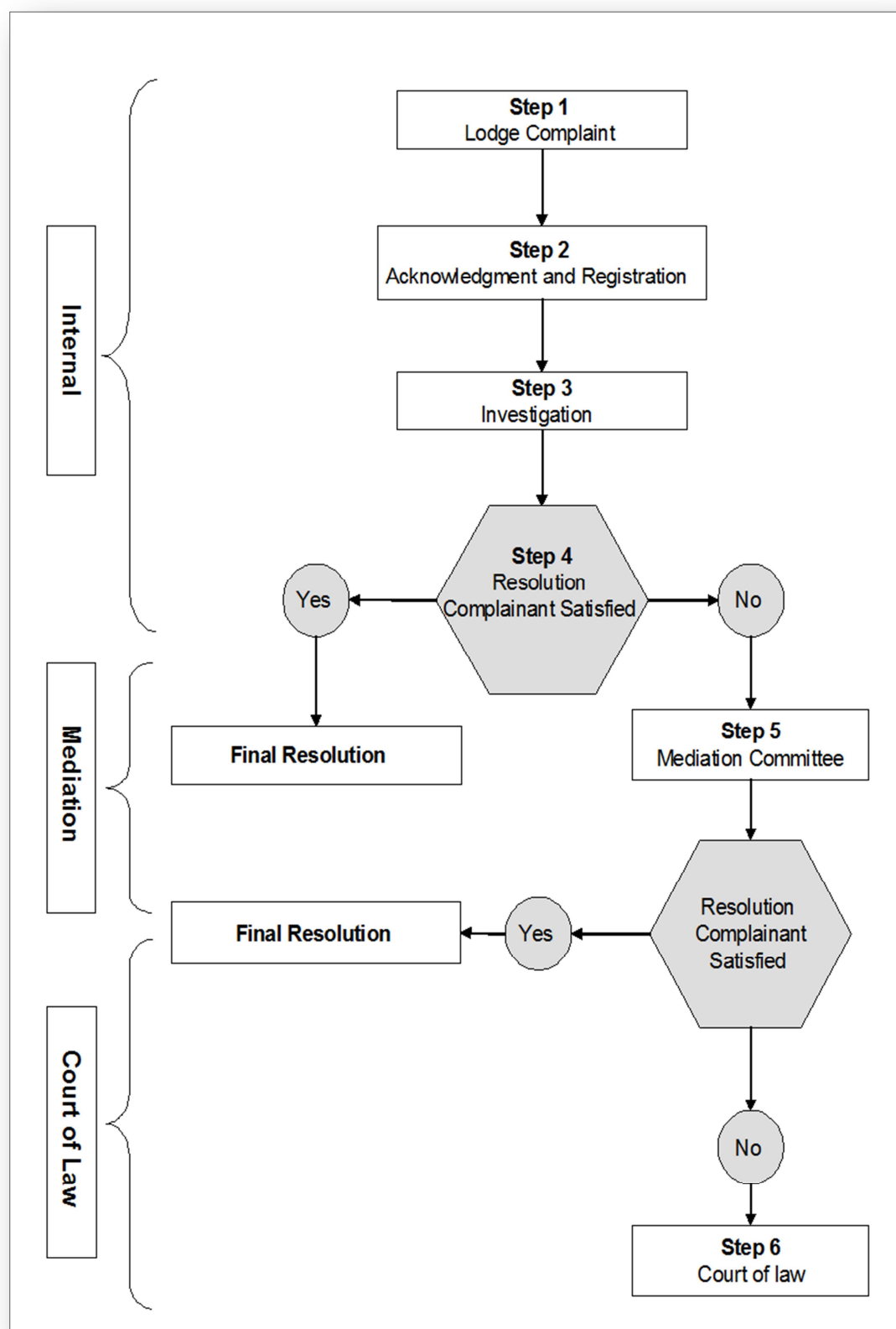
If the complaint has not been resolved by mutual agreement, a re-assessment may be undertaken if new information becomes available in support of the claim/complaint. If the complainant is still not satisfied with the resolution, the grievance will then go into mediation. If applicable, the RSC will monitor the implementation of the resolution and the claimant's satisfaction with this implementation.

