



RESETTLEMENT FRAMEWORK

ELMED Project, Tunisia

STEG/EBRD

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Acronyms and Abbreviations

AFI	Industrial Land Agency (Agence Foncière Industrielle)
ANPE	National Agency for Environmental Protection (Agence Nationale de Protection de l'Environnement)
AOT	Authorization for Temporary Occupation (Autorisation d'Occupation temporaire)
APAL	Coastal Zone Protection Agency (Agence de Protection et d'Aménagement du Littoral)
CET	Land Assessment Commission (Commission d'Evaluation des Terrains)
CRC	Expropriation Recognition and Conciliation Commission (Commission de Reconnaissance et de Conciliation)
CRDA	Commissariat for Agricultural Development (Commissariat Régional de Développement agricole)
DGF	National Department of Forests (Direction Générale des Forêts)
E&S	Environmental and Social
EBRD	European Bank for Reconstruction and Development
ESAP	Environmental and Social Action Plan
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
ha	Hectare
HDD	Horizontal Directional Drilling
HVDC	High Voltage Direct Current
KIIs	Key Informant Interviews
LRP	Livelihood Restoration Plan
OTC	Office of Topography and Cartography
PAP	Project-Affected Person
PR	Performance Requirement
RF	Resettlement Framework
RoW	Right-of-Way
SEP	Stakeholder Engagement Plan
STEG	Tunisian Electricity and Gas Company (Société Tunisienne d'Electricité et du Gaz)

1 INTRODUCTION

1.1 Scope of the Framework

The ELMED project consists of a bidirectional High Voltage Direct Current (HVDC) submarine electricity interconnection between Tunisia (Kelibia) and Italy (Sicily), with a transmission capacity of 600 MW. The project includes the HVDC link between the two countries as well as supporting operational facilities, including electrical stations and lines.

The ELMED project is promoted and will be carried out by Terna (the Italian Electricity Transmission System Operator (TERNA) and the Société Tunisienne de l'Electricité et du Gaz (STEG). The European Bank for Reconstruction and Development (EBRD) is considering a loan of EUR 45 million to STEG to finance their participation in the project.

This document constitutes the Resettlement Framework (RF) for the following components of the Tunisian project (hereinafter referred to as “the Project”), namely:

- A converter station at Mlâabi municipality.
- A 5.6km underground cable from the marine cable landfall area at Poste Mlâabi in the Cap Bon area.
- Nearshore portions of the High-voltage-Direct Current (“HVDC”) marine cable interconnection between Cap Bon and the landfall site in Sicily, Italy.

The Resettlement Framework outlines the principles that will be adhered to for all land acquisition and land impacts by the Project in order to achieve objectives consistent with national legislation and EBRD Performance Requirement 5: Land Acquisition, Involuntary Resettlement and Economic Displacement. It describes how the Project will compensate displaced PAPs for their losses, as well as provide them with support to restore and, where possible, improve their livelihoods.

A detailed Livelihood Restoration Plan will be developed once the Project design has been finalized, and the exact nature and magnitude of land acquisition or restrictions on related land use is known.

1.2 Framework Preparation Methodology

Development of the RF was based on the following methodology:

- Analysis and Review of Existing Documents - Review of laws, regulatory texts, and ELMED project documents including the World Bank RF and ESIA, both developed in 2023 for another section of the ELMED project, with a focus on resettlement aspects, providing a contextual foundation for the framework.
- Site Visit and Stakeholder Engagement – SRA, the consultant team engaged to prepare the RF, undertook a comprehensive four-day site visit, from 20 to 23 November 2023 accompanied by key members of the STEG and EBRD teams, which encompassed:
 - Engagement with various entities (National and Local Authorities and Project Affected Persons), as presented in Table 1-1
 - Reconnaissance visits along the proposed Project routing to inform understanding of the setting and potential challenges of the Project.

Table 1-1: SRA's Site Visit Itinerary and Key Activities

Date	Meeting/Activity	Objective of Activity
20/11	Kick-off meeting with the Tunisian Electricity and Gas Company (in French, <i>Société Tunisienne d'Electricité et du Gaz</i> , STEG)	<ul style="list-style-type: none"> • Acquire a good understanding of the Project.

Date	Meeting/Activity	Objective of Activity
		<ul style="list-style-type: none"> Understand STEG capacity for resettlement activities and potential involvement in a similar process.
	Meeting with the National Environmental Protection Agency (in French, <i>Agence National de Protection de l'Environnement</i> , ANPE)	<ul style="list-style-type: none"> Project presentation meeting and introduction of the objectives of an RF. Understand the entity's role in a resettlement and compensation process and potential previous involvement in a similar process.
	Meeting with the Industrial Land Agency (in French, <i>Agence Foncière Industrielle</i> , AFI)	<ul style="list-style-type: none"> Project presentation meeting and introduction of the objectives of an RF. Understand the entity's role in a resettlement and compensation process and potential previous involvement in a similar process.
21/11	Meeting with Nabeul Governorate	<ul style="list-style-type: none"> Project presentation meeting and introduction of the objectives of an RF. Understand the entity's role in a resettlement and compensation process and potential previous involvement in a similar process.
	Meeting with the Tunisian Navigation Company (in French, <i>Compagnie Tunisienne de Navigation</i> , CTN)	<ul style="list-style-type: none"> Project presentation meeting and introduction of the objectives of an RF. Understand the entity's role regarding security, fisheries and navigation and potential previous involvement in a similar process in the Project area. Presentation of Project area and understanding of Navigation around the offshore transmission line.
22/11	Meeting with the Menzel Temime District	<ul style="list-style-type: none"> Project presentation meeting and introduction of the objectives of an RF. Understand the district's role in a resettlement and compensation process and potential previous involvement in a similar process. Key Informant Interviews (KIIs) with fisherfolks (5 fisherfolks surveyed). KIIs with landowners (6 landowners surveyed).
	Meeting with the Fisheries Department of the Ministry of Agriculture	<ul style="list-style-type: none"> Project presentation meeting and introduction of the objectives of an RF. Presentation of the map and understanding of fisheries activities and navigation around the offshore transmission line.
23/11	Reconnaissance visit along Project routing	<ul style="list-style-type: none"> Characterization of land use along the Project footprint, routing and potential impacts. Identification of higher risk areas.

1.3 Structure of this Resettlement Framework

In addition to this Introduction, the RF is structured as follows:

- Project Description and Potential Impacts - Presents information about the Project, including context, objectives, components, location, land use, and potential related impacts.
- Legal and Institutional Framework – Provides an overview of national laws related to resettlement, consistency with EBRD requirements and Tunisian law and proposed measures to close any gaps, and the role of authorities in Project implementation.
- Principles, Objectives, and Processes – Outlines the fundamental principles, objectives, and processes of resettlement according to EBRD PR5, including negotiated settlements and land dispute resolution.
- Resettlement and Compensation Strategy – Details the measures that the Project will take to compensate for all of the resettlement losses, including crop, and land compensation.
- Livelihood Restoration and Improvement – Presents a framework for the restoration and enhancement of livelihoods of potentially displaced PAPs along the Project's footprint, and outlines assistance to the most vulnerable displaced PAPs who experience transitional hardship during and after the resettlement process.
- Consultation and Disclosure – Sets out Project requirements, the approach and structure of consultations that demonstrate informed consultation and participation of displaced PAPs for key milestone in land access and resettlement planning and implementation.
- Grievance Management and Redress System – Presents Project requirements and then outlines the grievance process and procedures for any resettlement grievance to be used for detailed LRP.
- Monitoring and Evaluation – Describes how the Project will track indicators to measure the progress and success of the resettlement process, including external monitoring and evaluation and resettlement close-out.
- Implementation Responsibilities and Funding – Sets out the responsibilities for implementation, funding arrangements, and provides an overview of Project Implementation scheduling.

2 PROJECT DESCRIPTION AND POTENTIAL IMPACTS

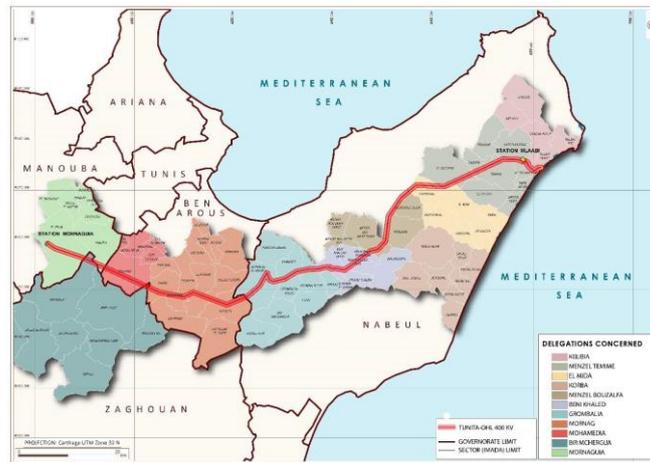
2.1 Project Objectives and Rationale

The overall objective of the ELMED project is to increase the interconnection capacity, and thus the security and sustainability of supply, of the Euro-Mediterranean transmission system by creating a link between the European and Northern African energy systems.

On 29 June 2007, the Italian and the Tunisian governments signed a joint declaration assigning TERNA and STEG the task of developing a project for the interconnection of the electricity systems of the two countries. For this purpose, STEG and TERNA founded the joint (50%-50%) company Elmed Etudes Sarl, with the mandate of carrying out all necessary studies and preliminary activities for the construction of this electricity infrastructure.

Since then, the studies carried out have identified the preferred option as a HVDC undersea cable connection with nominal power of 600 MW between two converter stations to be built at Partanna (Sicily) and on the Cap Bon Peninsula (Tunisia) (see Figure 2-1).

Figure 2-1: ELMED Project (Tunisian side)



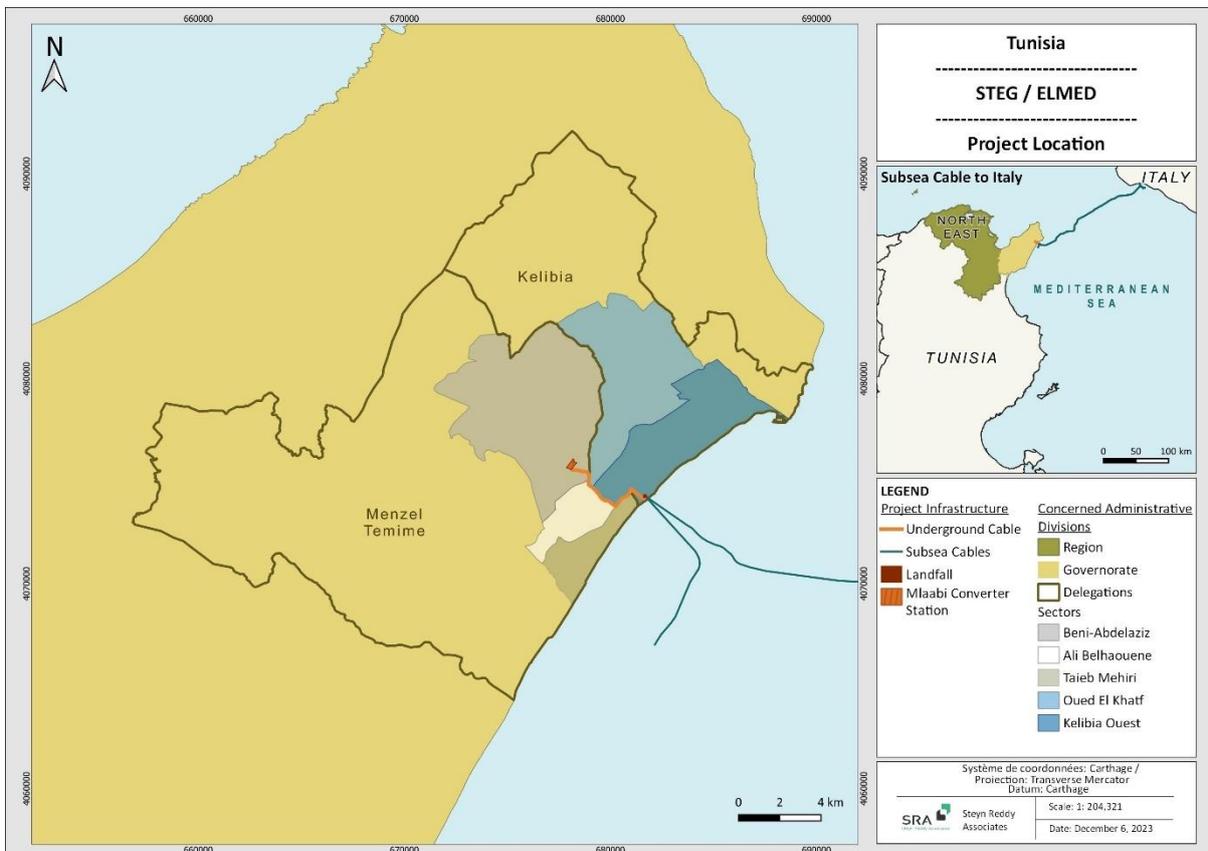
Source: World Bank RF, 2023

Note: The subsea cable is not represented in this figure.

2.2 Project Location

The Project is located in the North-East part of Tunisia. The three onshore components of the Project (underground cable, Mlâabi CS and landfall Poste Mlâabi) cross Menzel Temime and Kélibia districts in the Nabeul Governorate, and have a total length of approximately 5.6m, as show in Figure 2-2.

Figure 2-2: Project Location



2.3 Project Components and Footprint

The infrastructure components consist of a 200 km long subsea High Voltage Direct Current (HVDC) cable connecting the Italian and Tunisian coasts, and short stretches of underground transmission lines (HVDC cables) between shore landfall points and converter stations.

A more detailed description of the Project components can be found in the project's ESIA.

Table 2-1 describes the Project components covered in this RF, the footprint occupied by each component, and land ownership of the area it affects.

Table 2-1: Project Components

Project Component	Description	Footprint and Land Ownership
Mlâabi Converter Station	DC/AC converter station in Mlâabi	<p>The converter station in Mlâabi will be located on public land, with a footprint of 100,000 m² within a future 60-hectare industrial zone being developed by the Industrial Land Agency (<i>Agence Foncière Industrielle</i>, AFI).</p> <p>The 60-hectare area is currently used for agricultural purposes under a rental contract for livestock feed production with the Ministry of Agriculture (see Section 6.1.1).</p> <p>The Ministry of Agriculture notified the private company currently renting the land of the impending termination of its contract. STEG received the approval from the AFI to locate the converter station in the planned industrial area.</p> <p>The total duration of construction is estimated to be 40 months.</p>
Land routing section – Underground cable (400kV)	Underground pole and electric cable connecting the Mlâabi converter station with the Kélibia landfall Poste Mlâabi, spanning an approximative length of 5.60 km.	<p>The first section of the terrestrial cable route (980 meters) is located on private agricultural land. The cable follows the path of the Oued Tafekhsite at 10 m and crosses 6 parcels belonging to private landowners.</p> <p>The rest of the cable is located on public land, as it will be buried under shoulder of existing roadways passing through residential areas (part of the settlement of Sidi Jamel Eddine) and then continues under unpaved roads (agricultural and rural environment) before reaching the landfall terminus on the coast.</p> <p>To avoid major interferences within the city of Menzel Temime (and thus to prevent potential impacts on the social environment), the route has been planned in order to make use of existing roads outside the urban area: more than 2/3 of the route is located in rural area (using existing roads running adjacent to agricultural fields with sufficient width to allow continuous traffic during construction).¹</p> <p>Construction involves burying the cable at a depth of 2 meters. This work will be carried out in sections of 60 meters each day. After the cable is placed into the trench, the area will be immediately restored to its original condition.</p> <p>The construction RoW (or construction footprint) is 4 meters wide to accommodate the necessary equipment and personnel.</p> <p>Total construction duration is estimated to be 6 months.</p>
Landfall at Poste Mlâabi	Junction Box connecting the underground to the subsea cables in Kélibia and Horizontal Directional Drilling (HDD) site.	<p>The landfall site which includes the Junction Box and the HDD site, has a permanent footprint of 20x7m. The site is located on public land.</p> <p>HDD is a trenchless construction method used for installing the first 400 m of the subsea cable.</p>
Subsea HVDC Cables	Subsea HVDC cable connecting the Tunisian and Italian coasts	<p>Installation of the subsea cables involves three steps:</p> <ol style="list-style-type: none"> 1. The initial 400 meters of the subsea cable will be buried using horizontal directional drilling (HDD), a trenchless construction method. This process has a temporary land footprint of 2-3 m for the surface-launched drilling rig.

¹ ELMED Resettlement Framework Policy, IDEACONSULT, 2023.

Project Component	Description	Footprint and Land Ownership
		<p>2. Beyond 400 m, the cable is laid along the seabed by a vessel moving at 5 knots per hour. An exclusion zone of 30x30m will be enforced around the cable ship.</p> <p>3. Nearer to the shore the cable will be buried under the seabed for protection.²</p> <p>Offshore construction (HDD and submarine cable laying) duration is estimated to be 2.5 months.</p>

2.4 Project Land Use and Related Impacts

Figure 2-3 shows the land use in the Project Area, defined with a 200m corridor on each side of the proposed cable alignment. The Project Area has been divided into sections depending on the environment's characteristics. The location of Project works was defined taking into consideration the following basic planning principles:

- Limiting impact on land use, giving preference to built-up land.
- Limiting the length of cable connections to minimise impacts on local areas during works.
- Ensuring site accessibility (substation).
- Minimising environmental impacts.
- Minimising interference with existing subservices and infrastructure.

