

**Environmental and Social Impact Assessment
Yaoure Gold Project, Côte d'Ivoire
Framework Livelihood Restoration Plan**



Submitted to

Perseus Yaoure SARL

Submitted By

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Report Issue Form

Client Name	PerseusPerseus Yaoure SARL		
Project Name	Yaoure Gold Project, Côte d'Ivoire		
Report Title	Yaoure Gold Project, Framework Livelihood Restoration Plan		
Document Status	Update	Issue No.	2
Issue Date	8 February 2018		
Document Reference	7879140169	Report Number: A169-15-R	
Author	See list of authors	<small>Signature & Date</small>	
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Revision Record

Version Revision	Date	Author(s)	Remarks
0	May 21, 2015	Andrea Amici, rePlan Graeme Burt, rePlan	This document prepared by rePlan Inc. under contract to Amec Foster Wheeler
2	8 February 2018		Reviewed and updated by Chantelle De La Haye

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1 INTRODUCTION

Perseus Yaoure SARL (Perseus) is currently developing the Yaoure Project in central Cote D'Ivoire. It has completed a Definitive Feasibility Study and is currently updating the government-approved Environmental and Social Impact Assessment (ESIA).

Development and operation of the Project will disturb a footprint of 540.5 ha of land within the Exploration Concession. **Error! Reference source not found.** illustrates the location of project infrastructure and associated land acquisition impacts.

Previously, Perseus had secured some 385 ha of land under year-to-year lease agreements with the relevant customary landholders. The first round of agreements was concluded in March 2014, involved some 23 customary landholders, and covered some 222 ha of land in the vicinity of the proposed open pits. The second round of agreements was concluded in April 2015, involved some 30 customary landholders, and covered some additional 162 ha of land, extending the lease towards south-east and west of the pit. Since then, Perseus has commenced the process of assessing crops, land and structures for payment of final compensation.

In the previous year-to-year agreements and following payment of final compensation, Perseus asks landholders - in exchange for the cash compensation - to commit to do the following:

- Give up plans to cultivate new perennial crops in the acquisition area;
- Stop all artisanal mining activities;
- Ban constructions of permanent structures; and
- Prevent access to those who have no rights whatsoever on the land plots.

Acquisition of this land will result in a number of displacement impacts, notwithstanding the Perseus's efforts to avoid and minimize such impacts (described in the impacts and mitigation section of the ESIA). These efforts include:

- Designing project infrastructure keeping in mind socio-economic constraints (e.g., vicinity and density of settlements and land use activities);
- Avoiding residences and communities;
- Minimizing impacts on agricultural lands; and,
- Engaging with stakeholders in a meaningful consultation process.

Perseus is committed to complying with both international standards and national requirements in its forthcoming land acquisition process. Specifically, it is committed to managing the resulting displacement impacts carefully through consideration of a comprehensive and formal livelihood restoration process that meets IFC Performance Standards (PS) and relevant Ivorian legislation and regulation.

This document – the Framework Livelihood Restoration Plan – represents Perseus's preliminary approach in this regard. It comprises the following:

- High level framing of the entire land acquisition and livelihood restoration process from beginning to end; and,
- A “Plan for a Plan” outlining the likely scope of displacement, required surveys, future stakeholder engagement, proposed eligibility & entitlement policies, high-level supportive programs, and a detailed work programme and schedule for remaining steps in the process.

This remainder of this document comprises the following sections:

1. Legal and institutional framework;
2. Existing situation;
3. Impacts of land acquisition;
4. Approach and principles;
5. Stakeholder engagement;
6. Eligibility and entitlements;
7. Potential Livelihood programs;
8. Vulnerables program;
9. Grievance management;
10. Monitoring and evaluation; and,
11. Next steps.

2 LEGAL AND INSTITUTIONAL FRAMEWORK

This section presents the legal and institutional framework that has informed the development of this document and that will guide the land acquisition and livelihood restoration process.

2.1 IFC Performance Standards on Social and Environmental Sustainability

As noted above, Perseus is committed to meeting the IFC Performance Standards (PS). The PS are a widely accepted framework for managing the social and environmental impacts and risks associated with private sector development projects in emerging markets. The PS most relevant to this Strategy are described briefly below.

2.1.1 PS 1: Social and Environmental Assessment and Management System

PS 1 describes how environmental and social issues are to be managed in project development and serves as the core around which the other standards are framed. Among other things, this standard requires that nearby communities be appropriately engaged on issues that could potentially affect them. Key requirements to this end include:

- Conducting an informed consultation and participation process with affected communities;
- Working in an inclusive and culturally appropriate manner;
- Addressing the needs of disadvantaged or vulnerable groups; and
- Making available an effective grievance management system.

2.1.2 PS 5: Land Acquisition and Involuntary Resettlement

PS 5 describes how to manage physical and economic displacement through resettlement and livelihood restoration processes. Objectives are to:

- Avoid or at least minimize involuntary displacement wherever feasible;
- Avoid forced evictions;
- Mitigate impacts from land acquisition, by providing compensation for loss of assets at full replacement cost and ensuring that livelihood restoration and resettlement activities are implemented with appropriate stakeholder engagement;
- Improve or at least restore the livelihoods and standards of living of those displaced; and
- Improve living conditions among those physically displaced through the provision of adequate housing with security of tenure at resettlement sites.

Among other requirements, PS 5 directs project proponents to:

- Prepare a framework plan where the exact nature or magnitude of land acquisition and displacement impacts are unknown or uncertain due to the stage of project development;
- “[A]void expropriation and eliminate the need to use governmental authority... through the use of negotiated settlements... even if [proponents] have the legal means to acquire land without the seller’s consent”; and,
- Bridge the gap between IFC requirements and national requirements to ensure that IFC requirements are met.