11.2.5 Step 5: Mediation

Unresolved grievances will be investigated by a grievance committee, which will include members of senior management. This committee will only meet to resolve problems which cannot be resolved during steps one to four. NLGM will provide for an independent arbitrator if grievances cannot be resolved internally.

The grievance procedure is illustrated in more detail in Figure 16 below:

Figure 16: NLGM RAP Grievance procedure



12 COMMUNITY DEVELOPMENT PLAN

12.1 Introduction

Aureus is committed to develop measures and action plans in line with its policy to conduct its business activities in a manner that promotes sustainable development and social welfare in the areas in which it operates. Moreover, Aureus has committed to mitigate and manage the resettlement impacts associated with the development of the NLGM in accordance with the requirements of IFC PS with regard to the following:

- Improve, or restore, the livelihoods and standards of living of displaced persons;
- Ensure that affected vulnerable people receive additional assistance, if required; and
- Provide opportunities to displaced people to derive appropriate development benefits from the Project.

The restoration of income streams and livelihoods lost during the resettlement is difficult to value and therefore requires specialist investigations. This is also applicable with regards the provision of opportunities for affected communities to share in development benefits of the project, in addition to employment opportunities for the local workforce. Aureus has therefore commissioned independent consultants to develop a Community Development Plan (CDP) for the resettlement affected households and communities.

Section 12 provides a summary of the proposed CDP (refer to Volume 2 of the RAP). Where feasible, the final CDP will incorporate community development aspects as indicated in Section 15 of the BMMC MDA. This section states that it is the aim of the MDA parties that operations shall be carried out in a manner that is consistent with the continuing economic and social viability of centres of population that have formed, and/or may form as a result of the NLGM operations during the term of the MDA.

12.2 Objectives and Scope of the CDP

The CDP will be implemented as a sustainable development initiative. The overall objective of the CDP is therefore to present a plan to provide opportunities for livelihood improvement that will lead to sustainable development for the communities affected by the NLGM. As such, the CDP will support the RAP in ensuring that the living conditions of people affected by the Project have improved after resettlement has taken place.

The CDP aims to (a) restore livelihoods lost or reduced as a result of the development of the NLGM, (b) ensure food security for project affected households through the establishment of income generating activities, and (c) promote livelihood and enterprise development that will enable both affected and host communities to derive development benefits from the Project.

It is anticipated that the NLGM will become a major economic driver in the broader project area and the Grand Cape Mount County. The development and operation of the NLGM will provide a catalyst for socio-economic development, which will provide opportunities for local,

national and international organisations to play a significant role in the development of the broader area both financially and by means of technological contributions.

While Aureus will facilitate and contribute towards the development of the CDP, it is pertinent to the long-term success of the CDP that additional financial and technical resources are engaged. The CDP will, therefore, follow a strategic partnership approach, involving NLGM, government, NGOs, international aid agencies, directly affected and host communities, as well as the private sector. The CDP has been developed as a five year plan incorporating substantial contributions from development partners during this period.

The CDP is largely project-based but includes support programmes and mechanisms such as capacity building, vocational and skills development, strategic partnership development and institutional arrangements. The CDP was developed following a thorough review of background documents, as well as a visit to NLGM and Monrovia, during which discussions with a wide range of stakeholders took place. These included business owners, farmers, community members, artisanal miners, NGOs, government departments, as well as finance providers and the RC. A market survey was undertaken at three markets to determine product availability, quality and price.

12.3 Development Opportunities Identified

A number of development opportunities were identified based on in-field research and consultations with the affected communities. These opportunities are summarised in Table 30. It should be noted that a feasibility and business planning exercise should be undertaken prior to any project/enterprise establishment in order to offer it the best chance of success.

