

GOVERNMENT OF SIERRA LEONE –
MINISTRY OF FINANCE

**ESIA AND ASSOCIATED
ESMP WITH RP FOR THE
PROPOSED UPGRADE OF
MAKENI & KENEMA
CENTRAL MARKETS**

**RESETTLEMENT PLAN (RP)
REPORT FOR KENEMA
CENTRAL MARKET
UPGRADE**

13 February 2025



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LIST OF ACRONYMS AND ABBREVIATIONS

AOI	Area of Influence
CBO	Community-Based Organization
ELARD	Earth Link and Advanced Resources Development
EPA	Environmental Protection Agency
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
ESSs	Environmental and Social Standards
FDD	Fiscal Decentralization Division
FGD	Focus Group Discussion
FS	Feasibility Study
FSU	Family Support Unit
GBV	Gender-based Violence
GUP	Grievance Uptake Points
GRC	Grievance Redress Committee
GRM	Grievance Redress Mechanism
GPS	Global Positioning System
KCC	Kenema City Council
MDA	Ministries, Agencies and Departments
M&E	Monitoring and Evaluation
MLHCP	Ministry of Land, Housing and Country Planning
MTNDP	Medium-Term National Development Plan
MoF	Ministry of Finance
MoPED	Ministry of Planning and Economic Development
MWPA	Ministry of Works and Public Assets
NDIR	National Development-Induced Resettlement
NDMA	National Disaster Management Agency
NDP	National Development Plan
NLE	New Leones
NSPS	National Social Protection Strategy
PAPs	Project - Affected Persons
PRSP	Poverty Reduction Strategy Paper

PMU	Project Management Unit
PSC	Project Steering Committee
SGBV	Sexual and Gender-Based Violence
TOR	Terms of Reference
USD	United States Dollars
RP	Resettlement Plan
RUSLP	Resilient Urban Sierra Leone Project
RPF	Resettlement Policy Framework
SDGs	Sustainable Development Goals
WB	World Bank
WBG	World Bank Group

GLOSSARY

The purpose of this Section is to provide a description of the key terms used in the RP. The descriptions are taken from the policy and reference framework applied to the RP described in Section 5.

Term	Definitions and Comments
Adequate housing	Defined by the following criteria: security of tenure; availability of services, materials, and infrastructure; affordability; accessibility; habitability; location; and cultural adequacy.
Area of influence	The area likely to be affected by the project activities and facilities.
Compensation	Payment in cash or in-kind for loss of an immovable asset or loss of access to resources and livelihoods, that is acquired or affected by the project.
Project affected persons (PAPs)	A person experiencing either physical or economic displacement.
Economic displacement	Economic displacement refers to the loss of land, assets or access to assets, leading to loss of income sources or other means of livelihood.
Gender-based violence	Any form of violence, including physical and verbal abuse, related to social and cultural expectations of gender roles and relationships, often for the purpose of sustaining power.
Helper (to Market Trader)	A person who is a relative (child, brother, sister, nephew, etc.) or ward (a child or young person under the care and control of a guardian appointed by their parent) that is not paid by the Trader, or an employee of the Trader, but is employed by the Trader to conduct domestic and other general duties, and does not rely directly on the business for their source of income.
Household	One person or a group of persons who share a dwelling unit, and for a group, share at least one meal a day.
Land acquisition	Land acquisition refers to all methods of obtaining land for project purposes, which may include outright purchase, expropriation of property and acquisition of access rights, such as easements or rights of way. Land acquisition may also include: (a) acquisition of unoccupied or unutilized land whether or not the landholder relies upon such land for income or livelihood purposes; (b) repossession of public land that is used or occupied by individuals or households; and (c) project impacts that result in land being submerged or otherwise rendered unusable or inaccessible. "Land" includes anything growing on or permanently affixed to land, such as crops, buildings and other improvements, and appurtenant water bodies.
Large-sized business	A business which is operated by more than 10 people.
Livelihood	Livelihood refers to the full range of means that individuals, Households and communities utilize to make a living, such as wage-based income, agriculture, fishing, foraging, other natural resource-based livelihoods, trading and bartering.
Market Trader	A person who is the owner of a business at the market, selling products.
Market Worker	A person who is employed by the owner of a businesses present at the market,

Term	Definitions and Comments
	supporting the market Trader in the business.
Medium-sized business	A business which is operated by 5-9 people.
Microbusiness	A business which is owned and operated by a single person.
Physical displacement	Physical displacement refers to relocation of PAPs, loss of residential land or loss of shelter.
Replacement cost	Replacement cost is defined as a method of valuation yielding compensation sufficient to replace assets, plus necessary transaction costs associated with asset replacement. Where functioning markets exist, replacement cost is the market value as established through independent and competent real estate valuation, plus transaction costs. Where functioning markets do not exist, replacement cost may be determined through alternative means, such as calculation of output value for land or productive assets, or the undepreciated value of replacement material and labour for construction of structures or other fixed assets, plus transaction costs. In all instances where physical displacement results in loss of shelter, replacement cost must at least be sufficient to enable purchase or construction of housing that meets acceptable minimum community standards of quality and safety. The valuation method for determining replacement cost should be documented and included in relevant resettlement planning documents. Transaction costs include administrative charges, registration or title fees, reasonable moving expenses, and any similar costs imposed on affected persons. To ensure compensation at replacement cost, planned compensation rates may require updating in project areas where inflation is high or the period of time between calculation of compensation rates and delivery of compensation is extensive.
Restrictions on land use	Restrictions on land use refers to limitations or prohibitions on the use of agricultural, residential, commercial or other land that are directly introduced and put into effect as part of the project. These may include restrictions on access to legally designated parks and protected areas, restrictions on access to other common property resources, and restrictions on land use within utility easements or safety zones.
Security of tenure	Security of tenure means that resettled individuals or communities are resettled to a site that they can legally occupy, where they are protected from the risk of eviction and where the tenure rights provided to them are socially and culturally appropriate. In no event will resettled persons be provided tenure rights that are in effect weaker than the rights they had to the land or assets from which they have been displaced.
Small-sized business	A business which is operated by 2-4 people.
Vulnerable groups	People who may be more likely to be adversely affected by project impacts and/or more limited than others in their ability to take advantage of a project's benefits as a result of their race, colour, sex, language, religion, political or other opinions, national or social origin, property, or birth.
Helper (of trader)	A person who is supporting the Trader to operate the business, usually a relative or a friend
Worker (of trader)	A person who is (formally [written contract] or informally [verbal contract]) employed by the trader for the sole purpose of supporting the Trader operate the business, and who relies on the business for their source of income. Workers were divided into a Worker who: (a) works exclusively for the Trader and they are paid a fixed wage monthly/daily; or (b) works for multiple traders and, in return, gets paid by each of them

Term	Definitions and Comments
	varied rates per day or week/month.

EXECUTIVE SUMMARY

As part of the Resilient Urban Sierra Leone Project (RUSLP), subcomponent 2c will upgrade the central market in Kenema, to improve working conditions for traders, stimulate local economies and provide the city council with increased revenues through increased collection of market dues to finance council operations.

Kenema Central Market occupies an area of about 4,170 km² and is owned by the Kenema City Council. It caters for 3,131 traders as per the socio-economic census conducted in September 2023 among which 90.4% are females and the remaining 9.6% are males. These traders are located inside the market and the area surrounding it.

A Resettlement Plan (RP) was prepared in accordance with the Sierra Leone legal framework and WB Environmental and Social Standard (ESS)5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement. Key differences between national legislation and ESS5 were identified and these include the provision of resettlement assistance including transitional support and livelihood restoration measures, the need for specific engagements to be undertaken with women and vulnerable people, the availability of a grievance redress mechanism, and monitoring and evaluation indicators to track progress of the RP, and steps were taken during preparation of the RP to address these differences, where necessary to do so.

The RP includes details of the eligibility and entitlements of traders and workers. Traders who privately own assets such as cement walls and metal doors structures will be entitled to compensation of these structures at full replacement cost (this is where the physical depreciation of the asset is not taken into consideration during evaluation of the asset), the traders affected will be provided with transportation and transitional support to the relocation site and after reinstatement in the completed facility. Workers will be entitled to transitional support in the form of a cash payment whilst the business relocates. Vulnerable people will be provided with additional support during RP implementation to support the PAP, which reflects their specific source of vulnerability. a total of 1147 traders and 28 workers possess at least a single source of vulnerability (1,175 in total).

The RP describes the process to be used to relocate traders from their existing position in the market which is already divided up into discrete zones by the KCC, and then back again to the upgraded market after the works are completed which are expected to last up to 2 years. The relocation process has been extensively discussed with KCC, representatives of the traders, and a selection of traders to ensure that it is fair, equitable, transparent, and acceptable to KCC and traders. One relocation site has been identified and details of this, and the works required to prepare the site for the arrival of the traders, are described and budgeted in the RP.

The outcome of the initial socio-economic surveys for the RP undertaken in September 2023 revealed that a total of 1,819 traders are located inside the market building and the design of the Market upgrade will therefore need to account for them. The May-June 2024 census indicated that a total of 1,855 traders (a slightly larger number which takes into consideration the presence of traders outside the building in the immediate area where construction works will take place), along with 71 workers (essentially staff employed formally or informally by the traders to run their businesses), which equates to 1,926 Project Affected Persons (PAPs). The

total number of persons in the households of traders and workers, whose standard of living could be potentially indirectly impacted by relocation, is 11,568.

Trader's businesses have been categorized according to the number of people involved and there are 1,832 micro-businesses (where there is just a single person selling) and 23 small sized businesses (2-4 people involved). There were no medium or large-sized businesses identified during the RP census. In addition to traders and workers, helpers are also present who support the operation of the business, although these do not have their incomes directly linked to the businesses they help. On this basis, only traders and workers are entitled to economic support during the relocation time (initially to the relocation site and then back to the upgraded market after the the upgrade is completed).

In addition to the loss of income as traders relocate, impacts will occur from the loss (demolition) of several fixed assets that are owned privately and not by KCC. These comprise a single residential house connected structurally to the market which will need to be demolished, cement walls and shelves, tables, and other assets. All these assets have been surveyed and valued in accordance with the ESS5 principle of full replacement cost.

The cut-off date was defined as 10 June 2024 when the asset inventory survey was completed, and posters were displayed inside the market, requesting all Traders to register (if not already registered) with KCC before the cut-off date, and to be informed and participate. The purpose of the cut-off date was also verbally presented to Traders to ensure that persons with low levels of literacy also understood the content of the posters.

The RP survey aimed to determine the pre-displacement socio-economic status of the traders and their households, and to also identify sources of vulnerability using pre-defined vulnerability criteria. The survey was also used as an opportunity to gather Traders' perceptions of the suitability of the relocation site they would choose (it was made clear to them that this was not a promise, just a data gathering exercise), their comments on the design of the upgraded market, and what type of livelihood restoration measures that would be useful to enhance the way in which their business operates. The feedback on the design was extremely positive with stakeholders consistently urging KCC to start the RUSLP upgrade works as soon as possible. Stakeholders also agreed with the process to be used to relocate Traders as stated above, to a pre-defined position at the relocation site and the upgraded site, to avoid traders competing for positions which could be a trigger for conflict.

Traders and their workers will be entitled to receive (in accordance with the eligibility and entitlements matrix) income support during the period when their businesses are relocated, to ensure that they are able to maintain their standard of living. The duration of time when they are to be provided with this support has been discussed with the Trader's representatives, and a selection of individual Traders, and the amount was calculated using the reported average daily income of the trader and the daily wage of the Worker, always ensuring that this is above the minimum daily wage required as per national minimum wage legislation.

The outcome of the RP survey, which included focus group discussions with traders, also covered the type of livelihood restoration measures that would be useful. Specific measures identified include the provision of financial literacy training, marketing and business planning, and others. All of these measures will support traders to enhance their business activities in the future and will also assist in the collection of monitoring and evaluation data as trader's

become more skilled in financial literacy and will be able to record their business revenue, costs, and profit, with much greater accuracy.

The PMU is responsible for managing a Grievance Redress Mechanism that was always available during the surveys and engagements undertaken during RP preparation. The same mechanism will be available during RP implementation. To date (as of end October 2024), no grievances have been received.

The RP further stipulates roles and responsibilities of each party responsible for implementation of this RP, giving the RP implementation Committee, which will be established by the PMU before the start of RP implementation, a leading role in the implementation process. It will be composed of representatives from the main ministries involved in the project. It will centrally coordinate the RP implementation process and undertake the external monitoring and evaluation activities during the resettlement process.

In coordination with the RP implementation Committee, the RP implementation Agency will have the following functions:

- Monitor (internally) RP implementation and progress and engage directly with the PAPs;
- Supervise the compensation payment process, the provision of transitional support, and implementation of livelihood restoration measures as applicable;
- Provide training and capacity building for all entities involved in the RP implementation;
- Take the lead in raising awareness, recording, investigating and resolving grievances concerning RP activities; and
- Coordinate with concerned government agencies and other stakeholders.

In accordance with ESS 5, a monitoring and evaluation framework, including internal and external monitoring, has been established using key performance indicators to track future implementation of the RP.

The RP budget has been calculated at **7,527,767 NLE (333,087 USD)** which includes a contingency of 15%. Implementation of the RP is the responsibility of the PMU and it is expected to take 6 months to relocate traders to the relocation site, and then a further 6 months to relocate the traders a second, and final, time after market upgrade works are complete.

1. INTRODUCTION AND DESCRIPTION OF THE PROJECT

1.1 BACKGROUND AND PROJECT DESCRIPTION

According to the WBG Sierra Leone Poverty Assessment issued in December 2022¹, Sierra Leone has experienced a rapid urbanization rate of growth during the last five decades, with the proportion of the population living in urban areas doubling between 1967 (21%) and 2022 (43%). The report notes that though the number of private sector jobs increased in urban areas, many of them are non-wage low-productivity jobs in retail trade and to a lesser extent in transport, construction, and food services. Population growth is exacerbating pressures on the urban economy, as the number of youths entering the labour force is growing rapidly. Low investment in urban infrastructure may be constraining economic growth in cities and towns and, consequently, improvements in welfare.

Within this context, the Government has requested the World Bank's support to improve urban management and disaster resilience in Sierra Leone. The Resilient Urban Sierra Leone Project (RUSLP) is designed to address comprehensively, the multidimensional urban development challenges and disaster risks of the country, with the aim of achieving liveable, safe, financially sustainable, and productive urban centres in the Western Area (Freetown peninsula) and 6 secondary cities of Sierra Leone.

To improve local public service delivery and access to resilient infrastructure, the project (subcomponent 2c of the RUSLP) will upgrade the Kenema central market, to improve working conditions for traders, stimulate local economies, and provide city councils with increased revenues through increased collection of market dues to finance council operations.

The Kenema market was selected to be upgraded based on a feasibility study (29/03/2024 Revision 3- MK_XX_RG01_23_5188_OK_AG.DOCX) for the central market and the application of the following criteria:

- The upgraded market's future contribution to local economic development;
- Cost-effectiveness;
- State of existing services and connections; and
- Site suitability for the upgrade works to be implemented.

The existing central market at Kenema lacks water, electricity, proper toilets, ablution and storage facilities, pavements, and adequate roofing. During periods of heavy rain, it often becomes flooded and is not accessible by people with physical disabilities or additional mobility needs. The upgrade of the market will include several measures to reduce the risk of flooding and provide a high-quality market setting for traders and their workers/helpers. Traders based inside the market are currently divided up into 8 different zones, and these zones will be used to maintain the social cohesion amongst traders as they relocate in the future.

¹ World Bank Group. Sierra Leone Poverty Assessment: Poverty Trends, Development, and Drivers. 15 December 2022. Available at: <https://www.worldbank.org/en/country/sierraleone/publication/sierra-leone-poverty-assessment-poverty-trends-development-and-drivers>

The current RP report was prepared in accordance with the approved RP ToR which is presented in **Appendix A**.

The scope of the RP comprises the activities which are summarised below (a more detailed description is provided in Section 10):

- The preparation of a temporary market at one relocation site to provide space and suitable facilities for traders and their Workers to relocate to another location and continue operating their business, whilst the existing market is upgraded;
- The gradual relocation of traders, their business products and mobile equipment (such as tables and umbrellas, etc.) to a pre-allocated location at the designated relocation site, whilst at the same time, installing fencing at the existing market area so that new traders do not attempt to occupy the space left. This will continue until the entire project site is fenced'
- The completion of civil works at the existing market site whilst traders continue to operate their businesses at their designated relocation site; and
- The gradual relocation of traders, their business products and equipment back to a pre-allocated position in the upgraded market, so that they can continue their business in an improved setting for themselves, and their customers. When the final group of traders has relocated from the temporary market area, upgrade works will be undertaken at the temporary relocation site to enable the land use to return to its pre-existing condition, or other type of status required by KCC. The KCC has informed ELARD and the PMU that the relocation site will not be used as a market area after the traders have returned to the market, which means the structures at the relocation site will be demolished after relocating the traders to the upgraded facilities..

The actual process to be used to group traders together and relocate them gradually into the temporary market is complex and has been the subject of several stakeholder consultation meetings during preparation of the RP. Additional information is provided in Section 9 that reflects how this process has been agreed to be undertaken and verified using an engagement-led approach.

1.1.1 Existing Market Location

Situated at Maxwell Khobe Street in Kenema City, Nongowa Chiefdom in Kenema District, Eastern province of Sierra Leone, the Kenema Central Market (popularly called Fisheries Market) is located at the central area of the city. It is an urban market lying about 500Mm from the Kenema Clock Tower, and less than 2 km away from the Kenema City Council administrative building. The Fisheries Market has a geographical center location of Latitude 7° 52' 35.18', and Longitude 11° 11' 35.95' (source: Feasibility Study report).

The market occupies an area of 4,170m² and it is home to 3,131 traders [a total of 1,819 (58.1%) sell inside the market and 1,312 (41.9%) sell outside the market at different locations based on the census conducted in September 2023. The total number of traders in Kenema Central Market who are to be provided with a selling space in the upgraded market is 1,819 traders, which reflects the recorded number of Traders currently located inside the market.

Those traders who are currently outside the market but will have been relocated due to the upgrade works, will be able to relocate to the same (or similar) position once the works are completed.

All the current market land is owned by KCC, who have constructed several structures including a roof area and stalls. Traders are registered with KCC. Due to the limited available space, some traders make use of nearby private land and pay the owners of such land for the area they use for selling, and this arrangement extends the outer boundary of the market beyond its official limit.

The market is operated throughout six days a week (although Sunday serves as a holiday/ day of rest for some traders) and there is no specific operational timeframe as traders manage their businesses at their own time. The existing market faces challenges, lacks essential facilities such as sanitation, storage, adequate space, electricity, a paved floor, and disability-friendly infrastructure, causing inconveniences for both traders and customers. The roads surrounding the market (Maxwell Khobe Street, Tumba street and Kai Samba Terrace) are in relatively good condition and easily accessible by cars and motorbikes.

A Google Earth image of the Kenema Central Market is illustrated in Figure 1-1. The red line boundary reflects the outer boundary of the physical structure of the market and many people can be observed in the general vicinity of the structure who comprise traders, workers, and customers passing through.



Figure 1-1 Kenema Central Market Location Map

Source: Google Earth, 12 August 2024

Figure 1-2 presents photos taken during the field survey conducted at the Kenema City Market.



Figure 1-2 Photos from the Existing Kenema Market

1.1.2 Temporary Relocation Site

The Forestry Compound is situated along Blama road Hangha Road, within Kenema Town, in the Kenema district of the Eastern province of Sierra Leone. It used to be a woodwork and furniture design factory but was vandalized and closed after the rebel incursion in Kenema in 1994, it positioned approximately 200 meters from the Kenema Clock Tower and less than 2 kilometers from the Kenema City Council. The geographical center of the site is located at Lat 7°87'27.54", and Long: -11°19'61.09". Notably, the relocation site is within close proximity, less than 200 meters, from the main market. The relocation site land covers 11,103 m² and is privately owned by the Kaisamba family. To facilitate the relocation, a Memorandum of Understanding (MoU) has been signed between the land owning family (Kaisamba) (the Timber industry) on one hand, and the Kenema City Council on the other hand whereby the land owners grant the KCC the right to use the land (free of charge) for the temporary relocation of central market traders until the central market upgrade is completed and the

traders can be relocated back. This MoU is attached in this report in Appendix H. Figure 1-3 and Figure 1-4 show the location and pictures of the relocation site.



Figure 1-3 The proposed relocation site (Forestry Compound)

Source: JV Politecnica & ISC, 2024



Figure 1-4 Photos from the Kenema relocation site – Forestry Compound

Source: JV Politecnica & ISC, 2024

The relocation site is accessible via various motorable routes, including both paved and unpaved roads, facilitating access for numerous communities.

The relocation site can accommodate the 1,855 traders identified inside the hoarding area as its size is larger than the size of the present market.

The temporary relocation site was chosen through consideration of the following:

- The scarcity of available suitable sites that could host the PAPs within the city boundaries;
- The need for sufficient available space, infrastructure, and utility connections to be available for the existing traders, workers, and their customers so that traders can continue operating their business whilst the civil works at the central market are undertaken;

- The need for the relocation site to be situated as close as possible to the existing market to avoid a loss of customers, total disruption in business activities due to challenges of attracting customers, which will lead to income loss to the traders; and
- The need to ensure a safe space for traders, workers and their customers. Consequently, although road vehicles are currently able to access Maxwell Khobe Street, this will be prohibited upon initiation of the relocation process to provide a safe space for the temporary market.

The relocation site requires preparatory works to ensure that it is suitable for the entry of the relocated traders, and these are described in Section 10. The costs of undertaking the preparatory works are reflected in both the RP implementation schedule (Section 12) and the RP budget (Section 13).

1.1.3 Description of the Upgraded Market

The purpose of this section is to provide a summary of the upgraded market using the preliminary design documents. It is estimated that the time between the start of upgrade works, and the start of the process to relocate traders back to the upgraded market, is around 2 years.

The upgraded market, covering an area of 4,170 m², will consist of two floors (Ground + 1). It is designed to host around 1,819 traders in total. It will have the following components as per the preliminary design document (Figure 1-5):

- Market Stalls (1,813): each unit measuring 5x2 metres with an area of 10 square metres. Each 10-square-meter stall is divided into two 5-square-meter segments, which will be shared by two traders. The circulation paths between stalls differ, with some stalls structured in arrays and others positioned individually. The corridors range from minor paths at 1.5 metres wide to major passageways that are 3 metres wide.
- Stores: 6 stores will be on the ground floor market space that measures 570 m².
- The design incorporates essential services and common areas. These include:
 - ✓ Washrooms
 - ✓ Loading and unloading Bays
 - ✓ Residual space
 - ✓ Cold Rooms (reliance on the cold rooms located in the surrounding area near the relocation site.)
 - ✓ Plant Room
 - ✓ Medical Room
 - ✓ Administration Room
- Architectural considerations: The design includes the integrated loading and unloading bays on the north-west corner, with the wall set back 4 meters from the boundary. The spiral staircase now lands at a mid-floor level, allowing access to the high-level storage via a walkable bridge. It also includes an administration room on the first floor and realigned high-level storage spaces along the column grid. The daycare space has been converted into stall space. This decision was made

following the traders' agreement to remove the daycare facility, as they anticipated that future demands would make it difficult to afford the service. The market design includes ramp and stairs, a medical room, sanitary facilities with disabled accessible WC facilities, a hot and cold-water plant room, a dedicated cold room, a security post, a janitor's room and overhead storage spaces. Figure 1-5 presents the proposed conceptual plan for the upgraded market while Figure 1-6 illustrates the architectural 3D design of Kenema central market.

1.1.4 Description of Relocation Site

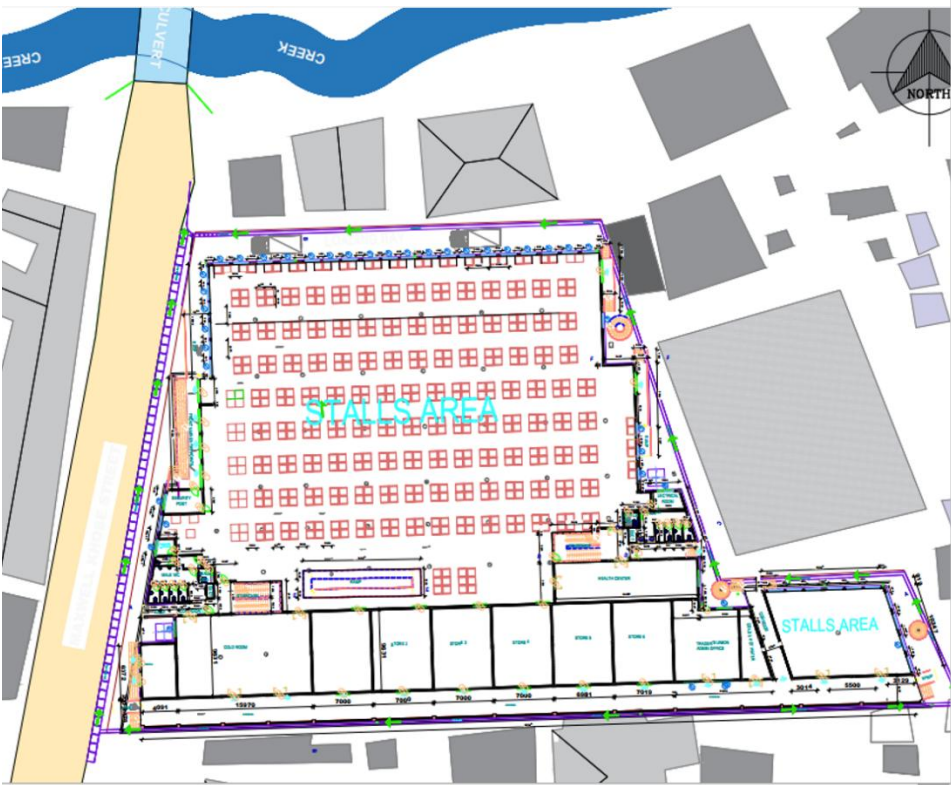
The following components are the proposed facilities at the relocation site:

- **Market stalls:** A basic model of 5 m² is proposed which will be used by 2 traders. Stalls are arranged either in rows or individually, with pathways between them ranging from 1 meter for smaller paths to 2 meters for larger passageways. All stalls are constructed from timber.
- **Stores:** There are six stores, each with a minimum area of 150 m² featuring timber and concrete columns with brick walls.
- **Services and common areas:** To ensure the proper functioning of the market relocation site and smooth operations for commerce, several essential aspects needed to support the relocated communities were assessed. Several aspects including clean water supply, electricity, cold room, washroom, drainage facility, covers for sunlight and rain, parking, and security post were found to be absent and must be addressed before relocating the traders.