2.2 Legislative Framework of Cote D'Ivoire

The applicable framework of national legislation to the Project is reported in the Legal and Regulatory Framework section of the ESIA. Table 2-1 highlights the excerpts of national legislation that are particularly relevant in planning and implementing a livelihood restoration process.

2.3 Bridging the Gap between International and National Standards

When Ivorian regulations differ international standards, Perseus will aim to achieve whichever requirement is more stringent.

Perseus has identified the major points of divergence between Ivorian and international requirements, as well as a number of specific proposals for bridging the gap between the two (see Table 2-1).

Table 2-1 – Bridging gaps between international and national standards

TOPIC	IVORIAN REQUIREMENTS	INTERNATIONAL STANDARDS	PERSEUS PROPOSAL
Land Acquisition, Expropriation and Negotiation	Government expropriation of land requires demonstration of public necessity and payment of just compensation, which includes actual cost and earned	PS5 encourages the use of negotiated settlements to avoid expropriation and forced evictions. Expropriation is only to be used as a last resort, if	Perseus will work with the government to agree on a process that is based on good faith negotiations, and will

TOPIC	IVORIAN REQUIREMENTS	INTERNATIONAL STANDARDS	PERSEUS PROPOSAL
	<p>value (Constitution, law n. 2000-513 of 1 august 2000, art. 15).</p> <p>The law on expropriation also requires the government to seek an amicable settlement with affected parties on compensation, before resorting to a judicial ruling (Decree on Expropriation for Public Utility Cause, 26 November 1930, art.7-11).</p>	<p>good faith negotiations fail and those affected reject compensation that meets the requirements of PS5.</p>	<p>only resort to expropriation if there is no other option.</p>
Scope of Displacement	<p>The Environment Code requires that the impact assessment process should include measures to avoid and reduce impacts, including displacement impacts, and should present project variations and alternatives.</p>	<p>PS5 requires proponents to avoid, and when avoidance is not possible, to minimize displacement by exploring alternative project designs.</p>	<p>Perseus has carefully studied technical alternatives and take steps during Project design to avoid physical displacement altogether and to minimize economic displacement. This work has been documented in the Environmental and Social Impact Assessment.</p>
Preparation of a Livelihood Restoration Plan	<p>Not included in national legislation.</p>	<p>PS5 requires proponents to prepare Livelihood Restoration Plan</p>	<p>Perseus will prepare a Livelihood Restoration Plan for the Project. It has included this document within the Environmental and Social Impact Assessment for the Project.</p>
Consultation	<p>Under Decree 26 November 1930, a declaration of public utility for expropriation is preceded by a study which is publicly announced and into which all stakeholders may contribute.</p> <p>The Environment Code (96-766, of 3 October 1996, art. 35) refers to public participation (including information, consultation and public audiences) and involvement in decision-making.</p>	<p>PS5 requires that livelihood restoration activities are implemented with appropriate disclosure of information to, and the informed consultation and participation of, those affected. Such processes must ensure that the perspectives and interests of women and other vulnerable groups are adequately considered.</p>	<p>Perseus will implement an engagement program to ensure the informed consultation and participation of those affected.</p> <p>Perseus will engage proactively with all those displaced, where feasible, to plan and implement livelihood restoration activities, using a variety of culturally appropriate engagement techniques.</p>

TOPIC	IVORIAN REQUIREMENTS	INTERNATIONAL STANDARDS	PERSEUS PROPOSAL
Livelihoods and Standards of Living	The Mining Code and Laws on National Domain and Expropriation focus on compensation for legally recognized assets, and does not specifically consider livelihoods or standards of living.	Project impacts on livelihoods and standards of living are the central focus of PS5. Compensation for loss of assets must be at full replacement cost. Proponents must provide other assistance to improve or at least restore livelihoods and standards of living.	In addition to compensation for lost assets, Perseus will prepare and implement a livelihood restoration program consistent with IFC standards. Perseus will aim to achieve the higher standard of improving the livelihoods and standards of living of those displaced.
Vulnerable groups	Not included in national legislation	PS5 requires paying particular attention to the impacts on vulnerable. Persons identified as vulnerable should be assisted to participate fully in – and benefit fully from – the livelihood restoration process. Extra care must be taken to ensure such groups are left better off, or at least no worse off.	Perseus will identify groups and individuals who may be more particularly affected by economic displacement.
Grievances	Under the law on expropriation, there are limited provisions for appeal of a ruling on compensation.	PS5 requires the establishment of an effective grievance mechanism, which seeks to resolve concerns promptly, using an understandable and transparent process that is culturally appropriate, readily accessible, at no cost to the party that originated the concern, and does not impede access to judicial or administrative remedies.	Perseus will implement and publicize an accessible grievance procedure consistent with international standards. Participants will have recourse to the judicial system at any time.
Cut-Off Date and Eligibility	Under Decree 26 November 1930 (Art. 8), the cut-off date is established on the date of the inventory report which describes all of the assets in place on the date of the inventory. Also, speculative improvements carried out after the expropriation process has been initiated are not eligible for compensation.	PS5 requires that a cut-off date only be declared following appropriate disclosure and consultation. PS5 considers people eligible for compensation if they have a legitimate interest in immovable assets located in the land take area that was established as of the cut-off date. Legitimate interest is not synonymous with ownership, but rather encompasses formal legal ownership and use rights, customary ownership and use rights that are recognizable	Perseus have sought agreement for a cut-off date through a Consultation Forum jointly constituted with those affected, and with the support of local government. Perseus will consider as eligible all those people with a demonstrated interest in affected assets, whether legally recognized or not.

