

# Socio-economic Assessment for the Proposed DAI Cashew Nut Processing Plant

Report Prepared for



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## LIST OF ACRONYMS

ALARP	as low as reasonably practical
AoI	Area of Influence
CAPI	Computer Assisted Personal Interviewing
CRs	rural communes
DAI	Diaoune Agro-Industrie Sarl
EBRD	European Bank Reconstruction and Development
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
ESIA	Environmental and Social Impact Assessment
FGD	Focus Group Discussions
GBVH	Gender-Based Violence and Harassment
GBV	Gender Based Violence
GIIP	Good International Industry Practice
IAIA	International Association for Impact Assessment
IEHS	International Environmental Health and Safety
IFC	International Finance Corporation
KIIs	Key Informant Interviews
PPE	Personal Protective Equipment
PS	Performance Standards
SEIA	Socio-Economic Impact Assessment
UNESCO	United Nations Educations, Scientific and Cultural Organisation
VAC	Violence against Children
WBG	World Bank Group
Zol	Zone of Influence

## **1.0 INTRODUCTION**

### **1.1 Background**

Richflood International Limited has been appointed by Diaoune Agro-Industrie Sarl (“DAI or the Company”) in 2022 to undertake an Environmental and Social Impact Assessment (ESIA) for the proposed Cashew nut processing plant. The ESIA must meet the Performance Standards (PS) of the International Finance Corporation (IFC) on Environmental and Social Sustainability (2012) and other relevant standards, including the World Bank Group General and sector-specific Environmental, Health and Safety (EHS) Guidelines.

As a component of the ESIA study currently underway, a Socio-Economic Impact Assessment (SEIA) is required to identify and assess socio-economic impacts that may

from the cashew-nut processing plant construction and operation activity and to identify measures to mitigate and manage adverse impacts and enhance positive impacts. This report presents the SEIA. The report uses the term “Zone of Influence” (Zol) or “Area of Influence” (AoI) to refer to the project site, as well as its most directly affected villages.

This report thus covers the socio-economic and health assessment of the identified communities within the project’s area of influence. This baseline provides a description of existing conditions which is essential to the identification and assessment of the potential impacts of the proposed project. From the social and health perspective, the assessment covers the pre-project human conditions in the identified community to predict and mitigate any possible adverse future impact of the project on the socio-economic and health conditions of the human inhabitants in the study area.

The study employed sequential mixed methods research design including quantitative and qualitative methods of data gathering, analysis and reporting. Information collected during the study was triangulated to separate perception from reality. The study was carried out in October and December, 2022. The study made use of questionnaires and household-level surveys for quantitative data gathering and Key informant interviews, Focus Group Discussions (FGD) and stakeholders’ consultation for the qualitative data

### **1.2 Project Location**

The Project site is located in Kataba within the Boké commune, Boke prefecture in Boké region, Guinea. The site is located on the outskirts of Boké town, which is about 14.3km away, along Boke-Kalaboui Road. Boke prefecture is one of the 5 prefectures in Boke region and covers an area of

11,124Km<sup>2</sup>. According to the 2014 National census, the population of Boke prefecture is estimated at 450,278 people (Institut National de la Statistique de Guinée).

### **1.3 Project Description**

Diaoune Agro-Industrie Sarl (“DAI or the Company”) intends to construct and operate a Cashew nuts processing factory (10,000 metric tons per annum) in Boké, which is considered the largest cashew production basin in Guinea. The project will involve sourcing raw cashew nuts from licensed brokers and smallholder farmers in the Boke region and processing them into unflavoured cashew kernels majorly for export and a smaller percentage of local consumption

There are three phases to the activity of the cashew nut processing plant impacts will be experienced, namely:

- Pre-construction;
- Construction and
- Decommissioning and restoration.

#### **1.3.1 Pre-construction Phase**

This stage involves carrying out various studies to ascertain the economic, financial and environmental viability of the proposed Cashew processing project. In addition, an essential part of this phase is the acquisition of land required for the proposed project. Also, included in this stage are designing, feasibility studies, socio-economic surveys and community engagement etc. for the proposed project. More so, the construction of residential camps and offices for the contraction workers and provision of associated facilities.

#### **1.3.2 Construction Phase**

The construction phase will involve works such as project site fencing, surface run-off channelization, drilling borehole water source, excavation and foundation work as well as factory and warehouse structure erection and installation. Construction-related nuisances such as noise and dust will be very limited given the temporary nature of the works.

The construction works for the cashew nut processing plant and the various activities will include:

- Vegetation clearance, surface stripping and topsoil stockpiling;
- Excavation works for structural foundation;
- Channelling and installation of site drainage;
- Establishment of hard standing for laydown areas, roads, paths

- Laying of concrete;
- Vegetation landscaping

### **1.3.3 Operational Phase**

Activities during the operational phase, the project will mainly focus on the following points:

- Sourcing and supply of raw cashew nuts to the factory;
- Processing of raw cashew nut into kernels;
- Distribution and export of finished raw cashew kernel

### **1.3.4 Decommissioning and Restoration Phase**

At the expiration of the useful life of the project which is estimated at 99 years, adequate arrangements will be made to remove all movable assets. When the life span of the project comes to an end, the facility would be decommissioned and put off use. A decommissioning process or plan would be activated. Decommissioning activities will include equipment site securitisation, equipment clean-up, dismantlement of equipment and structures, as well as clean-up of site surfaces in line with applicable regulatory requirements.

DAI shall implement a restoration plan for the project area unless otherwise requested by the communities with the AoI. This would be done after a fully documented agreement has been reached. If this situation arises, the information would be included in the restoration and post-impact assessment reports.

Site recovery shall include taking steps to restore the project site to its original conditions by promoting the growth of lost natural vegetation to make the area accessible to local inhabitants. All installations and structures shall be completely removed and sold or moved to another factory. Almost all the equipment and machinery shall be re-used for other industrial purposes. All plant facilities and machinery that are not deemed to be of further use will be sold off as scrap or recycled at metal depots.

## **1.4 Workforce Requirements**

### ***Construction Phase***

Up to approximately 100 workers are expected to be engaged as part of the construction phase to cover the civil, mechanical and electrical engineering tasks.

### ***Operational Phase***

The workforce required for the proposed project shall be largely residents around the project location. It is envisaged that the project will attract a few migrant workers as captured in the socioeconomic baseline assessment within the project area. The project is expected to engage both permanent and casual workers (peak workforce) during the operational phase of the factory. The casual workers will largely comprise women who will be engaged in the various aspects of the project during the seasonal peak period of cashew processing. An estimated 500 individuals are expected to be engaged as a workforce for the project. A larger percentage of individuals to be engaged will be women constituting about 400 (80%) of the workforce, engaged mostly as casual workers during the project's peak period of cashew harvesting and processing. About 20% of the workforce which includes; Plant manager, process manager, Plant maintenance supervisor, Quality controller, Database manager and Sort workshop supervisor will be engaged permanently for the continuous operation of the factory. During the cashew off-peak period, the operation of the factory will rely mainly on its stocks during the cashew seasonal supplies.

## 2.0 Legal Framework

This section provides an overview of the relevant national and international regulations and frameworks. It also provides the Social Responsibility Policy of DAI. This list is not exhaustive. A more comprehensive list of applicable legislation, policies and plans is provided in the ESIA.

### 2.1 Guinean Regulatory Framework

Table 1 presents a summary of the key Guinean legislation which are relevant to the project from a socio-economic perspective.

Table 1: Relevant Guinean legislation

Applicable Legislation	Relevance
The Environment Code or the Code for the protection and development of the environment (Ordinance No. 022/PRG/89 of 10 March 1989 on the code of protection and enhancement of the environment)	This code establishes the administrative and legal framework enabling the Guinean State to deliver on its constitutional obligation to provide a clean and healthy environment to every person in Guinea. The Environment Code is the cornerstone of environmental protection and enhancement in Guinea. It sets out the fundamental legal principles to be complied with to ensure the protection of environmental resources and the human environment.
Regulations on Environmental and Social Impact Assessment (Presidential Decree No.199/PRG/SGG/89 of 18 November 1989)	The regulations set out the projects requiring an environmental impact assessment (EIA) study. This decree lists the types of projects that require an EIA and the content of the EIA study. Order No. 990/MRNE/SGG/90 of 31 April defines the content, methodology and procedure of the EIA study), and establishes the content, methodology, and procedures to be complied with when carrying out an environmental impact assessment.
Regulatory Framework on Land	In Guinea, the land law has several objectives: <ul style="list-style-type: none"> <li>To exercise control over the development process using permissions development/building permits, this must be obtained from the local planning authorities before development can take place. In most cases, a building permit can only be achieved if the government made a favourable decision for the Project under the Environmental Impact</li> </ul>

Applicable Legislation	Relevance
	<p>Assessment process.</p> <ul style="list-style-type: none"> <li>To protect the environment through conditions, agreements, etc. related to environmental protection in a grant of development permission, via, for example, the need to obtain an environmental permit (also called authorization for classified installations) before production can begin.</li> </ul>
The 1992 Guinea Land Code (Code Foncier et Domanial)	This code introduced an elaborate land privatization and registration system – at least on paper. The code affirms state ownership of vacant land and grants individuals the right to own land. Land ownership is established through land registration. In practice, these procedures of land registration have not been fully implemented in rural areas, where customary rights (« droits costumiers ») predominate; in the absence of formal private property, the land is essentially state property.
Urban Planning Code (Law L/98 n° 017/98 of 13 July 1998)	This code sets out the responsibilities of the Guinean State in the management and development of the country.
Declaration of Rural Land Policy (Decree D / 2001/037/PRG),	This decree aims to promote rural economic and social development by guaranteeing property rights and rules favourable to agricultural development in rural areas, improving the sustainable management of resources and allowing the development of a market for transparent and fair land. This decree is the strategic framework for the management of rural land.
Local Government Code	This Code sets out the roles and responsibilities of local communities in the management of land use. As such, the municipality must give an opinion before any project investment and before any occupation/land use. Local communities share responsibility for the management of land use with the state.
Biodiversity Code: Code for	This Code sets out the legal framework for the protection,

Applicable Legislation	Relevance
the Protection of Wildlife and Hunting Regulations (Law L/97/038/AN of 9 December 1997 adopting and promulgating the Code of protection of wildlife and rules for hunting)	conservation and management of wildlife and flora, and their habitats; and provides for the recognition of the right to hunt. It also describes certain rules concerning hunting and aims to promote the sustainable use of species and ensure their sustainability for the satisfaction of human needs. This Code and its interaction with the ESIA legislation is currently the cornerstone of the protection and enhancement of biodiversity in Guinea.
Wildlife Code (Loi L/99/038/AN), enacted in 1998	This code sets out the policy on the protection of wildlife and their habitats as well as the regulation of hunting of unprotected specie
The Public Health Code (Act L/97/021/AN of 19 June 1997)	This code ensures the protection and promotion of health, the rights and obligations of the individual, family and community throughout the territory of the Republic of Guinea.  Decree D/253/24/PRG on health at work creates a National Service of Occupational Medicine in the Department of Health and Public Hygiene and defines the role and responsibilities of this department.
Social Protection (Law L/94/006/CTRN of 14 February 1994)	This law establishes a Code of Social Security Act. This is the main source of Guinean legislation governing the protection of workers and their families against economic or social poverty and the difficulties arising from a significant loss of income. This text deals with the legal status and financial organization of the Social Security Fund, pensions for old-age, invalidity and survivors, occupational risk prevention, family benefits, sick leaves, health and social work, and provisions relating to litigation and penalties.
Guinea Child Code (Law L/2008/011/AN of August 19, 2008)	This code was promulgated by the President of the Republic of Guinea and it states that the best interests of the Child must be the primary consideration in all measures taken with regard to the child by public or private institutions, Courts or administrative authorities. This Code establishes