However, the selected option includes the provision of washroom facilities for males, females and differently abled persons; the provision of a borehole with solar-powered water pump (powered by six solar panels) as the primary source of water; and a dedicated area specifically allocated for the temporary storage and management of waste before it is collected and transported to the final disposal site. The intervention at the Kenema relocation site will focus on substructure work, concrete work, blockwork, timber and metal works, along with floor and wall finished for the construction of the sheds, as detailed in Table 3-4. The layout of the sheds at the Kenema relocation site is shown in Figure 3-9.

Table 1-1 Kenema relocation site facility breakdown

Facility	Shed quantity	Proposed construction material	Area (m ²)	Approximate capacity
Sheds for market stalls area	4	Timber, Brick, and Zinc	9,030	1,896
Shed for stores	1	Timber, Brick, and Zinc	928	
Shed for washroom facility	1	Timber, Brick, and Zinc	45	
Borehole	1	-	18	
Total			10,021	1,896



Ground Floor Plan

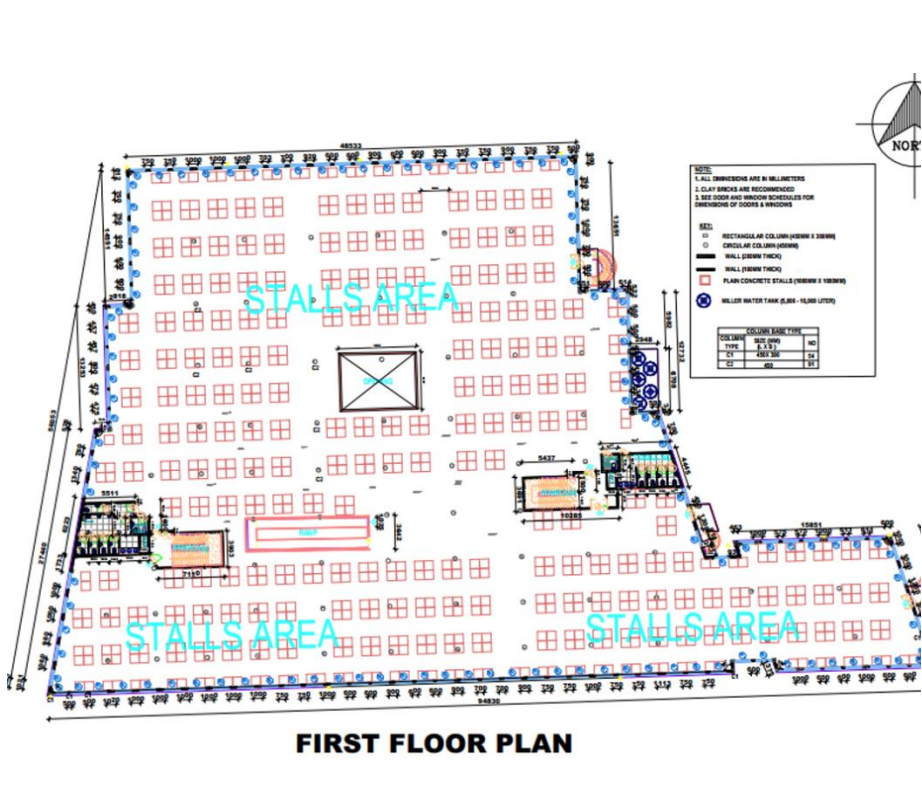


Figure 1-5 Proposed Conceptual plan for the Upgraded Kenema Market

Source: JV Politecnica & ISC, 2024



External 3D view of the upgrade Kenema Market



Internal 3 D view of the ground floor of the upgraded market

Figure 1-6 3 D view of the upgraded market

Source: JV Politecnica & ISC, 2024

1.2 PROJECT OPTIONS AND ALTERNATIVES

The following project options and design alternatives were considered to minimize resettlement impacts:

Option 1 – No development. This option was not selected as the existing condition of the market is poor due to the reasons stated above such as leaking roofs, poor sanitation, and the need to improve waste management and the quality of the experience by customers.

Option 2 – Redevelopment. This option was selected due to the factors explained above although it was not possible to divide the upgrade works into different phases, as the entire structure needs to be demolished and rebuilt. However, within Option 2, there were a variety of alternative designs which were explored. The alternative designs include the following factors:

- The number of floors of the market which would increase the total area available for traders but also increase construction costs with the number of additional floors are added.
- The layout of the market and allocation of space for 1,819 traders.

Alternative relocation sites

The provision of a relocation site was the responsibility of the KCC in due consultation with all relevant stakeholders, including traders. During the project preparation, two alternative sites were considered for relocation. The selected site is situated at the Kenema Show Field, behind the Kenema City Council, within the Kenema City Reservation Area known as the Forestry Compound. It was selected based on factors such as space availability, accessibility, proximity to the main market site, and familiarity and community usage.

2. POTENTIAL IMPACTS

The potential impacts from the project are described in this section and reflect the temporary imposition of construction fences that are to be installed to provide a safe and empty area for the civil works to be conducted. The potential impact also reflects those associated with the access route to be used by the civil works contractor in accessing the existing market, such impacts include possible disruptions of business activities (viz: movement of customers, loading and offloading of goods) for traders (shops) trading along these routes.

Note that prior to the start of traders relocating, a pre-entry assessment will be undertaken at the relocation site to check that the temporary position of tables, fixed roof structures, etc. will not impact any existing users and, where this may occur, undertake necessary steps to avoid/minimise the impacts on existing traders to the extent possible. The key aim of the pre-entry assessment is to prevent additional traders from being economically displaced.

The location of the construction fence boundaries around the Kenema market is illustrated in Figure 2- 1 which includes the designated access road that connects to the main highway.

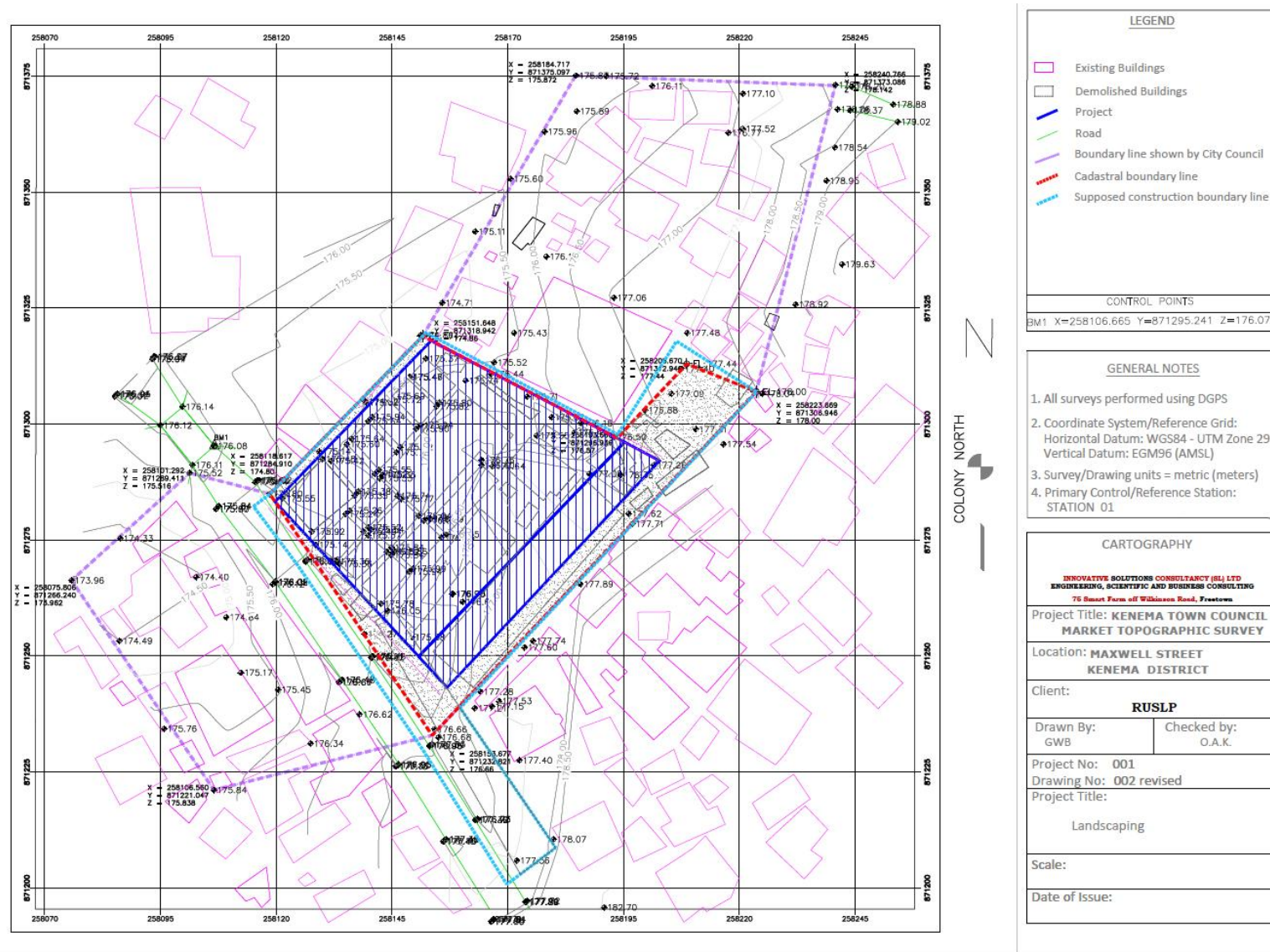


Figure 2-1 Location of temporary construction boundaries(Hoarding area) in light blue surrounding the existing market

2.1 DEFINING THE AREA OF INFLUENCE

The area of influence (Aoi) of the project was defined based upon the following:

- The location of the temporary construction fences within which traders and customers will not be able to gain access to whilst the civil works are ongoing;
- The location of traders who are immediately adjacent to the construction fences and who will be exposed to the generation of noise and air emissions, thus requiring their temporary relocation.
- The location of the relocation site.
- The surrounding sections of road to Kenema Relocation site which are to be closed for vehicular traffic, potentially leading to increased road congestion at the surrounding sections of road.

Considering the above, the Aoi was subsequently defined as: (1) the physical footprint of the market and the immediate outer area where construction fences are to be installed; and (2) the relocation site.

The Aoi is illustrated in Figure 2-2 which includes the hoarding area at the central market and the relocation site.



Figure 2-2 The project's Area of Influence

2.2 SUMMARY OF PROJECT IMPACTS THAT ARE EXPECTED TO OCCUR

This section presents details of the project impacts that are expected to occur. The information is derived from a combination of a census conducted on traders, workers,

helpers, and a selection of customers which was undertaken in May and June 2024 (Section 3.2). The collected data files are attached to this report as **Appendix B**.

This information uses a categorisation of businesses based upon the following:

- Microbusinesses - A business which is owned and operated by a single person.
- Small sized businesses - A business which is operated by 2-4 people.
- Medium sized businesses - A business which is operated by 5-9 people.
- Large sized business - A business which is operated by more than 10 people.

In Kenema market upgrading, there were no medium or large-sized businesses identified during the RP census.

Businesses have also been classified according to the type of product which includes both material items as well as services that they are selling. Where a Trader is involved in more than a single product category the survey team undertaking the survey defined the product category based upon the main source of income from the trader's business. The product categories used were:

- Food - Fresh meat and/ or chicken;
- Food – fresh fish;
- Food – prepared food (smoked fish and meat);
- Food – vegetables and fruit;
- Food – dry food (tins, pulses, etc.);
- Household goods;
- Clothes;
- Shoes'
- Tool machinists;
- Vegetable oil (local palm oils);
- Vegetable oil (Imported vegetable oil);
- Food- unprepared raw food (rice, Maize and cereals);
- Food-prepared food (rice, Maize and cereals);
- Vegetable leaves;
- Gari;
- Foo-foo;
- Cosmetics;
- Tea items;
- Kolanuts;
- Groundnut, pepper and raw cooking items;
- Salon hair dressing (Timber shelves and timber wall and roof);
- Saloon barber shop;
- Electrical items; and
- Top-up mobile data selling.

The total number of people that are expected to be directly impacted by the Project, from the relocation of the businesses to a relocation site so that they can continue their activities, and then relocated back once more to the upgraded market, is provided in Table 2-1.

Figure 2-3 presents the top 10 business categories used at the market. The survey results showed that several traders sell multiple types of products.

Table 2-1 The number of people who are expected to be directly impacted

Description	Number
Total number of traders:	1,855
female traders:	1,722 (92.8%)
Male traders:	133 (7.2%)
Total number of workers:	71
Male workers	47 (66.2%)
Female workers	24 (33.8%)
Total number of helpers ² :	931
Male helpers:	690 (74.1%)
Female helpers:	241 (25.9%)
Total number of persons in households of traders and workers ³ :	11,568
Total number of persons in households of workers:	221
Total number of Project Affected Persons (PAPs defined as traders and workers):	1,926
Total number of businesses impacted by category:	1,855
Microbusinesses:	1,834 (98.9%)
Small-sized businesses:	21 (1.1%)
Medium-sized businesses:	0 (0%)
Large-sized businesses:	0 (0%)
Total number of impacted businesses by product category:	
Ground nut, pepper and raw cooking items	415
Food - Unprepared Raw food (Rice, Maize and Cereals)	126
Food – Prepared Food (smoked fish and meat)	452
Clothes	31
Food – Fresh Fish	164
Cosmetics	105
Food – Vegetables and Fruit	187

² Helpers to the business are not entitled to any compensation on the basis that they are employed as domestic helpers for the household, and do not receive a daily wage which is linked specifically to the business.

³ This number is calculated as the people in the household of traders and workers who may be impacted from a potential loss of income as the business relocates to/from relocation site.

RP REPORT FOR KENEMA CENTRAL MARKET UPGRADE

POTENTIAL IMPACTS

Description	Number
Food – Fresh meat and/ or chicken	105
Vegetable oil (Imported Oil)	118
Vegetable Leaves	57
Food – Dry Food (tins, pulses, etc.)	158
Tool Machinists	27
Household Goods	40
Shoes	16
Vegetable Oil (Local Palm oil)	78
Food- Prepared food (Rice, Maize and Cereals)	72
Saloon-Hair dressing (Timber shelves and timber wall and roof)	8
Tea Items	25
Electrical items	3
Foo-Foo	10
Miscellaneous items(such as top-up mobile data selling)	27
Total number of immovable assets impacted by type (Total PAPs= 23 (F – 16; M- 7):	
Fixed shelves	13
Fixed tables	13
Metal window	1
Wooden doors	1
Metal doors	18
Cement walls	17
Tile floor	2
Hard board	2
Self-built housing structure (Makeshift)	5
Cool room	1
Bathroom	1
Tap structure	1

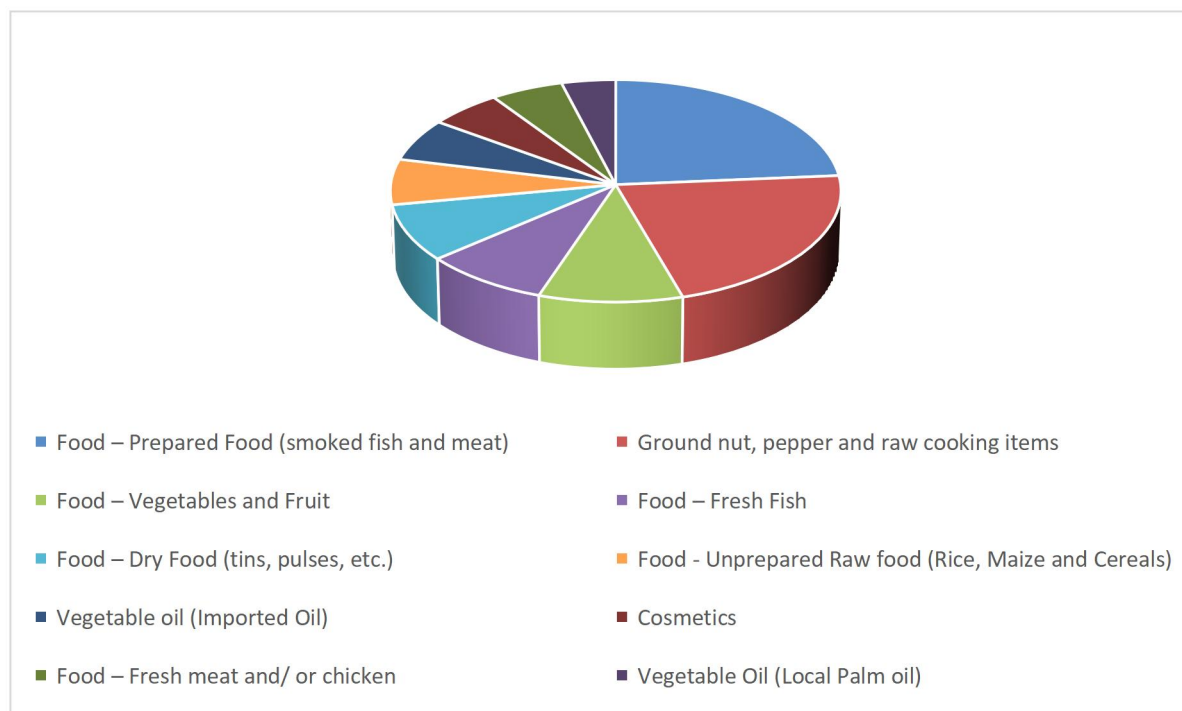


Figure 2-3 The category of the top 10 businesses impacted by product category

The outcome of the census, asset and inventory survey (RP survey) indicated that there are various types of fixed assets under private ownership (not owned by KCC, instead owned by the traders) that will be impacted by the demolition works. These assets are used by the traders and are fixed as they cannot be moved as the Trader shifts to the relocation site.

No private land will be affected, all the affected properties are makeshift structures situated within the existing markets boundaries.

The types of fixed assets under private ownership are (example photos are also provided for some):

- A single mixed use structure comprising a residential dwelling, a shop and a cold room as well (KST 0032)-land owned by KCC (Figure 2-4);
- Fixed shelves and tables (Figure 2-5);
- Wooden doors(Figure 2-6);
- Cement walls with steel doors (Figure 2-7); and



Figure 2-4 Photo of the Mixed use residential/commercial structure



Figure 2-5 Photo of fixed shelves and tables



Figure 2-6 Photo of fixed wooden doors privately owned



Figure 2-7 Photo of cement walls with steel door privately owned

The proposed project will result in resettlement impacts, primarily affecting those who earn their livelihood or reside within the Aol. These impacts will be short-term during the relocation process from the existing market to their relocation site, and during the process of relocating once again back to the upgraded market and will comprise a loss of business income as businesses will not be able to function during this time period.

Given that the entire market will be relocated, traders are expected to experience minimal economic losses during the transitions to and from the temporary site. The relocation period is estimated to be 2 weeks for microbusinesses (to move to the relocation site/back to the upgraded market) and 3 weeks for small businesses (to move in the same way described above)⁴. During this time, traders will face temporary income loss, which will be compensated under the transitional support. Relocation costs such as transportation of assets and products will also be covered under transitional support. Workers will also entail loss of income during the relocation period and will be compensated for it under transitional support. Helpers to the business are not entitled to any compensation on the basis that they

⁴ In Kenema central market upgrade site, there were no medium or large-sized businesses identified during the RP census.

are employed as domestic helpers for the household, and do not receive a daily wage which linked specifically to the business.

As mentioned above, there is one mixed-use commercial and residential structure within the project area. The trader and their family occupying this structure will temporarily lose their residence during the construction phase. To mitigate this, rental fees will be provided for a period of two years for accommodation near the relocation site.

Additionally, traders who own fixed assets, as described above, will lose these assets as a result of the relocation. Compensation for these losses will be provided as outlined in the RP budget (section 13).

On the other hand, no physical impact, such as accidents and nuisance caused by construction works, is expected to occur to the customers since they are not likely to visit the market whilst the upgrade works are ongoing.

Section 7 and 8 provide details on who is eligible for compensation and the valuation and compensation for losses methodology.

3. OBJECTIVES AND PROCESSES

3.1 EFFORTS MADE TO AVOID OR MINIMISE RESETTLEMENT

The following efforts have been made to avoid or minimise resettlement:

- The physical area which is to be used during the upgrade works by the construction contractor will be minimised to the extent possible, whilst reflecting on the future generation of noise and air emissions that are to be generated, and the need to position construction fencing around the perimeter of the works to maintain community health and safety.
- The need to minimise the period of time required for the upgrade works, when traders will be forced to use the relocation site where it is possible that the presence of customers will be difference (reduced) compared to current levels.

3.2 RP OBJECTIVES AND PRINCIPLES

The objectives of the RP are to:

- To identify and assess unavoidable adverse social and economic impacts.
- To mitigate unavoidable adverse social and economic impacts from restrictions on land use and physical and economic displacement by: (a) providing timely compensation for loss of assets at replacement cost and (b) assisting PAPs in their efforts to improve, or at least restore, their livelihoods and living standards, in real terms, to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher;
- To improve living conditions of vulnerable persons who are physically displaced, through provision of adequate selling space at the relocation site/ housing, access to services and facilities, and security of tenure;
- To conceive and execute resettlement activities as sustainable development programs, providing sufficient investment resources to enable PAPs to benefit directly from the project, as the nature of the project may warrant;
- To ensure that resettlement activities are planned and implemented with appropriate disclosure of information, meaningful consultation, and the informed participation of those affected; and

The resettlement principles that apply to the RP are the following:

- No forced eviction shall take place under any circumstances;
- All land-related activities shall be undertaken in accordance with national legislation and ESS5. Where there are differences in standards between national legislation and ESS5 in terms of compensation, the 'higher' standard will be adopted;

- Fieldwork has been undertaken to identify the PAPs, and their eligibility for entitlements.
- A cut-off date will be established and displaced persons will be made aware that any land-related improvements made after the cut-off date shall not be eligible for compensation. The market traders and community will also be made aware through the City Council and traders' Unions that anyone entering the market as a trader or worker after the cut-off date will not be eligible for compensation;
- Vulnerable people have been identified using a set of predefined criteria (section 4.4);
- All PAPs will be engaged with during preparation of the RP through the surveys conducted and consultation meetings (section 9) and this consultation will continue during implementation of the RP;
- A Grievance Redress Mechanism (GRM) was be established and is being implemented to receive and address, in a timely fashion, resettlement-related grievances raised by PAPs and other stakeholders (section 14). The GRM will be available, also, for use during implementation of the RP until all resettlement-related activities are completed;
- Traders will only be required to vacate their selling space after a Compensation Agreement has been signed and a transitional support has been paid. A similar agreement will be used for the workers;
- The private owners of fixed assets (such as fixed shelves and tables for example), will be entitled to salvage the materials, even if they are provided with compensation;
- All livelihood restoration and standard of living improvement measures will be provided equally to men and women, with a range of measures specifically targeting the restoration of women's livelihood conditions;
- Specific assistance measures will be provided to vulnerable PAPs during the resettlement implementation process, with the aim of ensuring that they are not disproportionately impacted by resettlement;
- The implementation of the RP will be led by an independent RP implementation consultant recruited for the purpose and will be carefully monitored through internal monitoring and monthly reports and a quarterly review during implementation. At all monitoring/evaluation stages, corrective actions will be recorded, addressed, and tracked until the corrective action is resolved, with the aim of improving the way in which the RP is implemented over time;
- In cases where there is more than one owner of a fixed asset that is be impacted (i.e., a couple in a legal union or other form of union that is legally recognised), cash compensation will be divided equally and paid to the bank accounts they specify, or into a single joint account they both have access to, or in a different way that is agreed by all parties;

- No individual names of traders will be included in the RP to maintain the confidentiality of the people involved. The personal data will be removed from the survey teams devices after the RP has been accepted, leaving the only copy on ELARD's main IT servers which are very secure.

3.3 RP PREPARATION PROCESS

The purpose of this section is to describe the process used to compile data for the RP.

A census and socio-economic survey of traders was undertaken during September 2023 which gathered the following information which provided basic information on the traders, although it was necessary to conduct an additional survey in May/June 2024 as there were several critical items of information missing which were later addressed through the RP surveys.

The detailed RP work plan is presented in **Appendix C** and the detailed questionnaires used in the RP surveys conducted during the period of May/June 2024 are present in **Appendix D**.

During the September 2023 survey, details of the cut-off date were verbally discussed with each Trader, although there is no documentation or photos available to reflect this. Consequently, during the RP survey undertaken from May 3rd till June 12, 2024 details of the cut-off date were verbally disclosed to the traders; stakeholders were informed of the cut-off date during consultation meetings (refer to Section 9), and signs were installed by the RUSLP PMU throughout the market to publicly disclose the cut-off date on June 10, 2024. The poster showing the cut-off date was posted inside the market in several locations and an example is presented in Figure 3- 1.



Figure 3-1 Photo of the poster announcing the cut-off date posted at the market

A detailed QA/QC check was undertaken on the database, to identify errors and entries which required checking with the survey team for accuracy. This process was led by the ELARD Project Manager and involved repeated discussions with the manager of the survey team and checks of the original data records on Kobo Collect Tool.

The RP survey was followed by a total of 5 focus group discussions that were undertaken on July 1st and 2nd, 2024 with a total of 101 traders attending (this is in total across all of the 5 meetings), to provide an opportunity for direct engagement with the traders who are required to relocate and to gather feedback on the proposed process for relocation, the

suitability of the relocation site, and the time to be provided to traders to relocate their businesses.

3.4 COMPLETION OF A VULNERABILITY ANALYSIS

A vulnerability analysis was undertaken using the central database which identified vulnerability characteristics at a household level, amongst the traders and Workers. The two socio-economic surveys were specifically designed in a way that allowed the identification of vulnerable people which may include any of the following people or groups that meet the following criteria:

- Head of the household is illiterate;
- Orphans (males and females under the age of 24) or children (under the age of 18) who have lost both parents;
- Households where a disabled child is present, or a disabled parent is present, or where a household member is chronically ill or in need of care;
- Households with more than five children;
- Youth-headed household;
- Mothers or fathers who are bringing up the children in a single-parent household;
- Households headed by elderly people (people aged 65 years or older)
- People who are discriminated against in society due to their albinism, HIV, history of contracting Ebola, or other reason; and
- Adult with poor health Practical support to address their physical disability where this is practical to do so, such as the provision of tri-walkers, rollators, and other equipment.);
- Persons with mental and/physical disabilities.

This vulnerability criteria, with justifications, are provided in Table 3-1 for each category of vulnerable persons listed above.