² In the deep sea the cable will be laid directly on the seabed.

Figure 2-3: Land Use in Project Area



Table 2-2 provides a detailed overview of the various sections of the proposed cable alignment highlighting unique characteristics and potential displacement impacts.

Table 2-2: Project Footprint and Potential Impacts

Section/ Project Component	Approx. Length	Description of Surrounding Area	Photo	Potential Impact
Onshore				
Section 0 Mlâabi converter station	N/A	Agricultural land use: zone currently occupied by an agricultural company set up to produce fodder but the parcel where the converter station will be constructed is currently bare. The land is currently zone agricultural; the procedure to change the designation to industrial has been initiated.	 <p data-bbox="1070 826 1256 852">Mlâabi Station Area</p>	Economic displacement impacts to current land user due to loss of crops will be minimal considering the absence of crops in the Project zone.
Section 1 Cable section crossing private agricultural land	1 km	Agricultural land use: cereal and seasonal crop farming and olive plantation. The private land directly affected by the Project is currently used for seasonal cropping by the landowners.	 <p data-bbox="1070 1224 1305 1249">Private Agricultural Land</p>	Economic displacement impacts due to land restrictions and damage to crops unavoidable. Minimization measures: To the extent possible, construction will be scheduled to allow landowners to harvest crops prior land clearance.

Section/ Project Component	Approx. Length	Description of Surrounding Area	Photo	Potential Impact
<p>Section 2 Cable section located on highway's shoulder (road allowance 12m+)</p>	<p>0.5 km</p>	<p>Agricultural land use: cereal farming and olive plantation. Urban land use: residential areas and small businesses (food shops, restaurant, garage...).</p>	 <p>Main road</p>	<p>The road allowance is wide enough to allow for construction activities with a minimal risk of affecting nearby crops or road traffic.</p>
<p>Section 3 Cable section located on local road's shoulder (road allowance 5m)</p>	<p>1.7 km</p>	<p>Agricultural land use: pepper crops, cereal farming and olive plantation. SRA's field visit identified that some lands near the road are unfenced, and some crops and olive trees are located very close to the road, within less than one meter, making these areas of higher risk of impact. Urban land use: residential areas and small businesses (food shops, restaurant, garage...).</p>	 <p>Example of olive trees located near the road</p>	<p>Increased risk of damage to adjacent crops . Risk reduction/avoidance measures: Traffic management and/or road closure during construction</p>
<p>Section 4 Cable section located on highway's shoulder (road allowance 12m+)</p>	<p>1.3 km</p>	<p>Agricultural land use: cereal farming and olive plantation. Urban land use: residential areas and small businesses (food shops, restaurant, garage...).</p>		<p>The road allowance is wide enough to allow for construction activities with a minimal impact on crops or road access. Potential temporary access restriction to businesses.</p>

Section/ Project Component	Approx. Length	Description of Surrounding Area	Photo	Potential Impact
			Example of small business along the road	
Section 5 Cable section located on local access road (road allowance 2.5 to 3m)	1 km	<p>Agricultural land use: grapevines.</p> <p>SRA's field visit identified that the grapevine fields are well protected from road traffic by a thick fence of bushes, which reduces the risk to crops from construction activities.</p> <p>Industrial land use: Specific area reserved for the Landfall Poste Mlâabi is not being used. Informal subsistence farming activities take place close to the landing point but are not directly located in the Project footprint.</p>	 <p>Grapevines fields along access road to industrial area</p>  <p>Landfall Poste Mlâabi area</p>	<p>Burial of the underground cable at the narrowest part of the road will require temporary closure of this road segment. As this is the sole access road to the industrial area it serves, if not properly mitigated, such a closure may result in temporary severance and disruption of access to the industrial zone and impacts on its operations.</p> <p>Avoidance measures: To mitigate potential disturbance, the Project will coordinate with companies operating in the industrial area and schedule construction activities outside of working hours (for example, at night or during the weekends). By doing so, Project impacts on operations will be negligible.</p>
Offshore				
Section 4 Onshore/Nearshore	0.4 km	Beach and maritime areas.	N/A	The use of HDD ensures that local artisanal fishermen will not be restricted from accessing the area. The fishing methods used by local fishermen (drift net and lines) will not impede construction activities.
Section 5 Offshore/Nearshore	1.6 km	Maritime area	N/A	The laying of the cable will mainly entail risks to marine traffic and navigation but is not expected to disturb fishing activities.

In summary, the main potential displacement impacts arising from the Project are as follows:

- Temporary loss of access to private agricultural land and crop damage: The burial of the underground cable across private agricultural land will result in a temporary loss of land access and crop damage.
- Potential damage to crops in Section 3 due to possible construction encroachment on to adjacent agricultural fields.
- Restricted access to business: During construction, burial of the cable in proximity to business establishments may temporarily sever access to these locations. This disruption is expected to last only a few days but may temporarily impact local business operations.
- Land use restrictions related to restrictions on planting of trees and construction of structures over the buried cable to prevent damage and to allow access for maintenance and repair during operations.

As noted above, impacts to fishing activities are not expected to be significant due to the use of Horizontal Directional Drilling (HDD), which will ensure that local artisanal fisherfolk have unimpeded access to the area. The traditional fishing methods employed by the fishermen - drift netting and line fishing - will not interfere with the construction activities. Further offshore, submarine cable laying will pose some risk to marine traffic and navigation but is not expected to disturb fishing activities.

3 LEGAL AND INSTITUTIONAL FRAMEWORK

3.1 Land Tenure Regimes

Land tenure in Tunisia include the following regimes:

- Private land: These are lands that belong to individuals exercising full ownership rights, including registered lands, lands subject to notarial deeds and lands subject to certificates of possession.
- Registered land: Governed by the land law of July 1, 1885, and updated by the 1965 code of real rights, this category includes lands whose legal and material status is verified through registration in the Land Book. However, about 60% of these titles are outdated, not reflecting transfers due to inheritance or sale.
- Land with notarial deeds: These lands have notarial deeds documenting property origin and transactions, certifying ownership rights.
- Land with certificate of possession: Farmers without formal titles but possessing agricultural land for five uninterrupted years in good faith can obtain a "certificate of possession," enabling access to agricultural credits.
- State lands: These are part of the state's private domain, managed by the Ministry of State Domains and Land Affairs.
- Collective lands: Traditionally shared by tribes or communities, these lands have seen reduced area due to privatization since the 1960s. State supervision involves various levels of governance, including local and regional councils coordinating with community-elected management councils.
- Habous lands: Originating from a Muslim practice, these lands are inalienable and dedicated to social works. Their abolition in 1957 and 1965 led to their integration into state lands.

3.2 Regulatory Framework at National Level

The most important Tunisian legal instruments pertaining to land, resettlement and compensation are related to the normative framework of expropriation for public purposes in Tunisia, which comprises the following:

- Law No. 2016-53 of 11 July 2016 relating to expropriation in the public interest, modifying and supplementing Law No. 76-85 of 11 August 1976
- Order of the Head of Government of 13 March 2017, listing the documents to be compiled for expropriation in the public interest.
- Order of the Head of Government of 13 March 2017 determining the composition of the Expropriations Committee for public projects and its modus operandi.
- Order of the Head of Government of 1 March 2017, to determine the value of buildings expropriated by the State, subject to the authorization of the Head of Government.
- For the purpose of determining compensation, Law No. 64-28 of 4 June 1964 and the instruments that amended and supplemented the law, defining collective land.
- 01For the purpose of determining compensation, Law No. 76-85 of 11 August 1976, relating to the review of legislation on expropriation in the public interest, amended and supplemented by Law No. 2003-26 of 14 April 2003.
- Section 305 (new) 9 of the Real Property Code for Registered buildings.
- Sections 96 and 108 of the Code of Civil and Commercial Proceedings.

3.2.1 The Expropriation Law for Public Utilities

In Tunisia, public utility expropriation is regulated by Law No. 2016-53 of 11 July 2016, focusing on fair compensation. This law permits expropriation by state, local authorities, and public organizations authorized by their laws. Compensation can be settled either amicably or legally, requiring a provisional indemnity.

A notable amendment in decree-law No. 2022-65 on 19 October 2022, expanded compensation options, allowing for in-kind compensations for all expropriated properties, beyond just agricultural land.

For managing expropriation, two commissions are established at Governorate level:

1. Recognition and conciliation commission: Chaired by a judge, this commission assesses the legal and material status of properties targeted for expropriation. It is responsible for making administrative decisions regarding the expropriation process.
2. Acquisitions commission for public projects: This commission is crucial in conducting preliminary procedures for expropriation. Its tasks include proposing draft decrees for expropriation, publicizing expropriation intentions, registering and examining objections to the expropriation, updating the list of individuals affected and the compensations accepted, and preparing necessary documentation for contractual formalities with the affected parties.

Upon the completion of these procedures, the expropriating entity receives necessary documentation and drafts an expropriation decree, detailing the public project, expropriations, and affected owners. The compensation is determined and publicly displayed, with affected parties informed. Following a one-month period for registering complaints, the expropriation is formally registered in the Land Register, marking the completion of the process.

Notably, the law references older statutes (from 1964, 1976, and 2003) in its provisions, particularly addressing collective land expropriation and indemnity processes, with the State land Minister's role in adjusting indemnity values.

3.2.2 Valuation of Affected Agricultural Assets

In Tunisia, land occupation and compensation for public utility projects like power lines involve several procedures:

- Temporary Occupation: Managed by the Commissariat Régional au Développement Agricole (CRDA) and the Agence Foncière Agricole (AFA) this procedure is used for amicable agreements with owners for damage to trees and crops. AFA handles damage in irrigated areas, while CRDAs manage other agricultural lands. Experts from both organizations estimate damages, and the Authorization for Temporary Occupation (AOT) includes a clause for land restoration after work completion.
- Expropriation: If no agreement is reached on compensation, a state expert and another from a list of experts prepare reports to estimate land value. Compensation is based on the land's value and use at the time of the expropriation decree, considering prices of similar properties nearby.
- Amicable acquisition: Overseen by a judge and involving various officials, the Land Assessment Commission (CET) assesses land value for amicable acquisitions. Two scenarios exist: free acquisition (symbolic payment) or acquisition with compensation. Land exchange with a state-owned plot of similar value is also an option.

3.2.3 Payment of Compensation

- Temporary occupation (Droit de servitude): For small plots in public utility projects, owners can voluntarily transfer land for free, especially if they perceive non-financial benefits from the project.
- Compensation for temporary occupation: Law mandates compensation for crop and tree damage, tree felling, and soil and water conservation work impacted by temporary occupation. Restoration of the land to its original state is required. Compensation is usually paid before work starts, based on a pre- and post-work inventory.
- Expropriation compensation: The compensation for expropriation is fixed according to the value of the building assessed according to its consistency and the effective use to which it was assigned on the date of publication of the decree of expropriation and by comparison with the prices practiced at this date for comparable buildings located in the same area.

3.2.4 Temporary Occupation of Right-of-Way

Two decrees regulate power lines' easement rights:

1. The 1887 decree covers telegraph and telephone lines.
2. The 1922 decree addresses power transmission lines.

These decrees allow power lines to cross private lands, including agricultural areas, without needing to buy the land or expropriate it. However, they do require compensation for any damage caused by the easements, whether the land is owned or operated by someone else. The compensation goes to the land operators, not necessarily the owners.

Additionally, Tunisian law forbids power lines from crossing fenced properties or buildings, thus minimizing physical impact. Before starting work, STEG makes temporary agreements with landowners and farmers for the land use where the lines and pylons will be, compensating for any crop damage.

3.2.5 Social Development Regulation

The main Tunisian regulation concerning social issues are:

- Decree of 18 August 1958, Code of Personal Status stating equal rights between the sexes regarding divorce, employment, business property and the banking sector: but also prohibiting polygamy, establishing a legal age of marriage at 18 for girls.
- Article 21 and 46 of the Tunisian Constitution (January 2014), all citizens have same rights and obligations, and the State guarantees to protect all women's acquired rights.
- Article 12 "the State acts to ensure social justice, sustainable development and balance between regions, taking into account development indicators and the principle of positive discrimination".
- Law 85-68 of 12 July 1985 ratifying the CEDAW convention about discrimination's elimination against women (modified on 17 April 2014). Withdrawal of reservations of the CEDAW convention on April 17, 2014, regarding Labor and Marriage.
- Government Decree N°2016-626 of 25 May 2016 establishing the Peer Council for Equality and Equivalence of Opportunities between Women and Men.
- Law n°2017-58 of 11 August 2017 concerning the elimination of violence against women. The law aims to put all measures to eliminate all forms of violence based on gender discrimination in order to ensure equality and respect for human dignity, according to a comprehensive approach focused on the fight against its different forms, through prevention, prosecution and repression of its perpetrators, and protection and care of victims.
- Law N°2018-35 on Corporate Social Responsibility (CSR).

3.2.6 Public Consultation and Information Disclosure

The main Tunisian regulation concerning public consultation and information disclosure are:

- Decree n°328-2018 of 29 March 2018 concerning public consultation.
- Decree N°2005-1991 regarding EIA process. To date, there is no obligation for publishing ESIA reports.
- Law n°2011-41 of 26 May 2011, regarding access to administrative documents of public agencies and administrations.
- Article 32 of the Tunisian Constitution (2014), the State must guarantee the right of access to information.
- Article 139 of the Constitution, local authorities shall adopt all mechanisms of participatory democracy and open governance to guarantee the participation of citizens in the preparation of land use planning and development projects.
- Organic law n°2016-22 of 24 March 2016, on the information access right, which defines the access right to any information concerning programs, projects, benefits, financial aspects, owners, etc.

3.3 EBRD Performance Requirements

The Environmental and Social Policy (2014) outlines the Bank's pledge to foster "environmentally responsible and sustainable growth" throughout its operations. The EBRD has formulated 10 Performance Requirements (PR) to tackle primary aspects of environmental and social sustainability. Performance Requirement 1: Environmental and Social Appraisal and Management, Performance Requirement 5: Land Acquisition, Involuntary Resettlement and Economic Displacement, and Performance Requirement 10: Information Disclosure and Stakeholder Engagement are the most relevant to the Project's land access and resettlement process. Table 3-1 outlines the key objectives of PR5:

Table 3-1: Relevant EBRD Standards

Topic/Issue	Key Objectives
PR 1 - Assessment and Management of Environmental and Social Risks and Impacts	<ul style="list-style-type: none"> • Assess environmental and social risks and impacts to ensure projects align with international sustainable development practices. • Comply with EBRD's Environmental and Social Policy and relevant national laws for all financed projects. • Avoid adverse impacts on workers, communities, and the environment; mitigate or compensate where avoidance is not possible. • Design new facilities or business activities to meet performance requirements from the beginning. • Implement an Environmental and Social Action Plan (ESAP) for existing facilities that do not initially meet the requirements. • Develop and implement a corporate-level ESAP for multi-site companies receiving general corporate finance, working capital, or equity financing.
PR 5 - Land Acquisition, Involuntary Resettlement, and Economic Displacement	<ul style="list-style-type: none"> • Avoid or at least minimize involuntary resettlement by exploring alternative project designs. • Mitigate impacts from land acquisition by providing compensation for loss of assets at full replacement cost and ensuring that resettlement activities are implemented with appropriate stakeholder engagement. • Improve or at least restore the livelihoods and standards of living of displaced persons. • Improve living conditions among displaced persons through provision of adequate housing with security of tenure.
PR 10 - Information Disclosure and Stakeholder Engagement	<ul style="list-style-type: none"> • Ensuring free, prior, and informed consultation, and facilitating informed participation. • Obtaining broad community support. • Focusing on risks and adverse impacts, and proposed mitigation measures and actions. • Undertaking consultation in an inclusive and culturally appropriate manner. • Developing a process to address the needs of disadvantaged or vulnerable groups.

See Section 11 for a list of land access and resettlement good practice references relevant to the Project.

3.4 Gap Analysis

Table 3-2 presents a summary of the institutional and legal framework that has informed the preparation of this Framework. The Table provides a comparison of national legislation on resettlement to EBRD PR5, identifies gaps or conflicts, and proposes a way forward to meet PR5, ensuring that the most stringent requirement applies and that displaced PAPs are safeguarded from adverse impacts.