Applicable Legislation	Relevance
	conventionalization and the procedure of non-incrimination through mediation as well as the participation of the Services and Institutions concerned by Childhood in decision-making and the choice of measures compatible with the best interests of the child. A child has the right to continue to benefit from the various living conditions, and services adapted to their needs, their age and corresponding to the normal family environment.
Law on Child Labour (Order no 2791/MTASE/DNTLS/96)	This code determines the working conditions of employees under the age of 18 years and lists prohibited works for young workers under the age of 18
The Labor Code (Law N°L/2014/072/CNT of 10 January 2014)	This is the main source of legislation governing employment practices and labour relations in Guinea. This Code applies to all private-sector employees. It prohibits forced or compulsory labour. It establishes the rules of recruitment and termination of employment; the rules relating to working conditions, including wages, maximum hours worked and overtime; the employee benefits such as paid leave and retirement. The Code also defines the requirements for the employees' health and safety.

## 2.2 International Frameworks and Treaties

Table 2 presents a summary of some of the international frameworks that are relevant to the project from a socio-economic perspective. Only the most applicable standards to this SEIA are elaborated upon in more detail under "relevance".

**Table 2: Relevant international frameworks**

Applicable framework	Relevance
IFC PSs on Environmental and Social Sustainability (2012)	<ul style="list-style-type: none"> <li>❖ PS 1: Social and Environmental Assessment and Management Systems <ul style="list-style-type: none"> <li>• Identify and assess social and environmental impacts, both adverse and beneficial, in the ZoI of the project</li> </ul> </li> </ul>

Applicable framework	Relevance
	<ul style="list-style-type: none"> <li>• Avoid, or where avoidance is not possible, minimise, mitigate or compensate for adverse impacts on workers, affected communities, and the environment</li> <li>• Ensure that affected communities are appropriately engaged on issues that could potentially affect them</li> <li>• Promote improved social and environmental performance of companies through the effective use of management systems</li> <li>❖ PS 2: Labour and Working Conditions</li> <li>❖ PS 3: Pollution Prevention and Abatement</li> <li>❖ PS 4: Community Health, Safety and Security</li> <li>❖ PS 5: Land Acquisition and Involuntary Resettlement <ul style="list-style-type: none"> <li>• Avoid or at least minimise involuntary resettlement wherever feasible by exploring alternative project designs and layouts</li> <li>• Mitigate adverse social and economic impacts from land requisition or restrictions on affected persons' use of land by (i) providing compensation for loss of assets at replacement cost; and (ii) ensuring that resettlement activities are implemented with appropriate disclosure of information, consultation and the informed participation of those affected</li> <li>• Improve or at least restore the livelihoods and standards of living of displaced persons</li> <li>• Improve living conditions among displaced persons through the provision of adequate housing with security of tenure at resettlement sites</li> </ul> </li> <li>❖ PS 6: Biodiversity Conservation and Sustainable Natural Resource Management<sup>1</sup></li> <li>❖ PS 8: Cultural Heritage <ul style="list-style-type: none"> <li>• Protect cultural heritage from adverse impacts of project activities and support its preservation</li> </ul> </li> </ul>

<sup>1</sup> PS7 is not triggered in this context as there is no impact on recognizable Indigenous Peoples

Applicable framework	Relevance
	<ul style="list-style-type: none"> <li>Promote the equitable sharing of benefits from the use of cultural heritage in business activities</li> </ul>
<p>The IFC General Environmental, Health and Safety (EHS) Guidelines (2007)</p>	<p>The EHS guidelines constitute technical reference documents that recommend industry-specific examples of Good International Industry Practice (GIIP). The guidelines contain performance levels and are measurable for new facilities, including specific targets. These guidelines are meant to be tailored to the specific hazards and risks associated with a project, based on environmental assessments undertaken. The standards are tailored to identify possible risks, hazards, and impacts regarding projects as early as possible and to prioritise risk management strategies to reduce such risks to human health and the environment. Where possible, the guidelines recommend incorporating specialists and providing guidance on management tools to reduce or minimise the magnitude and possibility of undesirable consequences. Additionally, standards have been established to prepare workers and nearby communities to respond to accidents, including technical and financially allocated resources to implement safety control measures effectively and efficiently. These guidelines are divided into environmental, occupational health and safety, community health and safety, and construction and decommissioning.</p>
<p>The IFC Occupational Health and Safety Guidelines (2007)</p>	<p>The IFC EHS Guidelines have established a specific set of recommendations for a project related to its employees and their safety. These standards need to be obliged by employers and supervisors, whilst all reasonable precautions should be taken to protect all the workers' health and safety. Guidelines are thus provided on certain precautions that need to be taken. As with the operational phase of the project, many of the guidelines are also highly applicable to the construction and decommissioning of a project. Some of the most critical guidelines proposed include the following:</p>

Applicable framework	Relevance
	<ul style="list-style-type: none"> <li>○ All efforts should be taken to eliminate a hazard by removing such an activity from the work process</li> <li>○ Hazards should be controlled at their source through the use of engineering controls</li> <li>○ Hazards should be minimised through the design of safe work systems and designed administrative and institutional controls</li> <li>○ Employers and supervisors need to provide appropriate personal protective equipment (PPE) and training to staff in the maintenance thereof</li> </ul>
<p>The IFC Community Health and Safety (2007)</p>	<p>Health and safety guidelines are also needed for project activities that are not taking place inside the project boundary but outside of it. Some of these activities which might have an impact on the broader communities, which guidelines are provided for, include the following:</p> <ul style="list-style-type: none"> <li>○ Project activities that involve wastewater discharges, water extraction or diversion that harm the quality and availability of groundwater and surface water resources</li> <li>○ Hazards that are posed by the surrounding public and communities whilst they are accessing project facilities like physical trauma, burns and smoke inhalation and respiratory distress from dust, fumes, or noxious odours</li> </ul> <p>Standards are also set for the life and fire safety of the project and associated structures. These include specific guidelines for new buildings, fire prevention, fire suppression and control, emergency response plans, and operation and maintenance requirements. Guidelines are also provided for traffic safety, as well as the transport of hazardous material.</p>
<p>IFC and the European Bank Reconstruction and Development Bank (EBRD) Worker</p>	<p>The IFC and European Bank for Reconstruction and Development (EBRD) published 2009 guidelines pertaining to accommodation for workers. These guidelines include planning and assessing requirements for such accommodation, as well as standards for and</p>

Applicable framework	Relevance
Accommodation Guidelines (2009)	management of such accommodation. These guidelines are highly applicable to this project, as it they consider the spatial and living implications of worker accommodation also on the surrounding communities.

### 2.2.1 International conventions

Guinea belongs to the following international conventions which are relevant to this project:

- United Nations Convention on Biological Diversity;
- United Nations Educational, Scientific and Cultural Organisation (UNESCO) World Heritage Convention;
- Convention Concerning the Protection of the World Cultural and Natural Heritage;
- African Convention on Conservation of Nature and Natural Resources.
- ILO Convention 182 on Worst Forms of Child Labor 1999

### 2.2.2 International Best Practices, Standards and Guidelines

The Project design and recommended mitigation will help to uphold international best practices and maintain or reduce impacts to ALARP (as low as reasonably practical) levels. The following international guidance notes and standards have been considered within the ESIA process;

- IFC Performance Standards (PS) on Environmental and Social Sustainability, 2012;
- IFC/World Bank Group (WBG) International Environmental Health and Safety (IEHS) Guidelines;
- IFC Good Practice Note Addressing Grievances from Project-Affected Communities;
- IFC Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets;
- IFC Good Practice Note: Addressing Gender-Based Violence and Harassment (GBVH) Emerging Good Practice for the Private Sector;

### **3.0 Socio-economic Baseline Assessment**

A socio-economic baseline is essential to identify and define the socio-economic impacts of the proposed cashew nut processing plant. The baseline has been kept concise whilst providing sufficient information and nuance to determine impacts and to inform management plans. According to the International Association for Impact Assessment (IAIA) (2003), a SEIA is concerned with analysing, monitoring and managing the social consequences of development. A SEIA is a recognised methodology used to assess the social impacts of planned interventions or events and to develop strategies for the ongoing monitoring and management of those impacts. A social impact is something that is experienced or felt by people. It can be positive or negative.

Different types of information or knowledge may be used to define objective and subjective impacts. According to Glicken (1999), information gathering can follow a technocratic approach, which is based largely on technical expertise and is generated by individuals (scientists and experts). However, other types of information or knowledge may also play a role in the identification and understanding of impacts. These include experiential knowledge, which is based on common sense and personal experience (ibid.) and value-based knowledge, which is derived from social interests and based on perceptions of social value (ibid.: p.307). Most social impacts cannot be addressed or mitigated in isolation, and usually require the participation and cooperation of stakeholders. This SEIA seeks to provide management measures to enhance, where possible, benefits and mitigate negative effects. The measure will be implemented where appropriate by DAI in partnership with the affected villages.

#### **3.1 Data Collection Approach**

Surveys were carried out in October and December, 2022. Primary information was gathered through meetings, Focus Group Discussions (FGDs), Key Informant Interviews (KIIs) and household-level surveys in the study area. Also, data were obtained through the use of Computer Assisted Personal Interviewing (CAPI) Software using a smartphone and assisted by competent survey enumerators. The study area is defined as the project site and all the villages studied within its ZoI. The surveys captured quantitative statistics related to demographics and socio-economic livelihoods. Secondary data sources were collected in the form of articles and research papers. Where possible information sources were used in combination to secure reliable knowledge and understanding.

### **3.2 Target Population for the Study**

The target populations and stakeholders for this study are Kataba, Kataba Fula, Fodecontea, Madina Kareki, Tambobo, Tambouni and Tamaransi community members that are above the age of 18 years, community leaders, healthcare practitioners, youths and women.

- **Vulnerable or Marginalized Groups**

Vulnerability is the diminished capacity of an individual or group to anticipate, cope with, resist and recover from the impact of a natural or man-made hazard (World Bank, 2017). In the context of this study, vulnerable groups are groups who by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage or social status may be more adversely affected by a project than others. They may include people who are limited in their ability to take advantage of a project's development benefits.