Table 3-1 Vulnerability criteria and justifications

Vulnerability source	Justification
Head of the household is illiterate	If the head of the household is illiterate then they will require support to understand all written materials provided to them concerning the RP implementation process, including the content of the Written Agreement.
Households of youths (under the age of 24) or children (under the age of 18) who have lost both parents (they are orphans)	Such persons are likely to be particularly susceptible to any changes in their socio-economic status in the absence of parents who would otherwise be economically active. They may also be looked after by elderly relatives.
Households where a disabled child is	Households with a disabled/ill adult or child are likely to be

Vulnerability source	Justification
present, or a disabled parent is present, or where a household member is (or has recently been) ill or is in need of care	particularly susceptible to any changes in their socio-economic status, due to the need to provide care for the affected person, leading to their inability to work full-time, or be economically active at all.
Households with more than five children	Households who have a high number of children will have a high dependency ratio, whereby any change to the head of household's income could have a significant, adverse impact on the socio-economic status of the household.
Youth-headed households	A youth heading a household is likely to be particularly susceptible to any changes in their socio-economic status, due to the need to provide care for their household without parents or an experienced adult to support them economically and emotionally.
Mothers or fathers who are bringing up the children in a single-parent household	Single parent households are likely to be particularly susceptible to any changes in their socio-economic status, due to the need to provide care for children without a partner who is economically active.
Households headed by elderly people (people aged 65 years or older)	People who are elderly may have a range of specific needs due to their age and may be less able to adapt to change, compared to their younger counterparts.
People who are discriminated against in society due to their albinism, HIV, history of contracting Ebola, or other reason	People who experience discrimination are typically unable to be influential within the community, assist in decision making processes, and 'be heard'. People who experience discrimination can find it difficult to access employment opportunities which reduces their potential to generate income and be economically active.
Adult with poor health	A person who experiences a diminished ability to perform daily activities, generate income, and/or maintain their general well-being. Such a person may need additional support to relocate and understand the process of relocation. (Practical support to address their physical disability where this is practical to do so, such as the provision of tri-walkers, rollators, and other equipment.)
Adult with mental disability	A person who has a mental/physical disability may not be able to attend consultation meetings, and may need additional support to relocate and understand the process of relocation. (Practical support to address their physical disability where this is practical to do so, such as the provision of tri-walkers, rollators, and other equipment.)
Adult with physical disability	

4. CENSUS SURVEY AND BASELINE SOCIOECONOMIC STUDIES

4.1 INTRODUCTION

The purpose of this section is to provide details from the RP surveys conducted in May/June 2024 regarding the traders and workers who will be impacted by the project. The outcome of the survey complemented the previously collected data from the traders and workers, their business, number and general profile.

A total of 8 people were involved in the survey (5 men and 3 women). The survey questionnaire was loaded onto their tablets using Kobo Collect tool whilst the survey was completed. Before the start of the survey, the team attended a 2-day training session at Kenema, led by the international resettlement specialist from ELARD, to witness example surveys in action, practice using the forms prepared, and discuss how to engage with traders and Workers as the survey progresses.

During the RP surveys, each trader was asked if they already registered with the KCC and, where Traders were found not to have been registered, this process was completed so that all Traders captured by the census were registered.

The location (zone) of Trader was recorded so that the same groups of people, some of whom rely on each other for child care arrangements and to manage their stalls if they need to leave for a short period of time during the day, can be kept in close proximity together both at the relocation site and also at the upgraded market.

4.2 SOCIO-ECONOMIC STATUS OF TRADERS

This section provides an analysis of the socioeconomic characteristics of traders. It focuses on key demographics such as age, gender, marital status, educational level, and vulnerability status, all of which are critical in assessing the traders' adaptability and needs during the resettlement process. Understanding these factors helps identify potential risks and challenges, ensuring that the plan addresses the specific needs of different trader groups, promotes equitable support, and fosters sustainable livelihood restoration for those affected by the resettlement.

A breakdown of the ages of the traders is provided in Figure 4-1 that shows that traders' age ranging between 15 to 35 is the most common.

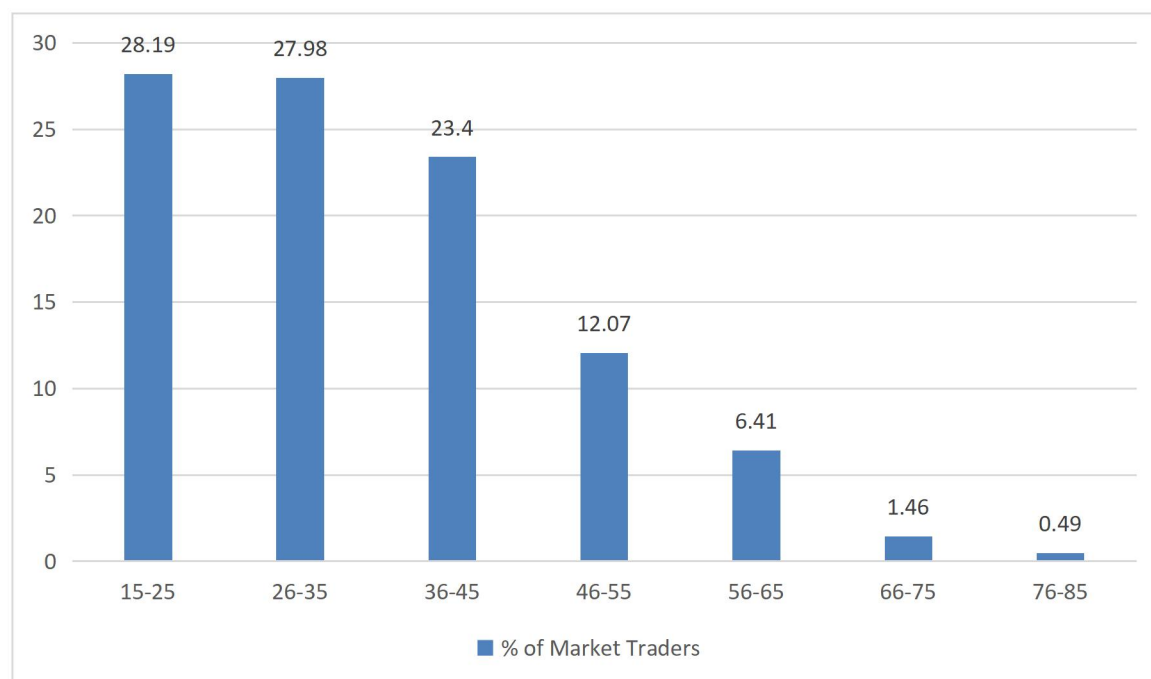


Figure 4-1 Age breakdown of the Traders

The Trader's gender, marital status, educational status is provided in Table 4-1, Table 4-2 and Table 4-3.

Table 4-1 Trader's' gender

Topic	Number	Percentage
Traders (female)	1,722	92.8
Traders (male)	133	7.2
Total	1855	100%

Table 4-2 Traders' Marital Status

Marital Status	Number	Percentage
Single/never married	385	20.7
Married	951	51.3
Divorced	80	4.3
Widow	369	19.9
Widower	1	0.1
Cohabiting	69	3.7
Total	1855	100

Table 4-3 Traders' Educational Status

Educational Status	Number	Percentage	National Percentage
None	875	47.2	44.2
Primary school	141	7.6	29.3
Junior Secondary school	210	11.3	10.3
Senior Secondary school	529	28.5	7.9
College	9	0.5	NA
University	42	2.3	NA
Arabic Education	45	2.4	NA
Vocational	4	0.2	NA
Total	1855	100	NA

A summary of the Trader's distance of residence to the market, their registration with the KCC, use of childcare arrangements and languages spoken is provided in Table 4-4 while the household size distribution is presented in Table 4-5.

Table 4-4 Trader's' distance to the market, registration, use of childcare arrangements and languages spoken

Topic	Description
Traders' proximity from their residence to the existing market	Minimum distance: 0.2 km Maximum distance: 90 km Average distance: 2.27 km
Traders' registration with KCC	Total number registered at the time of the May/June 2024 survey: 1082 Percentage of total who are registered: 58.3% Percentage of traders registered as of 01 July 2024: 100%
Traders' use of childcare arrangements whilst at the market	Total number using childcare arrangements: 1213 Percentage: 65.4%
Traders' languages spoken:	Krio =88.4% Mende = 74.7% Temne =21.9% English = 2% Fullah = 4.8% Mandingo = 3.8% Limba = 1.3 Other = 4.1%

Table 4-5 Traders' household size distribution

Household composition	Number of Traders	Percentage
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Household composition	Number of Traders	Percentage
1 person per household	4	0.2
2 person per household	41	2.2
3 person per household	187	10.1
4 person per household	202	10.9
5 person per household	345	18.6
6 person per household	365	19.7
7 person per household	263	14.2
8 person per household	183	9.9
9 person per household	131	7.1
10 person per household	59	3.2
11 person per household	41	2.2
12 person per household	16	0.9
13 person per household	11	0.6
14 person per household	5	0.3
15 person per household	1	0.1
17 person per household	1	0.1
Total	1855	100%

The daily income of the business was recorded during the survey and the corresponding information is provided in Figure 4-2. The most frequent daily income ranges from NLE 21-50 and NLE 51-100 based on the results shown in the graph below.

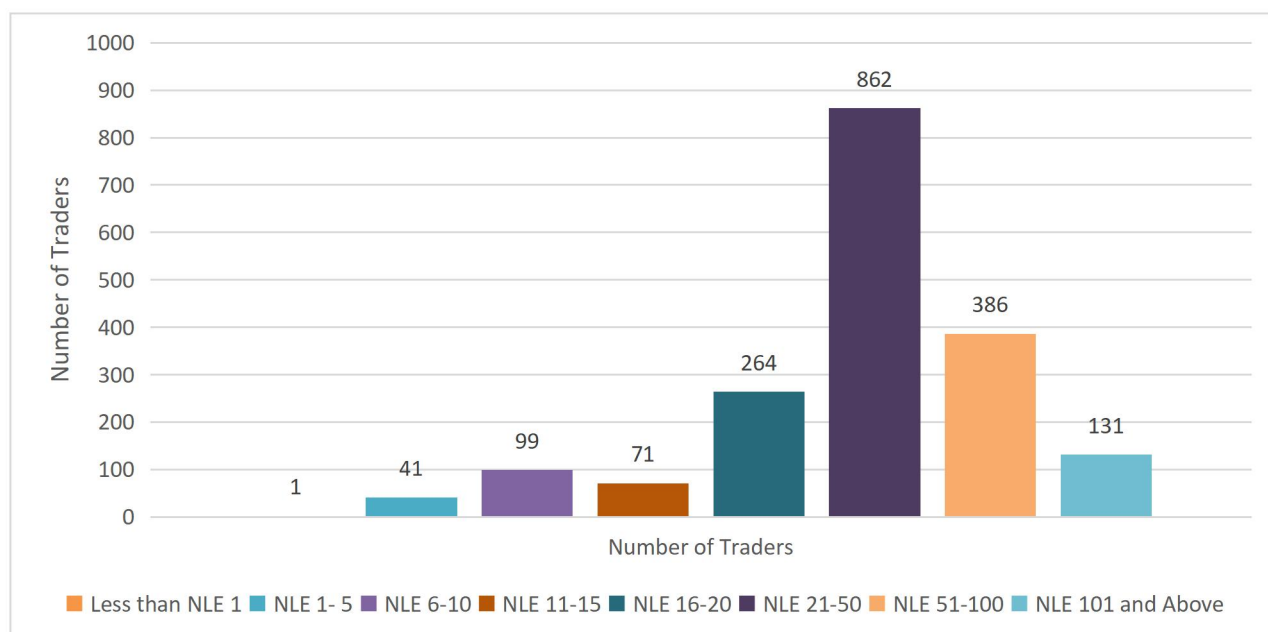


Figure 4-2 Daily income range of Traders

The traders household monthly income (by income range) and debt details are provided in Figure 4-3 and Figure 4-4. Most traders (almost 1100 of those interviewed) have a monthly income of NLE 1,000 to 5,000. Almost 71% of the traders stated that their household is in debt.

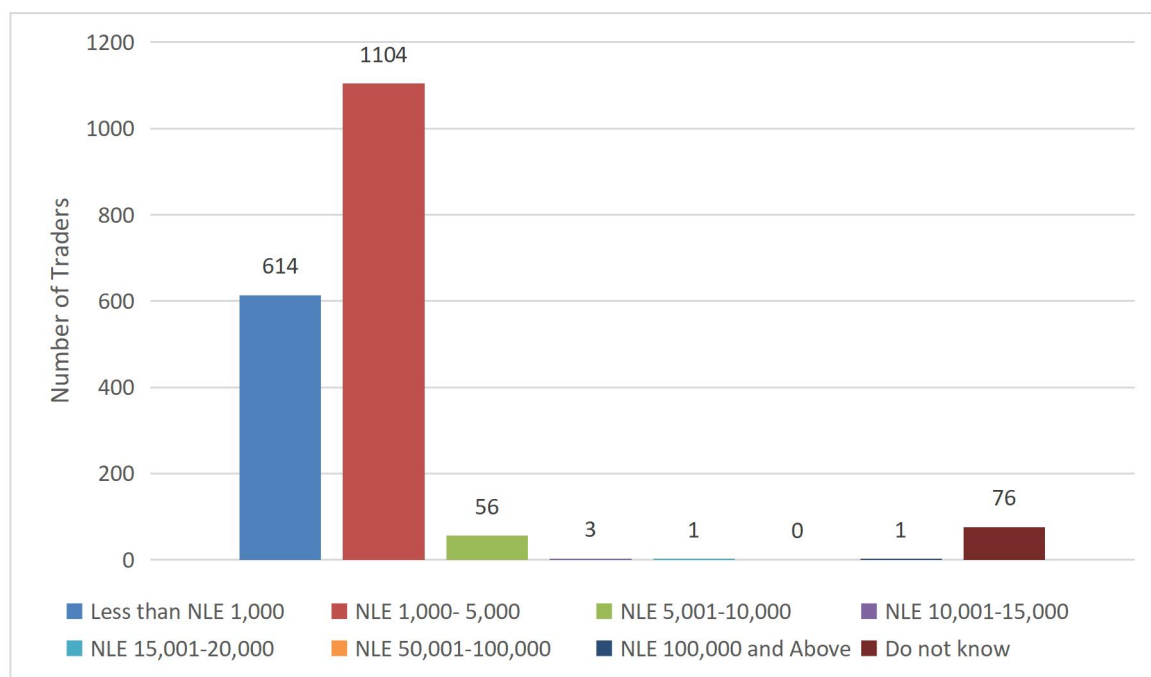


Figure 4-3 Household Monthly Income range of Traders

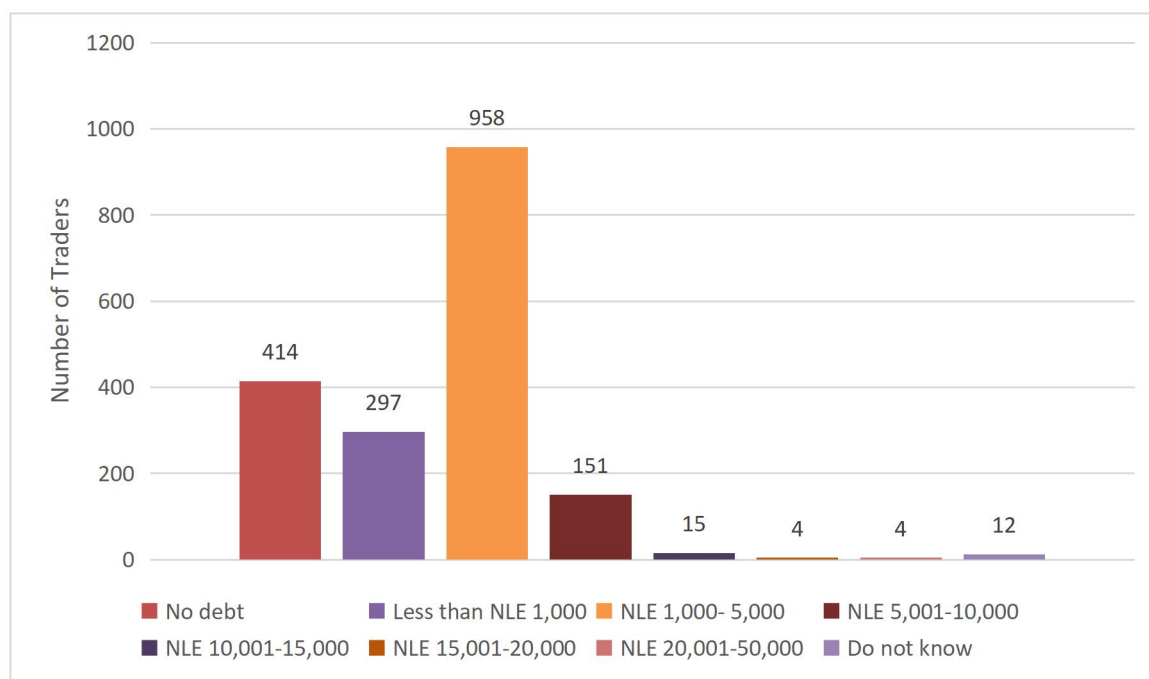


Figure 4-4 Traders' Household debt level

Details of the traders vulnerability and the outcome of the vulnerability analysis using the pre-defined criteria in Section 3.4 are presented in Table 4-6.

Table 4-6 Outcome of a vulnerability analysis using the pre-defined criteria

Source of vulnerability	Number of the Traders with this vulnerability	Percentage
None	708	38.2
Head of the household is illiterate	456	24.6
Households of youths (under the age of 24) or children (under the age of 18) who have lost both parents (they are orphans)	127	6.8
Households where a disabled child is present, or a disabled parent is present, or where a household member is (or has recently been) ill or is in need of care	71	3.8
Households with more than five children	500	27.0
Youth headed household	88	4.7
Mothers or fathers who are bringing up the children in a single-parent household	551	29.7
Households headed of elderly people (people aged 65 years or older)	55	3.0
People who are discriminated against in society due to their albinism, HIV, history of contracting Ebola, or other reason	6	0.3
Adult with poor health	55	3.0
Adult with mental disability	18	1.0
Adult with physical disability	19	1.0

4.3 SOCIO-ECONOMIC STATUS OF TRADERS' BUSINESSES

The purpose of this section is to present the information concerning the traders' Businesses within and outside the market.

A summary of the location of the businesses by the eight zones, is provided in Table 4-7.

Table 4-7 Location of the businesses in the market and outside

Business Zone	Number of Traders	Percentage
Zone 1- Maxwell Khobe Street, in front of the Kai Samba private property onto the Butcher shop building	258	13.9
Zone 2- Inside raw fish market building	249	13.4
Zone 3 - Butcher shop, stores, and toilet area	166	8.9
Zone 4 - open space back of raw fish market building	256	13.8
Zone 5 - open space outside dry fish market building	319	17.2
Zone 6 - Inside dry fish market building	215	11.6
Zone 7 - Around the dry fish market building	391	21.1
Zone 8 - Outside the main market	1	0.1
Total	1855	100

The utility connections to which the businesses currently have access to were not captured in the surveys completed to date, and instead information on the utility connections requested by the traders was collected. This information is presented in Table 4-8.

Table 4-8 Type of Utilities requested by the traders for the upgraded market

Utility Type	Number of traders who required for this utility	Percentage of traders who required for this utility
Electrical power	1,764	95.1
Public toilet	1,672	90.1
Close access to water	1,564	84.3
Close health facility	1,344	72.4
Mosque	1,438	77.5
Piped water	1,373	74
Daycare for children	953	51.4

Utility Type	Number of traders who required for this utility	Percentage of traders who required for this utility
Solid waste sanitation facilities	1,364	73.5
Wastewater sanitation facilities	1,508	81.3
Cold room storage	663	35.7
Access to locked storage areas that are owned by the Trader	1,022	55.1
Access to locked storage areas that are owned by the KCC	1,222	65.9
Church	457	24.6
Other	253	13.6

The structures/objects used for selling, and the space used by the business were recorded using tape measures during the socio-economic survey, and the data are presented in Table 4-9 and Figure 4-5. Almost half (46%) of the traders use less than 1 and 2 m² selling space.

Table 4-9 Type of structures/objects used by the market Traders

Structure type	Number of Traders	Percentage
Moveable wooden table/stool	1025	55.3
Umbrellas	91	4.9
None (selling on the floor)	453	24.4
Fixed wall(s) and roof around the space occupied by the trader	57	3.1
Fixed double or triple concrete table owned by the KCC	15	0.8
Fixed roof	1146	61.8
Fixed wooden table	142	7.6
Car tyre (used as a table)	17	0.9
Fixed single concrete table owned by KCC	220	11.9
Pan body	31	1.7
Wheel Barrow	12	0.6

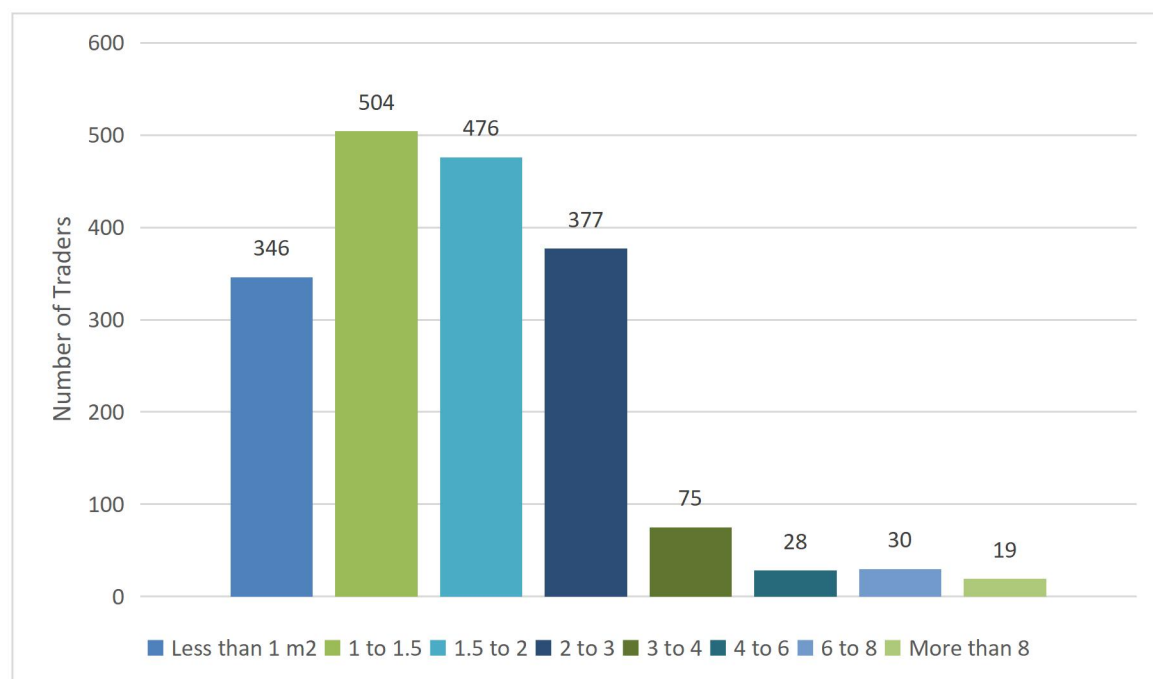


Figure 4-5 Space used by the business (m²)

A series of photos that reflect the types of businesses is provided in Figure 4-6.



Raw Chicken



Clothes & Shoes



Food- Raw fish



Food-cooked fish



Foo-foo



Groundnut+ pepper and raw cooking items

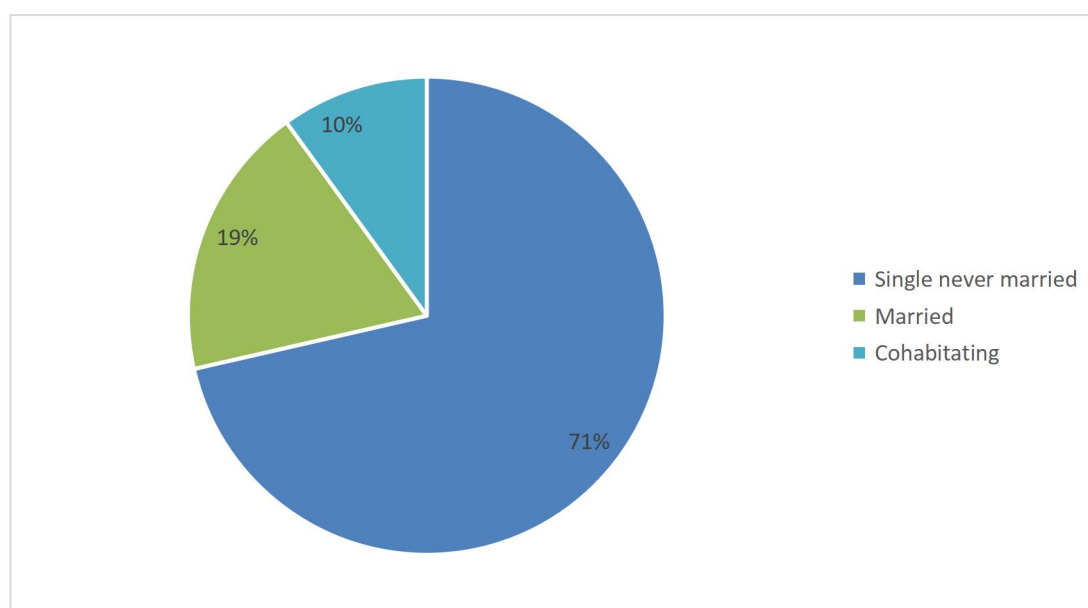
Figure 4- 6 Photos taken of the different types of businesses at Kenema Market**4.4 SOCIO-ECONOMIC STATUS OF WORKERS**

66.2% of the employed Workers (47) are males while the remaining 33.8% are females (24). The majority of the workers' age range is between 15 to 25 as shown in Table 4- 10.

Table 4- 10 Age Range of the Market Workers

Age range	Number of Workers	Percentage of Workers
15 to 25	52	73.2
26 to 35	13	18.3
36 to 45	5	7.1
46 to 55	1	1.4

Around 70% of the market workers are single/never married while the rest are married or cohabitating with 1 widow as shown in Figure 4-7.

**Figure 4-7 Marital Status of the market Workers**

The majority of the workers (73.2%) are junior and senior secondary school attendees as shown in Figure 4-8.