TOPIC	IVORIAN REQUIREMENTS	INTERNATIONAL STANDARDS	PERSEUS PROPOSAL
		under national law; and unrecognisable rights or claims.	
Entitlements	<p>Government expropriation of land requires demonstration of public necessity and payment of just compensation, which includes actual cost and earned value (Constitution, law n. 2000-513 of 1 august 2000, art. 15).</p> <p>The Decree of 2013-224 of 22 March 2013 on expropriation of customary land rights (Art. 7-8) and the Decree 2014-397 of 25 June 2014 on the application of the mining code (art. 134) establish cash compensation rules and rates for land acquisition.</p>	<p>Compensation for loss of assets is provided at full replacement value.</p> <p>Recognised and recognisable ownership rights are compensated equally with full replacement value. Payment of in-kind compensation is generally preferred over in-cash compensation.</p> <p>Those without legally recognizable claims to land will be entitled to compensation at full replacement cost for lost crops and other improvements to land.</p>	<p>Perseus will compensate for all affected immoveable assets at full replacement cost.</p> <p>Perseus will propose in-kind compensation in any case where cash compensation carries a significant risk of loss of livelihoods or standard of living.</p>
Gender and Eligibility/ Entitlements	No specific mention of women in laws concerning allocation / reallocation of national domain lands or expropriation.	PS5 requires that women's perspectives are obtained and their interests factored into all aspects of resettlement planning and implementation.	Perseus will investigate and implement culturally appropriate means of integrating women's perspectives and interests into livelihood restoration planning. Perseus will also consult with affected persons to determine appropriate measures for ensuring men and women are equally considered for eligibility and entitlements.
Compensation of Communal resources	Communal land and infrastructure belongs to the State. Under Law 98-750 of 23 December 1998, it is established that non-claimed land belongs to the state (art. 6) and that collective rights of groups of people can also be recognized according to the customary practices (art. 10).	The provisions of PS5 apply to communities and individuals. Communities will be offered compensation for loss of communal assets / resources at full replacement costs and other assistance to help improve or restore standards of living or livelihoods.	Perseus will provide appropriate compensation for communal resources. Perseus will propose in-kind compensation for communal resources where feasible, for the benefit of the same people who are affected by the loss of the communal resource.
Timing of Compensation	Government expropriation of land requires demonstration of public necessity and payment of	The proponent will take possession of land and related	Perseus will occupy land only after individual compensation / livelihood restoration

TOPIC	IVORIAN REQUIREMENTS	INTERNATIONAL STANDARDS	PERSEUS PROPOSAL
	just compensation ahead of gaining access rights to the land (Constitution, law n. 2000-513 of 1 august 2000, art.15).	assets only after compensation has been made available.	agreements have been signed; and after implementing any activities which are required by those agreements to be implemented before occupying the land.
Monitoring and Evaluation	Not included in national legislation	Monitoring and evaluation must form a component of all livelihood restoration plans.	Perseus will implement a monitoring and evaluation program throughout the livelihood restoration process, with the participation of affected people.

3 EXISTING SITUATION

Existing socio-economic conditions in the Project area are described in detail in the Baseline Conditions section of the ESIA. The below is a brief summary.

Perseus's exploration permit in Côte d'Ivoire is located in the central regions of Côte d'Ivoire, near the town of Angovia. The landscape consists of plateaus with low hills. The natural vegetation consists largely of forests, bush and fallow land. The presence of water is assured by the Lake Kossou and the Bandama River. While the climate in this region is favourable for agriculture, good agricultural soils are relatively scarce. The most important economic activities in the region are mostly agriculture and mining, but also trade, fishing and collection of forest products. All of these activities are carried out mainly on a small scale.

The Project Exploration Concession overlaps with two regions (Marahoué and Bélier), three sub-prefectures (Kossou, Bouaflé and Begbessou) and several villages, as well as some smaller settlements considered as dependencies of those villages. The regional administrative centre of the most impacted region (i.e., Marahoué) is Bouaflé, which is located about 20 km southwest of Angovia. Marahoué has an estimated population of 214 646 and is growing rapidly due to the increase in exploration and mining activities (both artisanal and industrial) in recent years. Nevertheless, the Marahoué Region as a whole remains a relatively less developed part of Côte d'Ivoire. The high degree of reliance on traditional agriculture and artisanal mining reflects the fact that economic opportunities are as of yet not well diversified or formalized.

The plans currently being developed for the Project would directly affect only a portion of Perseus's Exploration Concession. Five villages in particular (i.e., Akakro, Allahou Bazi, Angovia, Kouakougnanou and N'Da Koffi Yobouekro) are likely to be the most affected, due to their proximity to the Project Footprint.

The principal ethnic group in the Project area is the Yaouré (of the Baoulé/Akan ethnic group). Economic opportunities connected to fishing and, more importantly, artisanal mining have contributed to an influx of outsiders into the Project area from the Economic Community of West African States (ECOWAS) countries (e.g., Burkina Faso, Mali, and Guinea Conakry) in recent years. Most of the population is animist, but Christian and Muslim communities are on the rise as a consequence of conversions and immigration. While there is some specialization of livelihood activities between ethnic groups, there is also increasing convergence of strategies, as many increasingly look to re-orient their working activity towards cash generation, and away from subsistence resource based livelihoods (e.g., artisanal mining, plantation cultivation, fishing, etc.).

Communities are organised around extended families. An extended family typically resides in a common compound (*concession*) and is represented by a family head (*chef de concession*), who is usually the eldest male. A compound will contain one or more households (*ménages*), which typically comprise a man (*chef de ménage*), one or more wives, and their children, who reside in a set of residential buildings and use a single kitchen. Resource pooling occurs at the household level, but sharing within members of the same family in the concession is also common.

Interest in and control over land is distributed over many levels, including individuals, families, villages, the central government and specific government agencies.

Landholders in the Project area use their land to build residential structures, grow crops and plantations, and take advantage of local ecosystem services, by collecting for example fuelwood, wild fruits and medicinal plants.