Vulnerable groups within the community were observed to be the physically challenged, elderly women and men. This classification is by virtue of their economic vulnerability based on dependency. The elderly women depend on their husbands, who often are not economically buoyant while the elderly men are often farmers with depleting strength, many of whom also depend on the remittances from their children to survive. However, none of the vulnerable groups identified during the study has direct links or derive benefits from the proposed Project site.

- **Ethical Considerations**

All interviews were undertaken with the informed consent of participants. Confidentiality and anonymity were maintained through secure storage of data in password-protected computers and under lock and key. Participation was voluntary and respondents were allowed to withdraw at any point they feel uncomfortable continuing with the study.

### **3.3 Data analysis**

The quantitative data was captured into an Excel spreadsheet. The data were analysed using Microsoft queries and pivot tables. Tables of socio-economic baseline indicators and charts were created across a range of standard socio-economic dimensions. A more qualitative approach was adopted to analyse the data obtained through the FGDs and KIIs. This approach is largely unstructured and is often used in the social sciences to construct social trends and identify socioeconomic patterns.

### 3.4 Socio-economic Conditions

The Project site is located in Kataba within the Boké commune, Boke prefecture in Boké region, Guinea. The site is located on the outskirts of Boké town, which is about 14.3km away, along Boke-Kalaboui Road. Boke prefecture is one of the 5 prefectures in Boke region and covers an area of 11,124Km<sup>2</sup>. According to the 2014 National census, the population of Boke prefecture is estimated at 450,278 people (Institut National de la Statistique de Guinée).



Figure 1: Population Composition of Boke region

Source: citypopulation.de

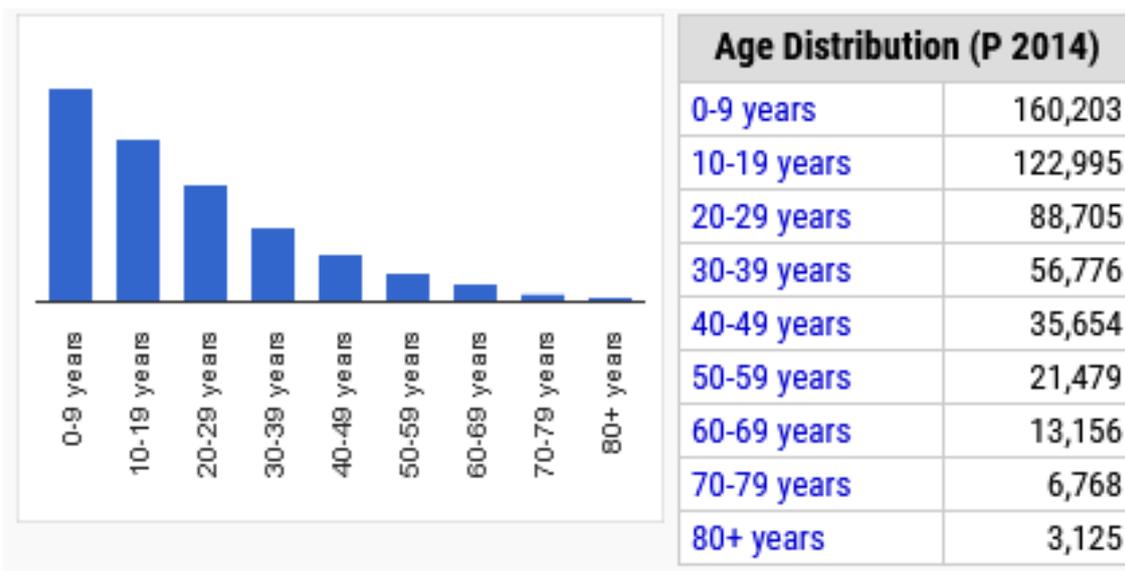


Figure 2: Age Distribution of Boke region

Source: citypopulation.de

The majority of Guinea’s population is rural, and more than 70% of the population works in the agriculture, livestock, fishery, forestry, and mining sectors. Farms are family-owned and -operated, and generally small: two-thirds are less than three hectares. Pastoralists move large herds seasonally between the hinterland and the coast, negotiating with the settled farming communities for access to dry-season grazing and saltlicks in the grasslands and coastal plains (USAID, 2010).

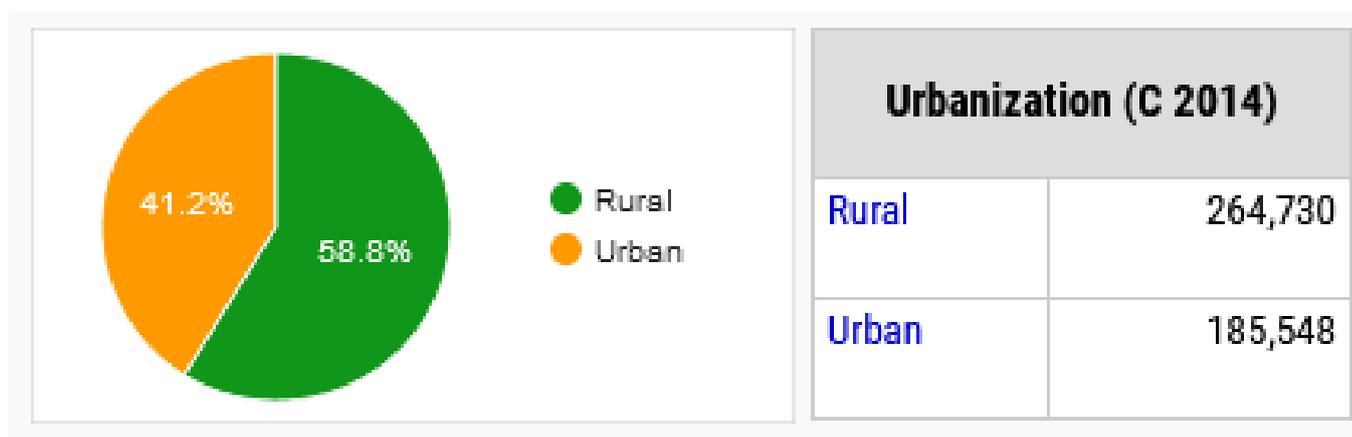


Figure 3: Percentage of Rural to Urban areas in Boke region

Source: citypopulation.de

Religion in Guinea is approximately 89 percent Muslim, 7 percent Christian, with 2 percent adhering to indigenous religious beliefs. There are also smaller numbers of Atheists and practitioners of other religions in the country. Much of the population, both Muslim and Christian, also incorporate indigenous African beliefs into their outlook (WorldFactbook, 2022).

Primary health care facilities within the Boke metropolis offer basic care and are mainly preventative in nature with emphasis on mother and child and include. Approximately 85% of health care facilities are government-run facilities with 15% privately run facilities. The most prevalent disease is malaria and other common diseases include typhoid, cholera and diarrhoea (Wikipedia, 2022).

### **3.4.1 Administrative Divisions and Institutions**

#### **A. Devolved Power**

##### **❖ Prefecture**

The administrative head of a prefecture is the Prefect. The prefect is appointed by a decree of the President of the Republic from public servants belonging to levels A and B of the civil service and senior officers from the army, the gendarmerie and the police. He must reside in the capital of the prefecture. Under Decree 081/PRG/SGG/87, he is a representative of the President of the Republic and of each member of the government: in that capacity, he is responsible for enforcing laws, regulations and government decisions, as well as for ensuring public order in the prefecture.

According to the decree, the prefect assists the populations with decentralization, namely the constitution of their decentralized communities. Moreover, the prefect oversees all the entities in the subprefecture, whether they are subject to deconcentration or decentralization, namely the rural communes (formerly rural development communes) and the urban communes as well as the rural districts and the urban quarters that they consist of, respectively.

The prefect is assisted by two general secretaries of the prefecture; the one is responsible for decentralized communities and the other for administrative matters. Thus theoretically the prefecture supports decentralization structures through the appointment of a secretary responsible for decentralized communities. The two general secretaries are appointed by a decree of the President of the Republic from public servants belonging to levels A and B (Swartz, 1980).

##### **❖ Subprefecture**

The administrative head of a subprefecture is the Subprefect. The subprefect is appointed by an order of the Minister of Territorial Administration and Decentralization from public servants belonging to levels B and C and officers and non-commissioned officers of the army, the gendarmerie and the police. This appointment by the Minister is the result of the reorganization of the ministries by the Government of President Alpha Condé in January 2011. Under Decree 081/PRG/SGG/87, the subprefect must reside in the capital of the subprefecture.

The subprefect is assisted by an assistant subprefect, who is also a public servant. The assistant subprefect is appointed by an order of the Minister of the Interior and Decentralization on the same conditions as the subprefect. Like the prefecture, the subprefecture rarely plays a role on the district level. Even so, it may play a role in conflict management.

Moreover, the subprefecture is often closer to the authorities on the micro-local level (district or sector) and it is therefore better equipped than the prefecture to manage conflicts, including those between herders and farmers. In addition, it should be noted that there is no equivalent of the subprefectoral level for urban communes. Boké urban commune therefore depends directly on the prefecture on the administrative level (Swartz, 1980).

## ***B. Decentralized Power***

### ***❖ Rural Communes and Urban Communes***

Administrative decentralization began in the Republic of Guinea on December 22, 1985 (Condé, 2003) with the creation of a Secrétariat d'État responsible for decentralization, but rural development communes did not become widespread until early in the 1990s. Since 2011, the rural development communes have become rural communes (CRs), even though the legislation governing them has not really changed.

The rural communes and the urban communes are decentralization entities of the State and are independent in terms of their budgetary management and development decisions. The boundaries of the CRs are most often based on those of the subprefecture. The Local Governments Code, which sets out the organization and responsibilities of the decentralization bodies, was revised by the Ministère de la Décentralisation in 2008.

Even though the draft decrees accompanying it could not be ratified by the Assemblée Législative as a result of various political events that followed its development, the revised Local Governments Code is the reference currently used by Guinea's decentralization bodies. The Community Council manages various matters by deliberation on the level of the CR. It establishes the development program for the entire CR with funds from the community (obtained from taxes and fees), but also with borrowed funds, if necessary, or, if the opportunity arises, support funds (provided by NGOs, cooperation bodies or even private investors).

The Community Council is therefore responsible for drawing up and, as necessary, amending the CR's budget. Similarly, it is involved in setting and collecting income taxes and local taxes and fees, within the limitations set by the State's laws and regulations. If, in practice, the Council is not

really involved in setting tax rates (they are uniform from one CR to another), it collects most of the income tax paid by citizens.

Under the Local Governments Code, about 75% of the income tax collected locally must return to the CR. The Council therefore normally has funds it can use before it borrows funds or uses support funds. Even so, previously a large portion of the rural commune budgets came from collection of the minimum local development tax.

The Community Council is theoretically involved most often in the creation of infrastructure. It is responsible for developing and maintaining public thorough fares and squares, as well as tracks connecting the districts in the CR/subprefecture. It is also responsible for resource management. In this capacity, the CR manages firefighting and the setting of bushfires. It is also responsible for adjusting the regime and the terms of access and use for water points of all kinds. It also creates and develops transhumance paths for livestock within the CR (EEM, 2015).