Table 3-2: Gap Assessment of EBRD PR5 and Tunisian Laws and Regulations

Topic/Issue	EBRD PR 5 Requirements	Tunisian Laws and Regulations	Gaps	Recommended Project Policies to Meet PR5
Involuntary resettlement – Physical and economic displacement	Involuntary resettlement refers both to physical displacement (relocation or loss of shelter) and to economic displacement (loss of assets or access to assets that leads to loss of income sources or means of livelihood) as a result of project-related land acquisition or restriction of access to natural resources.	Tunisian legislation, including the Expropriation Law for Public Utilities, does not recognize “involuntary resettlement” in the sense of the PR. Issues related to land acquisition in the public interest are regulated by Expropriation Law. The law regulates the right of the state to expropriate properties of natural or juridical persons in the public interest and does not consider loss of livelihoods.	Tunisian legislation does not recognize loss of livelihoods associated to land acquisition. The law recognizes affected persons who have formal legal rights only. Restrictions that result in people experiencing loss of access to physical assets or natural resources are not addressed explicitly by Tunisian legislation.	The Project will recognize and compensate fairly for loss of livelihood, whether permanent or temporary.
Project design	Consider feasible alternatives to avoid, or at least minimize, physical and economic displacement.	Tunisian regulations require that projects undergo an ESIA to evaluate their potential environmental and social impacts. This process often includes considering alternative project designs to avoid or minimize displacement.	Tunisian regulations requiring the extent of displacement to be avoided where feasible or at least minimized, are consistent with PR5.	The Project design will consider feasible alternatives to avoid, or at least minimize, displacement.
Census, surveys and cut-off date	Census, socio-economic and assets surveys of displaced households with eligibility determined by a cut-off date.	Not formalized nor documented.	The Tunisian regulations do not include requirements on the topic.	The Project will conduct census, socio-economic baseline surveys and asset surveys to determine eligibility and assistance based on the cut-off date. The cut-off date will be documented and disseminated throughout the Project area.
Negotiated settlements and expropriation	Affected persons shall be given the opportunity to participate in the negotiation of the compensation packages, eligibility requirements, resettlement assistance, suitability of proposed resettlement sites and the proposed timing. Negotiated settlements help avoid expropriation and eliminate the need to use governmental authority to remove people forcibly.	The State can proceed with the resettlement if the expropriation decree has appeared subject to compliance with the 2016 law and consignment of the compensation budget, even without formal acceptance of the PAPs.	EBRD's PR 5 advocates for a more voluntary, negotiated approach, aiming to reach a consensus with PAPs before resettlement, while Tunisian law allows for a more compulsory approach, where the state can proceed with expropriation without PAP's formal acceptance.	The Project will prioritize negotiated settlements with PAPs and integrates these agreements into the legal expropriation and resettlement processes.
Compensation Value and Timing	Compensation for lost assets to be provided at full replacement cost, usually calculated as the market value of the assets plus transaction costs related to restoring such assets (registration and transfer taxes). Depreciation of structures and assets should not be considered. Compensation (alternative housing and/or cash	The implementation of a transmission line project necessitates the temporary use of land, a process which, under Tunisian law, does not warrant any form of compensation.	EBRD's PR 5 requires compensation at replacement cost without considering depreciation and prior to resettlement, while Tunisian law does not mandate any compensation for temporary land use for transmission line projects.	Compensation will be at full replacement cost using transparent methods applied consistently.

Topic/Issue	EBRD PR 5 Requirements	Tunisian Laws and Regulations	Gaps	Recommended Project Policies to Meet PR5
	compensation) must be provided prior to resettlement.			
Nature of compensation	Offer affected individuals and communities' choices regarding resettlement and livelihood enhancement or restoration.	Under Tunisian law, monetary compensation is provided for crop loss, while the loss of land due to projects, such as transmission line construction, is addressed through either in-kind restitution or cash compensation.	EBRD's PR 5 emphasizes offering choices for resettlement and livelihood restoration, whereas Tunisian law primarily focuses on monetary or in-kind compensation for crop and land loss without explicitly mentioning options for resettlement or livelihood enhancement.	The compensation process offers both in-kind and cash options and will prioritize the preferences of the PAPs. If consultations reveal that PAPs prefer monetary compensation, this method will be accepted and implemented. However, in situations of substantial loss, compensation in kind should be encouraged as a more suitable option.
Livelihood Restoration	In addition to compensation for lost assets, if any, economically displaced persons whose livelihoods or income levels are adversely affected will also be provided opportunities to improve, or at least restore, their means of income-earning capacity, production levels, and standards of living.	Under Tunisian law, crop compensation is typically estimated by experts based on current market values. This estimation does not take into account the time required to restore these revenues to their original state.	Tunisia's domestic law does not require the implementation of livelihood restoration programs, whereas PR5 require such measure.	The Project will provide livelihood restoration measures and activities to economically displaced individuals to improve or at least restore their income earning capacity.
Transitional support	Provided as necessary to all economically displaced persons based on a reasonable estimate of time to re-establish their income-earning capacity, production levels and standard of living	No specific legal or regulatory provisions.	PR 5 require transitional support-however, generally, Tunisian law does not specifically provide for it.	The Project will provide transitional support as necessary to all eligible displaced PAPs based on a reasonable estimate of time to re-establish their income-earning capacity.
Vulnerable groups	Provide relocation assistance suited to the needs of each group of displaced persons, with particular attention paid to the needs of the poor and the vulnerable	Not specifically addressed in Tunisian legislation.	The Tunisian regulations do not include requirements on the topic.	The Project will identify and provide special assistance to displaced PAPs who are vulnerable to displacement impacts.
Eligibility for compensation	Identify three main categories of affected people: 1. those who have formal legal rights to affected assets are eligible to full compensation at replacement cost for land and structures as applicable. 2. those who have no formal rights to affected assets at the time of the census, but who have a claim to land that is recognized or recognizable under national laws are	Tunisian law identifies four categories eligible for compensation: 1. holders of formal title deeds. 2. property recognized by local chiefs (elected sector chief). 3. collective ownership recognized by the regional councils. 4. crop loss.	Tunisian law is consistent in requirements to compensate those with formal legal rights to land or assets they occupy or use. Similarly, the law also recognizes those who have a claim to the land that is recognizable under national law. However, Tunisian law does not recognize any rights of informal settlers – PAPs who have no recognizable legal right or claim to the Project Lands or assets they	The Project defines displaced PAPs as people (i) who have formal legal rights to the Project Lands or assets they occupy or use; (ii) who do not have formal legal rights to Project Lands or assets, but have a claim to Project Lands that is recognised or recognisable under applicable law; or (iii) who have no recognisable legal right or claim to the Project Lands or assets they occupy or use.

Topic/Issue	EBRD PR 5 Requirements	Tunisian Laws and Regulations	Gaps	Recommended Project Policies to Meet PR5
	<p>eligible to similar compensation as those in Category 1.</p> <p>3. those who have no recognizable legal right or claim to the land they occupy are not necessarily eligible to compensation for land but should receive: (i) compensation for structures that they own and occupy and for any other improvements to land at full replacement cost; and (ii) in case of physical displacement, a choice of options for adequate housing with security of tenure and resettlement assistance.</p>		occupy or use. EBRD does not recognize informal settlers.	
Grievance mechanism	A grievance mechanism should be set up as early as possible in the process, to receive and address in a timely fashion specific concerns about compensation and relocation that are raised by displaced persons and/or members of host communities, including a recourse mechanism designed to resolve disputes in an impartial manner. The grievance mechanism, process, or procedure should address concerns promptly and effectively, using an understandable and transparent process that is culturally appropriate and readily accessible to all segments of the affected communities, at no cost and without retribution.	Recourse to the Reconciliation Commission and the national judicial system if negotiations with the Reconciliation Commission fail.	Tunisian law is generally limited to formal legal processes.	The Project will have a grievance mechanism that responds to community complaints about the resettlement and compensation process and complies with Tunisian law.
Information disclosure and public information	The client should summarize the information contained in the Resettlement Action Plan or Livelihood Restoration Plan for public disclosure to ensure that affected people understand the compensation procedures and know what to expect at the various stages of the project (for example, when an offer will be made to them, how long they will have to respond, grievance procedures, legal procedures to be followed if negotiations fail). Consultations will continue during the implementation, monitoring	Not specifically addressed in Tunisian legislation.	PR 5 require information disclosure and public information while the Tunisian regulations do not include requirements on the topic.	The Project will disclose, consult and provide opportunities for informed consultation and participation of displaced PAPs in resettlement decision making.

Topic/Issue	EBRD PR 5 Requirements	Tunisian Laws and Regulations	Gaps	Recommended Project Policies to Meet PR5
	and evaluation of compensation payment and resettlement			
Budget	Resettlement budget must necessarily be included in the overall budget of the project, with identification of the budgetary sources.	Required but no provision for travel assistance, assistance to vulnerable people, and non-eligible PAPs according to national regulations.	PR 5 require inclusion of resettlement related activities budget into the overall budget of the Project while the Tunisian regulations do not include requirements on the topic.	The LRP will include the cost of investments / acquisition, cost of implementation, cost of monitoring and auditing and contingencies into the overall Project budget.
Implementation Schedule	An institutional implementation arrangement is required for all phases: preparation, implementation, monitoring & evaluations, and audit.	Not specifically addressed in Tunisian legislation.	The Tunisian regulations do not include requirements on the topic.	The LRP document will describe the implementation schedule to be carried out by the Project.
Monitoring and evaluation	<p>Process to monitor and evaluate the implementation of an LRP and take corrective action.</p> <p>A resettlement process will be considered complete when the adverse impacts have been addressed.</p> <p>A completion audit should be undertaken by a competent professional and will determine whether the monitoring process can end.</p>	Not specifically addressed in Tunisian legislation.	The Tunisian regulations do not include requirements on the topic.	<p>The LRP document will describe the monitoring and evaluation program to be carried out by the Project after PAPs have been relocated.</p> <p>An independent completion audit will verify if the LRP has been implemented and confirm that displaced PAPs have been provided adequate opportunity and assistance to sustainably restore their livelihoods.</p>

3.5 Institutional Framework

The roles of the main Government of Tunisia agencies involved in resettlement activities are summarized Table 3-3.

Table 3-3: Role and Competencies of National and Local Authorities

Institution	Role
Ministry of Industry, Mines and Energy	<ul style="list-style-type: none"> Develops and implements government policies in relation with industry, agroindustry, energy and mining, industrial cooperation, energy and mining security sectors.
Ministry of State Property and Land Affairs	<ul style="list-style-type: none"> Ensures the control, management and use of movable and immovable property belonging to the State, the design of State policy relating to public and private sectors and the acquisition and expropriation of real estate for the benefit of the State and public.
Ministry of Agriculture, Hydraulic Resources and Fisheries	<ul style="list-style-type: none"> The Ministry is responsible for handling State affairs in sectors such as agriculture, agricultural development, water resources, and fisheries. At the regional level, representation is provided by two entities: the National Department of Forests (DGF) and the Regional Commissariat for Agricultural Development (CRDA). The DGF's primary mission includes managing forest domains, encompassing parks, reserves, and wetlands, and safeguarding natural resources. For projects with a terrestrial component, obtaining authorization from the CRDA is essential. Within the CRDA, services related to various aspects of the Ministry, such as agricultural production, animal production, water, and management of irrigated perimeters, are consolidated. The CRDA is expected to play a significant role in the current Project. This involvement is due to their responsibilities in managing and conserving natural resources, soil conservation (soil department), safeguarding surface and groundwater resources (water department), and protecting agricultural lands, including specialized zones like citrus plantations.
Agricultural Land Agency (AFA)	<ul style="list-style-type: none"> The agency operates under the direct supervision of the Ministry of Agriculture, ensuring compliance with national agricultural policies and standards. As the sole public body authorized to execute land redevelopment in agricultural areas, the agency not only oversees land consolidation operations but also provides expert opinions on real estate activities within its designated intervention areas.
Office of Topography and Cartography (OTC)	<ul style="list-style-type: none"> Undertake the necessary tasks to establish and maintain a national geodetic and precision leveling network, ensuring accurate geographical and elevation data across the country. Execute and oversee technical operations for land ownership registration and cadastre, ensuring precise and legal documentation of property boundaries and ownership. Define and demarcate public lands, domains, and administrative districts, providing clear delineation for effective governance and land management. Conduct subdivision projects on land and in shared property settings, facilitating orderly and legal division of land for various uses. Guarantee the accurate restoration of property boundaries, ensuring that they align with legal and historical records. Perform a range of topographical tasks, contributing to the detailed mapping and understanding of the land's physical features. Oversee aerial photography operations and the creation of large-scale topographic plans, providing essential data for planning, development, and environmental management.
Tunisian Company for Electricity and Gas (STEG)	<ul style="list-style-type: none"> Main entity responsible for the production, transportation, and distribution of electricity throughout Tunisia. Tasked with ensuring the electrification of both urban and rural areas, thereby facilitating widespread access to electricity. Charged with the development of gas networks, expanding and improving gas supply across the nation. Responsible for the development and ongoing maintenance of electric and gas infrastructure, ensuring reliability and efficiency in energy supply
Industrial Land Agency (Agence Foncière Industrielle – AFI)	<ul style="list-style-type: none"> Operating under the Ministry of Industry, Mines and Energy to promote Tunisia's industrial sector and aid in the country's economic and social development. Major missions include creating and developing industrial areas with modern infrastructure and constructing adjustable industrial buildings for rent or sale to both Tunisian and foreign investors. Involved as a major actor in the present Project, with the landfall and junction box being placed within the Menzel Yahia industrial zone, and the Mlâabi converter substation to be implemented in the proposed industrial zone of Mlâabi.

Institution	Role
Ministry of the Environment and Sustainable Development	<ul style="list-style-type: none"> Oversees environmental policies in the country. Operating under the Ministry of the Environment and Sustainable Development. Coordinates with various agencies and departments to implement strategies at national, regional, and local levels, for the protection of the environment and natural resources.
National Agency for Environmental Protection	<ul style="list-style-type: none"> Ensures all applications for the environmental assessment preparation, review and approval process in Tunisia. The ANPE is the authority responsible for EIA. studies. Environmental impact assessment for development projects must be carried out in accordance with the terms of reference fixed by the ANPE agency and in compliance with national rules.
Coastal Protection and Development Agency (APAL)	<ul style="list-style-type: none"> Oversees the preparation, review, and approval process of environmental assessments in Tunisia, with ANPE being the authoritative body for Environmental Impact Assessment (EIA). Mandates that environmental impact assessments for development projects are conducted as per the terms of reference established by the ANPE agency, ensuring compliance with national regulations.
The Ministry of Social Affairs	<ul style="list-style-type: none"> Implements social policies and ensures a fair social development between all categories of the Tunisian society. Oversees the consolidation of social welfare in the areas of health, occupational safety, social security, promotion of vulnerable categories and special needs, adult education, supervision of the Tunisian community abroad and social housing. Draws up plans at the national, regional and sectoral levels, ensure the participation of civil society, implements cooperation projects, supervises and assists in the promotion of communication and social information.
The Governorate of Nabeul	<ul style="list-style-type: none"> Governorates function as mixed entities with deconcentrated and decentralized administrative structures at the regional level. Their primary role includes coordinating the implementation of development projects as decided by Government Ministries, articulating socio-economic issues, and orchestrating projects across various Municipalities within the same governorate. The Governor (Wali), representing and primarily reporting to the Interior Minister, administers the governorate. Governors also hold trusteeship over local authorities. Governors are appointed by the central government and concurrently serve as presidents of the regional councils. Each governorate is additionally managed by a regional council, playing a significant role in regional governance. In the context of the Project, the Governorate will facilitate the dialogue and consultations with affected communities and would coordinate the implementation of the Project's management plans, ensuring that the activities align with both international and national standards, and local needs.

Resettlement experience demonstrates that there is often a lack of experience or resources within host government agencies to conduct resettlement according to international best practice standards. This often leads to a reliance on national standards over more comprehensive guidelines like those of the EBRD PR5. To align resettlement projects with both Tunisian legislation and EBRD PR5, a collaborative approach with key Tunisian authorities and explicit, signed commitments are necessary. These could include Memoranda of Understanding (MoU) to ensure cooperative progress in resettlement tasks.

Key aspects of agreements in the Tunisian context could include:

- Standards for each resettlement phase, referencing both Tunisian legislation and EBRD PR5.
- Strategies for stakeholder engagement and consultation, emphasizing a negotiation-driven approach and mechanisms to address resettlement grievances.
- Requirements for data collection and survey procedures.
- Policies on eligibility and entitlement, ensuring valuation at full replacement cost, and procedures to adjust rates based on market changes and annual inflation.
- Defined roles and responsibilities among the relevant Tunisian government authorities at national, regional, and local levels, alongside any involved corporate entities.
- Scheduled approaches and methods for ongoing coordination.

4 PRINCIPLES, OBJECTIVES, AND PROCESSES

4.1 Resettlement Principles and Commitments

The main objective of the Project's land access and resettlement activities is to obtain and secure long-term or temporary access to all required lands and where land access results in physical and/or economic displacement, to restore the livelihoods and living standards of those displaced households to pre-project levels.

To restore the livelihoods and quality of life of displaced PAPs, the following principles will govern resettlement planning and implementation, in compliance with EBRD PR5:

1. **Avoidance of forced eviction:** The Project will commit to preventing forced evictions by exploring project design alternatives and ensuring voluntary, legal, and transparent resettlement processes.
2. **Census and asset surveys:** The date of start of the census and asset surveys will serve as the cut-off date to identify the persons who will be displaced by the Project. The inventory of affected assets and displaced PAPs will be used to determine who is eligible for compensation and assistance.
3. **Cut-off date and eligibility:** The Project will provide compensation to eligible displaced PAPs for displacement-induced losses and provide assistance for loss of livelihoods recorded at the cut-off date.
4. **Compensation:** The Project will guarantee fair compensation at replacement value for affected parties, prioritizing in-kind compensation over cash settlements wherever possible, especially in cases with significant impacts.
5. **Livelihood restoration:** The Project will commit to restoring or enhancing the livelihoods of all affected individuals through comprehensive and tailored strategies.
6. **Consideration of vulnerable people:** The Project will identify and provide special assistance to displaced PAPs who are especially vulnerable to displacement impacts and those vulnerabilities will be determined through resettlement surveys and associated engagement with PAPs. The Project will also investigate potential gender impacts of resettlement and compensation and mitigate such.
7. **Consultation:** The Project will disclose, consult and provide opportunities for informed consultation and participation of displaced PAPs in resettlement decision making.
8. **Grievance mechanism:** The Project will establish an effective and transparent grievance mechanisms as early as possible in the process and conduct regular consultations to engage with and address resettlement related concerns.
9. **Monitoring and external reviews:** The Project will set a clear set of monitoring indicators in the LRP and monitor displacement related impact throughout the Project cycle. Independent completion audits will verify if the provisions of EBRD PR5 have been met for the LRP.
10. **Agreements with government or law:** The Project implementation will align with Tunisian laws and any relevant governmental agreements, maintaining transparency and adherence to legal requirements throughout the Project lifecycle.