Residential plots account for 37% of total land parcels owned by resident households. The relative majority of parcels are used for agricultural purposes (36% annual crops, 9% plantations, 1% in preparation). Fallow land is mostly used as family reserve land (old fallow) or to implement a crop rotation system (young fallow).

Land plot sizes can vary considerably as a function of their position and use. From the socio-economic surveys, it is possible to estimate the following:

- An average plot of residential parcels is 0.09 hectares;
- An average agricultural plot is 2.4 hectares; and,
- An average fallow land plot is 5.1 hectares.

On average, it is estimated that each household of the Study Area has access to 2.9 land parcels (of which at least one is residential). Most households (75%) claim land rights on between 2 and 4 land parcels. In most cases, communities claim customary ownership of the land (90% of the parcels), but there are cases of land access based on other types of ownership or use rights, including: donation, property title, sharing, and rental contracts.

Artisanal mining activities are widespread in Côte d'Ivoire, including within Perseus's exploration block. From the socio-economic surveys, it is possible to report the following:

- Artisanal mining is the main and most stable cash-generating activity of the area;
- Some 18% of the respondents declared artisanal mining to be their first working activity and 27% their second; and,
- Artisanal mining is attracting both local people employed in other sectors (e.g. agriculture, fishing) and outsiders.

4 IMPACTS OF LAND ACQUISITION

As noted above, Perseus has endeavoured to avoid physical displacement altogether and to minimize economic displacement as much as possible through the Project design process.

Central to the concept of economic displacement are the immovable assets that are impacted, and the people and livelihoods that depend, either directly or indirectly, on those assets.

4.1 Potentially Affected Immoveable Assets

Perseus has not yet undertaken a definitive survey, meaning the census, socio-economic survey and immovable asset inventory that typically accompany the preparation of a Livelihood Restoration Plan. In the absence of this survey, it has identified the following classes of potentially affected immovable assets.

Rural Lands – Rural Lands comprise Agricultural Lands and Resource Lands.

Agricultural Lands are typically controlled by a family or an individual, whose rights are recognized by the community under traditional rules. These lands are occasionally subject to legally established ownership rights. Agricultural lands may consist of a mix of actively cropped fields, fallows of varying ages and areas of permanent crops such as fruit trees (i.e., plantations).

Resource Lands comprise a mix of forest, grassland and riverine areas, which are available for communal use. These uses typically include grazing animals, forest (timber and non-timber) product extraction, hunting, fishing and artisanal mining. These lands are commonly held and managed resources, and are often used by people from a number of different villages.

Artisanal Mining Lands – Artisanal mining may take place at a low level of intensity on both Agricultural and Resource lands, without excluding other activities. However, in some cases the intensity of artisanal mining may effectively preclude other land uses. There are also legal procedures available for individuals to obtain government-recognized rights to artisanal mining sites, but these procedures are rarely implemented.

Crops and Domesticated Trees – Crops are generally owned by the families or individuals who have planted them, except where a group of people has come together to produce crops in common. Crops can generally be categorized as annual (including rain-fed and irrigated) and permanent crops (largely consisting of tree crops). Annual crops are most often grown on land controlled by the same or related people as those owning the crop, but may be planted on land made available by others; or on communal land, for example in the case of a communal garden site.

Fruit trees may be planted on agricultural land or in some cases on communal land (for example, a communal garden/orchard site). Some useful tree species may grow wild, but then be appropriated by individuals who care for them and have the right to harvest their products. In this case, certain domesticated wild trees may be regarded as permanent crops in the same way as planted trees. Trees may be planted or domesticated for various uses, including food, timber, medicine, shade and others.

Access – Roads include formal roads, which have been built and are in principle maintained by government authorities, and informal roads, created by community members. In either case,

community members sometimes organize themselves to carry out essential road maintenance. Access also includes informal footpaths, again created by community members.

Cultural Heritage – Cultural Heritage includes cemeteries, historic sites and spiritual sites.

4.2 Likely Displacement Impacts

Displacement of the above assets will in turn impact the people, households and communities that depend on these assets in whole or in part for their livelihoods. Based on current information, Perseus estimates that it will displace:

1. Rural Lands held by individual families or nearby communities, as well as the crops and domesticated trees located thereon;
2. Artisanal Mining Sites, located on the above Agricultural and Resource Lands;
3. Some Access Roads (to be confirmed); and,
4. Some Cultural Heritage Sites (to be confirmed).

Perseus further anticipates that:

1. Some 300 households will have a legitimate interest in the above Agricultural Lands, whether as owner or user, and will be economically displaced;
2. These households will reside in one of the five adjacent communities of Akakro, Allahou Bazi, Angovia, Kouakougnanou, N'Da Koffi Yobouekro;
3. These five communities will also lose access to a portion of their Resource Lands and will be economically displaced; and,
4. An unknown number of people will participate in the operation of the Artisanal Mining Sites, either directly or in upstream and downstream economies, and will be economically displaced.

5 APPROACH AND PRINCIPLES

Perseus commits to fairly and transparently managing the economic displacement caused by the Project through a carefully planned and implemented Livelihood Restoration Program. The key objectives of this program include:

- Finalising the crop, land and structures compensation;
- Managing the displacement impacts generated by permanent land acquisition efficiently, effectively, transparently and all at once;
- Meeting national requirements, complying with international standards and best practices where possible, and corporate policies; and,
- Minimizing the risks posed by land acquisition to Project schedule, budget, and financing, as well as to Perseus reputation.