#### ❖ **Districts and Sectors**

Even though the district is officially recognized from the administrative standpoint, that is not the case of the sector, even though it represents an extension of local administration. Its role, especially in the study area, is closely related to that of local traditional and religious institutions, whose connections and implications are described in the sections below (EEM, 2015).

#### ❖ **Traditional and Religious Powers**

Decisions concerning land management and village matters are generally made by the founding lineage with input from other lineages or by the founding lineage after mandatory consultation of all elders from the other lineages present. The general traditional hierarchy in the community is as shown in Figure 4.

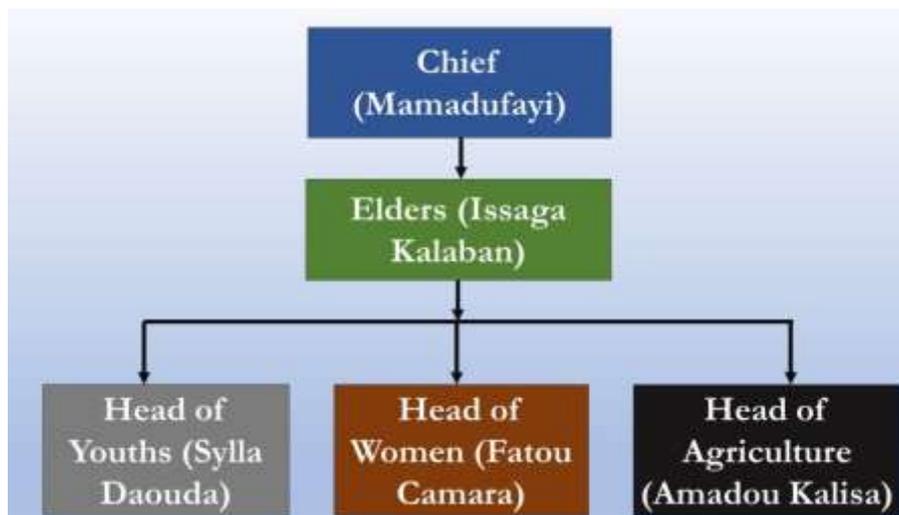


Figure 4: Leadership Hierarchy in the Communities around the Project Area

Source: Richflood fieldsurvey, 2022

The various authorities and organizations with power in the communities around the project area are as follows (Swartz, 1980):

1. **Council of Elders:** The members of this council are selected, rather than elected, as a function of their age or their status in the lineage. The council is always overseen by the elder of the founding lineage when the founding lineage has all the traditional power in the village or by the oldest man in the village when decisions are made in common with all the other lineages in the village.  
To belong to the council, a man must fulfil the following criteria: be of good character, honest and able to defend the interests and resolve the conflicts of the village. The members' roles include management of social events (weddings, baptisms and funerals) and land disputes. They are also responsible for ruling on disputes between herders and farmers.
2. **Mosque Council:** This council is overseen by the first Imam. It meets in the villages that have a mosque, but its members may be learned men from other villages that do not have a mosque. The members of this council are selected on the basis of their level of education at Koranic school. They are generally part of the Council of Elders and play fairly similar roles. Even so, if a matter cannot be decided by the Council of Elders, this council is called on to provide religious advice based on Sharia law.
3. **Youth Organizations:** The youth organizations are very active and take part in work to develop their village (opening of roads, construction of mosques, funeral ceremonies, social mutual aid, etc.).
4. **Women's Organizations:** They are central to domestic functions, activities and other work, but they usually are not allowed to take part in decision making in the villages.

### ❖ ***Boké Prefecture in the National Context***

Boké prefecture is in Maritime Guinea, or Lower Guinea. Located on the coast, west of the Fouta Djallon highlands, the region receives significant flows of water from the mountains and consists of fertile plains. It is generally better equipped than the other regions of Guinea in terms of infrastructure, not only from the social standpoint (schools and medical centers) but also from the commercial standpoint (port and plant).

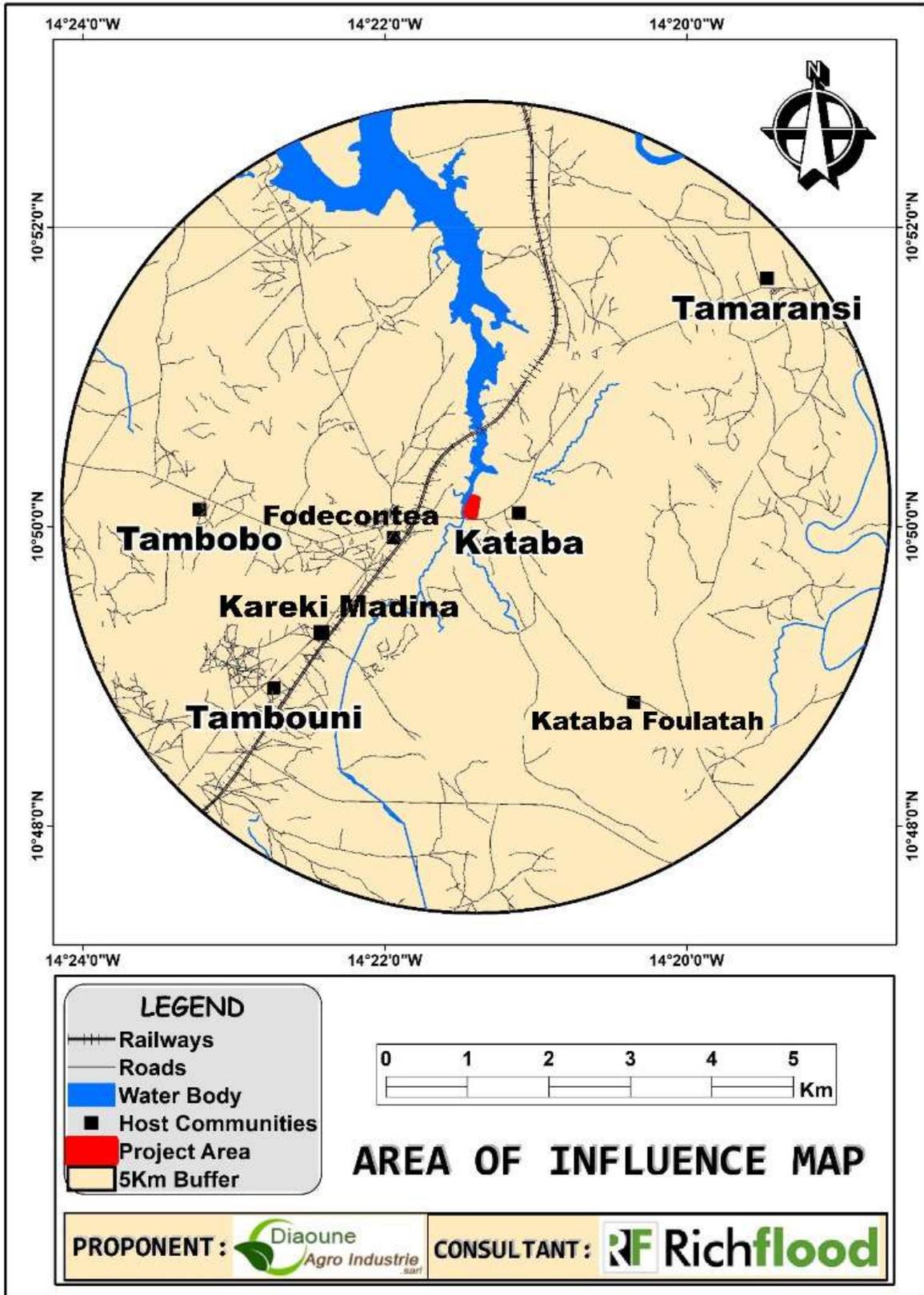
Boké prefecture has special importance from the national standpoint, given that it has the second-largest port in the country, a national hospital, significant agricultural and mining potential, considerable fisheries resources and university and vocational training centers. The various developmental projects in the Boke show that Boké prefecture has the potential for significant economic growth (EEM, 2015).

### **3.5 Host Community Profile**

The project Zone or Area of Influence (ZoI / AoI) defines the project area, as well as the most directly affected villages closest to the project site. This was calculated based on those villages within a radius of approximately 5 km buffer around the project site. The identified area of influence around the project site include: Kataba, Kataba Fula, Fodecontea, Madina Kareki, Tambobo, Tambouni and Tamaransi.

**Table 3:** Distance of villages within the AoI/ZoI to the proposed project site

<b>Receptor (Villages)</b>	<b>Distance</b>
Kataba	0.3km
Fodecontea	0.5km
Kareki Madina	2.3km
Tambouni	2.8km
Tambobo	3.0km
Kataba Foulatah	4.1km
Tamaransi	4.5km



**Figure 5: Area of Influence Map of the Proposed Project Area**

*Source: Richflood 2022*

### 3.6 Household Socio-Economic Baseline Survey

In total, 201 interviews were conducted with either the household heads or someone senior within the household who could provide the required information. Each survey took approximately 45 minutes to complete. Every village was sensitised to the survey process before commencement. An informal closing meeting was held in each village after the survey activities. Enumerators were debriefed daily to verify and reinforce particular instructions and to measure compliance.

### 3.7 FGDs and KIIs

FGDs and KIIs were conducted for different people in the communities such as the leaders, men, women, youth, farmers, traders etc (Plate 3.1). The purpose of these engagements was to obtain more qualitative data on socio- economic trends which are difficult to obtain through the survey instrument. Central venues within the respective villages were used, such as open school classrooms, or outside areas under shaded trees or in buildings. Attendance registers were completed for each FGD and KII. For confidentiality purposes, these are not provided in annexures to this report but can be provided upon special request.





**Plate 1: FGDs with leaders, men and women groups**

*Source: Richflood, 2022*

### 3.8 Socio-economic Baseline

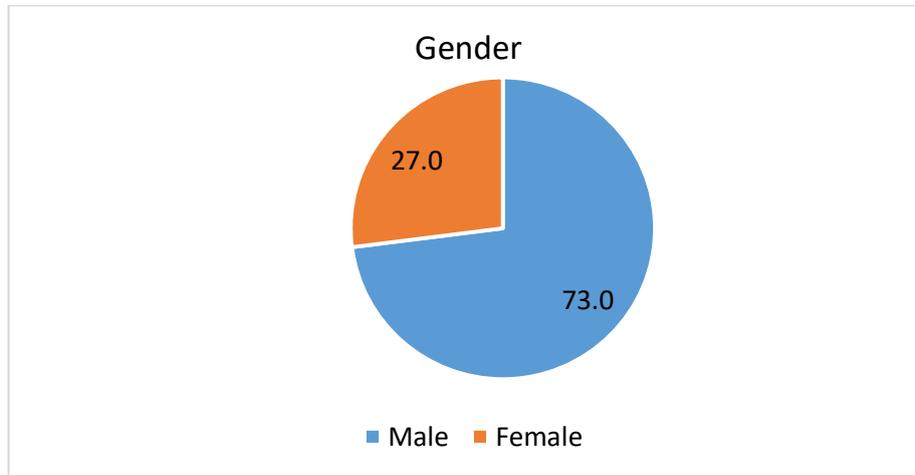
This report considers villages that lie within the ZoI. The estimated total population for the studied villages is about 2,140 (2022). The largest village is Kataba Foulatah, about 4.1m away from the site, with a population of 500 people, followed by Fodeconteah (450), Kataba (390 people), Tamaransi (300), Kareki Medina and Tamboni (300). The smallest village from a population perspective is Tambobo (200).