Table 30: Development opportunities identified

Component	Primary Opportunity	Associated Opportunity	Short Term (<2 year)	Medium Term (3 -5 years)	Long Term (>5 years)
① Food Security and Livelihood Development	Vegetable Production	Vegetable Pack house			
	Seedling Nursery	Expanded Plant Nursery			
	Lowland Rice Production	Rice Drying & Milling			
	Cassava Milling	Farina Production			
	Corn Production	Corn Milling			
	Cassava Production	Value Adding			
	Broiler Production	Layer Production			
	Plantain Production	Value Adding			
② Enterprise Development	Mobile Cassava Processor				
	Banana Production	Banana Fibre			
	Pineapple Production	Value Adding			
	Cashew Nut Production	Value Adding			

Component	Primary Opportunity	Associated Opportunity	Short Term (<2 year)	Medium Term (3 -5 years)	Long Term (>5 years)
	Coconut Production	Multiple			
	Abaca Fibre Production				

Based on the development opportunities assessed during the research and fieldwork for the CDP, a number of potential projects were identified as summarised in Table 31 below.

Table 31: Summary of proposed CDP projects

Enterprise Opportunity	No. of People Involved	Estimated Capital Cost (US\$)	Estimated Operating Cost (US\$)	Short Term (<2 year)	Medium Term (3-5 years)	Long Term (>5 years)
Vegetable Production	20-30	60-100,000	100,000			
Seedling & Expanded Plant Nursery	5-10	50-70,000	80,000			
Vegetable Pack house	5-10	120,000	90,000			
Lowland Rice Production, Drying and Milling	35-60	250,000	125,000			
Cassava Production and Value-Adding Demo. Unit	5-10	60-100,000	60,000			
Mobile Cassava Grater Business	15-20	75-100,000	20,000			
Corn Production and Milling Demonstration Unit	5-10	50,000	70,000			
Chicken Broiler Unit	10	200,000	200,000			
Plantain & Banana Production	?	100,000	168,000			
Abaca & Banana Fibre Production	?					
Pineapple Production & Value-Adding	?					
Cashew Nut Production & Value-Adding	?					
Coconut Production & Multiple Opportunities	?					
Total	100-160	965-1,090,000	913,000			

Subsequent to the completion of the CDP report, Aureus has commenced with a number of initiatives which already provide direct benefits to the affected communities. These include the following:

In terms of the Community Agreement discussed in Section 10.4.2, Aureus has contracted building teams from the affected community to participate in the construction of replacement houses. The three hydraform machines are currently operated by labour from the local community who were trained in the use of the machines under the supervision of a qualified instructor/trainer. At the completion of the house construction, Aureus will donate the three machines to the local community.

As was mentioned in Section 10.6 above, a multipurpose Community Cooperative has been established with smaller sub-cooperatives to promote business and agricultural development (the 'Inclusive Community Empowerment Cooperative Society'). The cooperative is currently involved in brickmaking, as well as masonry and carpentry work for the resettlement village. A woodworking centre has been established in the central business area of the resettlement village. Building teams from the affected community are also employed for the building of the temporary resettlement houses.

The Cooperative will establish vegetable gardens with the assistance of Aureus to promote food security during and after resettlement. A land area at the resettlement site has been prepared for this purpose. In addition, a clothing manufacturing and sewing sub-cooperative is being established for the Kinjor and Larjor women, who will, amongst others, manufacture protective clothing for mine staff, as well as school uniforms for the local children.

The Cooperative will be expanded in due course to serve as the vehicle for implementing the CDP.

12.4 Beneficiary Selection

A first priority under the CDP is the restoration of livelihoods. Information and data collected for the EIS and RAP studies will need to be analysed in order to identify the range/categories of CDP beneficiaries and associated selection criteria. The findings of this analysis should then be presented to the RC and community leadership for developing a priority list for participation in the CDP. The findings will assist in matching beneficiary names and positions with the needs of NLGM and the CDP respectively.

It is essential that the beneficiary selection criteria are presented to the RC for comments and input. These criteria should include references to vulnerable groups within the context of the RAP, and should include the disabled, female headed households, those households without access to agricultural land and households that are 'extremely' poor according to local standards. In terms of the latter these can be identified based on the household survey findings and in consultation with the RC.