5.1 Principles

Perseus's approach has been and will continue to be guided by the following principles:

- Treat livelihood restoration as an opportunity for sustainable community development, through which the livelihoods and quality of life of those displaced are measurably improved;
- Appoint a Perseus person responsible for planning and implementing the livelihood restoration program, likely the Social Development (SOD) Manager, and liaise with Government counterparts (as required / appropriate) and independent experts;;
- Minimize the scope of displacement to the extent practical, in part by ensuring proactive collaboration between the responsible Perseus person and those charged with Project Design and Impact Assessment;
- Undertake a collaborative planning process characterised by informed consultation with and participation by those displaced to define the general terms and conditions that will guide the livelihood restoration process;
- Implement a comprehensive census and socio-economic survey of the people and households to be displaced and an inventory of all affected immovable assets;
- Recognise as eligible for compensation those with formal legal ownership and use rights, informal / customary ownership and use rights that are recognisable under Ivorian law, and no recognizable legal right or claim to the assets they employ as part of livelihood formation;
- Plan entitlements that compensate for the loss of assets at their full replacement value, either in-kind or in cash;
- Document the planning process and agreed terms and conditions in a comprehensive Livelihood Restoration Plan, which is publicly disclosed and finalized thereafter;
- Undertake individual, good-faith negotiations with those displaced on the basis of the final agreed terms and conditions documented in the Plan, and sign agreements between Perseus and each affected household and asset owner / user;
- Ensure access to an understandable, fair, transparent and effective grievance management system throughout the land acquisition process;
- Provide supportive programs to assist those displaced in restoring or improving their livelihoods and those vulnerable with extra help in navigating the process;
- Rely on the expropriation powers of the Government only as a last resort after making reasonable and good faith efforts to reach a negotiated settlement with those affected;

- Acquire the lands necessary for the development of a project in accordance with the Project's development schedule and budget; and,
- Continue to support and monitor those affected following their displacement to ensure realization of sustainable improvements in their livelihoods and quality of life.

5.2 Approach

Central to realization of Perseus's approach is the delegation of the SOD Manager as being responsible for the planning and implementation of the Livelihood Restoration Plan.

Perseus will create a Technical Support Team if required, to support the SOD Manager, undertake necessary research and analysis in support of their discussions, and prepare the Livelihood Restoration Plan. This team will be led by the SOD Manager, comprise a mix of licensed experts where required, government technicians (as appropriate / required), and Perseus staff, and have the following basic functions in the near term:

- Providing strategic direction, supporting the consultation process, and ensuring that all international standards and national requirements are met;
- Assisting with the management of the livelihood restoration planning process, including engagement and technical activities;
- Planning, delivering and documenting all engagement activities, including related agreements;
- Elaborating on supportive programs, as well as the monitoring and evaluation program;
- Implementing pilot programs to demonstrate the effectiveness of proposed entitlements and programs, and to make any necessary refinements;
- Planning and implementing a stakeholder engagement program that complements the livelihood restoration activities;
- Managing the grievance management system; and,
- Preparing, disclosing and finalizing the Livelihood Restoration Plan.

5.3 Basic Phases

Following preparation of this document, the basic phases in the livelihood restoration process moving forward will be as follows:

5.3.1 Phase 1 – Preparation of the Livelihood Restoration Plan

The SOD Manager will prepare a comprehensive plan, building on the preliminary directions provided in this document. To do so, he/she will lead a technical planning and engagement process, where required, that encompasses the various tasks listed in the section above. The draft plan will be presented to key community members for review and comment, and then the final draft will be publicly disclosed for a period of 60 days.

5.3.2 Phase 2 – Implementation of the Livelihood Restoration Plan

Following the disclosure period, the SOD Manager will implement the final plan. This will involve the following:

1. Detailed planning and design of proposed entitlements and supportive programs;

2. Ensuring compensation has been paid as per the terms and conditions stated in individual agreements,
3. Development of a Resettlement Action Plan, capturing the compensation program's consultation, agreed outcomes, grievances, meetings etc;
4. Initiation of related supportive programs; and,

5.3.3 Phase 3 – Monitoring and Evaluation

The SOD Manager will continue to implement agreed supportive programs, as well as the monitoring and evaluation program. These programs will continue until the livelihoods of those affected have been sustainably re-established with an improved quality of life.

A more detailed work plan and schedule for the above is provided in Section **Error! Reference source not found.** below.

6 STAKEHOLDER ENGAGEMENT

Within the guidelines and principles outlined in the ESIA Stakeholder Engagement Plan, and building on the below, the SOD Manager will develop a detailed engagement program 3.

6.1 Stakeholders

Stakeholders are individuals, groups and organizations with a legitimate interest in the livelihood restoration program, including – in particular – affected peoples, households, and communities, relevant traditional and political authorities, and responsible government agencies.

For the purposes of this document, the most important stakeholders are those persons and households directly impacted by the Project, namely:

- Persons, households and communities with productive assets, usage rights or livelihood capacities in the Project Footprint (i.e., those economically displaced by the Project); and,
- Persons and households living within the communities adjacent to the Project area.

Other stakeholders identified by Perseus are identified in Table 6-1.

Table 6-1 - Stakeholders for the Livelihood Restoration Program

STAKEHOLDERS	STAKEHOLDERS
Project proponent	Key national government stakeholders:
Perseus Yaoure SARL	1. Ministry of Mine and Industry
	2. Ministry of Environment (includes ANDE, CIAPOL)
Displaced people / households	3. Ministry of Agriculture (Includes ANADER)
Economically displaced people / households	4. Ministry of Construction, Housing, Sanitation and Urban Development
	5. Ministry of Water and Forest
Villages adjacent to the Project Development Area, which may experience displacement impacts	6. Ministry of Animal and Fishing Resources
1. Akakro	7. Ministry of Health
2. Allahou Bazi	8. Ministry of Education
3. Angovia	9. Ministry of Infrastructure
4. Kouakougnanou	
5. N'da Koffi Yobouekro	Key regional and sub-regional stakeholders:
	1. Prefecture of Boualfé
Typical village leadership and organisations, which may play a role in the livelihood restoration programs (e.g., the negotiations process):	2. Prefecture of Yamoussoukro
1. Chiefs	3. Sub-Prefecture of Bouaflé