*Note: Data in the subsequent section are presented in %*

#### 3.8.1 Gender and Age profile

During the survey, 73% of the respondents were males while 27% were females . It was observed that there is a smooth relationship between the genders and no socio-cultural belief affecting their interaction and relationship. Further analysis of the baseline data shows the age distribution among the gender; 63.81% of respondents within the age group of 18-30 years are male while 36.19% are female. The male respondents within the age group of 31-45 years are 57.65% while 42.35% are of

female gender. There were no female respondents within the age group of 46-65 years and 65+ years. This survey reveals that the population in the proposed project ZoI is mainly made up of young people falling under the age of 45.

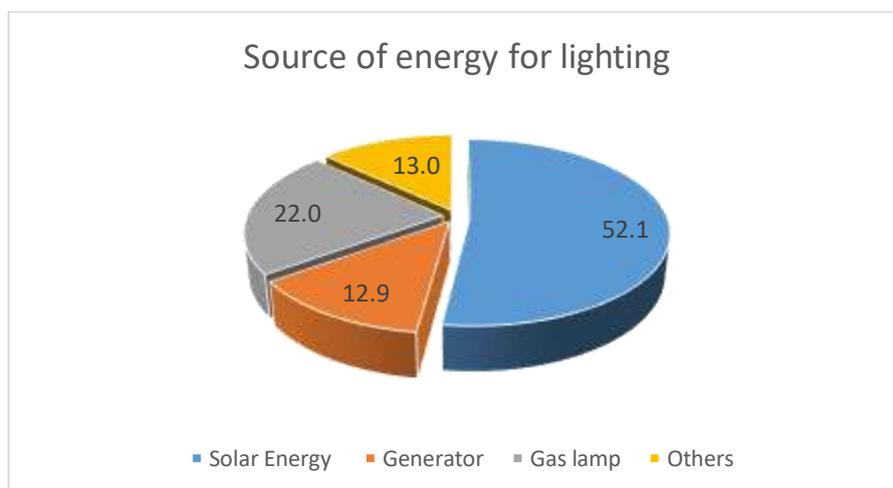


**Figure 6:** Gender categories in percentage  
*Sources: Richflood, 2022*

### 3.8.2 Access to basic social services and related infrastructure

#### *Access to Electricity*

Although most surveyed villages are not connected to the national electricity grid, but majority of the household use Solar Energy (52.1%), while some uses generator (12.9%) as an alternative source of electricity. Also, the study revealed that about 22% uses gas lamp to illuminate their homes with 13% of the households uses different other sources such as lanterns, candles, battery operated lamps etc.



**Figure 7:** Source of Energy for Lightning  
*Source: Richflood 2022*

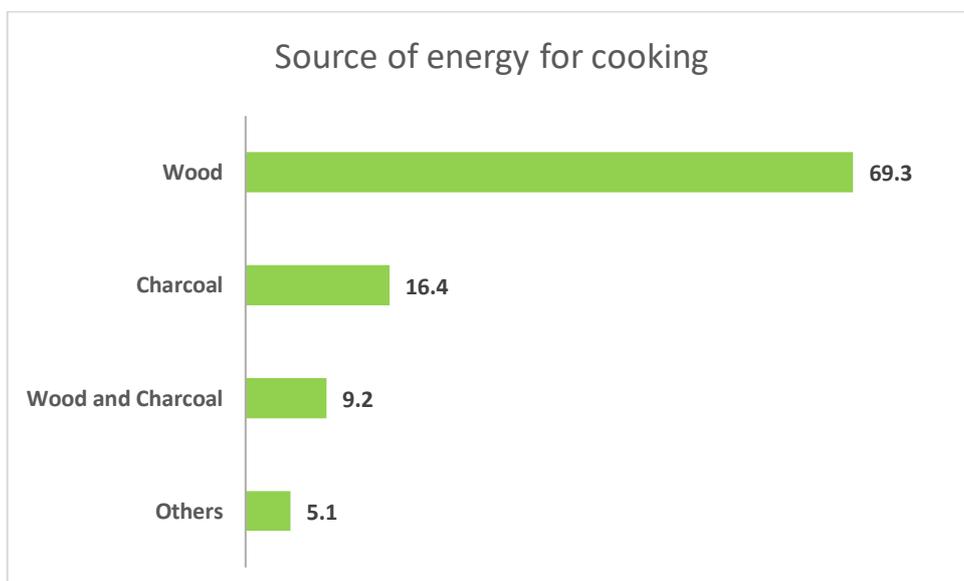


**Plate 2:** Source of electricity supply in Boke

Source: Richflood field survey 202

***Cooking Fuel***

The bulk of the surveyed area households (69.3%) use wood for cooking, followed by charcoal (16.4%) as shown in Figure 8. The study also revealed that among those households who use “other” sources, some referred to kerosene stove, gas cooer, etc.



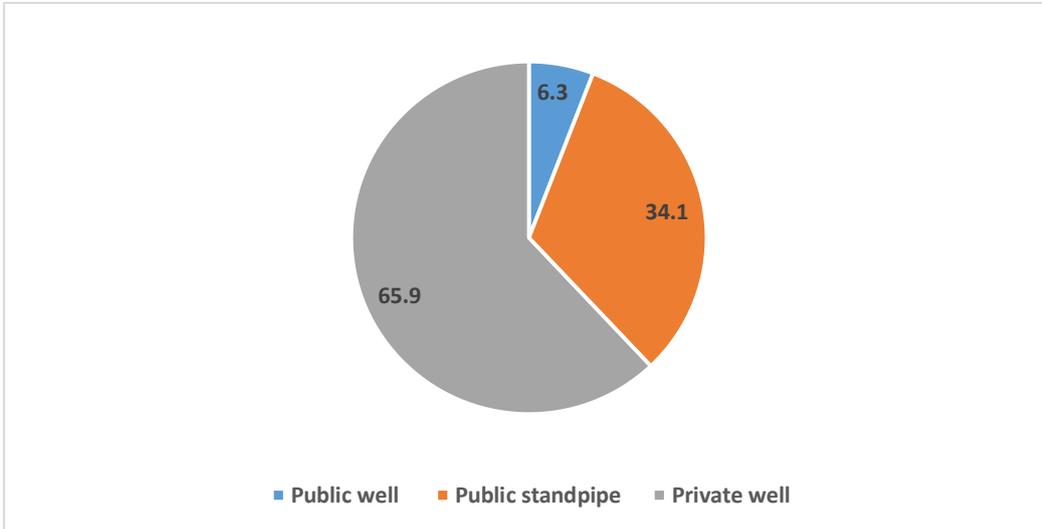
**Figure 8: Source of Energy for Cooking**

Source: Richflood, 2022

***Access to water***

Both public and private boreholes, including wells were found in the communities. There is a high proportion of people who have access to water; however, most residents in the host communities rely on wells or boreholes owned by private individuals. The survey data revealed that privately

owned wells are the most common source of water with 65.9% of respondents making use of it; 34.1% make use of public standpipe water supply – government stationed some tab water and boreholes in some strategic places in the communities; 6.3% of respondents depend on public well water (Figure 9).



**Figure 9:** Source of Drinking Water at the Project Area

*Source: Richflood 2022*



**Plate 3:** Source of drinking water in Tambobo, Boke

*Source: Richflood, 2022*

**Sanitation**

An estimated 22% of the population have no sanitation at all and use open/public spaces. There is no sewerage system, so those with sanitation use a form of latrine or septic tank. It was reported that

residents of the settlements within the AoI have no formal sanitation provision. There is no formal waste disposal system within the community. Residents of the study area generally burn domestic waste or dispose of it in the surrounding bush lands.



**Plate 4:** Refuse dumpsite observed in the community  
*Source: Richflood, 2022*

### ***Road Infrastructure***

The common forms of transportation in the study area are bicycles, commercial tricycles, cars, motorcycles and buses. The road networks linking the communities are fairly okay, the internal roads are neither paved nor tarred and they are not so busy (Plate 5 and Plate 6).



**Plate 5:** Internal road linking the communities  
*Source: Richflood, 2022*

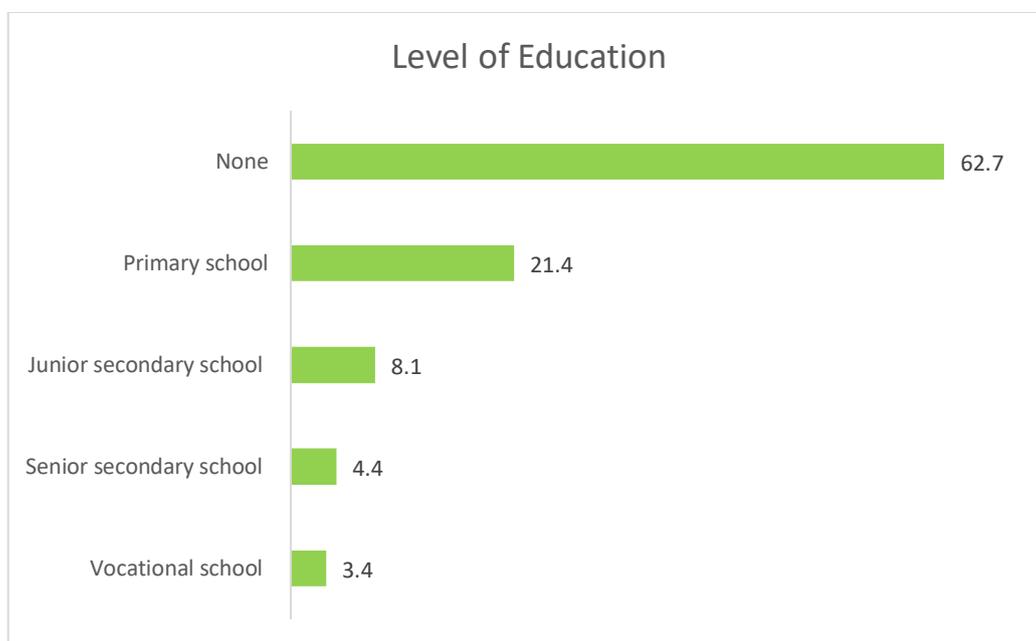


**Plate 6:** Common forms of transportation in the study area

*Source: Richflood, 2022*

### 3.8.3 Education

Access to education would mean the extent to which individuals have access to uninterrupted opportunities to acquire primary, secondary and tertiary education in Guinea. Although, school was only found in Fodecontea, the school receives students from all the districts. 4.4% of respondents have attained secondary school education; 21.4% have attained only primary education; 3.4% have vocational training; 8.1% had junior secondary school education and 62.7% of the respondents have no education (Figure 10 and Plate 7).