12.5 Activities to Support Project Implementation

Aureus will implement the following actions to support the development and implementation of the programmes and projects identified above:

- Partner with NGOs who will support project development and implementation through technical advice, accessing markets, providing coaching and mentorship;
- Establish partnerships with relevant government ministries and local authorities in order to meet specific project objectives such as access to grants and/or marketing opportunities;
- Implement measures that will encourage women and the youth to seek or expand existing business opportunities;
- Help project recipients to identify markets beyond the life of the mine by linking them with trade fairs, business chambers, and other development initiatives;
- Provide a platform for project recipients and local businesses to share lessons and build their networks;
- Assist with the development of business plans where required;
- Provide training to households who could be receiving formal community services, possibly for the first time, such as running water; and
- Meet regularly with government authorities to establish how Aureus could assist with meeting the infrastructure requirements of the host communities.

12.6 Institutional arrangements for implementing the CDP

Implementation of the CDP programmes will require dedicated human resource support to administer the projects, disburse funds, make decisions in consultation with the community, adjudicate proposals and monitor and evaluate projects. Aureus will assist the community to establish an appropriate institutional structure, which will focus on the company's community development work.

12.7 Planning Frameworks for Programme Delivery

The proposed CDP involves a 3-year plan, including planning objectives, goals, purpose and outcomes that must be achieved in order to successfully implement the CDP. Indicators will be developed to monitor if outcomes have been achieved. The plan will be updated every three years in consultation with relevant stakeholders.

13 MONITORING AND EVALUATION

13.1 Introduction

A RAP monitoring and evaluation mechanism will be established to assess the effectiveness of RAP implementation. In particular, the monitoring programme will assess the success of livelihood restoration project activities and assistance to vulnerable groups. The monitoring programme will include monitoring criteria, milestones and the resources needed to carry out the monitoring. Aureus will be responsible for providing the necessary funds and human resources required for the monitoring programme.

The above mechanism will be based on three components, as outlined in IFC PS5:

- Performance monitoring: undertaken by the CDO and the RC;
- Impact monitoring: undertaken by the CDO or an external agency; and
- Completion audit: undertaken by an external agency.

13.2 Performance monitoring

Performance monitoring is an internal management function allowing Aureus to measure physical progress against milestones as established in the RAP. Performance monitoring will include (at a minimum) the following aspects:

- Community consultations implemented and on-going;
- Grievance redress procedures in place and functioning;
- Compensation payments disbursed;
- Income restoration and development activities initiated; and
- Monitoring and evaluation reports submitted.

An appropriate monitoring programme will be established and will include activity, target date for completion, progress to date, progress in the previous month, target for current month, reasons for delay, and actions to be taken.

One of the key issues under performance monitoring is the status of vulnerable households. A vulnerability assessment will be undertaken if the monitoring process shows that certain households experience severe difficulty in adapting to their changed environment. These households will be prioritised for special support or targeted assistance and will be closely monitored on a regular basis.

13.3 Impact monitoring

Impact monitoring will be conducted by the CDO and/or an independent external agency to be commissioned by Aureus. The overall objective of the impact monitoring is to gauge the effectiveness of the RAP and its implementation in meeting the needs of affected people. The purpose of impact monitoring is to:

- Provide Aureus with an assessment of the resettlement effects;
- Verify internal performance monitoring; and

- Identify adjustments in the implementation of the RAP, if required.

The RSC and/or external evaluation agency will identify the relevant aspects to be monitored following resettlement and RAP implementation. These aspects should include (but are not limited to):

Change in living conditions and housing standards
Change in access to public/community services and quality of services
Change in access/ distance/quality of ploughing fields
Change in yield/produce quantity/quality from farming
Change in types of crops farmed and income from agricultural produce
Change in income from agricultural produce
Change in livelihood strategies/sources of income
Change in small business activities/economic activities other than agriculture
Change in number of people employed (and employment level) by the NLGM
Change in household expenditure patterns
Change in household size and composition
Change in health patterns/incidence of diseases

13.4 Completion Audit

A RAP Completion Audit will be undertaken to assess if the outcomes of the RAP comply with IFC requirements, specifically regarding the restoration of livelihoods and overall living standards of the affected communities. The completion audit will involve external evaluation after RAP inputs have been completed, but in time to allow corrective action to take place.