4.2 Process Overview

4.2.1 Negotiation and Land Access

The Negotiation and Land Access process is geared towards reaching amicable agreements with affected parties on measures to compensate for and mitigate Project land access and resettlement impacts.

Negotiated settlements help avoid expropriation and eliminate the need to use governmental authority for expropriation. Negotiated settlements enable the conclusion of comprehensive, fair, mutually acceptable, enforceable, and sustainable agreements with PAPs and their representatives and can usually be achieved by providing fair and appropriate compensation and other incentives or benefits, and by mitigating the risks of asymmetry of information and bargaining power.

The Project will acquire land access through negotiated settlements wherever possible, even if it has the legal means to gain access to the land without the owner's consent.

All contact with PAPs will be documented, including all communications (emails, phone conversation, and in-person meetings).

The land access and negotiation process with PAPs will follow the following steps:

1. **Initial Assessment and Planning:** Conduct thorough assessments to understand the Project's impact, identifying affected landowners and stakeholders.
2. **Land and Asset Valuation:** Proceed with the valuation of assets. Prepare the compensation packages in consequence as well as presentation material.
3. **Collective Consultations and Negotiations:** Project representatives to hold the negotiations with each group of PAP. Collective meetings with the different categories of PAP will be held to provide an overview of the land acquisition process, the legal framework for land access, and the land appraisal process. These engagements will also serve to foster discussion around PAPs perspectives, questions and concerns, compensatory expectations, negotiation of the compensation packages, eligibility requirements, resettlement assistance, proposed timing and additional information that may trigger additional support measures.
4. **Preparation and Disclosure of LRP:** The LRP will document the results of the collective negotiation process and will be summarized and presented to PAPs so that they understand the compensation processes and what to expect during the Project, including timelines for offers, response deadlines, grievance procedures, and legal steps if negotiations don't succeed.
5. **Individual Household-level Initial Meeting:** Once a collective agreement and reached and documented in the LRP, individual meetings will be scheduled with each PAP to discuss specific impacts and compensation package, within the framework of group level agreements. STEG will present the content of the compensation package based on fair market value and additional compensations, such as resettlement assistance or livelihood restoration.
6. **Project Follow-up:** Following the initial meeting, the Project will carry out various activities prior to a second meeting. This can include individual property surveys and appraisals (if requested), review of compensation options (in-kind and cash) and values, and access terms (e.g., ability to harvest crops prior to acquisition).
7. **Follow-up Meetings:** Follow-up meetings will aim to secure sign-off on the Temporary Land Access Agreement (contract). While this may occur at the first meeting with some, others may require additional meetings prior to sign off.
8. **Handling Refusals:** If offers are refused, adjustments may be considered, ensuring these adjustments are fair and aligned with the compensation package collectively negotiated.

9. **Formalization of Agreement:** Once an offer is accepted, repair legal documents that clearly outline the terms of the agreement, including compensation details and any additional support.
10. **Signing of Agreements:** Arrange a formal signing of the agreement, ensuring that all parties understand and agree to the terms, followed by a payment.
11. **Land Access:** Subsequent to sign-off and payment of compensation, the Project will secure access to the designated land.
12. **Record Keeping:** Maintain thorough records of all negotiations, offers, and agreements for transparency and accountability.
13. **Ongoing Support:** Provide support to those affected post-agreement, including assistance in relocation or accessing new livelihood opportunities.
14. **Grievance Mechanism:** Ensure a grievance mechanism is in place for any post-agreement concerns or disputes.

4.2.2 Process for Resolving Land Access Disputes with Expropriation

Some landowners may be unwilling to provide access to their property. If an agreement in principle cannot be reached through the negotiation process outlined above, landowners will be considered holdouts, and the following strategy will be applied:

1. Review documented interactions with landowner: STEG will compile and evaluate all documented interactions with holdout landowners to fully understand the specific issues, concerns, or barriers raised by each landowner.
2. Continue one-on-one meetings: STEG will maintain continuous communication with holdouts and continue to reasonably address key topics identified. Project Negotiators will continue to explain the basis of the compensation offer and reiterate how it meets the definition of replacement value. Project Negotiators may be required to act as mediators between holdouts and their family members, community members, and external influencers (e.g., environmental non-governmental organizations [NGO]). STEG will not make offers that deviate from the compensation offer, unless it can be shown that the impacts to landowners warrant such measures.
3. Begin the expropriation process: If holdouts remain at the end of the land acquisition process, the Project may choose to pursue an expropriation process.

5 RESETTLEMENT AND COMPENSATION STRATEGY

5.1 First Approach to Entitlements

5.1.1 Eligibility to Compensation

The RF will follow the following eligibility principles consistent with the EBRD PR5:

- Holders of a formal right to land (including customary and traditional rights recognized by the legislation of the country).
- Those who have no formal right to land at the time the census begins, but who have land or other titles—provided that such titles are recognized by the laws of the country or can be recognized in the part of a process identified in the resettlement plan.
- Those who have neither formal rights nor recognizable titles to the lands they occupy.

In the context of this Project, the categories of people eligible for compensation are as follow:

- Titled landowners who experience access disruption, and crop damage.
- Land users who experience crop damage.
- Business operators, individual workers and fisherfolks who experience temporary restriction to and hence, loss of economic activities.

5.1.2 Entitlement Matrix

The Project's preference for cash compensation over in-kind options recognizes that impacts will be temporary with minimal impact on land-based livelihoods. The approach ensures that compensation is both practical and proportionate to the scale of impact.

Table 5-1: Proposed entitlements matrix

Type of Entitlement	Project Impact	Category of PAP	Entitlements
Loss of Land	Temporary Occupation of Private Agricultural Land	Titled or customary landowner	<ul style="list-style-type: none"> • Cash compensation equal to rental value of temporary affected land for an agreed period.
	Permanent Land Use Restrictions	Titled or customary landowner	<ul style="list-style-type: none"> • Easement fee for permanent land use restriction (TBD).
	Permanent Loss of Municipal or Other Public Land used for Agricultural Activities	Private land user (farmer)	<ul style="list-style-type: none"> • Cash compensation for crops.
Loss of Crops	Seasonal crops	Crop owner	<ul style="list-style-type: none"> • Cash compensation for optimal productive capacity of the highest value staple crop by land type for a single crop cycle. • In-kind assistance for livelihood improvement.
	Perennial Crops (fruit trees and perennial plants)	Crop owner	<ul style="list-style-type: none"> • Cash compensation based on (1) the optimal productive density of the planted crop and (2) the loss of production until replacement crops reaches the same maturity of the planted crop. • In-kind assistance for livelihood improvement.
Livelihood	Restricted Access to Business	Business operator	<ul style="list-style-type: none"> • Allowance for loss of net income during period of disturbance based on detailed business survey.
	Restricted Access to Productive Activity	Individual	<ul style="list-style-type: none"> • Income restoration allowance for employees until access to existing employment can be restored based on detailed business survey.
	Fishing Assets / Loss of Access to Fishing Assets / Loss of Access to Fishing Locations	Asset owner and user (fisherfolks)	<ul style="list-style-type: none"> • In-kind assistance for livelihood improvement.
	Vulnerability	Individual	<ul style="list-style-type: none"> • Eligible for enhanced monitoring and, if needed, in-kind transitional hardship support.

5.2 Valuation Principles of Affected Assets

The Project will contract the services of an independent valuer for the valuation of land and crops.

5.2.1 Land

The independent valuer will follow the following methodology and principles related to land valuation:

1. The valuer will categorize agricultural lands affected by the Project, considering aspects type (arable or pasture), irrigation status (irrigated or dry), topographical features (steep slope or little to no slope), and ease of access.
2. The valuer will investigate reference transactions in various cadastral zones as provided by the AFI. This will include an analysis of the transaction costs, which entails the registration cost and any additional taxes, fees, rights, etc., on top of the land value.
3. The valuer will project estimates on how the value of transactions might be underreported for tax purposes when registered by buyers.
4. Market research will also be undertaken to understand prevailing land rental rates.

5.2.2 Crops and Trees

The independent valuer will follow the following methodology and principles related to seasonal crops and perennial crops (trees) valuation:

1. The valuer will compile an inventory of annual and perennial crops cultivated along the proposed route of the Project.
2. The valuer will conduct a survey of the current market prices and potential yields for each identified crop.
3. The valuer will determine the market values of produce per unit of weight or volume, along with the yields in weight or volume per square meter, based on this survey's results.
4. Specifically for perennial crops, the valuer will also collect information on typical growth periods and how yields evolve with the age of the crops.

5.2.3 Business

Surveys of affected businesses will be carried out to enumerate businesses losing customers and employees losing income during construction. The value of these losses will be estimated to establish business and employee allowances.

5.3 **Cash Compensation Value**

5.3.1 Land

Compensation for temporary occupation of private agricultural land will be compensated at rental value of affected land based on rental market price for the area, for an agreed period.

Compensation for restrictions on use of land above buried cables will be based on payment of a percentage of the replacement value of the affected parcel.

5.3.2 Crops and Trees

The replacement value of annual crops is based on typical yields and market prices, which will be gathered for all main crops in the region intersected by the Project.

The replacement value of perennial crops (trees) is based on the income lost during the period required to re-establish the perennial tree or plant.

5.3.3 Business

Compensation for business losses is based on actual income to be established by pertinent receipts or other documents if demonstrable, otherwise business loss allowance will be decided based on the market rate of the day and nature of business.

5.3.4 Taxes and Subsidies

Any taxes that recipients of compensation may have to pay in direct relation to their receiving compensation will be offset by the Project. The specific methodology for applying this may vary depending on the type of compensation payment (Land Rental; Easements/Restrictions; Crops; Allowance etc.).

5.3.5 Payment Process

Once an agreement on compensation is reached, agreements will be signed to cover, as relevant:

1. Compensation for crop damage.
2. Allowances to business owners for temporary business disturbance.
3. Allowances to employees of these businesses for temporary loss of employment income.
4. Rental agreement for temporary occupation of land during construction.
5. Easement agreement for restrictions upon land.³

Payment will be made within one month after the compensation agreement is reached, prior to entry onto the land. Compensation will be paid in one installment in Tunisian Dinar into the bank account designated by the landowners and/or land user and identified in the compensation agreements. In case the compensation beneficiary does not have a bank account, they will be supported in opening such at the nearest bank subsidiary.

The landowner/user will be asked to vacate the land one week after payment.

5.4 **Gender Sensitivity Assessment**

5.4.1 Overview of Women and Land Access in Tunisia

The situation for women and land access in Tunisia presents barriers, reflecting broader issues of gender inequality and socio-economic disparity. Women's access to land and property rights is limited, with women's land ownership in Tunisia not exceeding 5% in 2021⁴.

Rural women in Tunisia are particularly affected by these inequalities. They are key contributors to the agricultural sector, yet they often lack ownership rights to the land they work on. Many rural women are seasonal workers in agriculture, facing difficult working conditions, including physical labor, violence, and precarious transportation. Despite their crucial role in food production and achieving food security, these women face economic hardships, with a substantial wage gap compared to men, and as much as 60% of them experience hunger and malnutrition in 2022⁵.

³ Although easement agreement will enter into force only after land is handed back at the end of construction, they will nevertheless be signed before entry onto land and associated compensation will be paid at that time. The contents of the agreement will be re-explained to the landowner when the agreement enters into force.

⁴ Capire. (2021). *Women struggle for land rights and equal inheritance in Tunisia*. [online] Available at: <https://capiremov.org/en/women-struggle-for-land-rights-and-equal-inheritance-in-tunisia/>
⁵ Al-Safir Al-Arabi. (2022). *Rural Women in Tunisia: The Dilemmas of Informal and Feminized Labour*. [online] Available at: <https://assafirarabi.com/en/24456/2022/03/08/rural-women-in-tunisia-the-dilemmas-of-informal-and-feminized-labour/>

In addition to economic challenges, rural women in Tunisia confront barriers in health care, education, and social services. The illiteracy rate among rural women is high, and a significant proportion of female workers in the agricultural sector are uninsured against occupational hazards⁵.

Efforts to empower women, particularly in rural areas, have been made through feminist initiatives and associations. These groups strive to create markets and resources for rural women, aiming to establish financial autonomy and recognize the value of their work in agricultural and handicraft sectors⁶.

Despite these efforts, social norms and institutional factors continue to hinder women's full participation in economic, socio-cultural, and public life. Women in Tunisia face more obstacles in accessing jobs, credit, and property compared to men. A significant gender wage gap persists, with women earning 20 to 40% less than men in 2023⁶.

Moreover, the issue of gender equality in inheritance remains a contentious and unresolved matter in Tunisia. The current political climate and social attitudes pose substantial challenges to reforming inheritance laws, which are crucial for ensuring women's socio-economic rights and equal access to land and property. The view in Tunisian society, influenced by Islamic law, is that men should inherit more than women. This perspective, while having its roots in religious texts, is also sustained by cultural and societal norms that prioritize male authority and financial control. President Saied's opposition to equality in inheritance has narrowed the space for debate⁷.

5.4.2 Gender Sensitivity Assessment

Potential Project impacts that might lead to exacerbated gender vulnerabilities and proposed mitigation measures are as follow:

- Undocumented women's informal work in farms: ensure that women potentially working in impacted businesses and private agricultural lands are identified through the census and consultation processes and are adequately compensated in the LRP.
- Women's higher barriers to enjoy the opportunities livelihood restoration such as training and income: ensure that livelihood restoration programs are tailored to women PAPs to meet their specific needs and are directly relevant to the skills of women in the community. This implies an inclusive decision-making process to ensure women are not only participants but also active decision makers in the LRP process through specific focus groups.
- Limited access to payment and compensation: ensure that payments to female landowners are made in their name instead of another family member's.
 - All PAPs eligible to receive cash compensation of some sort will be assisted in opening a bank account in the name of both spouses, to which all compensation will be issued.

⁶ Cities Alliance. (2023). Tunisia: *Unlocking the Potential of Women as Agents of Change*. [online] Available at: <https://www.citiesalliance.org/newsroom/news/cities-alliance-news/tunisia-unlocking-potential-women-agents-change>

⁷ Human Rights Watch. (2022). *President Saied Derides the Economic and Social Rights of Tunisian Women*. [online] Available at: <https://www.hrw.org/news/2022/08/16/president-saied-derides-economic-and-social-rights-tunisian-women>

6 LIVELIHOOD RESTORATION AND IMPROVEMENT

6.1 Existing Conditions

6.1.1 Agricultural Activity in the Project Area

As one of the largest market gardening regions of Tunisia, Menzel Temime is known for its rich and varied agricultural produce, which includes, but is not limited to, the production of cereals, olives, vines, citrus, peanuts, tomatoes and especially peppers which can be seen drying in the sun in August and September.

Specifically, the Project crosses seasonal crops such as cereals, as well as perennial crops such as olives, and grapevine and pepper plantations.

Table 6-1 summarizes the ownership type, number of owners, and economic activities performed on the private agricultural parcels directly affected by the Project.

Table 6-1: Description of Ownership Type and Economic Activities on Agricultural Parcels Affected by the Project

Parcel #	Ownership type	# of Owners	Economic Activity Performed on the Parcel
97	Private – Family owned	3	<ul style="list-style-type: none"> Currently not being used due to rain scarcity.
98	Private	1	<ul style="list-style-type: none"> Olive tree plantation – trees are not located near the Project's path. Seasonal crops plantation.
100	Private	1	<ul style="list-style-type: none"> Seasonal crops plantation.
101	Private	1	<ul style="list-style-type: none"> Seasonal crops plantation.
102	Private	1	<ul style="list-style-type: none"> Olive tree plantation – trees are not located near the Project's path. Seasonal crops plantation.
105	Private – Family owned	8	<ul style="list-style-type: none"> Currently not being used due to rain scarcity.