**Figure 10:** Educational Status of the Project area

*Source: Richflood 2022*



**Plate 7:** Schools observed in Fodecontea community

*Source: Richflood, 2022*

### ***Literacy Level***

Advanced level of educational attainment is pivotal to economic liberation and empowerment. Levels of educational attainment by residents within the proposed area are somewhat matched by the level of literacy. About 77.8% of the surveyed groups reported that they cannot read and write as illustrated below in Figure 11.



**Figure 11:** Literacy Status of the Project area

*Source: Richflood, 2022*

### 3.8.4 Livelihood practises (Economics, Livelihoods, and Employment)

The major livelihood activities reported in the host communities are farming, trading, civil/public service and artisanship.

- **Agriculture**

Farming is one of primary occupations of most residents in the study area. This farming is done mostly by men along with their family members. Notably crops plants by the farmers are cashew, vegetables, tubers, maize, and plantain among others. Animal grazing and husbandry is also a notably agricultural activity in the community. Cows, goat, sheep and fowls are common animals being reared (Plate 8). They either sell their farm produce or consume them with their family.

During the survey, it was revealed that agriculture is the mainstay of the economy of the people, and it cuts across all gender and all segments of the villages. About 53.4% of host communities have farming as their primary occupation.



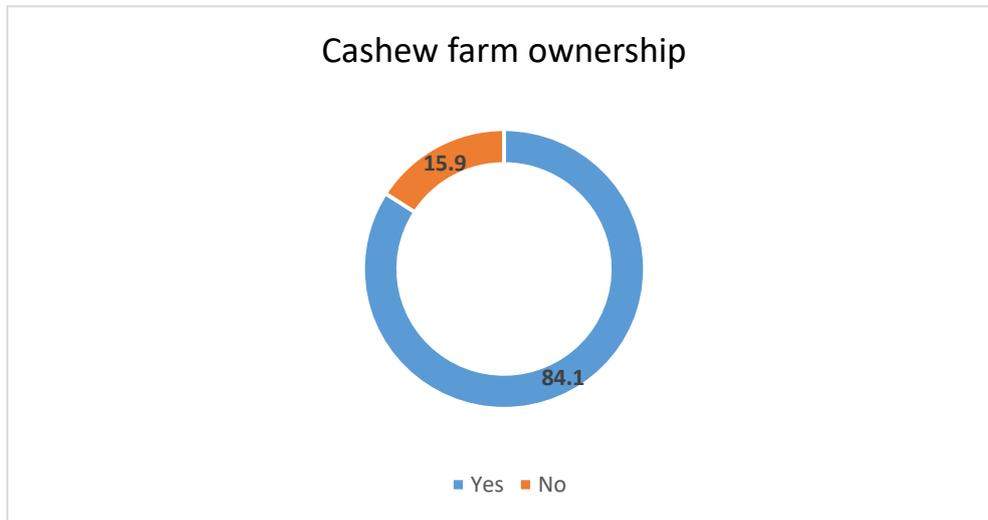
**Plate 8:** Agricultural activities in the study area

*Source: Richflood, 2022*

#### ***Cashew Plantation Ownership***

During the interview with the farmers, it was gathered that 84.1% of the farmers own a cashew farm plantation. Also, some of the farmers usually sublet their farm plots to other community members.

This suggests that some of the farmers surveyed on the site may not be the original farm owners. Figure 12 shows the distribution of cashew plantations ownership.

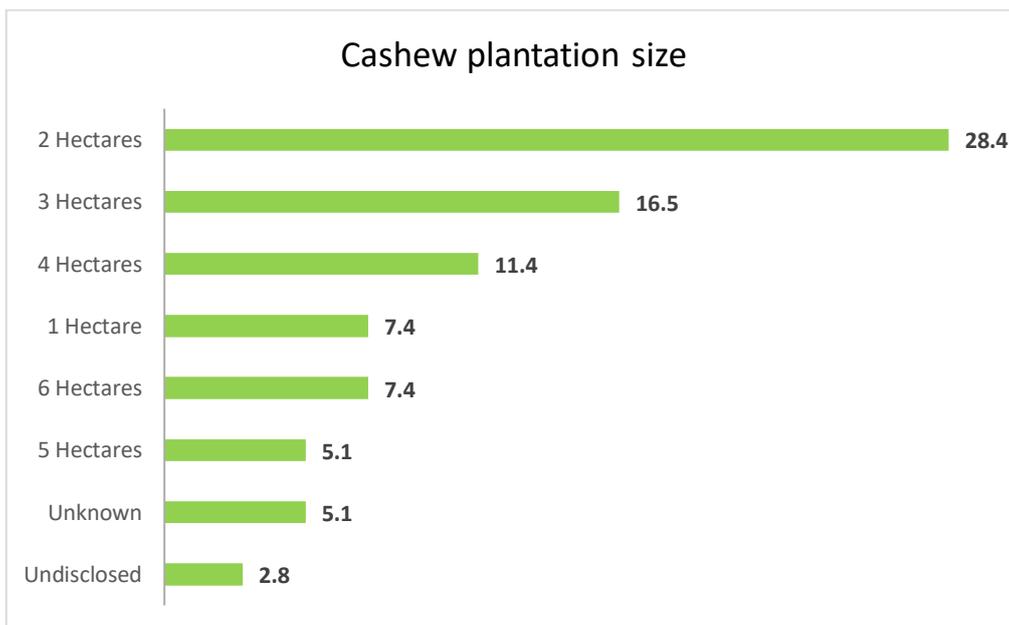


**Figure 12:** Cashew Farm Owners Status at the area

Source: Richflood, 2022

**Cashew Plantation Size**

Out of the 84.1% that claimed to own cashew plantation farm, the study revealed that the size of the cashew plantation plot owned by these farmers ranged from 2 hectares to 6 hectares. While farmers who owns 2 hectares are have the highest percentage of 28.4%, about 2.8% of the farmers refused to disclose the size of their cashew plantation plots and 5.1% of the farmers could not determine the actual size of their farm plots be during the study.

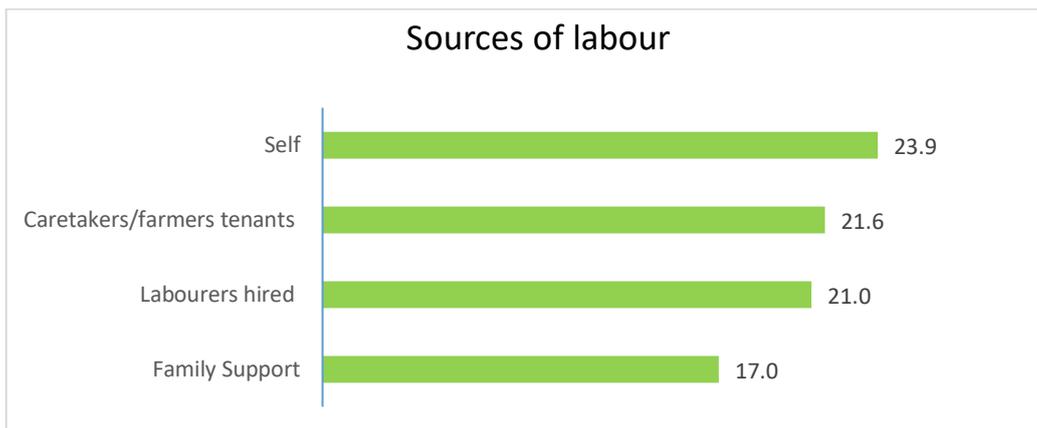


**Figure 13:** Cashew Plantation Status per Household at the area

**Source:** Richflood, 2022

**Cashew Plantation Labour Source**

In addition to the information provided above by the farmers, 23.9% of the surveyed farmers stated that they cultivate on the site by themselves while 21.6% claimed to be working for the actual farm owners as caretakers/farmers tenants. They also explained that they use hired labour (21%) and practice family support in that they work together on the farms as a family to save costs of labour (17%).



**Figure 14:** Sources of labour

Source: Richflood, 2022



**Plate 9:** Cashew Plantations in Tambobo community, Boke

Source: Richflood, 2022

- **Trading**

The exchange of goods and services is common in the communities of study. This exchange occurs almost in every corner, from the street hawkers to kiosk and to the main market. This activity is not gender specific as both men and women were found selling and buying goods market and around the community. The trading activities range from having a kiosk in front of a house to a large scale buying and selling in the designated markets.

Trading activities begin very early in the morning and close late in the night. Some common products found in the markets are cashew-nuts, palm oil, potatoes, mangoes, meats, peppers, tomatoes and other food supplements, shoes, clothes; and services like tailoring, barbing, hairdressing salons. 11.4% of the respondents stated that they are traders and while 3% are into livestock business, 21% are artisans, many of whom are miners, tailors, barbers, mechanics and hairdressers (Plate 10).

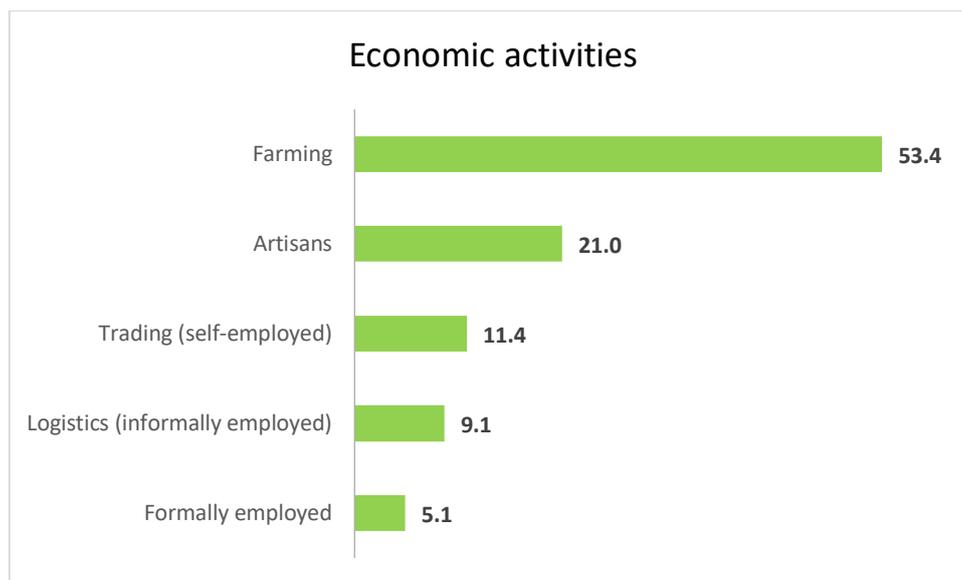


**Plate 10:** Trading activities in the community

*Source: Richflood, 2022*

### ***Formal and Informal Employment***

There are few people who are working actively in the formal sector (5.1%). Also among the respondents 9.1% are informally employed into operations such as logistics.