2. Conseil de notables (community leaders)	4. Sub-Prefecture of Kossou
3. Patriarches (i.e., elders)	
4. Immigrants (i.e., village newcomers)	Other Organisations:
5. Group/Cooperatives of fishermen	1. Formal and informal financial and credit organisations
6. Group/Cooperatives of farmers	2. NGOs and CSOs
7. Socio-Economic Development Associations	3. Bilateral and Multilateral Development Agencies
8. Women and Youth Organizations	4. National media
9. Government employees	
10. Religious authorities	

6.2 Engagement Activities

Perseus's approach to stakeholder engagement will draw on a number of engagement activities, as part of its open, consultative approach to livelihood restoration planning. These are described briefly below.

6.2.1 Meetings of the Community Consultative Committee

The Community Consultative Committee (CCC) acts as a permanent consultative body to ensure successful communication between Perseus and the communities, and potentially also review the progress of implementation of ESIA management plans. Its main tasks include:

- Consulting with Perseus, including bringing issues to the attention of Perseus and disseminating Company information to the communities;
- Providing guidance and advice on engaging stakeholders;
- Monitoring and evaluating Project performances in terms of socio-economic and environmental sustainability;
- and,
- An option to assist with the dispute settlement mechanism between Perseus and community members.

The CCC will meet on a regular basis and the Livelihood Restoration Plan will be discussed during meetings when required.

6.2.2 Focus Groups

Focus groups with particular stakeholders may be employed to obtain additional information related to impacts and mitigation measures. In addition, focus groups may be required to confirm decisions made by the village representatives and to ensure that their decisions reflect the will of those affected as a whole.

6.2.3 Statutory Public Participation (ESIA)

According to the Environment Code, the ESIA process, which is understood to include the preparation of a preliminary FLRP, requires public participation in the form of information, consultation, and formal public hearings.

6.2.4 Additional Meetings as Required

Perseus will hold additional meetings with specific stakeholders throughout the livelihood restoration planning process, as appropriate.

7 LIVELIHOOD PROGRAMS

7.1 Key Terminology

It is important to distinguish between livelihood restoration, livelihood improvement and community development programs.

Livelihood restoration refers specifically to measures required to mitigate any negative impacts the Project may have on people's economic assets or activities. The key guiding principle for livelihood restoration is one of the objectives of IFC PS 5: "To improve, or restore, the livelihoods and standards of living of displaced persons." These mitigation measures are not optional, and the cost of these mitigation measures is part of the capital cost of a given project. Livelihood restoration programming will therefore form an integral part of the Livelihood Restoration Plan.

Livelihood improvement refers to programs or measures designed specifically to improve the assets, levels of economic productivity, and/or standards of living to above pre-project levels. Livelihood improvements in the context of this document are targeted to displaced people, and are required to conform to the spirit and intent of PS 5, as noted above.

Community development refers to a more open-ended program of interventions that contribute to both economic and social development of the communities that are considered stakeholders. The area of intervention may extend beyond the people who experience physical or economic displacement. The specific objectives and modes of implementation may vary, and are subject to negotiation with stakeholders, including communities and government. Thus community development goes beyond livelihood restoration and improvement in time, space, targets and range of objectives.

Perseus recognizes that community development programs may also contribute to improving quality of life in Project Affected Communities. However, due to the differences in time, space, beneficiaries and range of objectives, community development programs will be dealt with separately from the land acquisition and livelihood restoration process.

Perseus has adopted a policy of supporting limited community development initiatives during the exploration phase. These community development initiatives are not considered as impact mitigation, but as a contribution to development by a good corporate citizen collaborating with host communities.

As noted in the ESIA Social Management Plan, Perseus will develop a Community Development Plan, in consultation with nearby communities and Government and in keeping with Ivorian regulation. This program will be clearly distinguished from – and carefully coordinated with – the livelihood restoration process.

7.2 Livelihood Restoration

The SOD Manager will capture the Livelihood Restoration Program in a Resettlement Action Plan.

7.2.1 Guiding Principles

Guiding principles include the following:

1. Identify Livelihood Impacts Systematically – Livelihood impacts will be determined systematically through on-the-ground studies, including detailed surveys and consultations with those affected. To the extent possible, such impacts will be quantified and the affected people identified individually.
2. Recognize Advantage of Location as an Asset – Replacement land should have advantages of location at least equivalent to the old site. If this is not possible, any loss of advantage of location will be considered as an additional impact requiring mitigation.
3. Plan Mitigation Measures with Affected People – The planning of livelihoods mitigation is not a purely technical exercise, but requires a high level of interaction with the affected people, in order to develop the most feasible and desirable mitigation measures. The agreed mitigation measures, being a form of compensation, will be incorporated into the individual agreements.
4. Livelihood Restoration is Individual – The goal is that no person will suffer a livelihood loss due to the Project. Thus, mitigation measures will be planned to take account of each individual situation, and not aggregate measures of economic benefits. Individuals within an affected household, for example women and men, will be given consideration in determining livelihood entitlements, to the extent they are affected.
5. Plan to Over-Compensate – To the extent that the quantitative impacts may not be fully known, and the effectiveness of mitigation measures is not guaranteed, the prudent approach is to plan for a margin of safety in compensation measures. This will help to ensure that the minimum requirement of no negative impact on livelihoods will be met.
6. Give Preference to Replacement of Existing Livelihood Activities – Subject to consultations with the affected people, livelihood mitigation measures will be planned according to the following hierarchy of preference:
 - a. *Category 1 -- Restoration of Existing Livelihoods.* Generally, the lowest-risk option will be to re-establish the existing livelihoods of the affected people, so that they can continue doing what they know best and what is known to work in the local situation. While the opportunity may be taken to introduce proven enhancements to the existing livelihoods (for example, replacement of fruit trees with locally tested, superior varieties), the emphasis should be on replacing the livelihood assets with new assets of at least equal quality. In this case there is little risk of failure due to technical, economic or social factors. Even if for any reason the affected people choose not to continue their previous activities, it can still be shown that they were provided with all the means to do so.
 - b. *Category 2 -- Intensification of Existing Livelihoods.* For land-based livelihoods, in the event that there is insufficient available replacement land of at least equal quality, in many cases a viable option is to bring about a permanent, sustainable intensification of land use, so that a smaller area of land can be made to produce as much or more than the original land base, without requiring additional labour or other costs on an on-going basis. Sustainable intensification of non-land based livelihoods may also be possible. Since any technical intervention is not guaranteed of success in a particular situation, care will be taken to identify interventions for which there are successful precedents under very similar conditions, and having the fewest identifiable risk