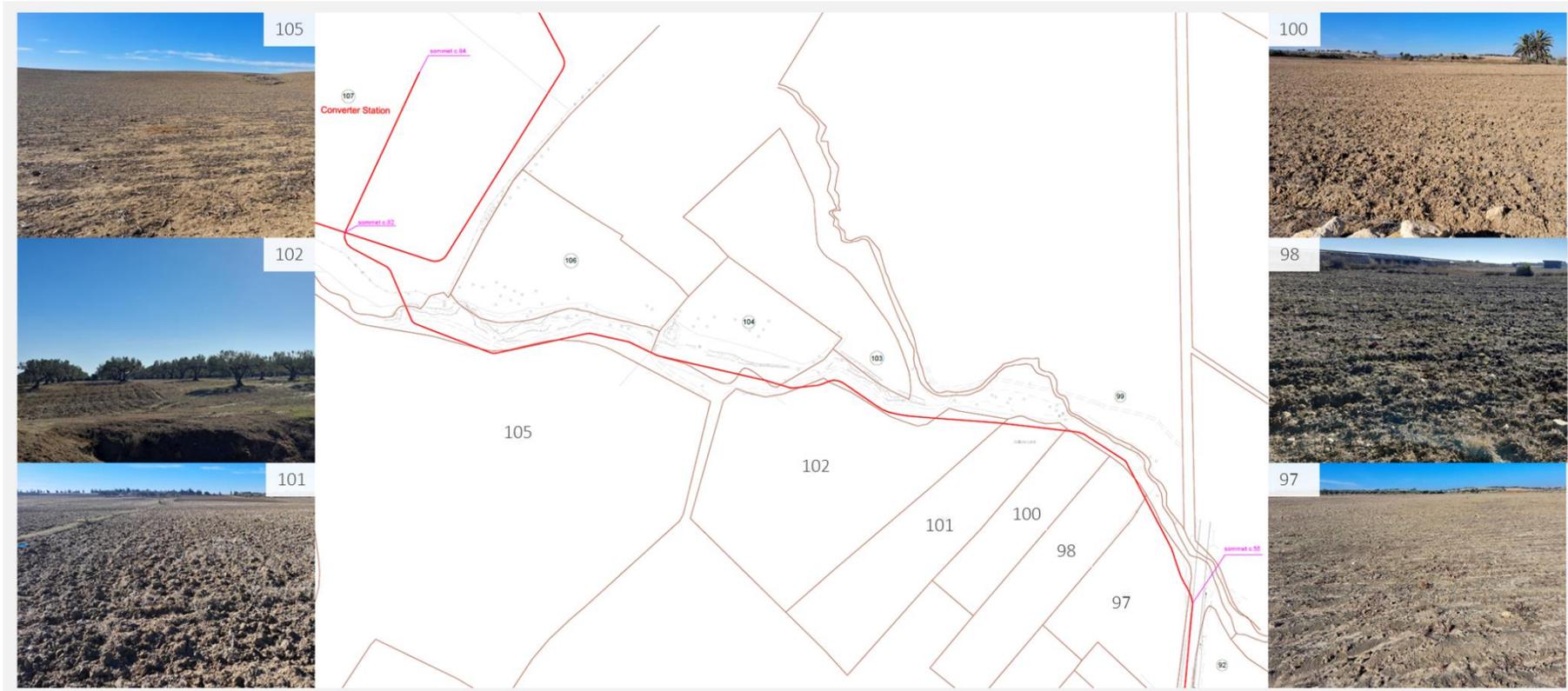
Source: SRA, 2023

One third of the private agricultural parcels directly affected by the Project are unused due to scarce rainfall, while the remaining parcels are utilized for seasonal crop farming (such as onions and tomatoes), with two of these parcels also having olive tree plantations.

During Key Informant Interviews with parcel owners' representatives, it was confirmed that the owners themselves use the land, and it is not rented out to third parties.

Figure 6-1 presents the cadastral map of the private agricultural parcels impacted by the Project, accompanied by photos from the November 2023 SRA site visit illustrating their current use and condition.

Figure 6-1: Cadastral Map of Private Agricultural Parcels Affected by the Project



Source: STEG, modified by SRA, 2023

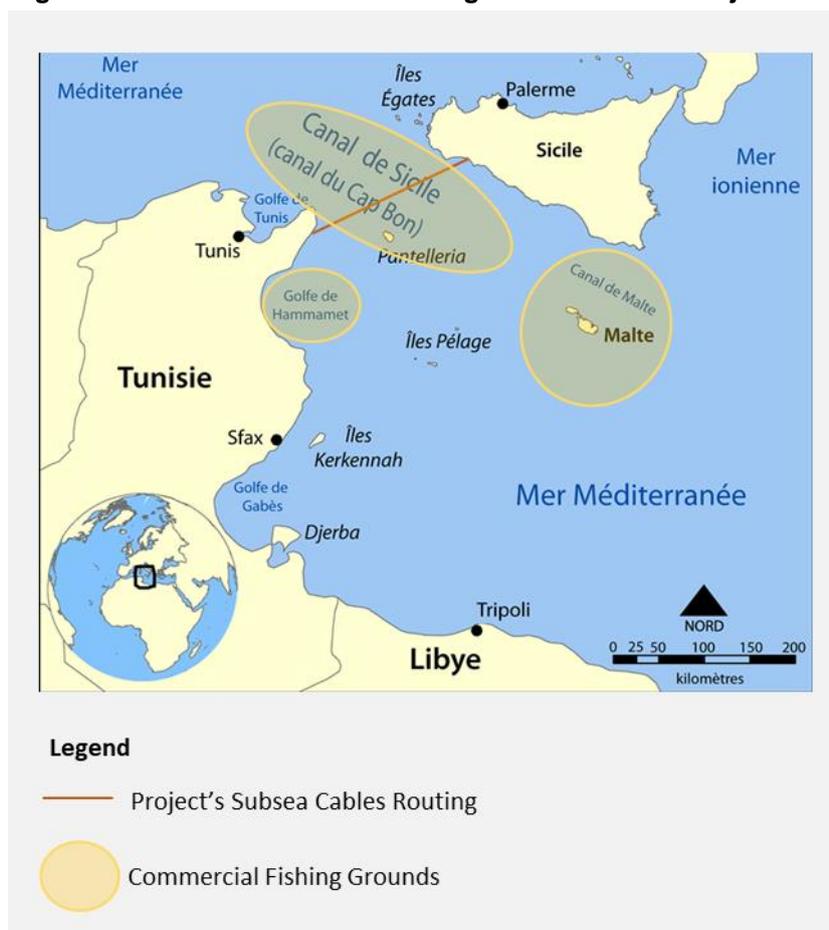
6.1.2 Fisheries in the Project Area

Commercial Fisheries

Information on the potential impact of the Project on the fisheries sector was collected from the Department of Fisheries during a consultation meeting on the 22nd of November 2023 (refer to Section 7.1). An overview of the fisheries sector in the Project Area is provided below.

Figure 6-2 illustrates the main commercial fishing grounds near the Project area, based on the information provided by the Fisheries Department.

Figure 6-2: Main Commercial Fishing Grounds in the Project Area



Source: SRA, 2023

The Project crosses the Strait of Sicily, which is rich in marine biodiversity, home to species such as chub, lobster, red shrimp and hake. The fishing zone boasts 550 registered vessels on the Tunisian side, 100 of which are trawlers operating in the region. A total of 3,000 fishermen are active in the area, underlining the significant importance of this region for the fishing industry in terms of infrastructure and manpower.

The summer months (July, August, September) are months of "biological rest" in the Gulf of Gabès located on the south-eastern coast of Tunisia, hence fishing vessels move from the southern fishing zones to the north, subject to obtaining a temporary fishing license to change zones (about 6 months).

On the other hand, the island of Malta, located south-east of the Project, is a breeding ground for bluefin tuna in aquaculture pools. From late May to early July, numerous tuna vessels and tugs from all over the Mediterranean basin (Algeria, Tunisia, Italy) move towards Malta very slowly (speed of 1 knot per second) to catch bluefin tuna. Some vessels arrive a month in advance and stay on site to reserve their

place for the bluefin collection. Trawling at a depth of 1,000 meters involves scraping the seabed at a speed of 1 mile per hour.

The fishing district is responsible for regulating fishing, in collaboration with the national navy. Fishing licenses are renewed annually, allowing fishermen to operate in a specific area. To change zones temporarily, fishermen can obtain a temporary license for a period of six months, but they are only authorized to hold an original license for one zone at a time, thus avoiding the simultaneous holding of two licenses.

Artisanal Fisheries

Being part of a coastal community with a strong fishing tradition, fishing in Menzel Temime is largely practiced in a seasonal and ancestral way. The only fishing port in the region is located in Kélibia and the fact that the beach is sandy makes the construction of a fishing port in Menzel Temime impractical.

Information on the potential impact of the Project on the artisanal fisheries sector in the Project Area was collected from five fishermen who were invited to a meeting with the local authorities, the EBRD and STEG representatives along with SRA consultants that took place at Menzel Temime district office on 22 November, 2023 (refer to Section 7.1) and participated to Key Informant Interviews (KIIs). The results of these KIIs are as presented below.

Demographic and Socio-Economic Profile of Surveyed Fisherfolks

The survey encompasses a group of male fisherfolk, aged between 32 and 58, predominantly married with children. Their educational background ranges from elementary to high school, with some having vocational training. Professionally, they have been engaged in fishing for periods ranging from 8 to over 20 years.

Gender Dynamics in Fisheries

The fisheries sector is reportedly male dominated. There are occasional instances of wives assisting in fishing expeditions, primarily in the absence of crew members or during peak seasons.

Regulatory Compliance and Challenges

Out of the five fisherfolks surveyed, only three possess official fishing licenses. A common concern highlighted is the bureaucratic complexity of the licensing process, with implications of illegal migration affecting regulatory frameworks.

Organizational Structure and Economic Practices

All respondents are boat owners and engage in full-time fishing (5 to 10 hours, 3 to 5 times a week). Their operational schedules vary based on climatic conditions, with intensified efforts during high seasons (12 to 14 hours daily). Income sharing is prevalent, with boat owners receiving half of the daily earnings, and the remainder divided among crew members. Monthly incomes range from 100 to 300 TND, increasing significantly to 2500 TND with offshore fishing. Additionally, secondary income sources like agriculture and employment in the hospitality sector are pursued during the fishing low season (summer).

Unionization is minimal with only one fisherfolk surveyed being part of a fishing trade union.

Fishing grounds and Techniques

The fishing grounds among the surveyed fisherfolks are predominantly nearshore, particularly in Menzel Horr, with activities primarily within 5 and as far as 10 kilometers from the coast. One of the surveyed fisherfolks also engages in offshore fishing, as far as 25km from the shore, notably around Sousse and La Goulette.

The primary fishing techniques employed are gillnet and line fishing. All fisherfolks own the boats they operate, which are wooden boats of 5 m long and 1.5 m wide, suited to artisanal fishing. Only two out of five vessels owned by surveyed fisherfolk are equipped with motors. When asked about key

equipment required to improve fishing activities, responses included engines, nets, GPS, and radar systems to enhance safety and operational efficiency in their fishing activities.

Catch Composition, Seasonality and Sale

The catch composition of the surveyed fisherfolk encompasses species like white fish, red mullet, coral fish, sea bream, and octopus, varying with seasonal and weather conditions. A typical catch was defined as 10 to 15 kg and can go up to 30 kg in good weather conditions. A bad catch was described as 2 kg and a good catch as 100 kg by one fisherfolk, or 1-2 large fish by another.

Peak fishing seasons are autumn and spring. Summer is identified as a low season for fishing activities.

Most of their catch (90%) is sold for cash. Lower quality catches are often reserved for self-consumption.

All the fisherfolks that operate exclusively in Menzel Horr (4 out of 5) sell their catch directly on the beach of Menzel Horr, with two of them exclusively selling their catch at this location. The rest distribute their catch across local markets in Menzel Horr, Kélibia, Sidi Daoud, and Menzel Temime.

Main Challenges Impacting Fishing Activities

Reportedly, the livelihoods of fisherfolk are influenced by a range of external challenges. Climatic variability, overfishing, pollution, and a decline in fish populations are major environmental concerns that threaten the sustainability of their practices. Additionally, the high costs of fishing equipment and maintenance pose significant economic challenges. Regulatory aspects, particularly the complex and bureaucratic licensing procedures, further exacerbate these challenges, impacting their legal access to fishing grounds and their ability to operate within the regulatory framework.

6.2 Livelihood Restoration Principles

6.2.1 Overview

EBRD Performance Requirement 5 defines economic displacement as “loss of assets or resources that leads to loss of income sources or means of livelihood as a result of project-related land acquisition and/or restrictions on land use. A key objective of PR5 is to “restore or, where possible, improve the livelihoods and standards of living of displaced persons to pre-displacement levels”.

PR5 stipulates also that when a project causes “temporary or permanent loss of income or livelihood through, for example, interruption or elimination of a person’s access to his/her employment or productive assets”, the project will provide the following in addition to compensation:

1. Livelihood assistance (for example, credit facilities, training or job opportunities) and opportunities to restore, and where possible improve, their income-earning capacity, production levels and standards of living.
2. Transitional support to economically displaced persons, as necessary, based on a reasonable estimate of the time required to restore their income-earning capacity, production levels and standards of living.

The compensation entitlements outlined in Section 5 have been designed to compensate fairly for Project land easement and access impacts, including any related temporary and/or permanent loss or disruption of income and access to productive assets experienced by PAPs.

These entitlements will not necessarily assure restoration of living standards of all Project affected households. Complementary livelihoods assistance and transitional support measures will therefore be delivered to ensure that all PAPs, are able to restore their income stream to pre-Project levels and where possible improve them.

To ensure PAPs are able to restore and where possible strengthen their livelihood through a Livelihood Restoration and Enhancement Program with the following objectives will be implemented:

- Ensuring the successful rehabilitation and reinstatement of temporarily leased land to affected owners and users for re-cultivation.
- Ensuring linkages of PAPs to the benefits and opportunities associated with the Project, including construction-related employment and training opportunities, and community investment initiatives.
- Provision of appropriate transitional support to PAPs considered ‘vulnerable’ and at an elevated risk of experiencing hardship as a result of land easement and access.
- Provide livelihood enhancement measures at community level to fisherfolks in Menzel Temime and Kélibia.

6.2.2 Eligibility and Entitlements

In the context of this Project, the categories of people eligible to participate in Livelihood Restoration Programs are:

- Landowners and users affected by the Project entitled to agricultural related restoration programs and skills and employability enhancement program.
- Fisherfolks artisanal communities in the Project area (Menzel Temime and Kélibia) entitled to livelihood restoration programs such as a fishing enhancement program and skills and potentially employability enhancement program.

The programs will be defined during the LRP preparation, using participatory methods and by consulting with local NGOs and other actors that successfully implemented livelihood programs in similar contexts. Section 6.3 below provides a high-level summary of proposed livelihood interventions.

6.3 Proposed Livelihood Restoration and Enhancement Programs

Proposed packages will match the type of impacts and expectations of affected communities and people, and may include:

- Agricultural Restoration Package (household): Agricultural restoration support to ensure that households are able to restore their agricultural production. Activities include access to basic inputs and locally available training on improved and sustainable agricultural practices.
- Communal Agricultural Infrastructure Improvements (some landowners, farmer associations, farmer groups and villages): These activities are intended to improve the overall capacity of the village to increase and improve agricultural incomes. These programs would include multiplier activities designed to build upon existing agricultural activities and to support livelihood restoration at the community level. Activities may include establishment of managed grazing, training of locally available agricultural trainers, support for the creation / improvement of local cooperatives and farmer groups, and improved access to natural resources.
- Fishing Enhancement Package (household / communal): As potential impact on fisheries is expected to be negligible, these activities will aim to enhance fishing production. They could include the distribution of fishing assets improving the security in the fishing area (GPS, nets), and the creation / improvement of fishing areas.
- Skill and Employability Enhancement, particularly meant for the youth and women: These include basic training (literacy, numeracy) and vocational training expected to improve access to employment, whether in relation to the Project or not, and income diversification.

The content of the programs will be developed in close consultation with affected communities and PAPs to reflect their needs and expectation, as well as ensuring program accessibility.

6.4 Transitional Hardship Support (Vulnerable Support)

Vulnerability may be viewed in two ways:

1. Pre-existing vulnerability independent of the Project: vulnerability that exists with or without Project development.
2. Project-induced vulnerability caused by Project-related displacement and results in PAPs being unable adjust to new conditions due to shock or stress resulting from Project activities.

Vulnerable groups in the Project Area have been identified in the ESIA report and may include persons with disabilities, illiterate people, large families with more than five dependent children below 15 years (legal employable age with some limitations), youth, youth between 15-29 years neither in employment nor in education or training (NEETs), women and women-headed households, households registered as poor, elderly households with no means of livelihood (or not earning) and households with disabled members, as well as internally displaced persons and migrants or transient users of lands affected.

The Project will incorporate differentiated measures to ensure that these groups are consulted with and have the means to participate and express their views and concerns on the Project. The livelihood restoration program will seek that vulnerable households can successfully re-establish their livelihood activities.

A Transitional Hardship Support (THS) program will focus on those vulnerable households who will experience hardship despite the availability of compensation and livelihood support. These households may not be able to take full advantage of the benefits available to them. The content of the programs will be developed in consultation with eligible PAPs to reflect their needs and expectations, as well as ensuring program accessibility.

The THS program will:

- Pre-identify potential vulnerable households based on census and socio-economic survey data.
- Establish criteria for identifying vulnerable households that require support from the THS.
- Identify vulnerable households and the level of support required, as well as determining when vulnerable households will exit the THS program.
- Include a provision for additional support for vulnerable households.
- Monitor the transition of vulnerable households through the resettlement process and their exit from the THS program.

The Project will closely monitor the post-resettlement living standards and livelihoods of vulnerable households, ensuring early identification of the need for any corrective action or additional resources.

6.5 Linkages Program

In keeping with EBRD PR 5 to provide opportunities for PAPs to derive development benefits from the Project, STEG staff will review Contractor Employment Plans and provide feedback to the ESMS team on options for facilitating access of PAPs to the procedures which Contractors are implementing to promote local procurement, employment and training. PAPs' access to these opportunities will be monitored.