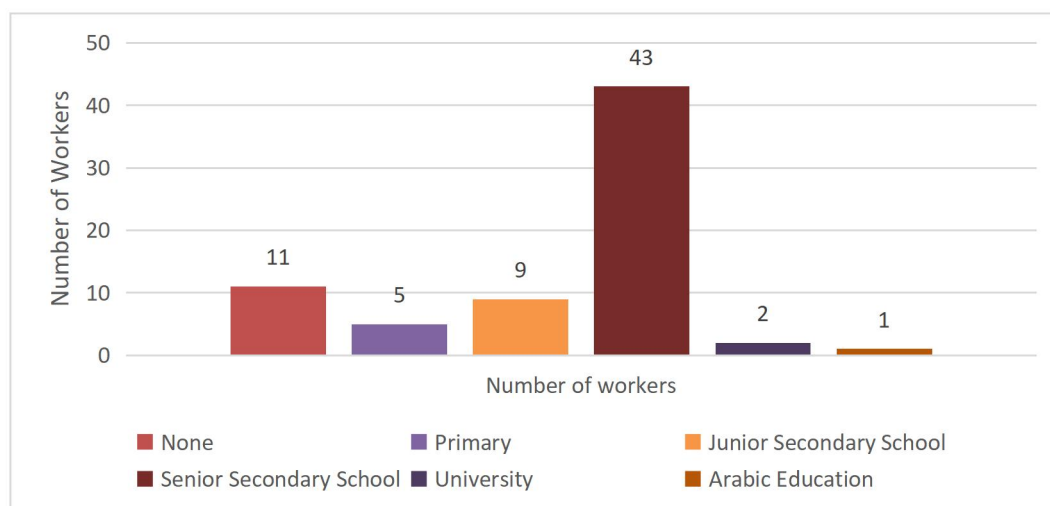


Figure 4-8 Educational Status of the market Workers

Around 61% of the market workers are permanent while only 7% are temporary. The remaining 32% are employed on intermittent basis (Table 4-11).

Table 4-11 Employment Status of the market workers

Employment Worker	Status of	Number of Traders	Percentage
Permanent		43	61
Intermittent		23	32
Temporary		5	7

The most spoken languages by the Market workers are Krio and Mende as shown in Figure 4-9 below.

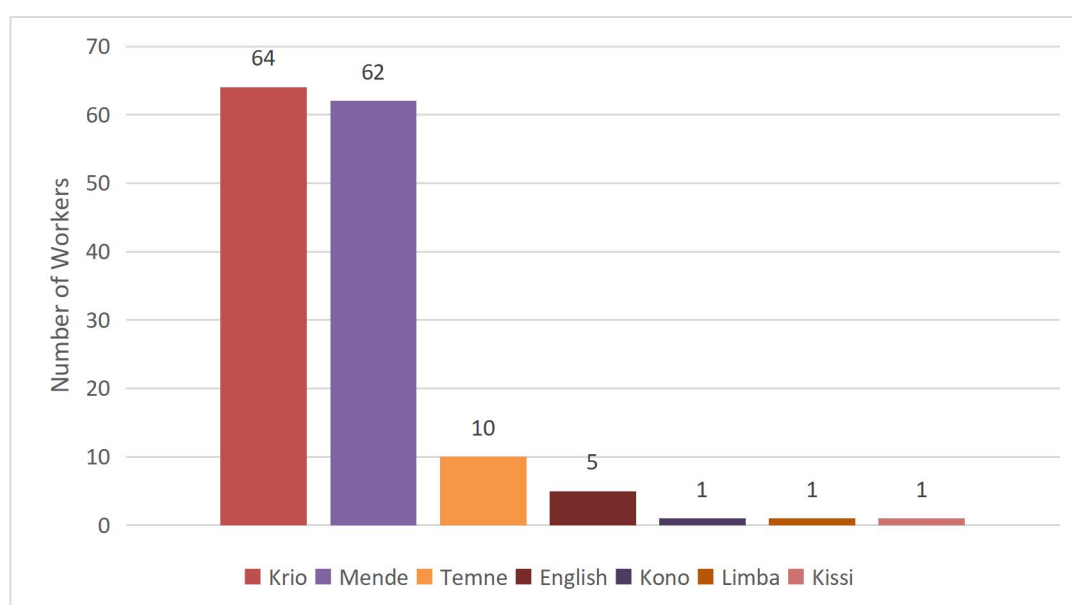


Figure 4-9 Languages spoken by the market Workers

The most frequent range of market workers daily salary is NLE 26 to 30 NLE (Figure 4- 10) which is below the minimum wage.

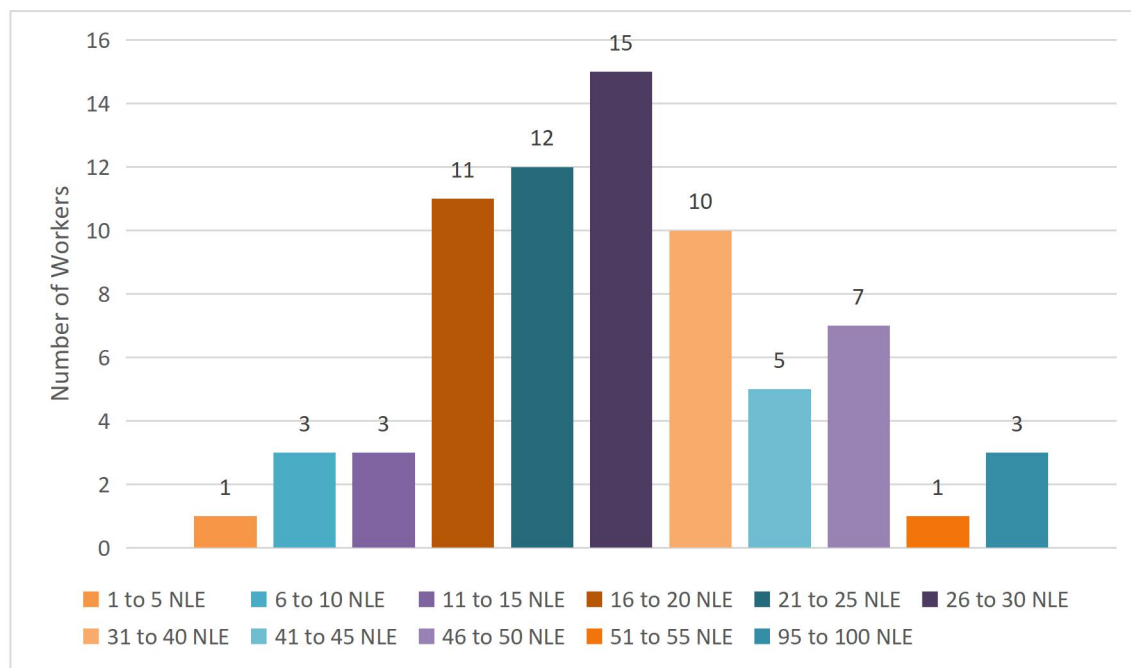


Figure 4- 10 Market Workers daily salary range

Based on the analysis of the available workers data, around 31% of the workers household consist of 1person only (Table 4- 12).

Table 4- 12 Household size distribution of the market workers

Number of People in the Household	Number of Workers	Percentage
1	15	21
2	19	27
3	9	13
4	6	8.5
5	13	18
6	3	4
7	1	1.5
8	3	4
9	2	3

4.5 SUMMARY OF VULNERABLE PEOPLE

Based upon the outcome of the socio-economic surveys, a summary of the PAPs responses to the questions concerning their vulnerability is provided in Table 4- 13. It should be noted

that some traders and workers have more than a single source of vulnerability, which is why the total number of responses is higher than the total number of individual traders and workers. Based upon a detailed analysis of the PAP database a total of 1147 traders and 28 workers possess at least a single source of vulnerability (1,175 in total).

Table 4- 13 Summary of vulnerable people

Source of vulnerability	Vulnerability amongst Traders	Vulnerability amongst Workers	Total number of responses
None	708	42	750
Head of the household is illiterate ⁵	456	NA	456
Households of youths (under the age of 24) or children (under the age of 18) who have lost both parents (they are orphans)	127	NA	127
Households where a disabled child is present, or a disabled parent is present, or where a household member is (or has recently been) ill or is in need of care	71	NA	71
Households with more than five children	500	6	506
Child-headed household under the age of 24	88	4	92
Mothers or fathers who are bringing up the children in a single-parent household	551	11	562
Elderly people (people aged 65 years or older)	55	NA	55
People who are discriminated against in society due to their albinism, HIV, history of contracting Ebola, or other reason	6	0	6
Adult with poor health	55	0	55
Adult with mental disability	18	0	18
Adult with physical disability	19	0	19
Other (not specified)	0	1	1

The key findings of the socio-economic survey are summarized below:

- More than half of the traders are young people (15 to 35) and are female, married, and are illiterate;
- The average distance from the trader's residence to the market is 2.3 km reflecting that they live within the Kenema city and immediate surrounding area;
- More than half of the traders (65.4%) use childcare arrangements;
- The majority of the traders speak Krio and Mende;
- The majority of the traders live in a household with 3-7 persons;
- The majority of the traders' monthly income ranges from NLE 1,000 to NLE 5,000 and the majority are in financial debt. The most frequent amount of debt they are in is NLE 1,000 to NLE 5,000 which is the same range as their monthly income;

⁵ This number represents the head of household who happen to be illiterate and does not represent all that traders who are illiterate.

- Sources of the most frequent type of vulnerability comprise a female or child-headed household/single parent household;
- The majority of the traders use a moveable wooden table or stool for their business;
- All of the workers are male and aged between 15 to 25, with the majority single and completed junior or senior school, reflecting that they have a slightly higher (on average) educational status than the traders; and
- The worker's daily salaries vary across the range specified in the survey, but are lower, on average than traders' salaries, and they have relatively fewer sources of vulnerability per 10 people, compared to the traders.

4.6 SOCIO-ECONOMIC STATUS OF CUSTOMERS

A total of 1,359 key informant interviews were conducted with Kenema Market customers and the results are presented below:

- The majority of customers visit the market either every day (66.4%) or every week (15.5%);
- Most of the customers (90.5%) visit the market to purchase cooking items;
- A total of 60.1% of the customers live 1-2km from the market, which is a similar distance to the traders;
- The majority of the customers reach the market by motorbike (57.3%);
- Out of the total customers surveyed, 54% indicated that they were aware of the project; and
- Importantly, 93.8% of the customers indicated that they would continue to use the traders, even if they relocated to another location whilst the upgrade works were ongoing.

The detailed results of the key informant interviews can be found in **Appendix B**.

4.7 SOCIO-ECONOMIC STATUS OF FIXED ASSETS OWNERS

A survey was conducted among 23 owners of private, fixed assets which will require demolition, and the results are presented in the table below. The data on fixed assets is linked in the database to the "identity of the Trader and the business", so that the owners of all fixed assets are known.

Table 4-14 Socio-economic status of fixed assets owners

Topic	Number of owners	Percentage
Gender	Female: 16	69.6%
	Male: 7	30.4%
Marital status	Married: 18	78.3%
	Widow: 3	13%
	Single/never married: 2	8.7%

Topic	Number of owners	Percentage
Employment status	Permanent: 21	91.3%
	Intermittent: 1	4.35%
	Temporary: 1	4.35%

Table 4- 15 Socio-economic status of fixed assets owners

Topic	Number of fixed assets	Percentage
Building permit issued (where required) by KCC	Yes: 1	4.4%
	No: 22	95.6%
Location of the structure	Inside market: 18	78.3%
	Outside market but inside Aol: 5	21.7%
Current usage of structure	Commercial: 22	95.6%
	Mixed use-residential and commercial: 1	4.4%
Connected to the physical structure of the market (i.e. an adjoining wall)	Yes: 14	60.9%
	No: 9	39.1%
General physical condition of structures outside market but inside AOI	Fair: 12	52.2%
	New or very good: 5	21.7%
	Poor: 5	21.7%
	Ruined, unusable 1	4.4%
General physical condition of structures inside market	Fair: 13	56.5%
	New or very good: 7	30.4%
	Poor: 2	8.7%
	Abandoned 1	4.4%
	Ruined, unusable 0	0%
Type of material the structure is made of	Cement blocks: 18	78.3%
	Board house 5	21.7%
Type of walls	Cement plaster with paint:17	73.9%
	Pan body wall with paint: 3	13%
	Sticks wall with paint 2	8.7%
	Cement plaster without paint: 1	4.4%
Type of doors	All over steel doors: 17	73.9%
	All over wooden doors 5	21.7%

Topic	Number of fixed assets	Percentage
	Mixed steel and wooden doors 1	4.4%
Type of windows	No windows 21	91.2%
	All over steel windows 1	4.4%
	Mixed steel and wooden doors 1	4.4%
Floors inside the structures	Paved floor 20	87%
	Tiled floor 3	13%
Number of floors	One floor 23	100%

NOTE: There is a single mixed use residential-commercial structure which is to be impacted from the upgrade works situated on a privately owned land parcel adjacent to the market. This structure is physically reliant on the physical integrity of the market structure owned by KCC and when the existing market is upgraded, the integrity of the private residence will be impacted. Due to the structural linkages, it will not be possible for the occupants to continue living at their residence whilst the works are ongoing, from the generation of noise, air emissions, and due to their close proximity to the works and the need to maintain their safety. The structure includes a single cold room which is used for the storage of food products.

The status of ownership of fixed assets is presented in Table 4-16. 60.9% own the structure on KCC leased land while 30.4% formally leased the structure and 8.7% fully owned the structure and land.

Table 4-16 Status of ownership of fixed assets

Status of ownership	Number of owners	Percentage
Owned the structure on KCC leased land	14	60.9
Owned the structure on a private leased land	7	30.4
Fully owned the structure and the land	2	8.7
Total	23	100

100% of the structures are connected to the public power grid.

Table 4-17 Type of utilities connected to the structures

Utility connected to the structure	Number of structures	Percentage
Connection to public power grid	23	100

The key findings of the survey of fixed assets impacted by the Project are summarized as follows:

- The fixed assets are owned equally by men and women;
- Most fixed assets comprise cement plastered walls, steel doors, windows, and paved floors.
- The majority (95.6%) were installed without the necessary building permit which must be issued by KCC;

- The minority (21.7%) of fixed assets are located outside of the market but inside the AoI and will still be impacted by the Project. This is because they are (in 60.9% of cases) physically connected to the structure of the market building (such as a wall) which will require demolition and therefore affect the physical integrity of the privately owned asset; and
- All of the assets have a connection to the public electricity grid.

5. REGULATORY AND POLICY FRAMEWORK

5.1 INTRODUCTION

This section summarizes the legal requirements and institutional processes that underpin land acquisition and resettlement of PAPs in Sierra Leone and the requirements of the World Bank, with respect to outlining requirements for infrastructural projects in the country's National Policy Framework.

The relevant laws and policies applicable in the country and relevant to this RP are presented in the next sub-sections.

5.2 NATIONAL POLICY FRAMEWORK

5.2.1 *The Resilient Urban Sierra Leone Project Resettlement Policy Framework 2021*

The objective of this document is to provide guiding principles for the implementation of the Resilient Urban Sierra Leone Project (RUSLP) to ensure timely, adequate and efficient roll out of activities in ways that will avoid, minimize, and compensate for all adverse impacts before project implementation. It provides the mandatory basis for developing site-specific resettlement instruments (Resettlement Action Plans), which will be developed as appropriate for subprojects (project components) that lead to resettlement. The RPF is prepared in accordance with the legal system, laws and procedures of Sierra Leone, in conformity with World Bank's Environment and Social Framework (ESF), especially Environment and Social Standard Five (ESS 5), which provides the requirements for project Land Acquisition, Restrictions on Land Use, and Involuntary Resettlement.

Property Valuation and Compensation

All affected properties shall be evaluated to determine the overall Compensation payable as part of the assessment of resettlement related issues under the RUSLP. The scope of the valuation covers land, structures and crops/economic trees on the project sites to be affected. Loss of income or disruptions to livelihoods are considered as far as it may be appropriate for payment of compensation for the period of disruption of land, structures, livelihood, and businesses. The basis of the valuation will be the Full Replacement Cost for immovable assets in accordance with the World Bank's new Environment and Social Framework (ESF), especially ESS 5; the National Lands policy 2015; and the Constitution of Sierra Leone. The Department of Housing under the Ministry of Land, Housing and Country Planning (MLHCP), together with the Survey Department under the Ministry of Works and Public Assets (MWPA), will be requested to value affected assets/properties based on the full replacement cost principle (which includes transaction cost such as any fees or transfer taxes, cost of registration of titles, and transport costs, etc.). The types of compensation for use in the implementation of the RPF include cash payment and in-kind compensation.

Relevance to the project:

The RUSLP Resettlement Framework establishes the processes and procedures for all resettlement related issues across the project. Since the market upgrade has components of resettlement, then the framework is applicable to this investment.

5.2.2 *Sierra Leone's Medium-Term National Development Plan 2024 – 2030*

A Transformative Acceleration Agenda for Food Security, Human Capital Development and Job Creation.

Sierra Leone has implemented four comprehensive national development plans (NDPs) following the official end of the country's civil war in 2002. These plans are the Poverty Reduction Strategy Paper, PRSP 2005-2007; the Agenda for Change, PRSP 2008-2012; the Agenda for Prosperity, PRSP 2013-2018; and the Medium-Term National Development Plan, (MTNDP) 2019-2023 which is still being applied and has not yet been superseded by a new planning document. Over the past two decades, albeit amid stiff challenges and multiple setbacks, each of these development agendas have been able to gradually propel the country in the direction towards reducing poverty and setting the stage to achieve sustainable development through investment in the country's workforce, building of strong democratic and revenue generation institutions, diversifying the economy, and the maintaining of peace, among other interventions. One of the key lessons learnt in the implementation of the previous plans is that the plans were designed mainly to align with the country's political term limits without serious long-term implications. This has significantly undermined the achievement of some critical development milestones over the past two decades.

This current national development blueprint, which is Sierra Leone's fifth NDP, is scheduled to be implemented over the period spanning 2024 to 2030. This approach will not only ensure that this NDP has a long-term focus, but will also ensure it is strategically aligned with other global development agendas, especially the United Nations 2030 Agenda and the Sustainable Development Goals (SDGs). The plan is also aligned with key human development, economic and environmental sustainability targets scheduled to be achieved by 2030 in the AU Agenda 2063 as well as the targets of ECOWAS Vision 2050. The overall objective of this approach is to generally ensure sustained and coherent development focus and engagement for effective socioeconomic transformation of the country.

Relevance to the project:

The upgraded markets will increase revenue and the construction activity itself will enhance job creation (albeit temporary), which is part of the plan. Every development activity between 2024 and 2028 should be aligned with the provisions of the MTNDP, hence the plan is very relevant to the project.

5.2.3 *National Social Protection Strategy. for Sierra Leone 2022-2026*

The National Social Protection Strategy for Sierra Leone 2022-2026 (NSPS) is designed to strengthen the strategic vision and direction of the social protection sector; an integrated National Social Protection Strategy is critical for Sierra Leone. This Strategy, the result of a national consultation process facilitated by international social protection experts, outlines the strategic priority areas for the next five years (2022-2026) to meet the policy objectives laid out in the NSPS.

First, it outlines the programmes needed to reach policy objectives and strategic targets, reaching priority groups of the population within the MTNDP. the Government declared its

commitment to developing a solid national social protection system and delivering quality social protection services to the population to enhance human capital, age-appropriate social protection services incorporating considerations of disability, gender- and child-sensitive social protection, including coverage targets which would enable achievement of the policy objectives.

Second, it considers how to operationalize those programmes to meet the policy objectives through setting systems strengthening targets to ensure coherent, coordinated, and effective implementation of social protection programmes in Sierra Leone.

This includes tools such as a single social registry, a GRM, shock-responsive capacity, linkages with and referrals to social services, capacity strengthening, a monitoring and evaluation framework and coordination mechanisms.

Finally, it outlines the costs of the Strategy as a whole, including systems strengthening and programmes, and based on scenarios modelled with selected levels of coverage of priority groups, benefit levels and comprehensiveness of programming to inform progressive realization of the NSPS vision of universal coverage by 2040.

Relevance to the project:

The strategy is based on the provision of social protection and basic social services for every resident in Sierra Leone. The market upgrade will provide improved water and sanitation, waste management and cold room facilities which are basic social services; in addition, it will be situated within a secured boundary wall and the buildings fitted with fire alarms and cameras, which will enhance the protection of its constituency (women and children). Hence, the facilities will be provided in line with the requirements of the social protection strategy.

5.2.4 National Land Policy 2005

The Land National Policy of 2005 makes provision for the fair and adequate compensation of land taken for project or national development. The Policy provides for compulsory acquisition of private land in the public interest. It states that compensation for land should be fair and adequate and will be paid in a reasonable time. A draft Resettlement Policy, a legal and administrative framework for the preparation of Resettlement Plans (RPs) is still undergoing the ratification process in the Parliament.

5.2.5 National Land Policy (2005, amended in 2015)

The new National Land Policy presents the mechanisms for the administration of, management, control, planning and execution of land matters in Sierra Leone. The Policy aims at the judicious use of the nation's land and its entire natural resources by all sections of Sierra Leone society in support of various socio-economic activities undertaken in accordance with sustainable resource management principles. The principles of the land policy include among others: principle of land as a common national or communal property resource held in trust for the people and which must be used in the long-term interest of the people of Sierra Leone. This principle only holds where it does not violate existing rights of private ownership; compensation to be paid for lands acquired through compulsory government acquisition will be fair and adequate and will be determined, among other

things, through negotiations that take into consideration government investment in the area; local authorities (City and District Councils) may negotiate for land for project development purposes, but all such grants should be properly documented and processed; no interest in or right over any land belonging to an individual or family can be disposed of without consultation with the owner or occupier of the land; and no interest in or right over any land belonging to an individual or family can be compulsorily acquired without payment, in reasonable time, of fair and adequate compensation.

Relevance to the project:

Since the market is on parcels of land located in the provinces, they are governed by the customary law land tenure system which is different from the Western Area. This system establishes that the original land owners of all land in the provinces is either the community (public land) or families (private land); therefore, the market land must be originally owned by either the community or a family prior to its transfer to the Local Council. The Land Policy requires the registration of all lands and documenting the transaction and transfer of ownership from either the community or a land owning family to the Local Council.

5.2.6 National Referral Protocol on Sexual and Gender-Based Violence (SGBV) 2022

In response to high rates of SGBV in Sierra Leone and recognizing the complexity of delivering survivor-centered responses, the Government of Sierra Leone produced the 2012 Gender-Based Violence National Referral Protocol (GBV NRP, 2012). The GBV NRP 2012 was a technical guidance document developed to ensure that survivors of SGBV, including children, receive free, prompt and coordinated responses from service providers including free medical care, legal advocacy and advice, and psychosocial support from the point at which the report is made to beyond the time when the legal case is completed. Significant changes in the legal, political, policy and cultural environment in Sierra Leone have taken place since 2012, most notably the launch of the National Strategy for Response to Sexual and Gender Based Violence (SGBV) (Annex 1) in December 2021. This reinforces the importance of delivering SGBV response in a way that prioritizes the dignity, needs, and wishes of the survivor. There is now a need to revise the NRP to ensure it is more survivor-centered and that services are effective, coordinated, child-friendly, gender-sensitive, and disability-inclusive.

The 2022 NRP incorporates the National Guidelines linking four key hotlines: a) 116 SGBV VAC Hotline, b) 112 police and ambulance services, and c) 117 health (Annex 2). The 2022 NRP also reflects changes within the Ministry Departments and Agencies (MDAs), such as the recently created ministries and institutions which have a stake in GBV prevention, reporting, response and service provision in Sierra Leone.

The 2022 NRP is updated to reflect developments in child protection and education policy frameworks that strengthen SGBV prevention and response at all levels. The updated NRP also ensures disability mainstreaming, which is essential to adhere to best practices and to enable the collection and management of disability-related data by age, gender and type of disability, in accordance with the questions set out by the Washington Group on Disability Statistics and supported by the evaluation of the Child and Adult Functioning Models.

Relevance to the project:

The market upgrade construction works will attract influx of labour and interaction between men and women, which incurs a high potential risk of sexual exploitation and harassment of women and girls in the market and its vicinity. This policy gives a framework on how these issues can be handled whenever and wherever they occur, hence its relevance to the project.

5.3 CONSTITUTIONAL, LEGISLATIVE AND REGULATORY PROVISIONS

Several instruments in the form of Acts, policies and regulations, including the 1991 constitution govern land acquisition and resettlement relation to developmental projects in Sierra Leone.

5.3.1 *The Constitution of Sierra Leone*

The 1991 constitution makes provision for the government to pursue social protection and prosperity for its people through the harnessing and management of all natural resources, and protects individuals from deprivation of interest or right over property of any kind. It secures and guarantees private ownership and enjoyment of property. However, section 21 of the constitution makes provision for compulsory acquisition of private properties under the condition that it promotes the public welfare of the citizens of Sierra Leone. Any acquisition of property in line with section 21 must be accompanied by prompt payment of adequate compensation, as well as providing the individual(s) access to the court or other impartial and independent authority for the determination of the entitled by person interest or right, and the amount of any compensation to which s/he is entitled and for the purpose of obtaining prompt payment of that compensation. However, the constitution does not make provision for the development of a Resettlement Plan (RP).

CHAPTER III – Section 15. Whereas every person in Sierra Leone is entitled to the fundamental human rights and freedoms of the individual, that is to say, has the right, whatever his race, tribe, place of origin, political opinion, colour, creed or sex, but subject to respect for the rights and freedoms of others and for the public interest, to each and all of the following— a) life, liberty, security of person, the enjoyment of property, and the protection of law; b) freedom of conscience, of expression and of assembly and association; c) respect for private and family life, and d) protection from deprivation of property without compensation;

Except with his own consent, no person shall be hindered in the enjoyment of his freedom of expression, and for the purpose of this section the said freedom includes the freedom to hold opinions and to receive and impart ideas and information without interference, freedom from interference with his correspondence, freedom to own, establish and operate any medium for the dissemination of information, ideas and opinions, and academic freedom in institutions of learning.

Protection of freedom of assembly and association. Protection from discrimination:

Except with his own consent, no person shall be hindered in the enjoyment of his freedom of assembly and association his right to assemble freely and associate with other persons and to form or belong to any political party, trade unions or other economic, social or professional associations, national or international, for the protection of his interests.

Relevance to the project:

The Constitution is the document that regulates the actions and inactions of all residents in Sierra Leone; therefore, every activity undertaken in Sierra Leone is regulated by the Constitution, including the right to have an ideal and comfortable selling space, the protection of traders, etc.

5.3.2 *Land Tenure and Ownership*

Land administration in Sierra Leone is governed by a dual system of law, dispersed in about twenty statutes and regulations. In the Western Area of Sierra Leone, land tenure is governed by Property Statutes. Land is either State (publicly) owned or privately owned. The right of the state to public land is inalienable and indefeasible. Rights of occupation over public land may be granted under the warrant. The state has the power, conferred by the Unoccupied Lands Act, cap 117, to take possession of unoccupied land. In the provinces, customary law co-exists with statute. The recognition of the force of customary law in the provinces is established by section 76 (1) of the Courts Act 1965. Through customary law, ownership of land is vested in the chiefdoms and communities: it can never be owned freehold. Land always belongs to the communities under the different forms of tenure under customary law. This principle is established by the Chiefdom Councils Act as well as by Section 28 (d) of the Local Government Act 2004.

Relevance to the project:

The land tenure determines and distinguishes between the dual systems of land ownership in the Western Area and the provinces. Since the current market is being constructed on parcels of land that are situated in the provinces, it establishes that those lands are still owned by the communities even though they have been ceded to the municipalities for the construction of the markets. Establishing land ownership is very relevant to the project.