factors. Consultation, along with experimentation through pilot programmes, will improve the chances of success.

- c. *Category 3 -- Introduction of Alternative Livelihoods.* In terms of livelihood replacement, the substitution of a new type of livelihood (e.g., a micro-enterprise) for an existing one (e.g., farming) should only be considered when there is no feasible way of restoring the existing means of livelihood. Objectively, developing new livelihoods carries much more risk of failure than restoring existing livelihoods, or intensifying existing livelihoods. For existing livelihoods, usually the factors needed to maintain those livelihoods can be identified with some confidence. However, for new livelihoods, even with the best planning, it may not be possible to ensure that all the technical, economic, human and intangible factors are in place for the new activities to be successful and self-sustaining. If the introduction of a new livelihood activity is only partially successful, then the goal of restoring livelihoods of all affected people may not be met. In many cases, the promotion of alternative livelihoods may be more appropriate under community development programs, which are not intended to mitigate specific economic losses for specific individuals.
7. Implement Pilot Activities Where Possible – Livelihoods, as assessed at any given point in time, represent intricate systems, honed over long periods of time – often generations. They evolve and adapt to particular environmental, socio-economic, cultural circumstances. Displacement of livelihoods may have complex, unpredictable, often immeasurable effects. As such, even lower-risk livelihood interventions are not guaranteed to succeed. Whenever time permits, interventions that are new to the area will be tested through pilot or demonstration activities. This will enable any potential issues (technical or human) to be identified before full-scale implementation. Demonstrations can also help the affected people to make more informed choices of alternative activities.
 8. Maintain Intervention until Success is Demonstrated – Some livelihood restoration measures will take years to become fully effective, depending on the challenges encountered. Livelihood interventions will be maintained for as long as necessary to demonstrate that the goal has been fully achieved.

7.3 Livelihood Improvement

The SOD Manager will make specific plans and allocations for Livelihood Improvement. These measures should result in achieving a visible improvement in the economic welfare of the displaced people. They may also contribute to other objectives of Perseus and/or its stakeholders.

The range of possible interventions is wider for livelihood improvement as compared to livelihood restoration, because the interventions need not be linked to a specific impact or an existing economic activity. However, potential interventions still need to be evaluated objectively to identify those with the highest impact and best chance of success. As in the case of livelihood restoration, the decision process will be an interactive one, involving pilot programs and negotiations. Since there is no minimum standard or legal requirement for livelihood improvement, the selected interventions may or may not become part of formal agreements with the affected people. In any case, a distinct livelihood improvement component will be included in the Livelihood Restoration Plan.

Any of the livelihood restoration measure examples listed in **Error! Reference source not found.** may be extended in scope to go beyond restoration and achieve a net improvement in livelihoods. Other potential livelihood improvement measures, not directly related to impacts, are listed in Table 7-1.

Table 7-1 –Livelihood Improvement Measures Examples

PROGRAM TITLE	EXPECTED RESULTS	ACTIVITIES
Intensification and modernization of rain-fed agriculture	Within 5 years, the community villages will produce most of their staple food needs, and produce a surplus for sale, in an efficient manner that allows most of the adult population to engage in other economic activities.	<p>1./ Continue the demonstration and participatory development of improved rain-fed crop production using appropriate inputs and methods, as initiated under the Agriculture Pilot Program.</p> <p>2./ With the affected people, determine the most appropriate organizational structures that allow all interested women and men to share in the benefits of improved agricultural methods.</p> <p>3./ Introduce an appropriate level of mechanization to address the most severe labour inefficiencies, while providing training and other measures to ensure sustainability.</p>
Development of tree crops	Within 8 years, two or more tree crops are developed to the point that technical feasibility and profitability are demonstrated, and people continue to extend the areas planted without external subsidies.	<p>1./ Set up a permanent tree crop multiplication, demonstration and training centre at a visible location, in collaboration with the local partners; to include a profit-making aspect for sustainability.</p> <p>2./ Set up demonstration plantations of promising species with the participation of interested individuals and groups.</p> <p>3./ Establish links with technically specialized organizations in Côte d'Ivoire and beyond to identify the best tree crop varieties and production methods.</p> <p>4./ Identify marketing opportunities, constraints and strategies to enable successful marketing of tree products.</p> <p>5./ Provide training according to needs and interests in all phases of tree crop production and marketing.</p>
Development of forest-related value chains	Within 5 years, at least two sustainable, forest-related value chain constitutes a growth sector in the local economy.	<p>1./ With the affected people and other technical specialists, identify the most attractive opportunities for increasing income from the sustainable use of forest products, as well as the constraints.</p> <p>2./ Develop pilot activities aimed at testing approaches to overcome the critical constraints for two forest-related value chains.</p> <p>3./ Provide demonstrations, training and other initial inputs to encourage the growth of a successful and sustainable forest-based value chain.</p>

8 VULNERABLES PROGRAM

Vulnerable people can be defined as people who by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage, or social status may be less able to participate fully in the planning process, and/or may be more adversely affected by land acquisition and related displacement impacts.