**Figure 15:** Economic activities in the study area

**Source:** Richflood, 2022

### 3.8.5 Settlement Patterns/ Housing and Business Structure

The typical housing structures observed in the communities include huts, small buildings, mud houses, and block of flats (Plate 11). The houses' windows are large enough for proper ventilation. Each house has more than three windows depending on how large the house is built. Baseline survey shows that 80% of the survey respondents are living in huts/small buildings; 14.8% are living in separate house (multiple rooms). 5.1% of the respondents live in mud houses

Most houses have water system toilets within their compound. Materials used in construction of the houses in the community are mud or earth and cement block with corrugated iron sheets for roofing. The plastering material of most houses is cement. Houses built with cement blocks are generally solid and durable. Some houses in the community are roofed with aluminium roofing sheets (3.50%); some others are roofed with corrugated iron sheets (69.50%); 18% of houses make use of Asbestos and 9% make roofed with wood/plank.



**Plate 11:** Settlement patterns and housing Structures in the host communities

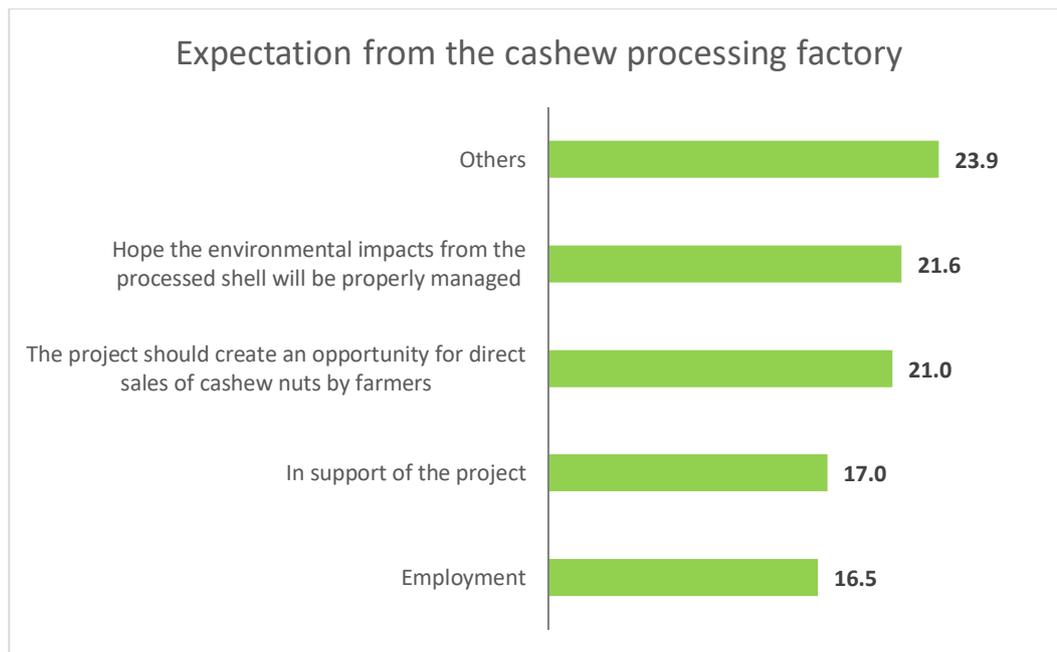
*Source: Richflood, 2022*

### **3.9 Community Concerns and Perception**

The survey data revealed that none of the respondents were aware of the proposed Project until the survey team explained the Project in detail to the community leader and members. During the discussion with the men, youths and women, the Project components and associated impacts were carefully explained. The reaction was positive as the participants believe that there is an impending economic advantage for them in terms of temporary jobs on site during construction and operation of the cashew-nut processing plant. The farmers from the community anticipate that the project would create an opportunity for direct sales of cashew nuts to the company.

While the acceptance rate of the proposed project was 100%, some of the other expectations of the communities in terms of benefits and development include:

- Purchase of their cashew-nuts at a favourable price
- Provision of schools
- Provision of boreholes
- Provision of toilet facilities



**Figure 16:** Community concern and expectation

*Source: Richflood, 2022*

### 3.10 Health Profile

From the Health assessment survey carried out, it was found that there is a general hospital and other healthcare facilities (including public hospital, private hospital and pharmaceutical outlets) within the project’s Area of Influence (AoI). It was also gathered that malaria drugs and drugs for fever are the most in-demand drugs in the communities. Skin rashes and measles are also common in the community.

From the baseline data, 71% of respondents have access to medical facilities such as pharmaceutical outlets, private clinic and public hospital while 29% do not have access to medical facilities.

The baseline survey data revealed that 63.38% of respondents make use of public hospital; 31.69% make use of pharmaceutical outlets to purchase drugs or seek for advice and 4.93% make use of private hospital/clinic.

The health status of respondents is quite encouraging with the data showing that 74.44% agreed that they have good health, 17.78% rated their status as excellent and 7.78% of respondents rated their health status as poor.



**Plate 12:** Health assessment at the project area  
*Source: Richflood, 2022*

## 4.0 Impact Assessment

### 4.1 Introduction

This section of the report considers the positive and negative socio-economic impacts related to the proposed cashew nut processing plant, through the pre-construction, construction, operation, and decommissioning/closure phases. Measures to mitigate negative impacts and enhance positive impacts are also presented. The social change processes relevant to the impacted communities and households are outlined in the section below together with associated impacts.

### 4.2 Impact Assessment Methodology

The key elements used to assess impact significance are described in Table 4 and the characteristics that are used to describe the consequence of an impact are outlined in Table 5

**Table 4: Impact Characteristic Terminology**

Impact Magnitude	
<b>Type</b>	<b>Direct</b> – impacts that result from a direct interaction between the project and resource/receptor.
	<b>Indirect</b> – impacts that follow from direct interactions between the project and its environment as a result of subsequent interactions.
	<b>Induced</b> – impacts that result from other activities that happen as a consequence of the project.
<b>Extent</b>	<b>Local</b> – impacts are limited to the Project area and the surrounding area.
	<b>Regional</b> – impacts that are experienced beyond the local areas to the wider region.
	<b>International</b> – impacts that are experienced at an international scale i.e. affecting another country.

Impact Magnitude	
	<p><b>Temporary</b> – predicted to be short-lived, of the order of hours to weeks.</p> <p><b>Short-term</b> - predicted to last only for the duration of the drilling or construction operations (i.e. up to approximately two years).</p> <p><b>Medium-term</b> - predicted to last from two years to the end of the project life</p> <p><b>Long-term</b> - predicted to continue beyond the project life but will cease in time.</p>
<b>Duration</b>	<p><b>Permanent</b> – impacts that cause a permanent change in the affected receptor or resource that endures substantially beyond the project lifetime.</p>
	<p><b>Continuous</b> – impacts that occur continuously or frequently.</p>
<b>Frequency</b>	<p><b>Intermittent</b> – impacts that are occasional or occur only under specific circumstances</p>
	<p><b>Unlikely</b> – the event is unlikely but may occur during the project.</p>
<b>Likelihood*</b>	<p><b>Possible</b> – the event is likely to occur at some point during the project.</p> <p><b>Likely</b> – the event will occur during the project (i.e. it is inevitable).</p>

\* For unplanned events only.

**Table 5 Significance Matrix**

Sensitivity / Vulnerability / Importance	Magnitude of Impact			
	Negligible	Small	Medium	Large
<b>Low</b>	<i>Negligible</i>	<i>Negligible</i>	<i>Minor</i>	<i>Moderate</i>
<b>Medium</b>	<i>Negligible</i>	<i>Minor</i>	<i>Moderate</i>	<i>Major</i>

Sensitivity / Vulnerability / Importance	Magnitude of Impact			
	Negligible	Small	Medium	Large
High	<i>Negligible</i>	<i>Moderate</i>	<i>Major</i>	<i>Major</i>

Using the matrix, the significance of each described impact is initially rated. This rating assumes the management measures inherent in the project design are in place. Where necessary additional mitigation measures have been recommended and the impact assessed for significance assuming implementation of the recommended mitigation measures.

**Table 6: Preliminary Assessment of Impacts during the Construction Phase**

Aspect	Potential Impact	Mitigation/enhancement	Residual Significance
Presence of Project and workforce	Increased pressure on basic service infrastructure	<ul style="list-style-type: none"> <li>DAI targeted community development support in line with Diaoune Agro Industrie SARL's community investment policy.</li> <li>Develop camp and workforce management protocols. Ensure that these are communicated to all workforce (both DAI and contractors) and ensure that measures are strictly enforced;</li> <li>Wherever possible, prioritize local employment for the workforce;</li> <li>Ensure that recruitment and training are transparent and equitable (by implementing procedures that prevent payment of bribes for recruitment) and that the training programmes meet national and international standards for employment and occupational health and safety</li> </ul>	Minor
Contagious diseases and STDs - HIV/AIDS	Increased prevalence of contagious diseases and STDs - HIV/AIDS	<ul style="list-style-type: none"> <li>Conduct an awareness-raising campaign with people in the target area and workers on STDs, including HIV/AIDS.</li> </ul>	Minor
Local government	Weakened local governance bodies	<ul style="list-style-type: none"> <li>provide the local authorities concerned with information on the future construction work (scope, timetable) and on the area to be affected by this work; and</li> <li>involve local authorities in implementing the impact management tools at all levels of project development.</li> </ul>	Minor
Health and Hygiene	Diseases linked to health and hygiene conditions	<ul style="list-style-type: none"> <li>The Project site development will lead to a reduction in stagnant water bodies at the site, hence contributing to malaria prevention in the local</li> </ul>	Positive

Aspect	Potential Impact	Mitigation/enhancement	Residual Significance
		<p>area. Diaoune Agro Industrie SARL will reinforce this with malaria prevention &amp; awareness training for staff.</p> <ul style="list-style-type: none"> <li>• Effluent pond will be treated to prevent mosquitos' proliferation.</li> <li>• Support the authorities (particularly the local health department) and civil society (especially NGOs) to implement hygiene awareness-raising campaigns.</li> <li>• Monitor and assess health and hygiene conditions using an indicator monitoring Dashboard.</li> </ul>	
Livelihood Improvement	Local development support: Improved health services	<ul style="list-style-type: none"> <li>• focus project investment in the health sector;</li> <li>• involve local authorities when implementing development projects;</li> <li>• introduce a health facilities monitoring plan to ensure service quality is maintained and facilities are used appropriately.</li> </ul>	Positive
Healthcare	Inequalities in access to healthcare	<ul style="list-style-type: none"> <li>• DAI targeted community development support in line with Diaoune Agro Industrie SARL's community investment policy.</li> </ul>	Positive
Construction works	Competition for jobs on the construction sites	<ul style="list-style-type: none"> <li>• Set up a fair and transparent recruitment system that includes a provision to prioritize local residents where applicants are equally qualified</li> <li>• Develop camp and workforce management protocols and ensure that these are communicated to all workforce (both DAI and contractors) and ensure that measures are strictly enforced;</li> <li>• Wherever possible, prioritize local employment for the workforce;</li> <li>• Ensure that recruitment and training are transparent and equitable (by</li> </ul>	Negligible