5.3.3 *National Development Induced Resettlement Act 2023*

This is an act to introduce uniform principles to guide the planning, implementation and monitoring of Development Induced Resettlement Activities and to provide for other related matters.

Part I defines an Affected Person.

Part IV – Section 12 (a) states that Resettlement shall be avoided at all cost and where it is unavoidable, it should be undertaken in a manner that will cause minimal disruption of the affected persons.

Part IV Section 12 (f) of the Act requires resettlement shall be carried out only after affected persons have been provided with full and fair compensation for incurred tangible and intangible losses.

Part IV – Section 13, Sub-Section XIV addresses resettlement impacts on vulnerable groups.

Part V – Licenses Resettlement Impact Assessment and Management Plan:

Section 12 (K) requires that resettlement will only be carried out after the development and approval of a risk appropriate resettlement management plan.

Section 14) requires that any person should not undertake a project that will lead to resettlement unless he/she holds a license issued under the Development Induced-Resettlement Act.

Part VI Section 13 Subsection (XXVIII) requires that a comprehensive framework for redressing grievances and resolving disputes that may arise in respect of the planning, implementation and monitoring of resettlement activities is established before the implementation of resettlement activities.

Part VI- Section 30 requires the proponent of a development project to bear all the responsibilities relating to the planning, implementation and monitoring of resettlement and upgrade activities approved under the resettlement management plan. An authorized officer shall monitor and inspect all licensed project to assess their impacts on affected persons and to ascertain compliance with the Act.

Part VII (Compensation Framework), Section 34 Subsection 1 stipulates that any person affected by a development project shall have the right to payment of full compensation.

Section IV subsection 13 (XXII) states that the absence of formal legal title is not a bar to affected persons' entitlement to compensation and the landowners, land users and squatters are appropriately compensated

Section IV subsection 13 (XXII) states that the absence of formal legal title is not a bar to affected persons' entitlement to compensation and the landowners, land users and squatters are appropriately compensated

Part IV, Section 12 (e) stipulates disclosure of information, regular consultation and informed participation as part of resettlement planning and implementation.

Relevance to the Project:

This is the overarching regulation that deals with the procedures of executing resettlement due to development projects. The Act requires the conduct of proper assessment of potential effects of resettlement on affected persons and determines the ideal compensation framework. The Act clearly requires compensation to be paid prior to the commencement of the development. The market upgrade will induce resettlement of traders which should be done in compliance with the Act, hence the relevance of the Act to the project.

5.3.4 Environment Protection Act 2022

EPA Act 2022 - Part VI Section 28 sub-sections: (1) The Agency shall, on receiving an environmental impact assessment from an applicant under section 27, publish the approved report on the Agency's website or newspaper, for inspection and comments of the public, including relevant Government Ministries, professional bodies or associations and non-governmental organizations. (2) Public comments on an environmental impact assessment under subsection (1) shall be submitted to the Executive Chairman within 14 days of the last publication on the website and newspaper.

Relevance to the project:

This Act requires the conduct of environmental impact assessment to determine the potential risks to the environment and people due to the activities of an investment/undertaking. The market upgrade has both negative and positive impacts and these should be identified, assessed and mitigated in line with the requirements of the Act. This Act is relevant to the project since after screening it, the preparation of an ESIA and ESMP was found to be required.

5.3.5 *Sierra Leone Small and Medium Enterprises Development Agency Act, 2016*

Being an Act to provide for the establishment of the Small and Medium Enterprises Development Agency, to create a conducive environment within which Small and Medium Enterprises can thrive and operate, to provide for Sierra Leone's fiscal, monetary and banking policy, trade and industry, technology, marketing, infrastructural and institutional development, and for other related matters.

Part III Section 12. (1) The object for which the Agency is established is to promote a conducive business environment including an efficient and effective service delivery network to empower and develop Small and Medium Enterprises for growth, productivity and competitiveness. Sub section (2) states: Notwithstanding the generality of subsection (1) the agency shall (a) design and implement development support programmes and schemes for Small and Medium Enterprises; (b) facilitate, assist and provide market access and business linkage opportunities to Small and Medium Enterprises to enable them to compete successfully in national and international markets.

Relevance to the project:

Most of the traders in the market fall under the category of small and medium enterprises, and the Act regulates and supports the activities of this bracket. The upgraded market will avail favorable conditions to traders and will attract the attention of the Agency to help in creating conducive environments (support and policies) for the traders. Hence the relevance of this Act to the project.

5.3.6 *Independent Commission for Peace and National Cohesion Act, 2021*

Being an Act to provide for the establishment of the Independent Commission for Peace and National Cohesion; to confer on the Commission the power to take measures to prevent, manage and resolve conflicts; to build, promote and maintain sustainable peace in Sierra Leone; and to provide for other related matters. Part III – Functions and powers of the Commission Section 12. Functions and powers of the Commission sub section (1) The function of the Commission is to undertake measures to prevent, manage and resolve conflicts, to build, promote and maintain sustainable peace in Sierra Leone and to advise the Government of Sierra Leone on all aspects of conflict resolution and peace. Subsection (2) Without prejudice to the generality of subsection (1) the Commission shall have responsibility to— (a) promote peace, reconciliation and unity in Sierra Leone; (b) build peace cultures, enhance tolerance and support peaceful resolution of conflicts throughout Sierra Leone; (c) monitor and evaluate the implementation of the Truth and Reconciliation Commission recommendations and adopt measures to promote and facilitate full implementation of the recommendations; (d) advise Government on the formulation and implementation of policies relating to peacebuilding, conflict prevention and conflict resolution; (e) develop

programmes and provide services that promote awareness activities in local communities, schools, and local administration to promote conflict prevention and conflict resolution;

Relevance to the project:

There is tendency for riotous conduct and the threat of peaceful cohesion in this market. The Act establishes the Peace Commission which has the responsibility to promote peace across the country; the Act gives the Commission the responsibility to persuade citizens to co-exist peacefully, including in the market settings.

5.3.7 *Right to Access Information Act 2023*

Part II Section 11 subsection 1(c) of the Act stipulates the following: Before initiating any project or formulating any policy, scheme, program or law, publish or communicate to the public in general or to the persons likely to be affected by it in particular, the facts available to it or to which it has reasonable access which in its opinion should be known to them in the best interests of natural justice and promotion of democratic principles; 1 (d) - unless there are good reasons to the contrary, allow members of the public to attend its meetings at which decisions affecting them are made, and give adequate notice of the meetings.

Relevance to the project:

The Act requires consultation with all relevant stakeholders prior, during and after any investment or activity that will affect them. For the market upgrade, the affected traders and their union representatives must be engaged in every step of the process including the relocation activities. This Act is thus very relevant to the project.

5.3.8 *National Revenue Authority Act 2022*

An Act provided for the existence of the National Revenue Authority as a central body responsible for the assessment and collection of taxes and specified revenues; to provide for the administration and enforcement of specified revenue laws and to provide for other related matters

Part III Section 15 (1): the Authority will administer and enforce revenue laws promulgated for the assessment and enforcement of collection of revenue on behalf of the government.

Section 2 (c): the authority will formulate and implement plans for developing an effective and fair and efficient revenues collection system and (e) advise the government on matters of policy relating to revenues whether arising from any law set out in the schedule.

Relevance to the project:

The Act gives the National Revenue Authority to establish and enforce tax revenue laws which are applicable to traders; these laws will impact the performance of traders, if there are unfavorable tax hikes, it will affect commodity prices and hence will impact the traders' revenues and businesses in the market.

5.3.9 *National Land Commission Act 2022*

Being an Act to provide for the establishment of the National Land Commission, the District Land Commission and other land administrative bodies to secure effective and holistic land

administration and to provide for other related matters. Section 59 subsection 2 requires the establishment of an inventory of state, private and community land across the country.

Part XI, Section 77:

Subsection (1): The Commission shall establish a Grievance Redress Mechanism whereby a person can challenge decisions of the Commission in respect of land for which he/she has a right or claim;

Subsection (2): any grievance redress mechanism established by the Commission shall be effective, accessible and affordable to all, and provide prompt resolution of an enforcement of outcomes of disputes over tenure rights.

Subsection (3): Where a person is deprived of a land tenure right by the Government for a public purpose, compensation shall be provided to that person irrespective of the resolution provided by any grievance redress mechanism established by the Commission.

Section 78, Subsection (1): The Commission shall set up within each chiefdom Land Committee, a subcommittee to be known as the Land Adjudication Tribunal.

Relevance to the project:

The Land Commission Act requires that all pieces of land in every corner of Sierra Leone should be registered under the Land Commission that was established by the Act; the Commission will establish a national land register which may include all the relevant information of any parcel of land at local and national level. This is applicable to the current markets plots and the relocation site in Kenema.

5.3.10 Customary Land Right Act 2022

Being an Act to provide for the establishment and protection of customary land rights, the elimination of discrimination under customary law, and the management and administration of land subject to customary law and to provide for other related matters. Part III Section 5 (1) and (2) of the act guarantee equal right to own, hold, use, inherit, succeed or deal with land under customary law and nullifies any law that excludes, inhibits women from owning, holding, using or transferring and inheriting land.

Relevance to the project:

The current markets and relocation site initially belong to landowning households prior to handing them to the local councils; there exist adjacent lands in these locations which may be possibly acquired for the extension of the market or to allow for the installation of hoardings during the construction period. The rights of owners of such properties are guaranteed under the Customary Land Act.

5.3.11 The Town and Country Planning Act 1948

This Act defines the rules for the definition of Planning Areas and Schemes. Cap 81, Part IV, n°25 gives rights to any person whose property is seriously affected by a scheme or by the execution of any work under a scheme to be compensated by the amount by which his property is decreased in value under the condition that he makes a claim within a certain

limited time (to be clarified based on engagement with Government for the RP). If the person is dissatisfied with the compensation received, he is allowed to appeal to the Supreme Court. Final judgment is subject to appeals applicable to the Supreme Court.

Relevance to the project:

The Act regulates planning, which is relevant to the project, because it ensures that construction of various infrastructures should be done within planned areas. Therefore, the requirements of the Act are applicable to the selection of the location of the markets and relocation site.

5.3.12 *The Public Health Act 2022*

It is an Act to provide for the promotion, protection and improvement of public health and wellbeing in Sierra Leone and to provide for the protection of individuals and communities from public health risks, to provide for the prevention and control of the spread of infectious diseases, to provide for local government and community participation in protecting public health, to provide for early detection of and prompt response to diseases and public health threats, and to provide for other related matter.

Section 3 subsections 1 2 and 3 requires the local council to promote community involvement in health issues and providing information, education and communication to promote healthy lifestyles within a locality, provide environmental health care within its locality including preventing the occurrence of health nuisance, unhygienic offensive or insanitary or other conditions which could be harmful or dangerous to human health, such as preventing the pollution of water intended for human and animal consumption.

Part IX Section 88 requires a health authority to appoint public places within its jurisdiction to be used as public markets.

Relevance to the project:

The Act gives the Health Authority the power to determine the location of public markets, it also gives an indication of ideal places to sell food stuff (such as butchery and fish products), most sections of the Act are applicable to the market upgrade and its relocation site. It also aims to prevent the occurrence of health nuisance, unhygienic offensive or insanitary or other conditions which could be harmful or dangerous to human health in the market.

5.3.13 *The Sexual Offences Act, 2012*

Being an Act to consolidate with amendments of the law relating to sexual offences.

PART II Section 6. A person who intentionally commits an act of sexual penetration with another person without the consent of that other person commits the offence of rape and is liable on conviction to a term of imprisonment not less than five years and not exceeding fifteen years. Section 7. A person who intentionally, without the person's consent (a) touches that person in a sexual manner, or (b) compels that person to touch the accused person in a sexual manner, commits the offence of indecent assault and is liable on conviction to fine not exceeding Le5 million or a term of imprisonment not exceeding five years.

Relevance to the project:

The market upgrade construction works will attract influx of labour, which incurs a high potential risk of sexual exploitation and harassment of women and girls in the market and its vicinity. The Sexual Offence Act has indicated punitive measures and sanctions for such actions, hence its relevance to the project.

5.3.14 The Local Government Act, 2022

Being an Act to consolidate with amendments, the law on local government, and to provide for the decentralization and devolution of functions, powers and services to local councils and for other matters connected therewith.

PART V – Section 20. (1) A local council shall be the highest political authority in the locality and shall have legislative and executive powers to be exercised in accordance with this Act or any other enactment, and shall be responsible, generally for promoting the development of the locality and the welfare of the people in the locality with the resources at its disposal and with such resources and capacity as it can mobilize from the central government and its agencies, national and international organizations, and the private sector.

(2) Without prejudice to the generality of subsection (1), it shall be the function of a local council to (a) mobilize the human and material resources necessary for the overall development and welfare of the people of the locality; (b) promote and support productive activity and social development in the locality; (c) initiate and maintain programmes for the development of basic infrastructure and provide works and services in the locality.

PART XII Section 90. (1) A local council may make byelaws not inconsistent with the Constitution or this Act or any other enactment for the purpose of any function conferred on it by or under this Act or any other enactment.

Relevance to the project:

The Act gives the authority to the Local Councils to plan and undertake development projects in their jurisdiction. The markets upgrade subprojects were part of the development plans of both municipalities. In addition, the upgraded markets will increase revenue for the municipalities.

5.3.15 Appropriation Act 2024

Being an Act to authorize expenditure from the consolidated fund for the services of Sierra Leone in the year 2024 and for other related matters. The act makes it necessary to make provision for issue from the consolidated fund of sums of money necessary to meet the expenditure to carry on the services of the Government. Note 3 of the act allocated 0.04% contingency fund for expenses that are not catered for in the Act. Should the government fund be required to pay for resettlement in this project, these funds are applicable for such investments.

Relevance to the project:

The Act regulates government yearly spending which includes allocation to the municipalities. The municipal administration can use funds from their yearly allocation to

maintain the upgraded markets; this will only be possible when funds are appropriated to the municipalities under the Appropriation Act.

5.3.16 The Borrowers and Lenders Act, 2014

Being an Act to provide the legal framework for credit agreements, to improve standards of disclosure of information in credit agreements, to prohibit certain practices, and promote consistency in the enforcement of credit agreements and to provide for other related matters.

Section 2. (1) This Act shall apply to (a) security interests (i) in movable property created by a credit agreement, regardless of the form of the transaction, the type of movable property or the nature of the secured obligation; Part II Section 4. (1) For the purposes of this Act, the Bank shall:

(a) promote the development of a fair, transparent, competitive and accessible credit market throughout Sierra Leone; (b) monitor the credit market throughout Sierra Leone in order to detect and prevent any conduct prohibited by this Act; (c) receive complaints in writing about alleged contraventions of this Act.

Relevance to the project:

The Act regulates the relationship between lenders and borrowers. Most of the traders rely on loans and other forms of micro-credit from lending organizations. The upgraded markets will eventually lead the traders to add on their wares and hence will attract more lenders. The Act is meant to regulate this relationship.

5.3.17 The Traffic Act 2016

The act designated a "footway" as a way comprised in a road which also comprises a carriageway, being a way over which the public have a right of way on foot only and established that a footpath is not part of the road, it is only reserved for pedestrians.

Section 121 (2) stipulates that a motorist is liable to a fine for causing danger to road users.

Section 131 prohibits a motorist from a person from driving a motor vehicle (a) on to or upon land which is not a road; or (b) on any road which is a footpath or a pedestrian walkway.

PART XI – Section 117. (1) A person who parks a motor vehicle wholly or partly (a) on the verge or shoulder of a road; (b) on any land situated between two carriageways and which is not a footway; (c) on a footway; (d) on a pedestrian crossing; or (e) on a place reserved for the physically challenged.

Relevance to the project:

The relocation site in Kenema are mostly on existing roads, which has the potential to attract traffic around its periphery. In addition, most of the traders and buyers do walk to the market. The protection of the traders and buyers from potential accidents due to the existence of the market and relocation site is paramount; the Act regulates the relationship between the motorist and pedestrians, hence its relevance to the project.

5.3.18 *The Child Rights Act, 2007*

Being an Act to provide for the promotion of the rights of the child compatible with the Convention on the Rights of the Child, adopted by the General Assembly of the United Nations on 20 November 1989, and its Optional Protocols of 8 September, 2000; and the African Charter on the Rights and Welfare of the Child, and for other related matters.

Section 26 26. (1) No parent shall deprive a child of his welfare whether (a) the parents of the child are married or not at the time of the child's birth; or (b) whether the parents of the child continue to live together or not. (2) Every child has the right to life, dignity, respect, leisure, liberty, health, including immunization against diseases, education and shelter from his parents.

Relevance to the project:

The market setting involves a high number of women and their kids; traders often instruct children to help them with the trading activities, which is a violation of the right of the child. This is forbidden under the Act; therefore, the Act is very relevant to the market upgrade subject in preventing the employment and abuse of children.

5.4 INTERNATIONAL FRAMEWORK

The World Bank's Environmental and Social Standard on Land Acquisition, Restrictions on Land Use and Involuntary Resettlement Policy (ESS 5) applies to permanent or temporary physical and economic displacement resulting from land acquisition or restrictions on land use undertaken or imposed in connection with the project's implementation.

The World Bank's Land Acquisition, Restrictions on Land Use and Involuntary Resettlement requirements as embedded in ESS5 outline the conditions under which the World Bank will fund a project if it displaces people or affects their social and economic wellbeing.

5.4.1 *Policy Objectives*

The objective of the Bank's Resettlement Policy is to ensure that the population displaced by a project receives benefits from it. The policy has the following key objectives:

- To avoid involuntary resettlement or, when unavoidable, minimize involuntary resettlement by exploring project design alternatives;
- To avoid forced eviction;
- To mitigate unavoidable adverse social and economic impacts from land acquisition or restrictions on land use by: (a) providing timely compensation for loss of assets at replacement cost; and (b) assisting PAPs in their efforts to improve, or at least restore, their livelihoods and living standards, in real terms, to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher;
- To improve living conditions of poor or vulnerable persons who are physically displaced, through provision of adequate housing, access to services and facilities, and security of tenure;
- To conceive and execute resettlement activities as sustainable development programs, providing sufficient investment resources to enable PAPs to benefit directly from the project, as the nature of the project may warrant; and
- To ensure that resettlement activities are planned and implemented with appropriate disclosure of information, meaningful consultation, and the informed participation of those affected.

According to World Bank's ESS 5, the resettlement plan should include measures to ensure that PAPs are:

- Informed about their options and rights pertaining to resettlement;
- Consulted on, offered choices among, and provided with technically and economically feasible resettlement alternatives;
- Provided prompt and effective compensation at full replacement cost for losses;
- Aided (such as moving allowances) during relocation; and
- Provided with residential housing, or housing sites, (in the context of this case, market sites) for which a combination of productive potential, location advantages and other factors is at least equivalent to the advantages of old sites.

Where it is necessary to achieve the objectives of the resettlement plan, it should also ensure that PAPs are:

- Offered support after displacement, for a transition period, based on a reasonable estimate of the time likely to be needed to restore their livelihood and standard of living; and
- Provided with development assistance in addition to compensation measures, such as relocation market site preparation, training, or job opportunities.

5.4.2 *Similarities Between the Government of Sierra Leone Regulatory Framework, and World Bank's ESS5*

The Government of Sierra Leone and World Bank requirements are found to converge on the following points:

- Avoidance of involuntary resettlement wherever feasible, and minimization of resettlement where population displacement is unavoidable by exploring all viable project options;
- Compensation at replacement cost (replacement cost of an affected asset is equivalent to the amount required to replace the asset in its existing condition);
- Assistance to the PAPs for relocation;
- Assistance to the PAPs to improve their living standards, capacity for income generation, and production levels, or at least to restore them to their former levels;
- Participation of all stakeholders;
- Consultations with PAPs at every stage; and
- Grievance redress mechanisms for PAPs.

The table below provides a summative comparative analysis of the World Bank ESS5 and the Regulatory Framework of Sierra Leone.

Table 5-1 Comparative Analysis of the World Bank ESS5 and the Regulatory Framework of Sierra Leone

World Bank ESF	National Regulation	Comparison	Gap filling measures
Eligibility classification 10. Affected persons may be classified as persons: (a) Who have formal legal rights to land or assets. (b) Who do not have formal legal rights to land or assets, but have a claim to land or assets that is recognized or recognizable under national law; or (c) Who have no recognizable legal right or claim to the land or assets they occupy or use.	The National Development-Induced Resettlement Act 2023 (NDIR), Part 1 defines Affected Person as a person who as a result of a qualifying project or activity loses or is likely to lose either in full or in part, permanently or temporarily, the right to own, use or otherwise benefit from all or part of physical or non-physical assets, including home, community, land resources, important cultural resources, important cultural sites, commercial properties, tenancy, income earning opportunities, and social or cultural networks and activities Part IV – Section 13 Subsection (XIV): resettlement accounts for and gives particular attention to the specific impacts of resettlement on vulnerable groups.	The Act fully addresses the eligibility criteria	Can use both the ESS 5 and the National Act
Involuntary resettlement should be avoided wherever possible, or minimized, exploring all alternatives	Part IV, Section 12 (a) of the NDIR states that Resettlement shall be avoided at all cost and where it is unavoidable, it should be undertaken in a manner that will cause minimal disruption of the affected persons	The Act fully addresses the ESS requirement	Can use both the national regulation and the ESS
Project design 11. The Borrower will demonstrate that involuntary land acquisition or restrictions on land use are limited to direct project requirements for clearly specified project purposes within a clearly specified period of time. The Borrower will consider feasible alternative project designs to avoid or	The NDIR 2023 Part V – Licenses Resettlement Impact Assessment and Management Plan 14). A person should not undertake a project that will lead to resettlement unless he holds a license issued under the Development Induced-Resettlement Act	The Act fully addresses the ESS requirement	Can use both the national regulation and the ESS

World Bank ESF	National Regulation	Comparison	Gap filling measures
minimize land acquisition or restrictions on land use, especially where this would result in physical or economic displacement, while balancing environmental, social, and financial costs and benefits, and paying particular attention to gender impacts and impacts on the poor and vulnerable.	16). (2) In deciding to grant a RP License, the Minister should take into consideration: a) the principles guiding development-induced resettlement and how they should be applied b) the potential nature and magnitude of the development-induced displacement, including: i) the total number of affected persons and vulnerable persons ii) the extent of physical and economic displacement iii) the extent of involuntary displacement iv) the location and scale of the project area v) the potential impact on host communities. Part IV Section 13 (a) (ii) states that; where is not possible to avoid resettlement, the negative impacts are minimized by establishing appropriate mitigation measures or alternatives in the design and implementation of the project.		
Compensation and benefits for affected persons 12. When land acquisition or restrictions on land use (whether permanent or temporary) cannot be avoided, the Borrower will offer affected persons	Part VII Compensation Framework	The Act fully addresses the ESS requirement	Can use both the national regulation and the ESS

World Bank ESF	National Regulation	Comparison	Gap filling measures
compensation at replacement cost, and other assistance as may be necessary to help them improve or at least restore their standards of living or livelihoods, subject to the provisions of paragraphs 26 through 36 of this Environmental and Social Standard.	Section 34 subsections. 1). Any person affected by a qualifying project shall have the right to payment of full compensation. 2). Compensation due under the Act shall: a) seek to restore or improve the economic condition and social wellbeing of affected persons including their standard of living, income earning capacities and their socio-cultural circumstances; b) not be limited to monetary compensation and may include in-kind compensation support or resettlement as is fair and adequate; c). be paid prior to the commencement of the project if the compensation is monetary		
15. The Borrower will take possession of acquired land and related assets only after compensation in accordance with this ESS has been made available and, where applicable, PAPS have been resettled and moving allowances have been provided to the PAPs in addition to compensation. In addition, livelihood restoration and improvement programs will commence in a timely fashion to ensure that affected persons are sufficiently prepared to take advantage of alternative livelihood opportunities as the need to do so arises.	Part IV Section 12 (h) of the NDIR Act states that resettlement shall only take place after the establishment of a framework for the independent monitoring, evaluation and reporting on the planning and implementation of the resettlement activities. Subsection k states that resettlement shall only be carried out after the development and approval of a risk appropriate resettlement management plan. Subsection (f) of the NDIR Act 2023 requires resettlement to be carried out only after affected persons have been provided with full and fair compensation for incurred tangible and intangible	The Act fully addresses the ESS requirement	Can use both the Act and the ESS

World Bank ESF	National Regulation	Comparison	Gap filling measures
	losses		
Community engagement. The Borrower will engage with affected communities, including host communities, through the process of stakeholder engagement described in ESS10. Decision-making processes related to resettlement and livelihood restoration will include options and alternatives from which affected persons may choose. Disclosure of relevant information and meaningful participation of affected communities and persons will take place during the consideration of alternative project designs referred to in paragraph 11, and thereafter throughout the planning, implementation, monitoring, and evaluation of the compensation process, livelihood restoration activities, and relocation process. Additional provisions apply to consultations with displaced Indigenous Peoples, in accordance with ESS7.	According to the NDIR Act 2023, Part VII Section 12 (e) requires that Resettlement planning and implementation shall be carried out with the appropriate disclosure of information, regular consultation and informed participation. Part V section 20 b and 21 (1) requires that public hearing be conducted at every stage of the resettlement planning in order to accommodate public comments on the proposed resettlement activity within the project area. Resettlement shall account for and pay particular attention to the specific impacts on vulnerable groups. In addition, section (I) of the second schedule requires the proponent to discuss the potential resettlement impacts with the affected people and provide project alternatives. Part IV, Section 13 states that the project proponent should ensure that consultations are held in a manner which ensures vulnerable groups are given meaningful avenues for participation in the planning and design, decision making processes, and implementation of resettlement activities.	The Act fully addresses the ESS requirement However, the national regulation refers to vulnerable groups in the national context, not indigenous people	Can use both the Act and the ESS

World Bank ESF	National Regulation	Comparison	Gap filling measures
Grievance mechanism 19. The Borrower will ensure that a grievance mechanism for the project is in place, in accordance with ESS10 as early as possible in project development to address specific concerns about compensation, relocation or livelihood restoration measures raised by PAPs (or others) in a timely fashion. Where possible, such grievance mechanisms will utilize existing formal or informal grievance mechanisms suitable for project purposes, supplemented as needed with project-specific arrangements designed to resolve disputes in an impartial manner.	The NDIR Act, Part VI Section 13 Subsection (XXVIII): A comprehensive framework for redressing grievances and resolving disputes that may arise in respect of the planning, implementation and monitoring of resettlement activities is established before the implementation of resettlement activities. The National Land Commission Act 2022, Part XI, Section 77: Subsection (1): The Commission shall establish a Grievance Redress Mechanism whereby a person can challenge decisions of the Commission in respect of land for which he/she has a right or claim; Subsection (2): any grievance redress mechanism established by the Commission shall be effective, accessible and affordable to all, and provide prompt resolution of an enforcement of outcomes of disputes over tenure rights. Subsection (3): Where a person is deprived of a land tenure right by the Government for a public purpose, compensation shall be provided to that person irrespective of the resolution provided by any grievance redress mechanism established by the Commission. Section 78, Subsection (1): The Commission shall set up within each chiefdom Land Committee, a subcommittee to be known as the Land Adjudication	The Act fully addresses the ESS requirement	Can use both the Act and the ESS

World Bank ESF	National Regulation	Comparison	Gap filling measures
	Tribunal.		
Planning and implementation 21. To address the issues identified in the environmental and social assessment, the Borrower will prepare a plan proportionate to the risks and impacts associated with the project: (a) For projects with minor land acquisition or restrictions on land use, as a result of which there will be no significant impact on incomes or livelihoods, the plan will establish eligibility criteria for affected persons, set out procedures and standards for compensation, and incorporate arrangements for consultations, monitoring and addressing grievances; (b) For projects causing physical displacement, the plan will set out the additional measures relevant to relocation of affected persons; (c) For projects involving economic displacement with significant impacts on livelihoods or income generation, the plan will set out the additional measures relating to livelihood improvement or restoration.	Section 12 (K) of the NDIR Act 2023 requires that resettlement will only be carried out after the development and approval of a risk appropriate resettlement management plan. Part VI Implementation of Resettlement Activities: 30. The proponent shall bear all the responsibilities relating to the planning, implementation and monitoring of resettlement and upgrade activities approved under the resettlement management plan. 31. 2) An authorized officer shall monitor and inspect all licensed project to assess their impacts on affected persons and to ascertain compliance with the Act.	The Act fully addresses the ESS requirement	Can use both the Act and the ESS

5.4.3 *Differences Between the Government of Sierra Leone Regulatory Framework and World Bank's ESS5*

The law, regulations and requirements for resettlement in Sierra Leone are not fully compatible and there are some differences with that of World Bank ESS 5. In the case of any gaps between the national law and ESS 5, gap filling measures have been identified in the Table below and the provisions that provide the highest protection of the PAPs will be adopted. In such cases of differences, the most stringent provision will apply for the RP.