7 CONSULTATION AND DISCLOSURE

7.1 Consultations Conducted to Date for the ELMED project

On June 8, 2021, the first public consultation for the ELMED project took place in Nabeul with the participation of authorities, public administration representatives and ELMED. The consultations were focused on collecting stakeholder concerns and articulating the project's strategic importance.

Between July through December 2021, interviews with regional and local authorities were conducted, including the Municipality of Menzel Temime, the Municipality of Menzel Horr, and key public services (Agriculture, STEG, Forestry, the AFI Agency, and the Regional Development Agency). The objective of these consultations was to discuss landing points, the Mlâabi Converter Station and the underground cable and evaluate alternatives for these project components.

From February to March 2023, ELMED/STEG held public consultations in each of the four governorates crossed by the ELMED project (refer to Figure 2-1) to present the Environmental and Social Impact Assessment (ESIA) results, gather stakeholder feedback, and inform about the project's analysis of alternatives. STEG clarified that the project would involve temporary occupation rather than expropriation of land, in line with the 1922 decree. Furthermore, ELMED/STEG engaged in administrative consultations for the Overhead Line (OHL) component, integrating public and stakeholder feedback into the ESIA study to shape the project responsibly. The detailed results of these consultations have been documented and are available in the World Bank Resettlement Framework published in 2023.

The initial discussions concerning land access with the Project-Affected Private Landowners, specifically for the section of the Project outlined in this RF, initiated during the SRA site visit, detailed in the subsequent sections.

7.2 Results of Consultation Carried Out for Preparing the Resettlement Framework

SRA engaged extensively with Project's Stakeholder for the development of this RF during a four-day site visit from November 20th to 23. The main results of these consultations are summarized in Table 7-1.

Table 7-1: Main Results of Initial Consultations for RF Development

#	Stakeholders	# of Participants	Main Results of Consultation and Key information Collected
National Authority			
1	STEG	<ul style="list-style-type: none"> STEG: 5 EBRD: 1 SRA: 2 	<ul style="list-style-type: none"> STEG's has not been involved in similar processes. The team would benefit from capacity building for the implementation of resettlement activities.
2	ANPE	<ul style="list-style-type: none"> Authority: 5 STEG: 6 EBRD: 1 SRA: 2 	<ul style="list-style-type: none"> The ANPE has not been involved in similar processes related to resettlement.
3	AFI	<ul style="list-style-type: none"> Authority: 8 STEG: 5 EBRD: 1 	<ul style="list-style-type: none"> The AFI has not been involved in similar processes related to resettlement.

#	Stakeholders	# of Participants	Main Results of Consultation and Key information Collected
		<ul style="list-style-type: none"> SRA: 2 	
4	CTN	<ul style="list-style-type: none"> Authority: 3 STEG: 3 EBRD: 1 SRA: 2 	<ul style="list-style-type: none"> The CTN has not been involved in similar processes related to resettlement. The main concerns and challenges related to the Project are linked to the intense navigation activity in the Strait of Sicily related to trade, tourism, and fishing. The low season is during the winter months.
5	Fisheries Department	<ul style="list-style-type: none"> Authority: 2 STEG: 2 EBRD: 1 SRA: 2 	<ul style="list-style-type: none"> The Fisheries Department has not been involved in similar processes related to the implementation of fishing restriction zones linked to the development of an industrial project in the Project area. The main concerns and challenges related to the Project are linked to the intense navigation activity in the Strait of Sicily, where many of the Mediterranean basin's international fishing nations operate (Tunisia, Italy, Algeria). This is a key area of the Mediterranean basin for fishing, but also for many commercial and tourist shipping
Local Authority			
6	Meeting with the Nabeul Governorate	<ul style="list-style-type: none"> Authority: 15 STEG: 5 EBRD: 1 SRA: 2 	<ul style="list-style-type: none"> The Governorate of Nabeul has not been involved in similar processes, but is committed to follow best practices, as set out in the RF.
7	Meeting with the Menzel Temime District	<ul style="list-style-type: none"> Authority: 3 Civil Society/ potential PAPs: 15 STEG: 3 EBRD: 1 SRA: 2 	<ul style="list-style-type: none"> Menzel Temime has not been involved in similar processes, but is committed to follow best practices, as set out in the RF.
PAPs			
8	KIIs with fisherfolks working in the Project area	<ul style="list-style-type: none"> Fisherfolks: 5 STEG: 2 EBRD: 1 SRA: 2 	<ul style="list-style-type: none"> The fisherfolks explained that they were in close and constant contact with the local authorities about the Project and expressed a rather favorable opinion regarding the Project given its importance for the country.
9	KIIs with landowners	<ul style="list-style-type: none"> Landowners: 6 STEG: 2 EBRD: 1 SRA: 2 	<ul style="list-style-type: none"> One representative for each Project affected parcel was present, mainly women (5 out of 6). Landowners are willing to lend their lands and are in favor of the Project given its importance to the country and enquired about the extent of the land which would be occupied during the work phase and if they would receive any compensation. The delegate and the STEG representative explained the administrative and technical aspects and clarified that an agricultural expert would be appointed to evaluate the

#	Stakeholders	# of Participants	Main Results of Consultation and Key information Collected
			potential damage and specify the compensation amount and that the entire process would be conducted in direct consultation with the landlords.

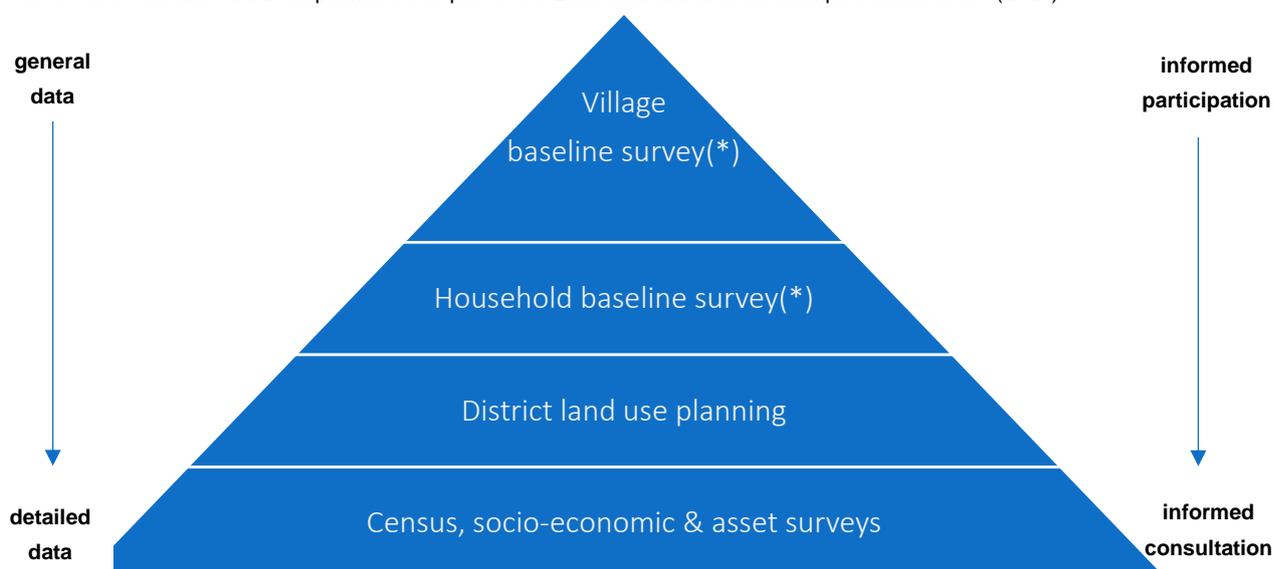
7.3 Planned Future Engagement Activities

Consultation and participation of affected communities and PAPs is an essential element of the land access, compensation and resettlement process. Throughout the process there will be consultation and involvement of impacted villages, collectives, households and PAPs. The engagement methodology consists of a series of activities designed to build community relationships and collect information to plan and manage the impacts of Project-induced displacement as presented in FIGURE.

The engagement methodology provides flexibility in responding to Project and community needs allowing activities to be undertaken intensively or to be phased with increasing levels of engagement and data collection as illustrated in below.

Figure 7-1: Engagement activities and data collection

Note: These activities will be implemented as part of the Environmental and Social Impact Assessment (ESIA).



Initial activities rely on rapid rural appraisal techniques, photo interpretation and household surveys to produce village profiles on land-use, socio-economic activities and potential impacts at a community level will be undertaken as part of the ESIA report.

Detailed data on Project impacts at household and individual levels are collected in subsequent activities of census, socio-economic and asset surveys and are used as the basis for land access agreements, resettlement and livelihood restoration plans and PAP agreements.

Stakeholders will be consulted on the following issues and their feedback will be sought as part of the LRP:

- PAP-level land use and socio-economic activities
- Entitlement matrix
- Asset valuation, calculation and rates
- Options and rights pertaining to resettlement and compensation

- Technically and economically feasible options for compensation and resettlement
- Process and proposed dates for compensation and resettlement
- Compensation for loss of assets and services at full replacement cost
- Other assistance available to maintain or improve living standards.

Consultations and disclosure will be undertaken at the following key stages:

- Prior to the census and socio-economic survey to inform people of the process and during the asset inventory survey, business survey and livelihood survey
- During the LRP and ESIA national and regional consultations
- During the survey process through interviews and focus group discussions to provide information and discuss impacts and compensation, resettlement and rehabilitation options
- Post completion of the survey process to discuss the LRP entitlement matrix and seek feedback on it from PAPs
- During the LRP disclosure process
- During the implementation of the LRP for each component at the stage of negotiation of compensation packages with impacted parties, and other concerned parties (government, etc.), delivery of compensation and concurrently, through the process of resettlement and livelihood restoration
- Post implementation, during monitoring and evaluation, and the audit process
- Through Project operations.

7.4 Disclosure

This Resettlement Framework will be publicly available on the website of EBRD and ELMED/STEG, in French and in English.

Once approved, the LRP will be publicly disclosed on the website of EBRD and ELMED/STEF, in French and English. A Non-Technical Summary will be prepared and made available to PAPs, in a simple and concise language, in French and Arabic, as per Project's SEP.

8 GRIEVANCE MANAGEMENT AND REDRESS SYSTEM

8.1 Key Principles

To be aware of and respond in a timely manner to stakeholders' grievances and concerns related to land access, resettlement and livelihood restoration, STEG will implement a comprehensive Grievance Mechanism.

As per EBRD PR5, and as detailed in the Project's Stakeholder Engagement Plan (SEP), complaints should be addressed promptly using an understandable and transparent process that is readily acceptable to all segments of affected stakeholders. The mechanism should be appropriate to the scale of impacts and risks presented by a project and beneficial for both the Project owner and stakeholders. The mechanism must not impede access to other judicial or administrative remedies. It is an attempt to resolve issues amicably.

The grievance mechanism provides a formal avenue for stakeholders to register concerns and for these to be addressed in good faith and through a transparent and impartial process. Grievances are monitored to signal any escalating conflicts or disputes.

The grievance process should be gender sensitive and culturally appropriate in design to suit the needs of local communities. The ability or willingness of all ‘at risk’ or vulnerable groups to participate in such processes should be considered.

8.2 Registration of Grievances

To date, within STEG’s Grievance Management Framework, claimants may submit grievances through several accessible channels:

- Localized contact points: STEG District offices and local commercial agencies across the governorates oversee region-specific concerns.
- Centralized communication: The STEG Citizen Relations Office in Tunis offers comprehensive support, with contact details, including phone and email, readily accessible on the STEG website. Additionally, a dedicated service number is available for public inquiries.
- Local authorities: The office of the head of the district is available for escalated or more complex grievances. Local authorities serve as intermediaries, channelling community grievances to STEG.
- Construction phase: Construction project managers act as primary contacts for immediate construction-related issues.
- Property-related concerns: The Equipment Department (DEQ) addresses issues, especially those arising from impact studies on properties.

STEG will develop an overall Grievance Redress Mechanism (GRM) for the ELMED project, as detailed in the project SEP.

Verbal or written grievances related to impacts and issues related to land, resettlement and livelihoods, will be channelled to the Resettlement Unit. The grievance will then be recorded on the standard Grievance form and a formal confirmation along with a copy of the form signed by both the complainant and STEG will be sent to the complainant along with an explanation of the next steps to be taken.

The person who receives the grievance will ensure that the name of the district, date recorded, name of complainant, and name of the person that receives the grievance are noted. If the grievance is received directly by the Resettlement Unit Staff, then the standard Grievance form should be used to record the grievance.

STEG staff will register the grievance in the Project’s Information Management System (IMS). All grievances must be registered in the Project’s Information Management System regardless of whether they are ultimately deemed legitimate. Each grievance merits an inspection. A site inspection must be undertaken within one week of receiving a grievance related to land, resettlement or livelihoods.

8.3 Grievance Resolution

There are three resolution levels to grievances:

1. **Project’s Resettlement Implementation Unit and the complainant (individual or group):** The grievance is easily resolved by mutual agreement between Staff members and the complainant.
2. **Project’s Resettlement Implementation Unit, other STEG departments or supplier and the complainant:** The grievance needs to be evaluated in conjunction with other STEG departments or contractors who are at least partially responsible for the grievance.
3. **Lawsuit in civil court:** If all attempts have been made by STEG to resolve the grievance, and attempts to avoid legal action fail, the complainant has the right to present the grievance case in civil court according to the laws of Tunisia.

Grievances will be resolved according to the following timeframe:

- Project staff or contractor to submit registered grievance to Project's Resettlement Unit: 24 hours
- Field investigation of grievance: 7 days from grievance being filed
- Grievances resolved (90% of grievances): 30 days
- Assessment of complainant satisfaction with resolution or grievance closure: 2 to 3 weeks after closure

Two to three weeks after resolving the complaint STEG will pay a visit to the complainant to ensure that the complainant is satisfied and to gather feedback on the grievance resolution process. For grievances that receive a rating of "major" to "catastrophic", the visit will take place with greater frequency with the first visit to occur within a week of the resolution.

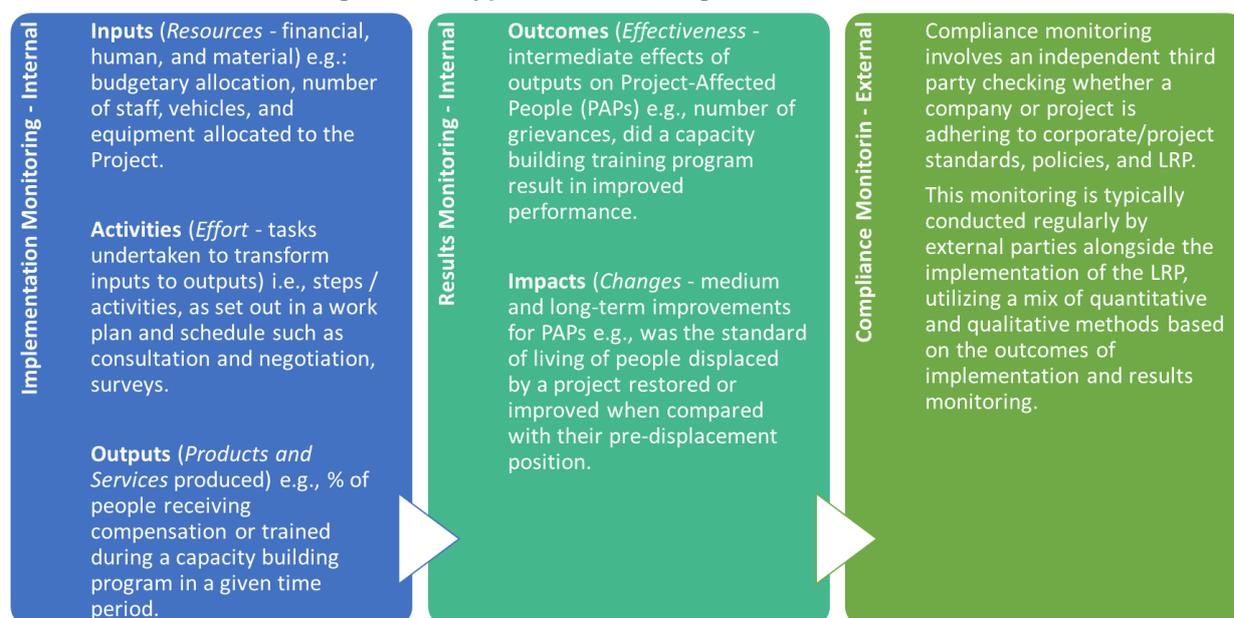
9 MONITORING AND EVALUATION

9.1 General Objectives

Monitoring and evaluation are key components of the land acquisition process. The objective is to provide the Project with feedback and to identify problems and successes as early as possible to allow timely adjustment to implementation arrangements.

The purpose of the M&E system is to provide STEG, EBRD, resettlement teams and directly affected persons, households and communities, with timely, concise, indicative information on whether compensation and resettlement activities are on track and achieving the resettlement goal and associated objectives. Particular attention will be given to vulnerable groups. The types of monitoring to be implemented by the Project are presented in Figure 9-1.