13.5 Socio-economic Baseline Review

A review of all affected households will be conducted annually for three years. The review will involve collecting baseline household data, which could then be used to monitor and assess improvement of standard of living of the resettled communities and vulnerable households

13.6 Reporting

The CDO will submit annual and comprehensive monitoring reports with key findings to the RSC, who will determine action steps in conjunction with the Community Relations Manager.

14 IMPLEMENTATION SCHEDULE

The proposed RAP implementation schedule is presented in Figure 17 below. The schedule will be finalised after construction schedules for replacement houses have been determined. However, it is essential that the RAP implementation structures are established in good time for them to reach a sound understanding of the RAP. Arrangements have to be made for the necessary capacity building of the RAP implementation structures to ensure that role-players involved in RAP implementation understand the requirements of implementation schedules.

Pre-construction activities²¹ for the NLGM have commenced on site during the first quarter of 2013. Main construction activities are envisaged to commence in the fourth quarter of 2013. In accordance with the requirements of IFC PS5 compensation payments and the physical resettlement of affected parties have to be completed prior to project construction.

²¹ Early works include the diversion of the Marvoe Creek, construction of plant access road and clearing of the plant site.

Figure 17: RAP implementation Schedule

RAP TASKS	Responsible Dept./person	Aug 2013	Sep 2013	Oct 2013	Nov 2013	Dec 2013	Jan 2014
Approval of final RAP report							
Sign-off on individual compensation packages and compensation amounts (Allow time for resolving appeals with regard to compensation amounts). Note: Actual compensation payments will take place closer to resettlement date	Aureus; Digby Wells; RC						
Finalise land acquisition of resettlement site. Obtain approval from government and deed holders (if applicable) and sign-off on land acquisition agreements	Mr Debar Mr Sartuh						
Obtain government approval of town layout, house design and building standards	Mr Debar Mr Sartuh						
Finalise construction scope of work and contractor agreements for replacement houses and community facilities	Mr R Cass						
Establish RAP implementation structures and mechanisms (such as RSC, RC, Grievance Procedure, Monitoring Programme)	Mr Sartuh Mr Sonii						
Undertake training and capacity building for RAP implementation structures and provide necessary resources and facilities	Mr Sartuh Mr Sonii						
Introduce RAP implementation structures to affected communities	Mr Sartuh Mr Sonii						
Establish and develop CDP Cooperative	Independent Consultant						
Prepare construction facilities and equipment	Mr R Cass						
Undertake resettlement site clearing and preparation	Mr R Cass						
Facilitate individual rights transfer and certificates for new houses							
Issue Notice to Vacate to affected property owners (allow for resolving of appeals) Provide opportunities for affected parties to harvest standing crops	Mr Sartuh Mr Sonii						
Construct community facilities and replacement houses at resettlement site	Mr R Cass						

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Undertake needs assessment for resettlement households and develop training and capacity building programmes (establish beneficiary selection criteria)	Independent Consultant						
Provide training in financial management for affected property owners	Independent Consultant						
Undertake compensation payments for economic trees and crops, and transitional allowances (where applicable)	Mr Sartuh Mr Sonii + RC						
Relocate affected parties to replacement site. Provide transport and physical support) (Allow time for self-resettlement and salvage of material and equipment)	Mr R Cass						
Finalise sign-off on property transfer documentation (allow for at least one month retention period)	Mr R Cass						
Clear and prepare agricultural land for implementation of community development projects	Mr R Cass						
Initiate community development and livelihood restoration projects	Mr Sartuh Mr Sonii						
Start internal monitoring of resettlement implementation and livelihood restoration programmes	Mr Sartuh Mr Sonii						
On-going consultation with affected and host communities	Mr Sartuh Mr Sonii						

15 COSTING AND BUDGET

Table 32 provides a preliminary costing for RAP implementation. Costs are based on the eligibility considerations and entitlement measures outlined in the RAP report. The RAP implementation cost is US\$3 907 569m (excluding grave relocation). An estimated additional cost of US\$200 000 will be required for the relocation of approximately 100 affected graves. This cost will be finalised once the actual relocation commences.

The NLGM CDP has initially been budgeted at US\$ 1 090 000. However, the cost associated with CDP implementation is not included in the abovementioned amounts as the CDP has since been revised. The report will be updated when the final costs have been determined.