Comparison of the Sierra Leone legal framework with the World Bank's ESS5 shows the following key differences (see Table 5-2 for analysis and gap filling measures):

- The compensation method used to determine the amount of compensation, which under ESS5 must adhere to the principle of full replacement cost and not market price, where the physical depreciation of assets is taken into consideration;
- National legislation does not recognise informal land use whereas ESS5 does consider payment of compensation for affected/lost assets due to project activities, as long as they were present at the time of the census and before the cut-off date;
- The provision of resettlement assistance (transitional support and livelihood restoration measures) to PAPs is not required under national legislation, although is a requirement under ESS5;
- National legislation does not require additional support to be provided to vulnerable people, or engagement specifically with women, which ESS5 does;
- National legislation does not require the establishment of a project-specific grievance mechanism, although there are formal and informal ways a PAP (or other stakeholder) is able to raise a grievance. For this project, a GRM has been established and is available;
- National legislation does not require specific engagements to be undertaken with women and vulnerable people and
- National legislation does not require a project-specific monitoring and evaluation framework to be established, whereas ESS5 does.

Table 5- 2: Differences and Gap Filling Measures between Sierra Leonean Law with World Bank's ESS5

Issue	National Law	ESS5	Gaps	Gap Filling Measures
Calculation of Compensation	Fair and adequate	Full replacement cost	Reference to 'fair and adequate' compensation without appropriate qualification under Sierra Leonean Law makes it subject to manipulation by elites; ESS5 is more precise.	The Full Replacement Cost Approach (RCA) will be adopted for the calculation of compensation.
Informal settlers/ Encroachers/ squatters	No legal provisions are made for entitlements for people without titles to land, i.e., squatters/ encroachers.	People without title may be entitled for transitional allowance to assist them relocate from land that they occupy. People who encroach on the area after the cut-off date are not entitled to compensation or any form of resettlement assistance.	ESS5 provides for compensation to lost assets due to project impact for squatters but Sierra Leonean law does not.	Squatters will be entitled to compensation for investments and assets made on land except for the land itself regardless of legal tenure provided these investments were done before cutoff regardless of legal tenure.

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REGULATORY AND POLICY FRAMEWORK

Issue	National Law	ESS5	Gaps	Gap Filling Measures
Livelihood restoration and resettlement assistance	No provision. National Law does not specify assistance.	Provide additional targeted assistance (e.g., credit facilities, training or job opportunities) and opportunities to improve or at least restore their income earning capacity, production levels and standards of living to economically displaced persons whose livelihoods or income levels are adversely affected. For a transitional period.	Sierra Leonean law is silent on livelihood restoration as an integral part for resettlement and no planning or resources are allocated to this activity.	Resettlement assistance in terms of moving allowances, loss of earnings etc. will form part of compensation framework, in addition to longer term livelihood development program.
Support to vulnerable groups	No legal provision; compensation for expropriated property can be determined.	According to World Bank policy special attention must be given to vulnerable groups. They are entitled to additional compensation, legal assistance during resettlement and help during physical relocation.	No special attention, provisions or treatment are prescribed for vulnerable persons under Sierra Leonean Law.	Particular attention will be made to identify vulnerable, or potentially vulnerable households at time of baseline surveys, for special consideration based on scale of impact.
Public consultation and information disclosure	The owner/tenants on the land must be formally notified at least a week in advance of the intent to enter and be given at least 24-hour notice before actual entry.	Displaced persons and their communities are provided timely and relevant information, consulted on resettlement options, and offered opportunities to participate in planning, implementation and monitoring of resettlement.	ESS 5 provides for continuous consultation while it is prescriptive timeframe in the Sierra Leone law.	Displaced persons and their communities will be provided timely and relevant information, consulted on resettlement options, and offered opportunities to participate in planning, implementation and monitoring of resettlement.
Timing of Compensation Payment	Prompt	Prior to displacement and relocation any physical work planned for the project.	Sierra Leonean law is ambiguous in terms of the exact timing of compensation payment; ESS5 is more precise.	Compensation payments will be done prior to displacement and before any physical work planned for the project.

Issue	National Law	ESS5	Gaps	Gap Filling Measures
Payment of Compensation (in cash Vs in kind)	Cash Compensation is based on market value	Entitled to in-kind or cash compensation at full replacement cost including labour and relocation expenses, prior to displacement. Preference should be given to land-based resettlement (land to land) to PAPs whose livelihood is land-based.	Market value is applicable under Sierra Leonean law – inclusive of depreciation and not considering labour, other transactional costs, in-kind compensation or reinstatement.	Compensation payments will be in-kind or cash as agreed with the PAP at full replacement cost including labour and relocation expenses, prior to displacement.
Treatment of residential and business renters (tenants)	Fixed improvements introduced by renters on the land or structures automatically belongs to the landowner, unless there is a specific provision that the owner will compensate the renter for any fixed improvements introduced by the latter. The practice is to ask the landowner to sign a waiver, allowing the renter to be paid compensation for any fixed improvements.	Compensation at full replacement cost for (i) loss of structures/assets other than land; (ii) resettlement assistance; and (iii) other assistance, as may be necessary to restore to pre – project levels at least.	ESS5 provides for compensation for all land tenants but Sierra Leone law subjects any compensation to prevailing laws	Renter will be provided compensation for transfer costs and disturbance, compensation for temporary closure of the business establishment while transfer is ongoing.
Grievances Management	The law prescribes the possibility of appealing throughout expropriation phases with statutory limits.	World Bank ESS5 requires that a GRM is established to provide appropriate and accessible avenue for PAPs complaints to be received to facilitate the resolution of any grievance.	ESS5 provides for resolving resettlement through project structures first before the law court	Appropriate and accessible grievance mechanisms to be established before project implementation. Detailed grievance mechanism (GM) in place and articulated through the SEP, with recourse to court of law if need be. The GM will be accessible at no cost, reliable and transparent and will be publicly disclosed.
Monitoring and Evaluation	No provision	Requires monitoring and reporting on effectiveness of RAP implementation and post RAP to ascertain if livelihoods have been restored.	No M&E provision under the Sierra Leone Law.	Detailed monitoring, and evaluation program built into the overall project E&S instruments.

6. INSTITUTIONAL FRAMEWORK

6.1 INSTITUTIONAL AND IMPLEMENTATION ARRANGEMENTS

The PMU under the Fiscal Decentralization Division (FDD) of the Ministry of Finance will provide overall oversight for the development and implementation of the RP. It will supervise the establishment of a RP Implementation Committee whose composition shall be determined taking into consideration the nature and type of project.

Table 6-1 outlines the agencies and institutions involved in resettlement activities for the project.

Table 6-1 Stakeholder roles and responsibilities

Entity	Roles and Responsibilities
World Bank	- Provides the project's source of financing including funds to pay compensation and the full cost for preparation of the relocation sites and the construction of the markets. - Provides project appraisal ensuring that E&S safeguards are complied with during project implementation. - Provides Technical backstopping
Ministry of Finance (MoF)	- This Ministry has the broad responsibility for financial management, procurement, and monitoring and evaluation functions of the project. - The PMU under the Fiscal Decentralization Division (FDD) of the MoF will provide overall oversight for the development and implementation of E&S Safeguards, including the RP. - The PMU (having E&S and Gender Specialists) is also responsible for the leading the overall implementation and M&E of the RP; disbursement of funds for compensation and transitional support. The PMU will also facilitate the transition of the affected traders from the current market to the relocation site and back to the completed facilities - Representative of the PMU will be RP Implementation Committee working and leading the E&S activities of the project.
Sierra Leone Roads Authority (SLRA)	- Management of the public road network, including the installation of temporary road closures to provide a safe area at the relocation site. - Maintaining the safety of traders, workers, and customers attending the market.
Kenema Council City	- Provision of preferred relocation site - Support the implementation of the RP - Serve as a channel to coordinate between project proponents and project affected parties. - Coordinate with the relevant institutions in ensuring the provision of the relevant services for the affected persons
RP Implementation Committee	- Centrally coordinates implementation of the RP with the active involvement of other stakeholders. - The resolution of grievances. - The collection of M&E data.
RP Implementation Agency	In coordination with the RP implementation Committee, the implementation Agency will have the following functions: - Monitor (internally) RP implementation and progress and engage directly with the PAPs; - Supervise the compensation payment process, the provision of transitional support, and implementation of livelihood restoration

Entity	Roles and Responsibilities
	measures as applicable; - Provide training and capacity building for all entities involved in the RP implementation - Take the lead in raising awareness, recording, investigating and resolving grievances concerning RP activities; and - Coordinate with concerned government agencies and other stakeholders.
Grievance Redress Committee (GRC)	- Established at the PMU and Community/ Site levels. - Established to ensure timely and appropriate resolution of grievances arising as a result of project activities. - The coordination responsibility rests with the Social Safeguards Specialist, and Gender Specialist in coordination with focal persons in the affected communities, local councils, contractor and supervising team and service provider (for SEA/SH).
Environment protection Agency (EPA)	- The EPA has the overall responsibility of approving and monitoring the project's compliance with the Approval Conditions as well as other standards relating to the social environment including this RP.
Sierra Leone Water Company and Electricity Distribution Authority	These institutions have the mandate to provide water and electricity supply to both relocation and upgraded market facilities.
The Ministry of Planning and Economic Development (MoPED)	Under the newly enacted National Development Induced Resettlement Act of 2023, MoPED is tasked with overseeing all resettlement project activities that may have resettlement implications and approving the Resettlement Plan. Additionally, the Ministry has established a Resettlement Directorate, which will be involved in overseeing the implementation of the Market Upgrade Resettlement Plan. MoPED requires that any RP related activities, especially physical displacement of PAPs, be included and clearly captured in its required development of a RP management Plan in addition to the RP Report.
Ministry of Works and Infrastructure	Responsible for the issuance of works guidelines for the construction of the relocation site and the upgrade of the main market.
Ministry of Lands and Country Planning	Responsible for the issuance of building permits for both the upgrade of the main market and the construction of the relocation site.
Ministry of Health	Has the responsibility to approve the relocation and market upgrade site in accordance with the Public Health Act 2022.
Sierra Leone Traders Union	Serves as the focal point for the affected traders; will be responsible for supporting the relocation activities (movement of traders to relocation site). The Union will also serve in the relocation committee.
Contractor	To ensure that a social safeguard specialist is employed to monitor and ensure compliance with relevant terms stated in the contract and the RP.

A RP implementation Committee will be established before the start of RP implementation, to centrally coordinate and undertake monitoring and evaluation activities during the process. The RP implementation Committee shall comprise representatives from the following:

- MOF;
- Ministry of Land Housing and Country Planning;
- Ministry of Planning and Economic Development;
- Ministry of Local Government and Rural Development;
- KCC;
- Sierra Leone traders Union;
- A representative of the traders who is tasked with focusing on the needs of vulnerable people;
- A representative of the RP Implementation Agency.

The RP implementation Committee shall be required to sign a Code of Conduct that requires them to always adhere to professional and ethical standards. The RP implementation Committee shall be provided with capacity building support from the RP implementation Agency in the form of a training workshop to be held in Kenema that covers the following topics:

- An overview and of the project and the final adopted design;
- The objectives and requirements from ESS5;
- Applicable national legislation;
- Key differences between ESS5 and national legislation and how these were addressed in the RP;
- The ongoing operation of the grievance mechanism;
- The collection of monitoring and evaluation indicators using KPIs; and
- The schedule for RP implementation and immediate next steps.

Thereafter, the RP implementation Committee shall meet every 4 weeks at the KCC main building to oversee the ongoing activities, and address challenges as they arise.

As for the independent RP implementation agency, it will provide support to the KCC and Traders Union in the implementation of the RP. The following is required to be done by the RP implementation Agency as per the respective TOR (**Appendix G**):

- To ensure timely, appropriate, and comprehensive implementation of the RP in compliance with applicable national legislation and the World Bank's ESF (ESS5) and the project Resettlement Policy Framework (RPF).
- To work closely with the KCC, the PMU, supervising consultants, and respective local authorities, responsible for land acquisition, resettlement, and compensation in Kenema.
- To ensure proper Compensation disbursement.
- Overall data management, development, and maintenance of RP database
- Community engagement and - liaison coordination and community engagement/liaison work on site
- Implementation of the Livelihood restoration program
- Collection of M&E indicators defined in Section 15.

7. ELIGIBILITY

An eligibility and entitlement matrix is provided in Table 7-1.

Table 7-1 Eligibility and entitlement matrix

Affected Assets	Type of impact	Entitled units	Eligibility Criteria	Entitlement
Structures	The destruction of immoveable structures	Owner	Owens the affected structure	• Compensation at full replacement cost. • Compensation for the cost of moving (e.g. persons/ goods in the structure under or belonging to owner) to a relocation site and then back to the upgraded market after project construction completion, or the provision of a truck and labourers free of charge (twice – once to the relocation site and then back again to the upgraded Kenema central market). • The right to salvage materials even if they are to be compensated.
		Occupant	Live in or uses the affected structure for the purpose of living ⁶	• The market cost of renting similar structure or at a rate determined by the MLHCP for the period of time that the land the building is on will not be suitable for living due to the market works (estimated at 2 years). • Compensation for the cost of moving (e.g. persons/ goods in the structure under or belonging to user) to a relocation site, or the provision of a truck and labourers free of charge. • Transitional support of 10% of the market cost of renting similar structure or at a rate determined by the MLHCP. [NB: if the owner is the same as the occupant, he/she will not be entitled to this transitional support as this would be essentially 'overlap' in relation to the provision of transitional support].
	The destruction of moveable	Owner	Owens the affected structure for	• The provision of a truck and labourers free of charge (for the relocation to and back from the relocation site).

⁶ The affected person currently occupies a structure situated within the market boundaries owned by the Council. As part of the RP budget, the PAP will be provided with compensation for the loss of the structure, livelihood support and 2 years of rent. All of these are already captured in the RP budget.

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ELIGIBILITY

Affected Assets	Type of impact	Entitled units	Eligibility Criteria	Entitlement
	assets		selling	Transitional Support of 10% of cost of moving the structure or at a rate determined by the MLHCP (twice).
		Occupant	Uses the affected structure for selling	The provision of a truck and labourers free of charge (for the relocation to and back from the relocation site).
Livelihoods	Loss of business income	Business owner (may be different from the owner of the structure where the business takes place)	Operator of the business that is registered with KCC and identified during the census survey	- Transitional support to reflect the loss of income for the period of time when the business is not able to fully function prior to displacement (this has been calculated for each category of business and will occur twice). - Livelihood restoration measures (non-monetary) such as the provision of improved equipment and training (a estimate cost for these has been calculated and this will be provided only once during the initial relocation).
		A vulnerable person	A person who has at least a single source of vulnerability	Additional support during RP implementation to support the PAP, which reflects their specific source of vulnerability.
		Business Worker	A Worker employed formally or informally who receives a daily wage by the business owner and was present at the census survey	Cash compensation to reflect the temporary loss of income incurred as a result of relocating the business, calculated as a transitional support based upon the expected period of time required to relocate (both ways).

NOTE: Helpers to the business are not entitled to any compensation on the basis that they are employed as domestic helpers for the household, and do not receive a daily wage which is linked specifically to the business. Through the payment of transitional support to the business owner, there are not expected to be any adverse impacts on the helpers. If a Helper has a concern that their income has been affected by the relocation process, they will be requested to raise a complaint using the GRM.

8. VALUATION OF AND COMPENSATION FOR LOSSES

This section describes the method used to conduct a valuation of fixed assets impacted using the principle of full replacement cost, and the compensation calculations for all losses.

The methodology to be used in valuing losses to determine their replacement cost is provided in Table 8-1. Local representatives of the MLHCP who were contacted were not aware of ESS5 and provided significantly reduced compensation figures under the assumption that the Project would benefit the PAPs. Thus, a certified valuer who is familiar with the principles of ESS5 and was able to provide a valuation that reflects the full replacement cost was assigned for the valuation of fixed private assets at Kenema Market.

In terms of the asset's valuation, the consultant engaged certified valuers and quantity surveyors of the Ministry of Housing who utilized international standards for material cost and workmanship to determine the market value of each affected asset.

For this RP, the team used the daily income of each trader and multiplied by the potential disturbance period it will take each trader to settle in the relocation site (3 weeks) prior to normal business activities in the relocation site. The same is repeated (3 weeks allowance) as support back to the completed facility.

Table 8-1 Valuation methodology

Asset type	Factors considered in the valuation method
The mixed use residential and commercial structure	- The market price of purchasing and transporting to the market location, the building materials in new condition. - The cost of constructing the building and commercial structure (such as the cold room), which includes both the time taken and any additional materials required to fix the items together so that they are structurally safe. - Transitional support of 10% of cash compensation for full replacement, or at a rate determined by the MLHCP. See Section 11 below on how transitional support is determined).
Fixed shelves and tables	- The market price of purchasing and transporting to the market location, the wooden shelves and tables in new condition, so that they are without rot/rust, and are in decent condition. - The cost of fixing the shelves and tables which includes both the time taken and any additional materials required to fix the items together so that they are structurally safe. - Transitional support of 10% of cash compensation for full replacement, or at a rate determined by the MLHCP.
Wooden doors	- The market price of purchasing and transporting to the market location, the wooden doors in new condition, so that they are without rot/rust, and are in decent condition. - The cost of fixing the wooden doors which includes both the time taken and any additional materials required to fix the items together so that they are structurally safe. - Transitional support of 10% of cash compensation for full replacement, or at a rate determined by the MLHCP.
Tile floor	- The market price of purchasing and transporting to the market location, the tiles in new condition. - The cost of fixing the tiles which includes both the time taken and any

Asset type	Factors considered in the valuation method
	additional materials required to fix the items together so that they are structurally safe. Transitional support of 10% of cash compensation for full replacement, or at a rate determined by the MLHCP.
Self-built housing structure (Makeshift)	- The market price of purchasing and transporting to the market location, the makeshift structure in new condition, so that they are without rot/rust, and are in decent condition. - The cost of constructing the structure. - Transitional support of 10% of cash compensation for full replacement, or at a rate determined by the MLHCP.
Cement walls with metal door	- The market price of purchasing and transporting to the market location, the steel doors in new condition, so that they are without rot/rust, and are in decent condition. - The cost of constructing the cement room. - Transitional support of 10% of cash compensation for full replacement, or at a rate determined by the MLHCP.

Using the outcome of the RP survey, the approach for calculating compensation for the loss of fixed assets is presented in **Appendix F**. The total sum for the compensation of fixed assets is 2,142,139 NLE (94,785 USD).

9. COMMUNITY PARTICIPATION

This section of the RP describes the way in which the PAPs, their representatives, and other stakeholders, have been involved in its preparation. A summary of all stakeholder engagement activities conducted to date is provided in Table 9- 1 and detailed notes are provided in **Appendix E**.

Table 9- 1 Summary stakeholder engagement activities

Stakeholder category	Stakeholder name	Date	Number & gender of Participants	Format & language	Information disclosed and key issues discussed	How the RP has responded to the concerns raised
Local government	KCC Administration	September 18, 2023	41 (25M/16F)	Face to face /Creole	- The potential impact, on both buyers and traders, due to the distance to the relocation site and the associated risk of accidents need to be addressed. - Inquiries were made about whether the relocation site is sufficient for the present market population. - Concerns were expressed about a potential drop in sales for traders, leading to a reduction in their income after relocation.	- The relocation site is a spacious area capable of accommodating all the traders. - The project should consider providing microfinance opportunities to traders to alleviate their financial challenges. - It was proposed that the road leading to the relocation site should be maintained before the relocation to address transportation concerns. - A call was made for the construction of a bridge at the relocation site

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Stakeholder category	Stakeholder name	Date	Number & gender of Participants	Format & language	Information disclosed and key issues discussed	How the RP has responded to the concerns raised
						along the Nyademaya axis. Assurances were given that basic services, including electricity and security, would be provided at the relocation site before the actual relocation process.
Kenema Market Stakeholders, representatives	- Market executives - Market and Relocation site stakeholders - Elder men - Elder women - Buyers' representative - Market youth - Market Elderly People - Market cooperatives - Markets traders' - Market Current users, merchants, and	September 19, 2023	38(25M/13F)	Face to face /Creole	- Security of the relocation site - The promised facilities like the car park and medical center - The employment of local workers, the employment process and recognition process of skilled workers - Potential income reduction for market traders during the temporary relocation	- The relocation site will be secured by the City Council. - It was stated back to the stakeholders that a medical centre and car park are not part of the project design. - A discussion was held concerning the need to pay for transitional support to ensure there is no drop of living standards during the relocation processes, and the group involved in the

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COMMUNITY PARTICIPATION

Stakeholder category	Stakeholder name	Date	Number & gender of Participants	Format & language	Information disclosed and key issues discussed	How the RP has responded to the concerns raised
	vendors – Civil Societies – Community-based organization – NGO					discussion were informed that transitional support will be provided to PAPs during the period of time when the businesses are not going to be able to function normally.
Agencies and Departments representatives	– The Environment Protection Agency (EPA) – Sierra Leone Water Company (SALWACO) – EDSA – SLRA – SLRTC – Pharmacy Board – Traditional Healers – Religious Leaders representative – Youth Commission – Disaster Management Agency	September 20, 2023	28(23M/5F)	Face to face /Creole	• Employment process and conflicts • Relocation would affect the trader sales • Water availability concerns and water connection to the relocation site • The need for enhanced security • Pollution concerns • Concerns about market completion	• Emphasizing the employment of Kenema Youth and recognizing Eastern Technical University for training qualified engineers, recruitment should be based on Kenema residents • Considering a bottom-up approach for employment and employing Kenema residents that play role in project's success (some examples were given of projects that are being constructed by local engineers in Kenema such

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COMMUNITY PARTICIPATION

Stakeholder category	Stakeholder name	Date	Number & gender of Participants	Format & language	Information disclosed and key issues discussed	How the RP has responded to the concerns raised
						as Sierra Leone commercial bank, city hall, etc.) • Promoting local content policies • Clarification on the National Procurement Act to clarify the presence of Sierra Leonean and non-Sierra Leonean workers/organizations involved in the market upgrade project • Incorporating the drivers' union for smooth goods delivery and local support • Compensation for traders, engagement with market organization heads, maintaining roads to the relocation site would facilitate the traders' relocation. • Stakeholders were informed about the

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COMMUNITY PARTICIPATION

Stakeholder category	Stakeholder name	Date	Number & gender of Participants	Format & language	Information disclosed and key issues discussed	How the RP has responded to the concerns raised
						project design which includes the improved provision of water and associated sanitation infrastructure. - Relocation process must be highlighted to reach anyone in the district through radio discussions, television talk show, and one to one engagement. - Upon completion of the project, the council should handover the market and communication should take place to set up an independent body to oversee the activities of the market and ensure its sustainability.
Ministries' Representatives	- Ministry of Trade and Industry - Ministry of Planning and Economic	September 21, 2023	34(28M/6F)	Face to face /Creole	- Relocation would impact the traders' sales - Inquiries were made about whether the relocation site is	Transitional support will be provided to the traders to avoid a sudden loss of income whilst they

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COMMUNITY PARTICIPATION

Stakeholder category	Stakeholder name	Date	Number & gender of Participants	Format & language	Information disclosed and key issues discussed	How the RP has responded to the concerns raised
	Development – Ministry of Local Government and Rural Development – Ministry of Agriculture and Food Security; – Ministry of Social Welfare, Gender and Children's Affairs; – Ministry of Water Resources; – Ministry of Tourism and Culture; – Ministry of Health and Sanitation – Ministry of Youths – Ministry of Labour and Social Security				sufficient for the present market population. • Inquiries were made about the relocation timing and temporary structures • The importance of community engagement before relocation was highlighted • Employment concerns were raised	relocate. • The relocation site is a spacious area capable of accommodating all the traders. • Temporary structures will be installed to provide a suitable selling area for the traders whilst the market upgrade works is ongoing. • Stakeholders will be regularly informed of the process being used to relocate the traders and the overall timing of the project.
Security Forces representatives	– Police in Kenema City, – Military in Kenema City, – Fire force – Office of National Security (ONS)	September 22 2023	35(26M/9F)	Face to face /Creole	• The need for accessibility to the relocation site and the project area • The need to address sanitation issues and ensuring a free vehicular movement during	• The project design includes various accessibility measures, such as ramps and washrooms for disabled persons, to ensure that it is