Figure 9-1: Types of Monitoring and Evaluation



9.2 Resettlement Monitoring Framework

The Resettlement Monitoring Framework seeks to verify that the Project has restored the livelihoods and living standards of displaced PAPs. Monitoring activities will include:

- Internal monitoring carried out by STEG based on a number of indicators measured at certain time steps. Indicators, methods and frequencies of measurement will be specified in the LRP.
- External reviews carried out at regular intervals by qualified specialists, with reports containing recommendations for corrective measures as necessary, submitted to STEG and EBRD.

The LRP will incorporate a comprehensive monitoring and evaluation planning section, which will include easily measurable indicators, designed to effectively track the progress of Project activities and ensure they align with the objectives of the LRP during implementation.

9.3 Internal Monitoring

9.3.1 Internal Activities

Internal monitoring and evaluation will involve the following activities:

- Verify delivery of entitlements in accordance with the RF.
- Verify that agreed measures to restore or enhance livelihoods are being implemented.
- Verify that LRP inputs and activities are delivered to schedule.
- Identify any problems, issues, or cases of hardship resulting from resettlement.
- Assess numbers, types and significance of grievance, and response to grievances.
- Ensure appropriate corrective actions are undertaken and outcomes are satisfactory.

9.3.2 Reporting

STEG will report to EBRD on progress, as per the following schedule:

- Quarterly Progress Reports – before resettlement / provision of compensation and in the first six months upon resettlement / provision of compensation.
- Mid-Term Progress Report – six months upon resettlement / provision of compensation.
- Final progress report – twelve months upon resettlement / provision of compensation.

9.4 Compliance Monitoring – External Reviews

9.4.1 Scope and Objectives

The Project will procure the services of an external compliance auditor to check whether the LRP has been fully implemented and in keeping with EBRD Performance Requirements (PR 5). The scope of work of the compliance auditor will include the following tasks:

- General assessment: Evaluating overall compliance with LRP commitments and PR5, including interviewing a variety of affected households and enterprises to assess the impact on their living standards and opinions on compensation, resettlement, and grievance management.
- Compensation access: Reviewing the timeliness and justification of delays in delivering entitlements as outlined in the LRP, and assessing if compensation is provided at replacement value.

- **Livelihood restoration:** Examining how effectively the livelihoods of PAPs are restored and verifying the implementation and effectiveness of measures to enhance the quality of life and livelihoods of those affected by the Project.
- **Monitoring and evaluation:** Inspecting internal monitoring and reporting procedures for conformity with the LRP, and using internal records to identify potential non-compliance, recurring issues, or disadvantaged groups.
- **Grievances:** Reviewing grievance records to identify significant non-compliance or ongoing issues in compensation, land reinstatement, or grievance management.
- **Vulnerable people:** Assessing systems for screening, tracking, and assisting vulnerable individuals, including evaluating related records and performance for compliance with the plan.
- **Implementation:** Determining if resources are sufficient for fulfilling commitments, assessing needs for training or capacity building, evaluating the data management system and outcomes, comparing actual progress with the initial schedule.

9.4.2 Timing and Implementation Arrangements

Compliance monitoring will take place twice a year during the active phase of implementation. The external auditor Each of the auditor's missions will be sanctioned by a report prepared independently for STEG/EBRD. The auditor will be selected from amongst individuals with significant international experience in land access and resettlement, and livelihood restoration.

9.5 **Completion Audit**

The completion audit, potentially conducted by the same auditor involved in compliance monitoring, will aim to check that the objectives of the LRP have been achieved and, where steps are required to meet the objectives, developed into an Action Plan. The detail objectives of the completion audit are as follows:

- Evaluate the effectiveness of measures to minimize displacement impacts by comparing actual impacts on land and people against those documented in the LRP.
- Ensure that all entitlements and commitments listed in the LRP have been fulfilled.
- Determine if the LRP measures have successfully restored or enhanced the living standards and livelihoods of affected people.
- Investigate any systemic grievances that remain unresolved.
- Pinpoint any necessary corrective actions to fulfill LRP commitments.

9.5.1 Completion Criteria

The completion audit report will present conclusions on the effectiveness of resettlement and livelihood restoration and list any corrective measures necessary for the complete rehabilitation of PAPs. Completion criteria are as follows:

- Demonstrating that the livelihoods of PAPs have been effectively restored or enhanced compared to pre-Project conditions.
- Confirming that all commitments and entitlements outlined in the LRP, including compensation, resettlement assistance, and support services, have been fully delivered and received by the affected individuals or households.

- Confirming that all systemic or significant grievances related to the Project have been addressed and resolved to the satisfaction of the affected parties. This includes grievances related to compensation, resettlement, and other aspects of the LRP.

9.5.2 Timing and Implementation Arrangements

The audit will be conducted approximately two years after displacement or at a time deemed appropriate by STEG.

10 IMPLEMENTATION RESPONSIBILITIES AND FUNDING

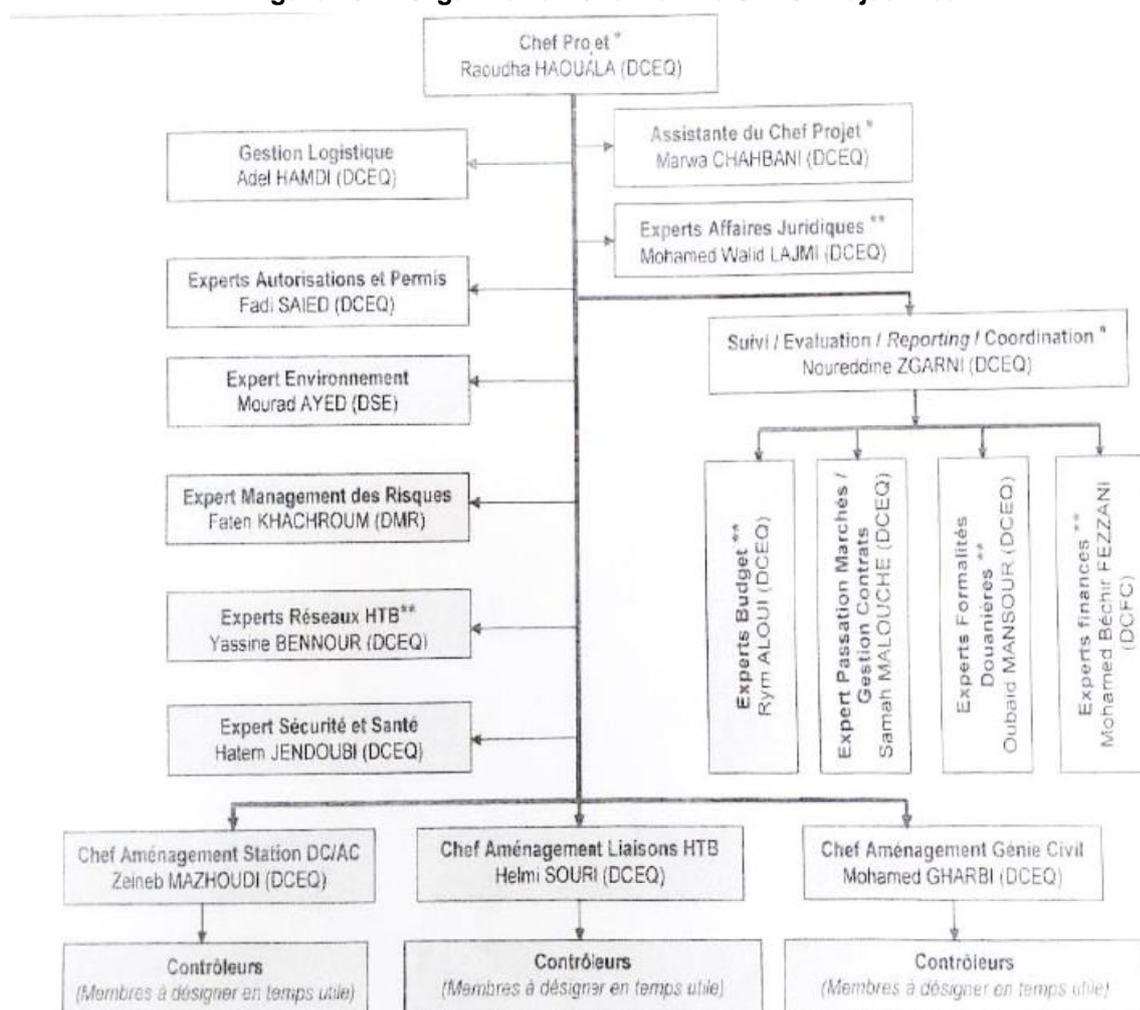
10.1 Implementation Responsibilities

STEG has overall responsibility for the implementation of this RF and implementation of the LRP.

STEG will closely cooperate with local authorities responsible for announcing the key implementation steps that will be detailed in the LRP (information disclosure, census, negotiation, valuation, compensation, monitoring and evaluation) to ensure that, in addition to Tunisian legislation, EBRD requirements are also met. Details will be defined in the LRP.

STEG has established a project team made up of about twenty experts, mostly from the Department of Control of Environment Quality (DCEQ) among which the following experts will oversee the implementation of the ESMP and of LRP.

Figure 10-1: Organization Chart of the STEG Project Team



NB : * Agents affectés plein temps au Projet.

** + Autres Membres (voir tableau ci-après)

Source: STEG, 2023

STEG will establish a Resettlement Implementation Unit to oversee the land access and resettlement of the broader ELMED project in Tunisia. This team would need to be reinforced by a Social and Resettlement Expert who would oversee the coordination and implementation of the measures adopted in this LRP.

The Social and Resettlement Expert should have a background in social issues and implementation of population resettlement. The composition of the team, their main responsibility and missions are detailed in Table 10-1.

Table 10-1: Project Resettlement Implementation Unit

Position	Responsibility	Tasks
Social and Resettlement Expert	<ul style="list-style-type: none"> Oversee LRP coordination and implementation on time and on budget. 	<ul style="list-style-type: none"> Manage and allocate resources (human, financial, material) effectively to ensure the timely and successful implementation of LRP activities. Implement quality assurance processes to ensure that resettlement and livelihood restoration activities meet the

Position	Responsibility	Tasks
		<p>project standards and objectives and address the needs of affected communities.</p> <ul style="list-style-type: none"> Collaborate with various departments within the Project to ensure a cohesive approach to Project implementation. Provide regular updates and detailed reports to higher management and relevant stakeholders about the progress, challenges, and achievements in the LRP implementation. Implement specific actions in the LRP focusing on practical, on-the-ground activities. Act as the main contact for Community engagement, including PAPs and Project's Stakeholder, including negotiation, sign-off, and securing of Project's RoW. Develop all Project documentation (with support from STEG Legal Department in the case of legal documentation). Implement monitoring activities as stated in the LRP.
Livelihood Expert	<ul style="list-style-type: none"> Implement measures adopted in LRP. 	<ul style="list-style-type: none"> Collaborate with local authorities to ensure that resettlement and livelihood initiatives align with local needs and contexts. Implementation of Livelihood Restoration Programs.
Grievance Manager	<ul style="list-style-type: none"> Implementation of Project's Grievance Mechanism. Is part of the Project's SEP team supporting implementation of the SEP 	<ul style="list-style-type: none"> Create a comprehensive Grievance Database. Communicate the grievance mechanism to all stakeholders, ensuring that they are aware of how to access and utilize it. Maintain a systematic record of all grievances lodged, their status, and outcomes. Regularly review and assess the effectiveness of the grievance mechanism, ensuring that it operates as intended and adheres to project policies and standards. Act as a mediator or facilitator in the resolution process, ensuring that grievances are addressed in a timely and fair manner.
IMS Manager	<ul style="list-style-type: none"> Project's IMS, including LRP database. 	<ul style="list-style-type: none"> Update resettlement database. Archive PAPs document (surveys, contracts, and engagement notes) in Project's IMS online and on paper.

10.2 Budget and Arrangements for Funding

The budget for LRP implementation will be included in the Livelihood Restoration Plan.

10.3 Updating RF to LRP

To update this RF into an LRP, STEG will oversee the following key steps:

Initial Assessment and Planning

1. Confirm the geographical area impacted by the Project based on final Project design.
2. Create a comprehensive list of all potential PAPs, including landowners, land users, and households which livelihoods may be affected by the Project.
3. Develop the socioeconomic and valuation surveys (land, crops and trees, and businesses) templates.

Land and Asset Valuation

4. Implement the socioeconomic survey and gather data on demographics, land use, livelihoods and community structures within the area.
5. Implement the land, crops and trees and businesses valuation surveys.
6. Analyse the data to understand the extent of impact on each stakeholder group.
7. Develop livelihood restoration and compensation strategies to address livelihood impacts, based on the assessments and data collected.
8. Include preliminary timelines and resource requirements.

Collective Consultation and Negotiations

9. Define final list of PAPs based on survey results.
10. Engage with the identified groups of PAPs to present the initial findings and proposed compensation/mitigation plans.
11. Collect feedback, concerns, and suggestions to refine the plan.

Preparation of LRP

12. Incorporate feedback and additional findings into a draft Livelihood Restoration Plan.
13. Following internal review and approval, disclose LRP.
14. Finalize LRP based on feedback received.

10.4 Project Timeframe

Figure 10-2 presents an indicative schedule of the Project land access and resettlement processes and milestones.

- **LRP Preparation and Approval:**
 - Timing: Total duration of 6 months post RF approval and Project design finalization. Should start at least 9 months prior to construction.
 - Key considerations: The LRP preparation should begin immediately after RF approval and Project design finalization, as it is essential for timely starting of construction activities.
- **Negotiation and Land Access:**
 - Timing: Starts immediately after LRP approval, duration of two months. The key steps of the Negotiation and Land Access Process are detailed in Section 4.2.1.
 - Key considerations: Securing land access should be completed in advance of construction activities.
- **Construction Start:**
 - Timing: Begins after the completion of Planning and Evaluation phase, approximately eight months following LRP approval, aligning with Q3 2025 schedule.

- Key considerations: Construction can only start after the successful completion of LRP activities.
- **Construction Phase:**
 - Timing: Split into underground transmission line (six months) and subsea cable (2.5 months); progresses as per 2023 ESIA report.
 - Key considerations: Progression of construction phases is contingent on the timely and successful completion of earlier LRP milestones.
- **Livelihood Program Implementation:**
 - Timing: Lasts 12 months, concurrent with construction. Divided into training and livelihood enhancement (starts with construction) and crops-related programs (begins six months post land access).
 - Key considerations: This phase should align with construction activities but is primarily driven by the LRP timeline and community needs.
- **Internal M&E:**
 - Timing: Duration matches the implementation phase, starting and ending with it.
 - Key considerations: Monitoring activities should be initiated early to inform and adjust project activities promptly.
- **Compliance Monitoring:**
 - Timing: Runs parallel to the implementation phase, ensuring standards adherence.
 - Key considerations: Compliance monitoring is an ongoing process and should begin early in the process to pre-emptively address potential issues.
- **Completion Audit:**
 - Timing: Conducted approximately two years after displacement or at a time deemed appropriate by STEG.
 - Key considerations: Should only take place once actions required in the LRP have been substantially completed and displaced persons have been provided adequate opportunity and assistance to restore and / or improve their livelihoods.

Figure 10-2: Indicative RF and LRP Planning Implementation Timeframe



10.5 Change Management

In the event of any material changes to the Project, STEG will carry out an appraisal of the relevant changes in accordance with EBRD PR5 and any additional appraisal and stakeholder engagement requirements, and mitigation measures will be incorporated into a modified/restructured LRP.