There is an important distinction to be made between pre-existing vulnerability and Project-induced vulnerability. It is the responsibility of Perseus to completely avoid or eliminate any instances of Project-induced vulnerability. With respect to pre-existing vulnerability, Perseus's goal is to at least have no negative impact on these vulnerable persons, which can best be done by demonstrating a positive impact.

With the above in mind, the SOD Manager will investigate a programme of assistance to vulnerable people. This program will confirm community concepts of vulnerability, identify vulnerable and potentially vulnerable people and households, establish a monitoring system, and define and implement specific assistance measures where feasible.

The overall objective of the program will be to avoid the occurrence of Project-induced vulnerability, and if it occurs or is likely to occur to fully mitigate any impacts through appropriate measures. This will be accomplished through two principal strategies: preventive measures and follow-up measures.

Preventive measures form a part of almost every aspect of the livelihood restoration program. All program components will be implemented in a way that avoids a wide range of possible causes of Project-induced vulnerability. In the Project area, most of the people are poor subsistence farmers, such that a majority of the affected people exhibit some characteristics of vulnerable persons. Given the relative precariousness of their livelihoods, program components will be designed with a view to avoiding any additional strain or risk to their situation.

Follow-up measures involve identifying and monitoring specific individuals and households who, because of their particular circumstances, may be at risk of being made vulnerable or more vulnerable due to the Project. Perseus will prepare a formal register of such people and monitor their status regularly. Where necessary, assistance will be provided to address specific impacts, including:

- Measures to ensure full participation in consultation and negotiation processes;
- Maintenance or strengthening of informal social/support networks; and,
- Provision of specific entitlements and targeted assistance to ensure sustainable re-establishment.

Perseus will continue implementation of the assistance program until such people and households have been successfully re-established.

9 GRIEVANCE MANAGEMENT

A Grievance Management System receives and addresses concerns raised by stakeholders in a transparent, constructive, timely, confidential (if desired), culturally appropriate and accessible manner. The SOD Manager will define a Grievance Management System for immediate implementation. This system will likely comprise the following four basic mechanisms.

The First Order Mechanism should comprise an informal resolution process, in which a stakeholder brings forward his/her concern for discussion with his/her representatives at the CCC or with members of the SOD team, such as the Grievance Management Officer. Perseus expects that the vast majority of questions and concerns will be heard and resolved within these informal interactions.

If however this informal process does not resolve the issue satisfactorily, complainants should be encouraged to make use of any of the other mechanisms presented below.

The Second Order Mechanism should comprise the formal management of substantive, difficult and/or written comments and concerns by the Grievance Management Officer. This mechanism should consist of a formal Registration, Reporting, Validation, Investigation and Resolution process. Again, Perseus anticipates that most substantive grievances will be successfully resolved by this mechanism.

If however the Grievance Management Officer, working in collaboration with other team members cannot resolve the matter, or when more complex issues require higher-level decision making, grievances should be forwarded on to the Third Order Mechanism.

The Third Order Mechanism should involve the presentation of grievances to a multi-stakeholder forum, namely the CCC, for discussion and resolution. Perseus hopes that such forums will serve as an important and trusted arbiter in complicated grievances. Deliberation and any decision taken by the CCC should be reflected in the minutes, and a written response provided to the complainant thereafter.

The Fourth Order Mechanism involves the formal judicial system. Perseus recognizes that it is unlikely to be able to satisfactorily address all grievances with the amicable mechanisms outlined above, and that all parties have the right under national law to take their grievances into the judicial system at any time. Perseus will inform those who prefer litigation of their rights, entitlements and the existence of any legal aid.

The SODEam, and specifically the Grievance Management Officer, will assume overall responsibility for administration of the Grievance Management System, including tracking individual petitions through to their resolution and compiling relevant summaries of grievance-related information on a regular basis for public disclosure.

Depending on the scope of displacement and the volume of grievances anticipated, the Grievance Management Officer may be a full-time or part-time resource.

10 MONITORING AND EVALUATION

A Monitoring and Evaluation Program enables constant improvement of the livelihood development process and helps to ensure that those affected are left better off. The SOD Manager will elaborate this program at the commencement of construction and implementation thereafter until all those affected have been sustainably re-established.

10.1 Monitoring

Monitoring provides timely and concise information indicating whether the livelihood development process is on track to achieve its goals and objectives, whether any unforeseen impacts or risks have emerged, and whether national and international guidelines are being met.

The monitoring program should:

- Be designed and implemented by the SOD Manager in collaboration with the CCC and other stakeholders;
- Be overseen by the CCC in keeping with the spirit of transparency, participatory planning, and good faith negotiations;
- Track a number of key performance indicators over time, which will be linked to specific program objectives, and where possible to the baseline information collected as part of the ESIA process; and,
- Involve regular survey of SOD team activities and those affected.

10.2 Evaluation

The evaluation program provides focused, transparent assessment of the overall success of the livelihood development process at regular intervals. The program should:

- Evaluate monitoring results and actions taken as a result;
- Determine compliance with the LRP, national requirements, and international standards and best practices;
- Assess emergent, mid- and long-term development indicators, including the key performance indicators defined as part of the monitoring program;
- Identify any unforeseen, or inadequately addressed risks or problems; and,
- Recommend actions to correct identified problems and/or enhance the achievement of livelihood restoration goals and objectives.

The program should comprise occasional assessment by independent experts at key milestones. Results of the evaluation program should be reported to the CCC and made public.