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COMMUNITY PARTICIPATION

Stakeholder category	Stakeholder name	Date	Number & gender of Participants	Format & language	Information disclosed and key issues discussed	How the RP has responded to the concerns raised
	- Disaster Management Agency - Family Support Unit (FSU) - Prisons department - Local Council Police - Traditional Rulers				construction • An important need to inform and educate residents about the relocation process • Inquiries about the World Bank contract and employment were raised • Inquiries about poor construction quality when relying solely on local workers • Inquiries about waste management • Inquiries about construction activities time.	inclusive and will be available for all. • The relocation site is a spacious area capable of accommodating all the traders. • The World Bank procurement regulation for works of such magnitude (as the markets upgrade) allows for International Competitive Bidding. In this case, the most responsive bidder in terms of their technical and financial submissions will be awarded the contract • The project will not solely rely on local workers; however, the PMU will ensure the contractor prioritize the recruitment of local unskilled and where the expertise exist,

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COMMUNITY PARTICIPATION

Stakeholder category	Stakeholder name	Date	Number & gender of Participants	Format & language	Information disclosed and key issues discussed	How the RP has responded to the concerns raised
						to hire skilled labor and will also utilize existing local supply chain to promote the local content policy. • Effective communication through radio and door-to-door campaigns should be managed to inform about the relocation process. • Transitional support will be provided to traders, including vulnerable ones. • Details on relocation timing would be communicated and facilities would be provided before relocation. • A monitoring network should be created within government ministries and relevant stakeholders to provide the relocation

RP REPORT FOR KENEMA CENTRAL MARKET UPGRADE

COMMUNITY PARTICIPATION

Stakeholder category	Stakeholder name	Date	Number & gender of Participants	Format & language	Information disclosed and key issues discussed	How the RP has responded to the concerns raised
						needs and security. Local content policies will be promoted and Kenema residents will be considered for skilled and labor works while also ensuring a politically neutral project.
Kenema Market Traders	Traders	1-2 July 2024	101(19M/82F)	Focus group discussion /Creole	- There was no resistance from any of the traders associated with the need to temporarily relocate to a different location, whilst the upgrade works are undertaken on the existing central market. It was consistently recognized that the existing central market is in urgent need of renovation. Support for the need to relocate was 100% amongst the traders. - All of the traders (100%) stated that they need transitional support (trucks and labourers) to relocate their stalls and suppliers. Some of the traders will	- The traders during this meeting agreed with the need to upgrade the market and also the proposed process to be used to relocate the businesses. - There was agreement that trucks and labourers will be required to assist the traders to relocate the business. - There was agreement associated with the classification of the businesses which has been used to determine

RP REPORT FOR KENEMA CENTRAL MARKET UPGRADE

COMMUNITY PARTICIPATION

Stakeholder category	Stakeholder name	Date	Number & gender of Participants	Format & language	Information disclosed and key issues discussed	How the RP has responded to the concerns raised
					need access to a storage area, tables, etc. so that they can continue their business activities. - There was 100% agreement on the time period required for traders to relocate, based upon the classification of businesses which is noted below: - Microbusiness (1 person involved) = 2 weeks - Small business (2-4 people involved) = 3 weeks - Medium-sized business (5-9 people involved) = 1 month - Large-sized business (More than 10 people involved) = 2 months - It is essential that a set of suitable stalls are provided at the relocation site, so that traders can continue their business activities. - There was concern that not all of the people are to be relocated back into the upgraded market,	the amount of time to be made available to the traders to relocate. - Ongoing engagement with traders during the relocation process will reassure them that they will be allocated a space in the upgraded market. - Details of the grievance mechanism were provided based upon the realisation that the majority of people present were not aware of how to raise a concern. - The relocation sites will be secured by the City Council to provide a safe and secure place for the businesses to operate. Forced the market upgrade works are ongoing. - The RUSLP stated that

RP REPORT FOR KENEMA CENTRAL MARKET UPGRADE

COMMUNITY PARTICIPATION

Stakeholder category	Stakeholder name	Date	Number & gender of Participants	Format & language	Information disclosed and key issues discussed	How the RP has responded to the concerns raised
					when the works are complete. This was based upon previous projects undertaken by government. • The importance of adequate waste sanitation areas (including waste storage bins) was raised as some people drop waste on the floor which is not acceptable. • There was a request for daycare facilities to be provided. • Financial support should be provided for traders to maintain their quality of live whilst they relocate. • Out of all the people engaged with 89% of traders were not aware of the grievance mechanism. It was suggested that the traders Union Executive takes a prominent role in raising awareness of the grievance mechanism. • 100% of traders stated that they approve of the design.	there will be space for all of the traders who are included in the relocation program. • The RUSLP stated that the design includes a dedicated waste storage area where all waste material can be placed. • The RUSLP stated that daycare facilities are not part of the current design. • The RUSLP stated that a contract has been issued to an organization called RAINBOW to help educate the traders on matters associated with gender-based violence in the market. • In relation to livelihood restoration measures, these should include a micro-finance program, umbrellas for those traders

RP REPORT FOR KENEMA CENTRAL MARKET UPGRADE

COMMUNITY PARTICIPATION

Stakeholder category	Stakeholder name	Date	Number & gender of Participants	Format & language	Information disclosed and key issues discussed	How the RP has responded to the concerns raised
					Questions were raised about the safety of the relocation site as there are known to be criminals operating in this location. The suggestions made included the need to raise awareness of the grievance mechanism (the PMU are responsible for the grievance mechanism and discussions were held as to how awareness could be improved).	who do not have a fixed roof cover. In relation to safety and security, the response from the RUSLP was that the City Council will secure the relocation site to provide a safe space for the traders, workers, and their customers.

An analysis of the feedback from the stakeholder engagement activities indicates the following, all of which are taken into consideration during preparation of the RP (refer to the text in brackets):

- The need to proceed as quickly as possible to avoid delays as the construction works need to commence as soon as possible (general comment);
- The need to provide a transitional support to the PAPs to enable them to maintain their standard of living in their household (refer to Section 11);
- The importance of identifying and assigning at the relocation site, a specific position for the traders to avoid competition for space and conflicts between them. The boundary between traders at the relocation site should also be marked on the ground, so that these are clearly marked (this is reflected in the process to be used to relocate traders in Section 10);
- The need for the relocation site to be ready to receive the traders, so that they can quickly re-start their business activities. It is essential that where traders have access to fixed roofs in the existing marketplace, they will be provided with a fixed roof at the relocation site, and later at the upgraded market. The same principle must be applied to those traders who rely on access to water, wastewater sanitation infrastructure, and electrical connections (a summary of the preparatory works required at the relocation site is presented in Section 10);
- Transitional support should be provided for traders to maintain their standard of living whilst they relocate; and this financial support will be provided through the provision of transitional support to reflect the period of time when the businesses will not be fully functioning.
- In relation to livelihood restoration measures, these should include a micro-finance program, and umbrellas for those traders who do not have a fixed roof cover.

During RP implementation (refer to Section 12) additional stakeholder engagements will be undertaken with the PAPs to provide them with the following information, in accordance with the Stakeholder Engagement Plan (SEP):

- Disclosure of the PAP's individual entitlements to compensation and additional support during the relocation process;
- The schedule for relocation,
- The people within KCC/ PMU/ RP implementation agency who are responsible for managing the relocation process on a day-to-day basis, their contacts will be shared during these engagements, but PAPs as always can also dial the project's toll free line +23290711837;
- A reminder of the grievance redress mechanism so that they can raise a concern, should they wish to do so; and
- The need for ongoing M&E activities during RP implementation to track progress over time.

10. SITE SELECTION, SITE PREPARATION, AND RELOCATION

10.1 SITE SELECTION

The selection of the relocation site has been described briefly in Section 1.1.2. Limited space is available in Kenema, which is a typical urban setting where there are no substantial areas of land in the nearby vicinity of the market that can easily be converted into a temporary market for traders. There are several improvements that will be undertaken at the relocation site to ensure that it is suitable for the traders to continue their business activities, whilst the existing market is upgraded. It is possible that the upgrade works may take around 2 years, and so the relocation site must be adequate for use during this period of time.

During the RP surveys conducted in May-June 2024, details of the preferences expressed by traders associated with their favoured relocation site were collected and are illustrated in Figure 10-1. The majority of the traders (94.2%) prefer Kenema Forestry Works Compound which is the proposed relocation site as the market relocation site.

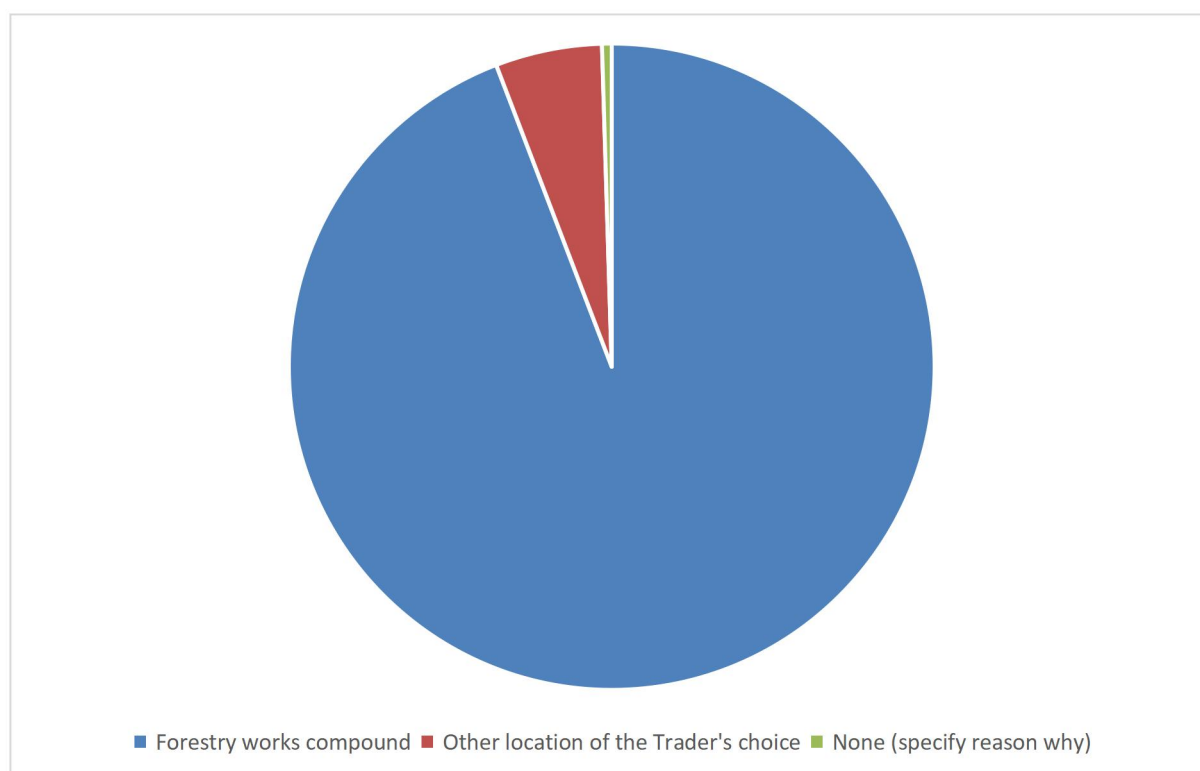


Figure 10- 1 Trader preferences associated with the relocation site

10.2 IMPROVEMENT MEASURES AT THE RELOCATION SITE

In addition to the sites' preparation and cleaning activities, other improvement measures are taken into consideration in the proposed designs for the relocation site as described below (Relocation site designs technical report).

The relocation site design includes six temporary sheds in Kenema City to house approximately 1,896 traders, with three of the sheds covering an area of about 2,800m² each and a height of 3.6m.

The facilities that will be included in the design are as follows:

- Market stalls:

The stall layouts are similar to the specifications outlined in the main market feasibility document, with each unit measuring a maximum of 5x2 meters, providing an area of 10 square meters. Each 10-square-meter stall is divided into two 5-square-meter segments, shared by two traders. The circulation paths between stalls vary, with some stalls arranged in arrays and others positioned individually. The corridors range from minor paths at 1.0 meter wide to major passageways that are 2 meters wide. All stalls are designed using timber materials.

- Market stores

The design utilizes a combination of brick and zinc for the construction of the storage shed, significantly enhancing the security of goods or products stored within. The use of brick for the walls provides a strong, durable barrier against external threats, offering improved protection for stored items. Zinc is used for the roofing, ensuring the sheds are weather-resistant and secure from the elements.

Each of the six storage rooms is designed with a minimum area of 160 square meters made out of timber and concrete columns with brick walls, providing ample space for traders to store their goods in a secure environment.

- Toilet facilities

The design incorporates dedicated washroom facilities tailored to meet the diverse needs of all users, ensuring accessibility, hygiene, and inclusivity. These facilities are thoughtfully segmented as follows: male washroom, female washroom, and facilities for Disabled Persons.

- Water facilities

To ensure a reliable water supply within the relocation site, a borehole with solar-powered water pump has been strategically designed and positioned on-site. This borehole serves as the primary source of water, meeting the needs of both traders and visitors in the market. The water facility not only enhances the functionality of the relocation site, but also promotes hygiene and convenience for the traders and visitors, contributing significantly to the overall sustainability and operational efficiency of the market.

- Waste management area

The design includes a dedicated area specifically allocated for the temporary storage and management of waste before it is collected and transported to the final disposal site. This designated waste management area is strategically located to minimize disruptions to the functioning of the market while ensuring efficient waste handling.

Table 10- 1 below shows the proposed design details of the relocation site

Table 10- 1 Proposed Relocation site design details

Site Name	Shed Quantity	Proposed construction material	Area (m ²)	Approximate capacity for traders
Sheds for market stalls	4	Timber, brick & Zinc	9,030	1,896
Sheds for stores	1	Timber, Brickwork, and Zinc	928	6
Sheds for washroom facilities	1	Timber, Brickwork, and Zinc	45	
Borehole	1		18	
Total Area			10,021	1,896

Source: JV Politecnica & ISC, 2024

The relocation site preliminary design layout is shown in Figure 10-2 as provided by the FS and design consultant in their report (Drawing Kenema site Layout dated 30/09/2024, reference number RSK_XX_X001_40_5188.DOCX).

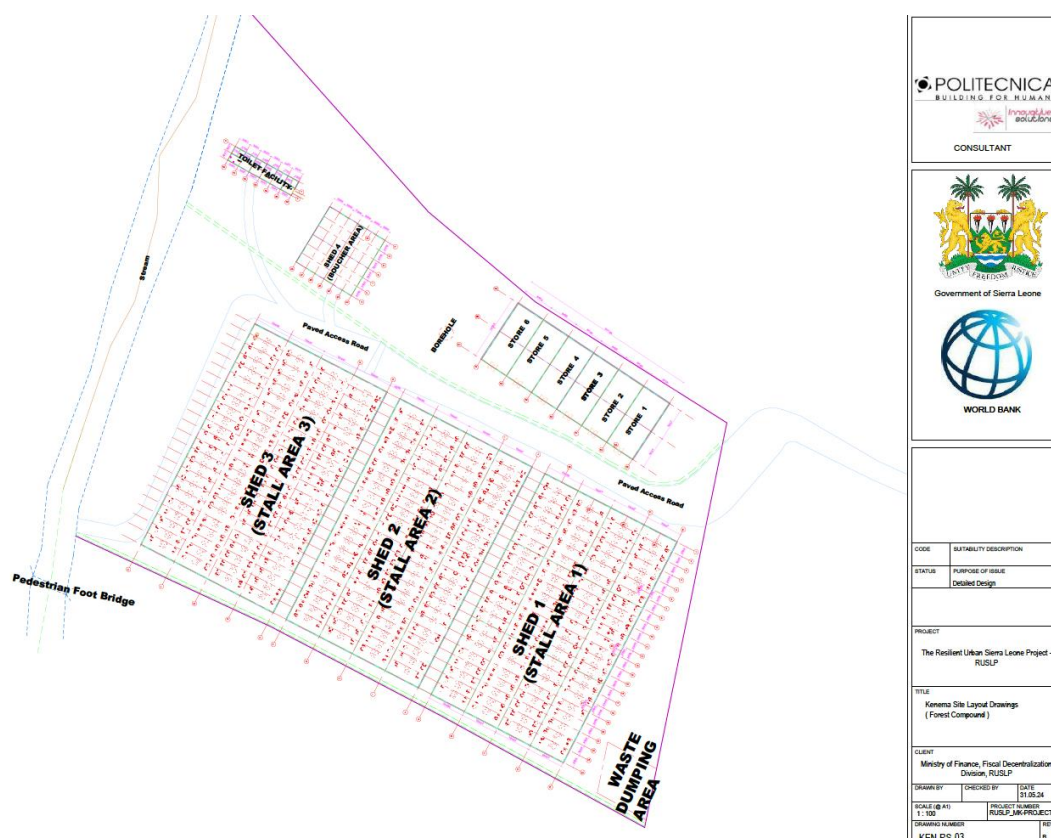


Figure 10-2 Proposed layout for Kenema relocation site

Source: JV Politecnica & ISC, 2024

10.3 THE PROCESS USED TO RELOCATE TRADERS AND THEIR BUSINESSES

The process used to relocate traders has been extensively discussed with representatives from KCC, led by the KCC chief administrative officer. The process is described in this section using several steps and includes reference to a Compensation Agreement that reflects each traders and workers individual entitlements, as well as their required notice to vacate.

- Step 1. The preparation of the relocation site and installation of facilities to provide adequate space for traders and their workers to relocate and continue their business activity whilst the existing market is upgraded.
- Step 2. Engagement with the traders to disclose their individual entitlements and compensation and provide a Compensation Agreement. KCC with support from the RP committee and the RP implementation consultants will be responsible for allocating spaces and Traders' preferences will be applied. The team will ensure that traders who trade in identical/identical goods will be located within identified zones to the extent that it is possible to do so.
- Step 3. The relocation of traders, their materials for sale and moveable equipment (such as wooden tables and umbrellas, etc.) to be moved to a pre-allocated position at the designated relocation site, whilst at the same time, metal fencing and posts are installed at the vacated area to prevent new traders occupying the space created. It is essential that the construction contractor at the existing market site is provided with a vacated site which is clear (unencumbered) as this

could lead to delays in the start of civil works and claims for financial compensation. Note the following:

- All traders involved in the relocation process have been already registered with KCC;
 - The position of the traders' current location has already been recorded during the RP survey using the existing market zones and GPS coordinates;
 - Traders are to be relocated from their existing zones as a group at the relocation site, where they chose to do so, to help retain social networks. This is because some of the traders have strong friendship and other connections to each other at their current position, and also share child care arrangements in some cases;
1. Each Trader and Worker will be provided with a Compensation Agreement before their relocation, so that they can understand their entitlements for support, and agree to vacate at a specific date. Where the Trader or Worker is not literate, this will be read out to them by a representative from KCC. The Compensation Agreement will be signed⁷ by both the Trader/Worker and a representative from KCC. The traders/workers will be reminded of the grievance mechanism during this process, as this is when typically grievances are raised during a resettlement implementation process;
 - The Trader's position at the relocation site will be marked-up on the ground using wooden pegs and spray paint (or other type of marker that will remain visible) using a unique reference number, so that traders and their workers can be directed to their exact location by KCC representatives. This aims to avoid a 'free for all' situation where traders compete for the best sites and compete for selling space, as this could result in conflict;
 - The selling space (recorded in square metres) will be used to ensure that they are provided with the same selling space at the relocation site, as a minimum.
 - Traders will be offered practical support to relocate their businesses in the form of a truck and labourers, free of charge. This may include help to move wooden tables, umbrellas, products for sale, equipment, and other materials;
 - The category of the Trader's business (microbusiness: 1 person involved; small business: 2-4 people involved; medium sized business: 5-9 people involved; large sized business: over 10 people involved) will be used to calculate:
 - i. The vacation date and time needed for the Trader to relocate; and
 - ii. The payment of a transitional support which aims to provide income whilst the business is relocating; and
 - Traders are to be provided with livelihood restoration measures which aim to assist them in restoring/improving their business activities, which will be provided as they relocate to their designated position at the relocation site. This may include, for example, the provision of new umbrellas (where they are currently using them), new wooden tables, training on bookkeeping and financial literacy, debt management, and other non-monetary types of support (refer to section 11 for details).
 - Step 1. As the construction fencing is installed at the existing market, signs will be installed to warn people not to attempt to enter the cleared area. Security personnel will be present to prevent people moving into the space. The signs will include

⁷ A thumbprint may be used instead of a signature by non-literate Traders.

details of the grievance mechanism that can be used to raise a concern about the clearing process, or behaviour of the security guards.

Step 2. The relocation site will allow the traders and workers to continue their business activities whilst the civil works at the existing market are completed. Ongoing monitoring of the relocation process will be undertaken using a range of pre-defined key performance indicators (KPIs).

Step 3. Once the civil works at the existing market are completed and the market is ready to receive the traders, the traders/workers will gradually be relocated back to a pre-allocated position using the applicable actions described in Steps 2-3). Note that it may not be possible to relocate the traders to their original position, if the design of the market substantially changes. A verification survey of traders and workers will be undertaken prior to the start of the relocation process, to check if their condition has changed since the RP survey was completed. The verification survey will check their identification and socio-economic conditions of their business.

The period of time in the vacation notice has been defined by considering the size of the business and was discussed with the KCC. The vacation notices are as follows:

- Microbusinesses = 2 weeks
- Small sized businesses = 3 weeks
- Medium sized businesses = 4 weeks
- Large-sized businesses = 8 weeks.

It is worth noting that in the Kenema central market upgrade site, there were no medium or large-sized businesses identified during the RP census

10.4 THE COMPENSATION AGREEMENT

A Compensation Agreement will be drafted individually for each Trader and Worker that contains a summary of their entitlements, at the early point of RP implementation and before they are requested to relocate. Given the challenges associated with literacy, the document will contain the minimum information needed. The Compensation Agreement will include the following:

- The name of the Trader/Worker;
- The market zone of the business;
- The category of the business (microbusiness, small sized business, medium sized business, large sized business);
- Category(ies) of product sold by the Trader (butcher, clothes/shoes, etc.);
- Details of fixed assets under private ownership that are eligible for compensation and the compensation amount and payment method;
- The ability to salvage fixed assets under the ownership of the business owner even if these are to be compensated;
- Details of the access to infrastructure that the business currently has (fixed roof, water, wastewater sanitation, electricity);
- Details of the allocated relocation site, position and access to infrastructure that the business currently has (fixed roof, water, wastewater sanitation, electricity);
- Vacation date and details of practical support to relocate the business (truck and labourers, provided free of charge);

- The calculation method to calculate compensation and transitional support and the method of payment (mobile banking to the extent possible and not cash in hand);
- A summary of the following which concerns relocating the business once again, this time back to the upgraded market site:
 - A commitment to provide 'like-for-like' access to infrastructure that the business currently has (fixed roof, water, wastewater sanitation, electricity);
 - Details of any rent and any other charges at the upgraded market site;
 - The payment of a transitional support and practical support during the process to relocate back to the upgrade market; and
 - A minimum period of time the business is required to relocate after the date has been set for the relocation process by KCC.

11. LIVELIHOOD RESTORATION AND TRANSITIONAL SUPPORT

11.1 LIVELIHOOD RESTORATION MEASURES

Preferences associated with livelihood restoration measures were discussed provisionally (no promises were made), with traders during focus group discussions following the RP survey. As stated above, it was made clear that their preferences were part of the survey scope to help design the measures, and not a clear commitment to provide such measures to them in the future. The timeline required to organise the LR measures will be 1 month. The time required to implement them ranges from 1 to 3 months. M&E indicators will be used during (and after) implementation to check their effectiveness.

The outcome of these focus group discussions is presented below:

- Many of the traders requested support to develop their business in the future, such as through the provision of a micro-finance programme, where traders can access financial capital to expand their activities;
- The traders sought assistance with bookkeeping and financial literacy skills which was often lacking and is linked to their relatively low 47.2% literacy status;
- Traders requested specific items of equipment such as umbrellas that are in good condition (many of the Trader's umbrellas were old), and basic items such as improved seats to assist them in their selling activities; and

11.2 THE PROVISION OF TRANSITIONAL SUPPORT

Transitional support is to be provided through: (1) the payment to a Trader, which was calculated using the average daily wage for each category of business (microbusinesses and small-sized businesses⁸), and then multiplying this by the amount of time they are to be provided with support to relocate; and (2) the provision of practical support (labourers and a truck) free of charge to help the business physically relocate. Item (1) reflects the fact that whilst physical relocation of the business could take place quickly, it will still take some time for the business to become established at its new location, attract the same level of customers, and continue their business activity at a level which reflects their pre-displacement status.

The transitional support for the traders was calculated in a way that reflects their current level of income, whilst ensuring that even traders on relatively low levels of daily income, still receive a reasonable amount of allowance that meets at least minimum wage legislation. The Minimum Wage Act 1997 requires a minimum wage effective from April 2023 (2023, Finance Act) of 800 NLE/month ($\approx$ 35 USD) for the formal sector which is 40 NLE/ day ($\approx$ 1.75 USD/day). On this basis, all traders who stated that their daily income range was below this level, will receive the minimum wage. The traders who stated their income ranged between NLE 51-100 will receive the mid-point figure which is NLE 75. The transitional support for the traders in 'NLE 101 and above' was calculated based on their weekly income to be able to come up with a fair amount that reflects this category of traders and based upon the dataset, four different values were used to calculate their daily income: NLE 125, 208 and 292. If any Trader believes that the level of transitional support is too low, then they will be able to

⁸ In Kenema central market upgrade site, there were no medium or large-sized businesses identified during the RP census.

request a re-assessment of the figure through the grievance mechanism and produce any supporting documentation, such as financial business records, etc. This value also reflects the fact that whilst the businesses will not be fully operational during the relocation process, they are not also likely to experience the same level of business cost from purchasing supplies, and therefore the above is considered by ELARD to be a reasonable approach.

The transitional support calculations for each of the two business sizes present at Kenema are presented in Table 11-1 and Table 11-2. The average time needed to relocate from the market to the relocation site is estimated to be 14 days (microbusinesses) and 21 days (small-sized businesses)⁹ and this was subsequently verified through engagement with traders and their representatives during the focus group discussions. For the purpose of calculating the transitional support figures for the entire project, the figures need to be doubled since the PAPs will have to relocate on two separate occasions.

Table 11-1 Calculation of Transitional Support for Microbusiness Traders to relocate and return to the market site

Daily income (NLE)	Daily income (USD)	Time required ¹⁰	Transitional Support NLE/ trader	Transitional Support USD/ trader	Number of Traders	Total Transitional Support (NLE)	Total Transitional Support (USD)
40	1.79	28	1,120	50.1	1,322	1,480,640	66,258.6
75	3.33	28	2,100	93.2	382	802,200	35,617.7
125	5.56	28	3,500	155.7	89	311,500	13,855.5
210	9.24	28	5,880	258.7	24	141,120	6,209.3
300	12.98	28	8,400	363.4	15	126,000	5,451.6
Total						2,861,460	127,392.7

Table 11-2 Calculation of Transitional Support for Small sized Business Traders to relocate and return to the market site

Daily income (NLE)	Daily income (USD)	Time required ¹¹	Transitional Support (NLE)/ trader	Transitional Support USD/ trader	Number of Traders	Total Transitional Support (NLE)	Total Transitional Support (USD)
40	1.79	42	1,680	75.2	16	26,880	1,202.9
75	3.33	42	3,150	139.9	4	12,600	559.4
125	5.56	42	5,250	233.5	3	15,750	700.6
210	9.24	42	8,736	388.1	0	0	0.0
300	12.98	42	12,264	545.2	0	0	0.0

⁹ As mentioned above, in Kenema central market upgrade site, there were no medium or large-sized businesses identified during the RP census.