Aspect	Potential Impact	Mitigation/enhancement	Residual Significance
		implementing procedures that prevent payment of bribes for recruitment) and that the training programmes meet national and international standards for employment and occupational health and safety	
Corruption	Increased risk of corruption	<ul style="list-style-type: none"> <li>thorough implementation of Diaoune Agro Industrie SARL's anti-bribery and corruption policy</li> <li>ensure transparency when allocating funding to the local communities' budget;</li> <li>ensure transparency of the recruitment process (skilled-based, equal opportunity policy, with publicly advertised employment opportunities);</li> <li>develop a project information campaign for all sections of the population; and</li> <li>Prioritize the communication methods most likely to reach the largest number of stakeholders (local media).</li> </ul>	Minor
Economic Development	Development of economic opportunities	Targeted community development support in line with Diaoune Agro Industrie SARL's community Investment policy.	Positive
Local Recruitment	Improved economic situation of the people recruited and their families	Ensure employment and salary policy are in line with or more favourable than standard Guinean practice.	Positive
Local Development	Increased demand and opportunities for local	<ul style="list-style-type: none"> <li>regularly provide information on contracts to provide goods and services available through the project both locally and nationally, as well as on</li> </ul>	Positive

Aspect	Potential Impact	Mitigation/enhancement	Residual Significance
	production, greater diversification of economic opportunities and the development of local entrepreneurship	<p>the standards to be met to win these contracts;</p> <ul style="list-style-type: none"> <li>• prioritize local or national providers whenever the goods or services required are available at comparable prices, quantities, quality and delivery lead times;</li> <li>• Support the development of local entrepreneurship through training, notably on compliance with quality, hygiene and security standards – this measure could be included in a support plan for Guinean companies.</li> </ul>	Positive
Community Development	Larger budgets allocated to local development initiatives	<ul style="list-style-type: none"> <li>• targeted community development support in line with Diaoune Agro Industrie SARL's community investment policy;</li> <li>• Involve local authorities when implementing development projects.</li> </ul>	
Gender Based Violence (GBV), Sexual Abuse and Harassment	Risks of Gender Based Violence (GBV), Sexual Abuse and Harassment	<ul style="list-style-type: none"> <li>• Clauses prohibiting rape, defilement and other Gender Based Violence as well as child and forced labour should be inserted into works contracts</li> <li>• Communities need to be informed about the start of all works, at least 5 days before, and the need for them to keep children away from the sites.</li> <li>• Create a clear system for identifying, responding to, and sanctioning GBV incidents</li> <li>• Display on-site posters prohibiting sexual exploitation and harassment</li> <li>• Availability of female nodal officer for women's issues</li> <li>• Regular GBV/SEA sensitization &amp; training for all employees, workers,</li> </ul>	Minor

Aspect	Potential Impact	Mitigation/enhancement	Residual Significance
		transporters, drivers and contractors <ul style="list-style-type: none"> <li>• Inclusion of gender issues in code of conduct, and dissemination</li> <li>• Regular consultation/counselling of women employees and workers, including for survivors</li> </ul>	
Child Labour and Violence against Children (VAC)	Risk of Child labour and Violence against Children (VAC)	<ul style="list-style-type: none"> <li>• Children must not be employed by the Project (paid or unpaid), and the Project must comply with all relevant local legislation, including labour laws in relation to child labour and the Bank's safeguard policies on child labour and minimum age.</li> <li>• Create a clear system for identifying, responding to, and sanctioning VAC incidents</li> <li>• Orientation on code of conduct on children's safety, protection and child labour, including for parents;</li> <li>• Establishment of a crèche' for workers' children within the facility;</li> </ul>	<b>Minor</b>
Grievances	Conflicts with host communities and third-party agitation	<ul style="list-style-type: none"> <li>• Facilitate implementation of existing MoU between Diaoune Agro Industrie SARL and Host/neighbouring communities Adopt the grievance redress mechanism.</li> </ul>	<b>Minor</b>

**Table 7: Preliminary Assessment of Impacts during the Operational Phase**

Aspect	Potential Impact	Mitigation/ Enhancement	Residual Significance
Plant operations	Development of economic opportunities	Targeted community development support in line with Diaoune Agro Industrie SARL's community investment policy.	Positive
	Improved economic situation of the people recruited	Ensure employment and salary policy are in line with or more favourable than standard Guinean practices.	Positive
	Increased inequalities between Households	Ensure economic opportunities are available for the maximum number of directly impacted households (or districts).	Minor
Labour and working conditions	Exploitation of workers	<ul style="list-style-type: none"> <li>• Develop transparent human resources policies and procedures for recruitment process, working conditions and Terms of Employment wages, worker-employer relations, Grievance Mechanism, non-discrimination, monitoring, roles and responsibilities following the Guinea Labor Code and ILO conventions.</li> <li>• Provide reasonable, and if applicable negotiated working terms and conditions.</li> <li>• Establish workers' grievance mechanisms, so that potential conflicts can be dealt with in an early and proper way.</li> </ul>	

Aspect	Potential Impact	Mitigation/ Enhancement	Residual Significance
		<ul style="list-style-type: none"> <li>• No use of child labour (workers under age 18) or forced labour.</li> <li>• Provisions to ensure compliance with labour standards by supply chain and subcontracts, including training if required.</li> <li>• Provide proper workplace facilities for water/sanitation/restrooms.</li> <li>• If the case of retrenchment needs first viable alternatives are analysed and then the adverse impacts of retrenchment on workers are reduced as much as possible. A transparent retrenchment plan will be prepared.</li> <li>• A worker's grievance mechanism will be in place.</li> </ul>	
Plant operations	Diseases linked to health and hygiene conditions	<ul style="list-style-type: none"> <li>• The Project site development will lead to a reduction in stagnant water bodies at the site, hence contributing to malaria prevention in the local area. Diaoune Agro Industrie SARL will reinforce this with malaria prevention &amp; awareness trainings to staff; and</li> <li>• As part of Diaoune Agro Industrie SARL community investment policy, consider supporting the authorities (particularly the local health department) and civil society (especially NGOs) to implement hygiene awareness-raising campaign.</li> </ul>	Positive
	Local development support: Improved health services	<ul style="list-style-type: none"> <li>• consider focusing project investment in the health sector:</li> <li>• involving the communities and local authorities when constructing basic infrastructure or implementing development projects to identify their exact needs (ensure the investment is included in the communes'</li> </ul>	Positive

Aspect	Potential Impact	Mitigation/ Enhancement	Residual Significance
		local development plans); and <ul style="list-style-type: none"> <li>• carrying out monitoring by implementing a health facilities monitoring plan at the start of the project to ensure service quality is maintained and facilities are used appropriately.</li> </ul>	
	Inequalities in access to healthcare	Introduce awareness-raising, communication and information programs for women to facilitate their access to primary healthcare (for themselves and their children).	Positive
Gender Based Violence (GBV)	Risks of Gender Based Violence (GBV)	<ul style="list-style-type: none"> <li>• Include in works contract clauses on mandatory and regular training for workers on required lawful conduct and legal consequences for failure to comply with laws on non-discrimination and GBV</li> <li>• Insert clause requiring contractors and consultants to cooperate with law enforcement agencies investigating cases of gender-based violence</li> <li>• A minimum requirement of female employment should be indicated in contract documents</li> <li>• Contact numbers of representatives on the Grievance Redress Committee and GBV Service Providers should be pasted around the project site and within the immediate project zone</li> <li>• Discuss issues of Gender Based Violence at daily Toolbox meetings</li> <li>• Display on site posters prohibiting sexual exploitation and harassment</li> <li>• Create a clear system for identifying, responding to, and sanctioning GBV</li> </ul>	Minor

Aspect	Potential Impact	Mitigation/ Enhancement	Residual Significance
		<p>incidents</p> <ul style="list-style-type: none"> <li>• Availability of female nodal officer for women’s issues</li> <li>• Regular GBV/SEA sensitization &amp; training for all employees, workers, transporters, drivers and contractors</li> <li>• Inclusion of gender issues in code of conduct, and dissemination</li> <li>• Regular consultation/counselling of women employees and workers, including for survivors</li> </ul>	
Child Labour and Violence against children	Increased potential for child labour and Violence against Children (VAC)	<ul style="list-style-type: none"> <li>• Children must not be employed by the Project (paid or unpaid), and the Project must comply with all relevant local legislation, including labour laws in relation to child labour and the Bank’s safeguard policies on child labour and minimum age.</li> <li>• Develop a Company Policy on children’s well-being which explicitly mentions the company’s commitment to not employ underage workers and to support the education and best interests of children;</li> <li>• Create a system that increases the company’s visibility of all its workers and ensures that only workers who are above minimum working age are hired;</li> <li>• Communicate the company’s commitment to mitigate the risks of child labour;</li> <li>• Support the provision of basic education;</li> </ul>	Minor

Aspect	Potential Impact	Mitigation/ Enhancement	Residual Significance
		<ul style="list-style-type: none"> <li>• Ensure rational and achievable work targets so that workers can get minimum wage by working within normal working hours without any help;</li> <li>• Check worker’s list and make sure that all workers are above the minimum working age;</li> <li>• Create a clear system for identifying, responding to, and sanctioning VAC incidents</li> <li>• Orientation on code of conduct on children’s safety, protection and child labour, including for parents;</li> <li>• Establishment of a crèche’ for workers' children within the facility;</li> </ul>	

**Table 8: Preliminary Assessment of Impacts during the Decommissioning/Closure Phase**

Aspect	Potential Impact	Mitigation/ Enhancement	Residual Significance
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Socio-economic Impacts	Impact on household income	<ul style="list-style-type: none"> <li>An IFC compliant decommissioning and closure retrenchment plan, which includes measures related to livelihood restoration and creating community independence should be developed with the involvement of the villages and must include a comprehensive stakeholder strategy and disclosure phase</li> </ul>	Minor
Equipment /Machinery	Disposal of Construction Equipment/Machinery, workshops and other associated facilities	<ul style="list-style-type: none"> <li>Honour the terms of agreement in the MoU.</li> <li>Give monetary compensation to laid-off worker;</li> <li>Disposal of equipment, machinery, mill, houses, vehicles, spare parts, chemicals and other materials and remediate and restore impacted sites.</li> <li>The area should be cleaned and all domestic wastes, debris/waste metals, grease and oils must be cleaned up and disposed of in a manner approved.</li> </ul>	Minor
Closure	Reduction in local employment opportunities	<ul style="list-style-type: none"> <li>DAI supports local entrepreneurship through local community development strategy.</li> </ul>	Moderate
	Reduced economic circumstances of the people made redundant and their families	<ul style="list-style-type: none"> <li>Provide employees with a severance package in line with Guinean standards or more favourable.</li> </ul>	Moderate
	Discontinuation of budget allocations to local development initiatives	<ul style="list-style-type: none"> <li>Decrease the amount allocated to community investment over time to phase in the transition.</li> </ul>	Moderate

- |  |  |   |
|--|--|---|
|  | <ul style="list-style-type: none"><li>• Gradually withdraw allocations to local institutions' budgets.</li></ul> |  |
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