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Table 32: RAP Implementation Cost

No.	Item	Description	No. of units	Unit price (US\$)	Total cost
1	Land acquisition				
	Legal/administration fees & transfer cost	Preliminary estimate only			15000
	Acquisition cost: resettlement site	40 hectare @ US\$1000 per hectare	40	1000	40000
2	Resettlement site development				
	Preparation/clearing/development	US\$2500 per hectare	40	2500	100000
3	Compensation for affected properties				
	Construction: Private dwelling structures	Construction of 325 private properties. Replacement houses will consist of 2-room units	325	7500	2437500
	Construction: Community infrastructure	Replacement of town hall, school, church, mosque, cemeteries and hand pumps, and new infrastructure (market facility, borehole/hand pumps, toilets, office, sports field, refuge sites)			375000
	Compensation for construction material	New houses will include a kitchen facility, and as a rule kitchens will not be replaced. However, six kitchens represent substantial structures and owners will be cash compensated for construction material	6	50	300
	Construction supervision/management	Overhead cost			200000
	Transfer costs, registration; title deeds	New property owners will receive title deeds. 325 owners @ US\$10	325	10	3250
4	Relocation assistance				
	Transport costs/allowance to physically move households	325 households @ US\$30 per household	325	30	9750
5	Compensation for agricultural assets				
	Economic trees	Owners of economic trees lost will be cash compensated for these trees in accordance with government approved categories of trees and tree values/prices. Compensation is based on the maturity status of the tree in production - 100%; immature tree - 50%; tree out of production - 25%). Owners will have the opportunity to harvest trees prior to resettlement			109296
	Agricultural crops	Owners of perennial crops only will be cash compensated for these crops according to mutually agreed amount for type of perennial crop. Owners will have the opportunity to harvest crops prior to physical resettlement			1000
	Temporary shelters and/or fencing	Owners of temporary shelters (e.g. makeshift kitchens) and/or fences at the agricultural fields, will receive a nominal amount for construction material lost [Ten owners @ US\$20 per owner]	10	20	200
6	Grave compensation				
	Ritual costs	Cost of cultural ceremonies (wake fee/solatium) @ US\$20 per grave lost (to negotiated with RC and affected families)	80	20	1600
7	Protection of sacred site				
	Ritual costs	Cost of cultural ceremonies (wake fee/solatium) @ US\$50 per sacred site (to negotiated with RC and Darblo Clan)	2	50	100
	Fencing	Protection (fencing) of sacred site located along Marvoe Creek River diversion @ US\$ 100	1	100	100
8	Transitional allowance				

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	Businesses	Compensation for income/productive capacity lost and re-establishment of business. Estimated average @ US\$50 per business (once-off)	25	50	1250
9	Monitoring and evaluation				
	External monitoring	Consultancy fees: One external evaluation per annum for three years	3	5000	15000
	Completion audit	Consultancy fee (once-off)	1	20000	20000
10	Resettlement Committee				
	Training and support	In-house training and administrative support (US\$ 50 per month for 3 years)	36	50	1800
	Meeting attendance	Quarterly meetings for 3 years	12	20	240
11	RAP implementation				
	Capacity building	Internal training	1	1000	1000
12	Stakeholder engagement with government	Official meetings and site visits	5	100	500
	Sub-total				3 397 886
13	Contingency/Variance	Minimum of 15% of total cost			509 683
	Total costs				3 907 569

14	Grave relocation	Cost of exhumation and relocation of 100 graves @ US\$2000 per grave	100	2000	200 000
15	Community Development Plan				1 090 000

16 CONCLUSION

The NLGM RAP addresses the physical and economic resettlement of property owners and assets falling within the NLGM footprint and associated 500 meter blasting zone. The RAP defines the policies, procedures and actions, through which Aureus will mitigate, compensate and manage the resettlement impacts associated with the development of the NLGM.

All resettlement and compensation activities will comply with the applicable Liberian laws and IFC PS5 requirements. Implementation of the RAP will follow as soon as possible after final sign-off of the RAP but prior to the start of mine pit construction. Aureus will be fully responsible for the implementation and financing of the RAP.

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APPENDICES