¹⁰ These businesses are highly mobile, have no fixed assets under private ownership, and will be able to relocate quickly to their designated relocation site. 28 days is the time needed to move to the relocation site and then back to the market (14x2)

¹¹ These businesses have limited fixed assets (most have none) and will be able to relocate quickly with practical support (truck and labourers). 42 days is the time needed to move to the relocation site and then back to the market (21x2)

Total	55,230	2,462.9
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The amount to be provided to the workers as transitional support, is the minimum wage (NLE 40) which is also the same as the calculated average daily wage which is 40 NLE.

Table 11-3 Workers Compensation calculation to relocate and return to the market site

Daily income (NLE)	Daily income (USD)	Time required ¹²	Transitional Support (NLE)/ Worker	Transitional Support USD/ Worker	Number of Workers	Total Transitional Support (NLE)	Total Transitional Support (USD)
40	1.79	28	1,120	50.1	68	76,160	3,408.2
40	1.79	42	1,680	75.2	3	5,040	225.5
Total						81,200	3,633.70

11.3 THE PROVISION OF ADDITIONAL SUPPORT TO VULNERABLE PAPs

Using the outcome of the socio-economic surveys, a summary of the type of additional support that is to be provided to the PAPs based upon their source of vulnerability is provided in Table 11-4.

Table 11-4 Additional support to vulnerable people

Source of vulnerability	Vulnerability amongst Traders	Vulnerability amongst Workers	Total	Type of support to be provided
Head of the household is illiterate	708	NA	708	Details of the Compensation Agreement and GRM to be verbally read out by a KCC representative
Households of youths (under the age of 24) or children (under the age of 18) who have lost both parents (they are orphans)	127	NA	127	In-person support to guide them through the RP implementation process to reduce anxiety and ensure they receive their compensation on time, as PAPs with these sources of vulnerability are particularly susceptible to a sudden drop in their income.
Households where a disabled child is present, or a disabled parent is present, or where a household member is (or has recently been) ill or is in need of care	71	NA	71	
Households with more than five children	500	6	506	
Child-headed household under the age of 24	88	4	92	
Single-parent household	551	NA	551	
Elderly people (people aged 65 years or older)	55	NA	55	
People who are	6	0	6	

¹² Workers will be able to relocate quickly as they have no fixed assets to move, however they need to wait for the business trader to set up his business.

Source of vulnerability	Vulnerability amongst Traders	Vulnerability amongst Workers	Total	Type of support to be provided
discriminated against in society due to their albinism, HIV, history of contracting Ebola, or other reason				
Adult with poor health (this may be a person who is unable to work due to limited physical mobility, mental health condition, or other reason, or a person who is need to care where there is additional expense in the household)	55	0	55	Additional monitoring to check their general status and level of wellbeing, so that additional support can be provided to them, where this is necessary to do so. The CLOs will be tasked with monitoring the wellbeing of vulnerable people.
Adult with mental disability	18	0	18	In-person support (see above)
Adult with physical disability	19	0	19	Practical support to address their physical disability where this is practical to do so, such as the provision of tri-walkers, rollators, and other equipment.

Practical support includes measures that are designed to reflect the specific vulnerabilities of the traders, and will be designed on a case-by-case basis. Any costs associated with such support measures is not expected to be major and shall be covered by the contingency applied to the RP budget (Section 13).

12. IMPLEMENTATION SCHEDULE AND CHANGE MANAGEMENT

12.1 SCHEDULE

A Resettlement Committee with representatives from all relevant stakeholders will assist with RP implementation in addition to the RP implementation agency that will be recruited for the purpose. Within the committee, sub-committees may be formed to focus on various aspects of resettlement such as relocation site and space allocation, capacity building, income restoration and grievance redress. Proper implementation hinges on a detailed RP budget that carefully estimates all costs associated with the RP exercise. The PMU will be supervising and overseeing the development and implementation of the RP.

The RP schedule will be coordinated with the construction schedule. Before any civil works activity commencement, PAPs will have to be compensated in accordance with national laws and World Bank resettlement laws, regulations and guidelines. In other words, no Trader should be displaced due to civil works activity before compensation is paid and relocation site with adequate facilities are prepared and provided.

The schedule is expected to ensure that all PAPs, prior to their physical relocation will:

- have been adequately consulted about the project, its impacts and compensation entitlements;
- have received compensation entitlements in a timely manner;
- have been provided with means to establishing livelihoods.

Table 12-1 lists components of the implementation schedule. It is assumed that project preparation including completion of design and procuring the services of a contractor will be completed within the next six months. It is projected construction will last around 2 years.

Table 12-1 RP implementation Schedule

Activity	Months																											
	M1	M2	M3	M 4	M 5	M 6	M 7	M 8	M 9	M 10	M 11	M 1 2	M 1 3	M 1 4	M 1 5	M 1 6	M 1 7	M 1 8	M 1 9	M 2 0	M 21	M 22	M 23	M 24	M 25	M 26	M 2 7	
Disclosure of the Draft RP and preparation of a Final RP																												
Establishment of the RP Implementation Committee, capacity building, and first meeting																												
A pre-entry assessment at each location site to check that the temporary position of the market will not result in secondary economic displacement																												
Preparation of the relocation site and installation of facilities																												
GRM awareness sessions																												
GRM Operationalization																												
Engagement with the traders to disclose individual entitlements and compensation, sign a																												

IMPLEMENTATION SCHEDULE AND CHANGE MANAGEMENT

[illegible]

NOTE: Once the civil works at the existing market are completed and the market is ready to receive the traders, the traders/workers will gradually be relocated back to a pre-allocated position using a similar schedule to that above. An updated schedule that reflects the actual progress on the ground shall be prepared. It is expected that the time required to rehabilitate the market is no more than 24 months.

12.2 CHANGE MANAGEMENT PROCEDURE

A Change Management Plan shall be part of the construction contractor's Environmental and Social Management System (ESMS). The ESMS will include a formal procedure that aims to screen changes in the Project so that any resettlement-related risks and impacts that are linked to this change are identified, assessed, and responded to. This may include, for example, the preparation of an addendum to the RP or other actions, as necessary. The Change Management Plan will be managed by the RP implementation Agency.

Irrespective of the magnitude of change, all resettlement-related activities associated with the Project will be undertaken in accordance with the principles and other commitments included in the RP so that there is consistency in the approach taken to the PAPs and other stakeholders.

The process used to evaluate change in the Change Management Plan will comprise the following:

Step 1 – Review the need and implications of the potential change

- Assess the need for the change to ensure that it is fully justified, and that opportunities to avoid/minimise adverse impacts to PAPs have already been taken to the extent possible;
- Identify any legal or other requirements linked to the potential change, using the legal framework section 5 of the RP;
- Conduct an analysis of the potential implications of the change which could include, for example, the identification of additional PAPs and need for further compensation payments, an increase in the time to be provided for PAPs to relocate, or changes in the design of the Project during construction that could impact the ability of the (relocated) traders to move back into the upgraded market site;
- Determine what stakeholder engagement activities are required to discuss and communicate the change and its potential implications; and
- Prepare a summary report, or a RP Addendum (if required), to provide a summary of the change and include details of any budgetary and time implications.

Step 2 – Disclose the findings of Step 1 and communicate the change to stakeholders

- Using the summary report or RP Addendum, communicate the change to stakeholders whilst ensuring that all engagements are recorded in writing, so that evidence is available to reflect how the change was discussed;
- Take into consideration the views and opinions of stakeholders so that the process used to implement the change is optimised; and
- Update the summary report or RP Addendum as needed, including details of how the potential change has been communicated, and how stakeholder feedback has been used to improve the implementation of the change.

Step 3 – Implement the change and monitor environmental and social outcomes

- Implement the change in accordance with the summary report or RP Addendum using the (existing or additional) monitoring and evaluation(M&E) indicators so that the outcome of the change is recorded over time, and improvement measures are taken to improve the process applied, where necessary; and
- Depending upon the outcome of M&E actions, it may be necessary to adjust the way in which the change is implemented, and take corrective actions to ensure that all

changes are implemented in accordance with the principles and process already described in the RP.

12.3 THE MANAGEMENT OF RISKS DURING RP IMPLEMENTATION

The purpose of this section is to describe the potential key risks and mitigation measures that are going to be applied, during RP implementation (refer to Table 12-2).

Table 12-2 Potential key risks and mitigation measures

Description of the risk	Description of the consequence to the project	Mitigation
The level of transitional support is not accepted by the traders as it is perceived to be too low.	- Grievances which take time to resolve, leading to delays in the schedule. - Legal claims for more compensation. - Reputational damage. - Protests and refusal to relocate.	- Detailed explanation to the traders as to how their transitional support has been compensated, and what their entitlements are based upon the eligibility and entitlement matrix. - Ensuring that the displaced persons understand the additional support measures which are to be provided, including livelihood restoration measures. - Raising awareness of the grievance mechanism so that concerns can be raised at an early stage.
Not all the displaced persons understand the resettlement process due to language differences, literacy, and other reasons.	- A deterioration in displaced person's physical and mental health. - Reputational damage. - Protests and refusal to relocate.	- Ensuring that the RP Implementation Agency has adequate liaison officers who are able to spend time with traders and discuss the process of relocating with them, whilst listening to their concerns. - Using trusted individuals to read out verbally the content of the Compensation Agreement.
Government representatives responsible for RP implementation have a poor understanding of ESS55 requirements, and instead focus on implementing the process in accordance with national legislation (only).	Reputational damage.	- Provision of initial training at the start of the RP implementation process. - Ongoing 'on the job' capacity building activities to those involved.
The entry of new traders after the cut-off date has been established.	- Claims for compensation. - Protests and refusal to relocate.	Providing newly arrived traders with a clear description of the purpose of the cut-off date, directing them towards the signs, and indicating that the registration period for inclusion into the RP database has closed as RP implementation will start shortly.
Conflicts between traders who are seeking the 'best' spots at the relocation site.	- A risk of violence. - A deterioration in displaced person's physical and mental health. - Reputational damage.	The pre-allocation of all traders using a transparent process so that all parties involved are aware of the process being used to allocate traders at the relocation site, and the upgraded market when complete.

Description of the risk	Description of the consequence to the project	Mitigation
	• Protests and refusal to relocate.	

13. COSTS AND BUDGET

The purpose of this section is to present the costs and budget associated with RP Implementation. As the transitional support to traders and workers to be paid twice as they relocate to/from the temporary relocation site and the market, it is essential that the RP reflects the provision of two payments. It is important that the payment of the transitional support after the market is upgraded, is not eroded by ongoing price inflation, which is why a suitable contingency of 15% has been added into the budget.

According to Reliefweb¹³, the national headline inflation reduced from previous levels to 42% in March 2024 from 43% in February 2024, and food inflation reduced to 42% in March 2024. Due to this high level of inflation, the costs stated in this section must be linked to the future inflation level, so that erosion of purchasing power from the national currency does not take place.

The estimated RP budget is **7,527,767 NLE (333,087 USD)** as shown in Table 13- 1. The detailed RP budget can be found in Appendix F.

Table 13- 1 RP Budget Summary

Item Description	Total Price (NLE) ¹⁴	Total Price (USD)
Compensation for the loss of immovable assets and practical support to relocate	2142139	94785
The provision of practical support (trucks and labourers) to relocate privately owned assets that are moveable.	135,588	6,000
Rental fees (two rooms, parlour and bathroom) at a rate determined by the MLHCP for the mixed use residential and commercial structure owner for the period of time that the building is not suitable for living due to the market works (estimated at 2 years).	20,000	885
Rental fees for the cold room owner for the period of time that it is not available for rental due to the market works (estimated at 2 years).	96,000	4,248
Transitional support for Micro-Businesses (while relocating to relocation site and then back to the upgraded market 28 days, that is 14 days each way)	2,861,460	126,613
Transitional support for Small Scale-Businesses (while relocating to relocation site and then back to the	54,600	2,416

¹³ ReliefWeb. World Food Programme Sierra Leone Market Prices Bulletin. Q1 2024. Available at: <https://reliefweb.int/report/sierra-leone/wfp-ram-sierra-leone-market-prices-bulletin-quarter-1-2024#:~:text=The%20national%20headline%20inflation%20came,42.10%20percent%20in%20March%202024.>

¹⁴ All monetary values stated in NLE (New Leones) in the RP have been converted into USD using a conversion value from www.xe.com dated 05 August 2024.

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Item Description	Total Price (NLE) ¹⁴	Total Price (USD)
upgraded market 42 days, that is 21 days each way)		
Transitional support for workers (while relocating to relocation site and then back to the upgraded market)	81,200	3,593
Livelihood Restoration programmes	655,342	29,000
RP implementation costs (Committee establishment)	158,200	7,000
Support to vulnerable people	341,355	15,000
Total	6,545,884	289,641
Contingency (15%)	981,883	43,446
Grand Total	7,527,767	333,087

14. GRIEVANCE REDRESS MECHANISM

A Grievance Redress Mechanism (GRM) has been available during preparation of the RP, and this will continue to be available and publicly disclosed during RP implementation. The GRM is described in detail within the RUSLP Grievance Redress Mechanism documented (April 2021) which describes the process to be used to receive and resolve a grievance across the following 8 steps:

- Step 1: Submission of grievances
- Step 2: Recording of grievance and providing the initial response
- Step 3: Investigating the grievance
- Step 4: Communication of the Response
- Step 5: Complainant response
- Step 6: Grievance closure
- Step 7: Appeals process
- Step 8: Analysis of trends in complaints/grievances.

14.1.1 Steps in project-specific grievance handling processes and required timeframe

GRM stages and description	Timeline
Assign Focal Persons (FP) The Social Safeguards Specialist together with the Gender Specialist at the PMU level will liaise with stakeholders establish grievance committees at the district and community levels.	Prior to project implementation
Training on the design and operation of the GRM (Committee members)	Before Project Implementation
Receive, acknowledge receipt and transfer and register complaints. The GRM will have several tiers from the community level, District level, PMU levels. Public disclosure to create awareness of the GRM.	1 working day after receiving complaint
Complaints and grievance register	1 working day after receiving complaint
Screen and refer Complaints. Once complaints are received, the Social safeguards specialist and the Gender Specialist will undertake preliminary assessment of the eligibility of complaints, categorize the grievance. Assign priority (high, medium, and low severity and acknowledge receipts of complaints to complainant. The complaint will also be referred for investigation. It will be tracked the resolution process to ensure timely feedback.	2 working days after receiving complaints
Assessment/ investigation of the complaint. GRC will undertake further assessment	Ongoing: 2 weeks
Formulate an initial response. Once the assessment/ investigation is completed, the social safeguards Specialist will receive the report and formulate a response and communicate to the complainant. The communication should state whether the grievance has been accepted or rejected, providing reasons for the decision, and indicate next steps.	2 working days
Select a resolution approach. GRM Committee will investigate and resolve complaints and where applicable to a specialized body.	Ongoing; 3 working days after receiving complaints
Settle the issues (or further escalate the issues)	Ongoing; 5 working days after registering complaint
Monitor and evaluate grievance redress process	Ongoing
Feedback to complainant and other interested parties	Ongoing
Public disclosure to raise awareness of the GRM on where to submit	On going

complaints and the resolution process.	
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As of the end of July 2024, no grievances associated with the project had been received. Awareness of the GRM was raised at each stakeholder engagement meeting, and also during the RP survey.

A grievance can be registered directly at the project activity site, KCC, or the RUSLP PMU c/o the Fiscal Decentralization Division of the Ministry of Finance through the Grievance Uptake Points (GUP) incorporated into the GRM System which were varied in number and type so that everyone, literate or illiterate, rich or poor, young or old will have access to the System in any of the following modes and, if necessary, anonymously or through third parties by:

1. Telephone (toll free line) which is: 876 (with associated WhatsApp numbers 090 711836/090711837)
2. Mobile phone (WhatsApp, text or voice or picture for additional evidence):
 - o +232 90 711 836 (Male)
 - o +232 90 711 837 (Female)
3. Online GRM Platform accessible @ ruslp.org
4. Letter to the PMU and the respective GRCs where the address is: ruslpgrms@gmail.com
5. Complaint forms available at the council where the GRC Focal person or designate is a desk officer recording complaint
6. Complaint form to be lodged at the location of the market.

The above channels allow anonymous grievances to be received.

Once a grievance has been received it shall be processed according to the Grievances Resolution Procedure outlined in Section 6.0 of the GRM April 2021 document. The PMU has established a database that will be used to track grievances. Additionally, the RUSLP PMU, through the specialized NGO, will implement additional measures to handle sensitive and confidential complaints, including those related to sexual exploitation and abuse/sexual harassment. The project GM through the established Grievance Committees will be responsible for recording and resolving all RP implementation related grievances received.

Two Grievance Redress Committees (GRCs) have already been established:

1. PMU-level GRC - where the grievance is lodged directly to the PMU, the Social Safeguards Specialist will establish, train, and monitor a project-specific GRCs. Representatives of key stakeholders of the project will form the GRC at the project level. The Social Safeguards Specialist and the Gender and Gender-Based Violence Specialist located in the PMU are responsible for receiving, processing, and referring complaints, and following up on their resolution.

Community or site-level GRC – when the grievance or complaint is lodged at the community/site level, membership of the community/site-level GRCs will be constituted by selected traditional local authorities, religious leaders, members/employees of the local government structures, service providers, Sierra Leone Police/Family Support Units (FSU), CBOs, NGOs, and others, as required.

GRM awareness raising sessions as part of RP implementation plan will be conducted.

The PMU has already recruited a specialized NGO to handle GBV/SH issues. As part of the responsibilities of the NGO, it has developed a GBV Action Plan for the project and had designed a GM for GBV/SH which has been merged with the project electronic GM platform. GBV/SH grievances are lodged, analyzed and the relevant support and feedback provided through this section which can only be accessed by officials of the NGO.

World Bank Group (WBG) Grievance Redress Service

Communities and individuals who believe they are adversely affected by a WB-supported project may submit complaints to existing project-level grievance mechanisms or the WB's Grievance Redress Service (GRS). The GRS ensures that complaints are promptly reviewed to address project-related concerns. Project-affected communities and individuals may submit their complaints to the WB's independent Inspection Panel, which determines whether harm occurred or could occur due to WB's non-compliance with its policies and procedures. Complaints may be submitted anytime after concerns have been brought directly to the World Bank's attention and Bank Management has been allowed to respond. For information on submitting complaints to the World Bank's corporate Grievance Redress Service (GRS), please visit <http://www.worldbank.org/en/projects-operations/products-and-services/grievance-redress-service>. For information on how to submit complaints to the World Bank Inspection Panel, please visit www.inspectionpanel.org.

15. MONITORING AND EVALUATION

15.1 OBJECTIVES

The PMU will undertake M&E activities with the objective of overseeing implementation of the RP so that any corrective actions needed can be identified and acted on in the shortest time possible. The independent RP implementation agency will monitor the RP and design corrective actions, preparing quarterly reports, for submission to the PMU and other stakeholders, using pre-defined Key Performance Indicators (KPIs) (refer to Table 15-1).

15.2 INTERNAL MONITORING AND INDICATORS TO BE USED

The independent RP implementation agency will undertake a monthly evaluation of the RP implementation process and gather information from KPIs for internal discussion and review. This shall take the form of a monthly workshop led by the independent RP implementation agency. The agenda of the monthly internal workshop will include the following:

- Introductions and objectives of the workshop;
- Review of RP KPIs;
- Review of the grievance register;
- Review of recent stakeholder engagements records;
- Review of the RP Corrective Action Register which shall be used to track progress of the corrective actions identified;
- Review and discussion of the current RP implementation process and assessment of where/when additional resources are required.

The independent RP implementation agency will submit quarterly reports (or as agreed) to the PMU. The report will at least cover status of compensation disbursement and RP implementation, nature of complaints, redress actions and follow-up actions.

An annual monitoring report will be developed internally and include:

- A general assessment of the compliance of the implementation of resettlement activities with objectives and methods as set out in this RP;
- An assessment of the compliance of the implementation of resettlement activities with laws, regulations and safeguard policies as stated above;
- An assessment of resettlement and compensation procedures as they have been implemented;
- An evaluation of the impact of the resettlement and compensation programs on incomes and standard of living, with focus on the “no worse-off if not better-off” requirement;
- The identification of actions to take as part of the on-going monitoring to improve the positive impacts of the program and mitigate its possible negative impacts, if any.

Table 15-1 Internal monitoring and evaluation indicators

Indicator	Information Source	Frequency
<i>Monitoring the status of the relocation site</i>		
The completion of readiness visits by the PMU at a relocation site to check progress being made to ensure that they are in a suitable condition to receive traders.	PMU inspection records	Monthly
<i>Monitoring the total number of PAPs and their businesses</i>		
- Number of impacted traders - Number of impacted workers - Number of owners of private residential structures - Number of impacted owners of non-residential structures that are immovable (such as shelves and tables etc.) - Number of businesses impacted by category: - Microbusinesses - Small sized businesses - Medium sized businesses - Large sized businesses	RP records held by the PMU	Monthly
<i>Monitoring the financial spend and resources dedicated to RP implementation</i>		
Overall spending by each RP budget category	Financial records held by the PMU	Monthly
Number of privately owned structures that have been demolished.	RP records	Monthly
Distribution of spending by: - Cash compensation payments for transitional support - Construction of like-for-like structures - Livelihood restoration measures (training, provision of new selling equipment, etc.) - Specific assistance measures to vulnerable persons - General implementation activities and administration	Financial records held by the PMU	Monthly
Number of staff dedicated to implementation of the RP	Financial records held by the PMU	Monthly
<i>Monitoring stakeholder engagement activities</i>		
Number of stakeholder engagements undertaken with: - PAPs (owners/users) of residential structures - Traders - Workers - Women-only groups of traders - PAPs who have been identified as vulnerable	Stakeholder engagement records	Monthly
<i>Monitoring the process of traders relocating to their designated relocation site, and as they relocate back to the upgraded market</i>		
Number of traders who have signed the Compensation Agreement and have agreed to vacate at the appointed date	RP records	Monthly
Number of traders who have vacated their original position in the market	RP records	Monthly
Number of traders who have relocated to their appointed site	RP records	Monthly
Number of traders who have been provided with access to electricity, who are eligible for this utility.	RP records	Monthly
Number of traders who have been provided with access to water, who are eligible for this utility.	RP records	Monthly
Number of traders who have been provided with access to wastewater and sanitation infrastructure, who are eligible for this utility.	RP records	Monthly
Number of traders who have been provided with a fixed roof cover, who are eligible for this type of cover.	RP records	Monthly
<i>Monitoring the provision of the transitional support, compensation, and livelihood restoration measures</i>		
Number of traders who have been paid their transitional support	RP records	Monthly
Number of in-kind replacement residential structures provided, as	RP records	Monthly

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Indicator	Information Source	Frequency
a percentage of the planned total		
Number of in-kind replacement business structures provided, as a percentage of the planned total	RP records	Monthly
Number of PAPs being provided with livelihood restoration measures, as a percentage of the planned total	RP records	Monthly
Number of vulnerable persons being provided with specific assistance measures, broken down by gender	RP records	Monthly
Number of Traders being provided with transitional support measures as a percentage of the total	RP records	Monthly
<i>Monitoring the effectiveness of the GRM</i>		
Number of grievances that have been received (in total)	Grievance record	Monthly
Number of grievances that have been registered	Grievance record	Monthly
Number of grievances that have been rejected	Grievance record	Monthly
Number of grievances that have been raised anonymously	Grievance record	Monthly
Number of grievances that have been acknowledged within the target time frame.	Grievance record	Monthly
Number of grievances that have been investigated and a proposed resolution submitted to the complainant within the target time frame	Grievance record	Monthly
Number of grievances closed-out	Grievance record	Monthly
Number of grievances still open		Monthly
Number of grievances that are being processed through mediation	Grievance record	Monthly
Number of grievances that are being processed in a court of law or administrative procedure.	Grievance record	Monthly
Number of PAPs who have experienced restoration and/or improvement in their economic activities and standard of living	Socio-economic survey	Every 6 months

15.3 EXTERNAL MONITORING AND EVALUATION

The supervision of safeguards implementation for the Project will be done by the FDD of the MoF as part of the overall project implementation in conjunction with the Social and Environmental Safeguards Specialists at the PMU, and relevant experts involved in environmental and social mitigation. World Bank supervision teams will also include environmental and social safeguards experts. The RP implementation committee will be carrying out the external monitoring and evaluation and the following will be evaluated:

- If compensation payments have been completed in a satisfactory manner (as per the RP);
- If there are improvements in livelihoods and well-being of PAPs; and
- If grievances or conflicts emanating from the RUSLP have been successfully resolved.

Several indicators will be used to measure these impacts. These include, among others,

1. A comparison of income levels of PAPs before-and-after the RP was implemented;
2. A comparison of income levels of PAPs benefitting from the RUSLP;
3. The scope of livelihoods and employment assistance offered under the RUSLP and other accessible alternative incomes;
4. Changes in standards of living/housing conditions of PAPs, after Kenema market upgrading;
5. The number of grievances and their status, time and quality of resolution;
6. The number of vulnerable people/groups identified and assisted and impact of resettlement assistance provided to them;

7. The number of demolitions of structures, after giving notice to the owner/user; and
8. The number of PAPs compensated in a given period in comparison with what was planned.

15.4 DATA ANALYSIS AND REPORTING

Monitoring and evaluation data will be analysed by the PMU as they oversee implementation of the RP using MS Excel or other tools, so that trends in the indicators used can be tracked over time. The following reports will be issued by the RP implementation agency during RP implementation:

- Quarterly RP progress reports;
- Socio-economic survey report;
- Stakeholders' consultation meetings reports; and
- An annual monitoring and evaluation report.

APPENDICES

APPENDIX A RP TOR

APPENDIX B COLLECTED RP SURVEY DATA

This appendix is attached to the report as it consists of csv files

APPENDIX C RP WORK PLAN

APPENDIX D RP SURVEY QUESTIONNAIRES

APPENDIX E STAKEHOLDER ENGAGEMENT ACTIVITIES

APPENDIX F RP TOTAL BUDGET

This appendix is attached to the report as it consists of csv files

APPENDIX G RP IMPLEMENTATION AGENCY TOR

APPENDIX H MoU BETWEEN KCC AND THE LAND OWNING FAMILIES