11 REFERENCE

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Annex 1 –Grievance Registration Form (Template)**Resettlement Action Plan Public Grievance Form**

Reference No:	
Full Name	
Contract Information:	Address: Phone: Email:
Description of Incident or Grievance:	
What happened? Where did it happen?	
Who did it happen to?	
What is the result of the problem?	
Date of Incident / Grievance	
What would you like see happen to solve the problem?	
Date and Signature	
Please return this form to: (TBD)	

Annex 2 – Example of Survey Documentation (EBRD Compliant)*Project Name (URBAN SETTING, INFORMAL SETTLEMENT)**Development of the RAP/LRP – socio-economic baseline survey***CENSUS/SURVEY**

1. GENERAL SURVEY INFORMATION		
1.1 Names of survey interviewers:	1.1.1	Signature:
	1.1.2	Signature:
1.2 Date of survey:		
1.3 Settlement/sector:		
1.4 Survey form number:		
1.4 Name of supervisor:		Signature:

2. HEAD OF HOUSEHOLD AND CONTACT DETAILS	
2.1 Name of the head of household (HH):	
2.2 HH contact phone number:	

3. RESIDENCE AND MIGRATION OF THE HOUSEHOLD

3.1 Does the head of household have registered residence in XXX?	<input type="checkbox"/> 3.1.1 Yes (go to 3.1.1.1)	3.1.1.1 Address:
	<input type="checkbox"/> 3.1.2 No (go to 3.1.2.1)	3.1.2.1 Municipality/city of HH registered residence:
3.2 Does the household permanently or occasionally reside in XXX?	<input type="checkbox"/> 3.2.1 Permanently	3.2.1.1 When did the household move to XXX (year/month)? 3.2.1.2 Where did the household live before moving to XXX? 3.2.1.3 What was the primary reason for moving to XXX?
	<input type="checkbox"/> 3.2.2 Occasionally	3.2.2.1 Why does the household only occasionally live in XXX? 3.2.2.2 How many months of the year do you live in XXX?
3.3 Was the household evicted or resettled from another settlement in XXX?	<input type="checkbox"/> 3.3.1 Yes	3.3.1.1 Specify the name of the settlement and the date of eviction/resettlement
	<input type="checkbox"/> 3.3.2 No	
3.4 How long has the household been residing in the XXX settlement?	3.4.1 When did the household move to the XXX settlement (year/month)?	
3.5 Does the HH or any	<input type="checkbox"/> 3.5.1 Yes	3.5.1.1 Location (municipality/city):

member of the household have other property elsewhere?		3.5.1.2 Type of property: <input type="checkbox"/> Land <input type="checkbox"/> House in construction <input type="checkbox"/> Finished house <input type="checkbox"/> Other (specify):
	<input type="checkbox"/> 3.5.2 No	

3.6 Has the HH or any household members applied for social housing before?	<input type="checkbox"/> 3.6.1 Yes	3.6.1.1 Location (municipality/city):
	<input type="checkbox"/> 3.6.2 No	

4. GENERAL INFORMATION ABOUT ALL MEMBERS OF THE HOUSEHOLD

No.	Name	Relationship to Head of Household	Age	Sex M/F	Marital status	Place of birth (country, city)	Nationality/ethnicity	Religion
1		Head of household						
2								
3								
4								
5								
6								
7								

8							
9							
10							

5. DOCUMENTATION OF ALL MEMBERS OF THE HOUSEHOLD

No.	Name	Birth certificate (Yes/No)	Citizenship certificate (Yes/No)	Registered residence (Yes/No, if yes specify municipality)	ID card (Yes/No, if yes, specify new or old)	Health card (Yes/No)	Other document (specify – passport, driver’s license, IDP card, employment booklet)
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							

6. LANGUAGES

6.1 What language(s) do you speak in the household?	<input type="checkbox"/> XXX <input type="checkbox"/> XXX <input type="checkbox"/> Other (specify)	
6.2 Does everyone in the household understand XXX?	<input type="checkbox"/> 6.2.1 Yes	
	<input type="checkbox"/> 6.2.2 No	6.2.2.1 If no, specify who does not understand XXX and account for the overall number of individuals: <input type="checkbox"/> Elderly, number: <input type="checkbox"/> Children, number: <input type="checkbox"/> Adults, number:

7. EDUCATION OF ALL MEMBERS OF THE HOUSEHOLD					
No.	Name	Last level/grade and type of school completed	Still attending school? (Yes/No)	If education was not completed, what was the reason for this?	Any skills (informal)
1					
2					
3					
4					
5					
6					

7					
8					
9					

8. HEALTH STATUS OF THE MEMBERS OF THE HOUSEHOLD

8.1 Do any members of the household have a disability or suffer from chronic illness? 8.1.1 Yes (fill in the table below)
 Are any female members of the household pregnant? 8.1.2 No

No.	Name	Details of disability/chronic illness	Details of pregnancy (current term, due date and so on)	Is the person receiving any social or other welfare benefits?	If yes, type of assistance received (specify)
1					
2					
3					
4					

9. EMPLOYMENT AND INCOME OF ALL MEMBERS OF THE HOUSEHOLD							
9.1 CURRENT EMPLOYMENT AND INCOME							
No.	Name	Primary source of income (such as employment, pension, scrap collection, selling used goods)	If official employment - name of employer and type of work	Monthly income from the primary occupation	Other sources of income (specify - scrap collection, seasonal work, social welfare, disability payment, remittances, and so on)	Estimated monthly income from other sources	Total estimated monthly income
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
TOTAL MONTHLY INCOME OF THE HOUSEHOLD							

9.2. PREVIOUS EMPLOYMENT					
9.2.1 Was anyone in the household previously employed and is now not working?				<input type="checkbox"/> Yes, they were permanently employed (fill in the table below) <input type="checkbox"/> Yes, they were temporarily employed (fill in the table below) <input type="checkbox"/> No	
No.	Name	Employer	Type of work	Period when worked	Reason for stopping work
1					
2					
3					
4					
5					
9.3 UNEMPLOYMENT					
9.3.1 Is anyone in the household registered as unemployed with the National Employment Agency?				<input type="checkbox"/> Yes <input type="checkbox"/> No	
9.4 SCRAP COLLECTION					
9.4.1 What kind of scrap do you collect?				<input type="checkbox"/> Paper <input type="checkbox"/> Plastic <input type="checkbox"/> Metal <input type="checkbox"/> Other (specify)	

9.4.2 Where do you get the goods?	<input type="checkbox"/> Waste containers on street <input type="checkbox"/> Larger waste dumps	
	<input type="checkbox"/> Other (specify)	
9.4.3 How far do you travel in a day to collect scrap?	<input type="checkbox"/> Less than 5 kilometres <input type="checkbox"/> Between 5 and 15 kilometres <input type="checkbox"/> More than 15 kilometres	
9.4.4 Do you separate goods before you sell them?	<input type="checkbox"/> 9.4.4.1 Yes (go to 9.4.4.1.1)	9.4.4.1.1 Do you separate the goods? <input type="checkbox"/> Yes, in XXX settlement <input type="checkbox"/> Yes, elsewhere (specify)
	<input type="checkbox"/> 9.4.4.2 No	
9.4.5 Do you sell collected goods every day?	<input type="checkbox"/> 9.4.5.1 Yes (go to 9.4.5.1.1)	9.4.5.1.1 Where do you store unsold goods? <input type="checkbox"/> In XXX settlement <input type="checkbox"/> Elsewhere (specify)
	<input type="checkbox"/> 9.4.5.2 No	
9.4.6 Do you transport goods to the buyer?	<input type="checkbox"/> Yes <input type="checkbox"/> No, the buyer collects them <input type="checkbox"/> Both	

9.4.7 Who do you sell your goods to?	9.4.7.1 Specify:	
9.4.8 Do you sell your goods at the market?	<input type="checkbox"/> 9.4.8.1 Yes (go to	9.4.8.1.1 Specify location (s):
	9.4.8.1.1)	
	<input type="checkbox"/> 9.4.8.2 No	
9.4.9 How would you rate your business in the last two years?	<input type="checkbox"/> Improved <input type="checkbox"/> Deteriorated <input type="checkbox"/> Same 9.4.9.1 Please state the reasons for this:	
9.4.10 What could be done to help your business?	9.4.10.1 Specify:	

10. HOUSEHOLD EXPENDITURES

10.1 Choose five items from the following list that you spend most of your income on (please number from 1-5, 1 for the highest amount , 5 for the lowest amount, and write the average amount spent on each in one month

Item	Rating	Amount	Item	Rating	Amount
Food			Electricity/water		
Rent			Communications (phone bills)		

Health/medical expenses			Smoking/drinking		
Education			Other (specify)		
Transport			Other (specify)		
Clothes			Other (specify)		
11. AFFECTED OBJECTS					
11.1 All objects which the household uses:	<input type="checkbox"/> 11.1.1 Housing unit (house)	11.1.1.1 Number of rooms:			
		11.1.1.2 Type of construction material:			
		<input type="checkbox"/> Brick or concrete <input type="checkbox"/> Wood <input type="checkbox"/> Cardboard and other scrap			
	11.1.1.3 Size (in square metres):				
	<input type="checkbox"/> 11.1.2 Other objects (specify): <input type="checkbox"/> Shed <input type="checkbox"/> Workshop <input type="checkbox"/> Other (specify):	11.1.2.1 Number of rooms:			
		11.1.2.2 Type of construction material:			
		<input type="checkbox"/> Brick or concrete <input type="checkbox"/> Wood <input type="checkbox"/> Cardboard and other scrap			
		11.1.2.2 Size (in square metres):			
11.2 Are you the owner or the user of the housing	<input type="checkbox"/> 11.2.1 Owner				

<p>unit?</p>	<input type="checkbox"/> 11.2.2 User	<p>11.2.2.1 If you are the user, do you pay rent?</p> <input type="checkbox"/> Yes (go to 11.2.2.2) <input type="checkbox"/> No
		<p>11.2.2.2 Specify how much:</p>
<p>11.3 What is the main source of drinking water for your household?</p>	<input type="checkbox"/> Piped connection to the house (go to 11.6) <input type="checkbox"/> Public standpipe/stand post/hand pump <input type="checkbox"/> Public hydrant <input type="checkbox"/> Bottled water <input type="checkbox"/> Rainwater <input type="checkbox"/> Neighbour <input type="checkbox"/> Other (please specify)	
<p>11.4 How far is the source from your house?</p>	<input type="checkbox"/> Less than 50 metres <input type="checkbox"/> 51-100 metres <input type="checkbox"/> 101-200 metres <input type="checkbox"/> 201-500 metres <input type="checkbox"/> Between 500 metres and 1 kilometre <input type="checkbox"/> More than a kilometre	

11.5 Who is responsible for fetching water?	<input type="checkbox"/> Men <input type="checkbox"/> Women <input type="checkbox"/> Children <input type="checkbox"/> Everyone	
11.6 What toilet facility do members of your household usually use?	<input type="checkbox"/> Own pit latrine <input type="checkbox"/> Pit latrine used by several families <input type="checkbox"/> Other (specify)	
11.7 Does the household have access to electricity?	<input type="checkbox"/> 11.7.1 Yes	11.7.1.1 Is the connection legal or illegal? <input type="checkbox"/> Legal connection <input type="checkbox"/> Illegal connection
	<input type="checkbox"/> 11.7.2 No	
11.8 How do you rate your current living (housing) conditions?	<input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor	11.8.1 Main reason why:
11.9 Please indicate what you would change to improve your living conditions.	11.9.1 Specify:	
12. PROJECT		

12.1 Are you aware of the PROJECT ELEMENT that will be built in this area?	<input type="checkbox"/> 12.1.1 Yes	12.1.1.1 How did you first find out about the project? <input type="checkbox"/> From other people in the settlement <input type="checkbox"/> From city officials <input type="checkbox"/> From the media <input type="checkbox"/> Other (specify)
	<input type="checkbox"/> 12.1.2 No	
12.2 Did you attend the public meeting held by the city?	<input type="checkbox"/> Yes <input type="checkbox"/> No	

13. PREFERENCES AND PLANS FOR THE FUTURE

13.1 Where would you like to be resettled?	<input type="checkbox"/> XXX <input type="checkbox"/> To my home town/city of origin (specify) <input type="checkbox"/> To another town/city (specify)
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13.2 What type of assistance do you/your family members need?

- Construction material
- Accommodation
- Social assistance
- Employment (specify for which members of the household)

- Skills training / education (specify type of education for which members of the household)

- Other (specify)

PROJECT NAME (**RURAL SETTING**)*Development of the RAP/ LRP - socio-economic baseline survey*

ASSET INVENTORY FORM

1. GENERAL INFORMATION		
1.1 Survey form number:		1.1.1 Connected survey form numbers (<i>for other affected plots</i>):
1.2 Location of the affected plot:	1.2.1 District:	1.2.2 Town / village:
1.3 Cadastral number of the affected plot:		
1.4 Size of the affected plot (in Ha):		
1.5 Name of surveyors:	1.5.1 Signature:	1.5.2 Signature:
1.6 Date of survey:		
1.7 Name of survey supervisor:	Signature:	
2. INFORMATION ABOUT THE OWNER(S)/USER OF THE AFFECTED LAND PLOT		
<i>Note: the person using the land plot is who should be surveyed (be it the owner or person using the land plot under some formal or informal arrangement)</i>		
2.1 Name of the owner(s) of the affected land plot:		
2.2 Resident address(es) and contact phone number(s) of the owner(s):		
2.3 Name of the user (<i>if different than the owner</i>) of the affected land plot:		
2.4 Resident address and contact phone number of the user:		

2.5 Status of the user:		<input type="checkbox"/> 2.5.1 Plot is owned by family or relative (with no formal usage agreement) <input type="checkbox"/> 2.5.2 Tenant (formal user of land with agreement from the owner) <input type="checkbox"/> 2.5.3 Informal user (user of land without knowledge or agreement from the owner) <input type="checkbox"/> 2.5.9 Other (specify)				
3. INFORMATION ABOUT THE OWNER'S (USER'S) OWNERSHIP/USE OF OTHER LAND						
3.1 Does the owner (user) or any member of his/her household own or rent other plots of land?		<input type="checkbox"/> 3.1.1 Yes, the owner (user) <i>owns</i> other land <input type="checkbox"/> 3.1.2 Yes, the owner (user) <i>uses</i> other land <i>Note: use of land can be formal or informal</i>			3.1.1.1 Please specify the total area of other <i>owned</i> land, in Ha:	
		<input type="checkbox"/> 3.1.3 No			3.1.2.1 Please specify the total area of other <i>used</i> land, in Ha:	
4. COMPOSITION OF THE OWNER'S (USER'S) HOUSEHOLD						
No.	4.1 Name	4.2 Relationship to the head of household <i>(parent, spouse, sibling, child, grandchild)</i>	4.3 Year of birth	4.4 Sex (M/F)	4.5 Last level of education completed <i>(third-grade primary school, secondary school, third-year university, and so on)</i>	4.6 Nationality/ethnicity:
1		Head of household				
2						
3						
4						
5						
6						

5. HEALTH STATUS OF THE MEMBERS OF THE OWNER'S (USER'S) HOUSEHOLD						
5.1 Do any members of the household have a disability or chronic illness?					<input type="checkbox"/> 5.1.1 Yes <input type="checkbox"/> 5.1.2 No	
No.	Name	5.2 Type of disability/chronic illness (specify if it requires regular medical attention or hospitalisation)		5.3 Is the person receiving any social or other welfare benefits?		
1				<input type="checkbox"/> Yes <input type="checkbox"/> No		
2				<input type="checkbox"/> Yes <input type="checkbox"/> No		
3				<input type="checkbox"/> Yes <input type="checkbox"/> No		
6. UNEMPLOYED MEMBERS (OVER THE AGE OF 18) OF THE OWNER'S (USER'S) HOUSEHOLD						
6.1 Is anyone in the household unemployed?				<input type="checkbox"/> 6.1.1 Yes (please specify how many members of the household): <input type="checkbox"/> 6.1.2 No		
6.2 Is anyone in the household registered as unemployed with the XXX National Agency for Employment?				<input type="checkbox"/> 6.2.1 Yes (please specify how many members of the household): <input type="checkbox"/> 6.2.2 No		
7. OCCUPATION AND INCOME OF ALL MEMBERS OF THE OWNER'S (USER'S) HOUSEHOLD						
No.	Name	Primary source of income (salary, private business, agriculture, pension, remittances, social welfare)	Estimated annual income from the primary source (in XXX)	Other sources of income	Estimated annual income from other sources (in XXX)	Total estimated annual income (in XXX)
1						
2						
3						
4						
TOTAL ANNUAL INCOME OF THE HOUSEHOLD						

8. HOUSEHOLD EXPENDITURES

8.1 Choose five items from the following list that you spend most of your income on (please number from 1-5, 1 for the highest amount and 5 for the lowest amount, and write the average amount spent on each in one month

Item	Rating	Amount	Item	Rating	Amount
Food			Utility bills (electricity, water, telephone)		
Rent			Alcohol/cigarettes		
Health/medical expenses			Heating (specify type of heating):		
Education			Other (specify)		
Transport			Other (specify)		
Clothes			Other (specify)		

9. FEATURES OF THE AFFECTED LAND PLOT

9.1 The affected land plot consists of:

- 9.1.1 Land only (proceed to 9.3)
 9.1.2 Land and structures (proceed to 9.2)

<p>9.2 Specify the type of structures:</p>	<p><input type="checkbox"/> 9.2.1 House (size in m²): 9.2.1.1. Building permit (YES/NO/DO NOT KNOW)</p> <p><input type="checkbox"/> 9.2.2 Garage (size in m²):</p> <p><input type="checkbox"/> 9.2.3 Barn (size in m²):</p> <p><input type="checkbox"/> 9.2.4 Silos (size in m²):</p> <p><input type="checkbox"/> 9.2.5 Workshop (size in m²):</p> <p><input type="checkbox"/> 9.2.9 Other (specify)</p> <p>If the structure is 9.2.1 (House), specify the existence of utilities:</p> <p>Connection to public water network <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Connection to public electricity grid <input type="checkbox"/> Yes <input type="checkbox"/> No</p>					
	<p>Connection to public sewerage <input type="checkbox"/> Yes <input type="checkbox"/> N</p> <p>Connection to telephone <input type="checkbox"/> Yes <input type="checkbox"/> N</p>					
<p>9.3 What source of water is used on the affected land plot?</p>	<p><input type="checkbox"/> 9.3.1 Public irrigation system</p> <p><input type="checkbox"/> 9.3.2 Irrigation from another source</p> <p><input type="checkbox"/> 9.3.3 Well</p> <p><input type="checkbox"/> 9.3.4 None</p> <p><input type="checkbox"/> 9.3.9 Other (specify)</p>					
10. AGRICULTURE ON THE AFFECTED LAND PLOT						
Crop	Type	Area in Ha	Estimated annual produce (in kg)	For sale (in kg)	For consumption (in kg)	Net annual income (in XXX)

Food grains (corn, wheat, rye, barley)						
Vegetables (cabbage, tomatoes, carrots)						
Fruit (apples, grapes, apricots)						
Other (specify)						
Other land:	Area in Ha	Estimated annual produce	For sale	For consumption	Net annual income (in XXX)	
Hay meadows						
Pasture fields						
Forest land (for timber)						
Unused (abandoned)						
	10.1 Area in Ha					10.2 Net annual income (in XXX)
TOTAL						
11. ANIMALS ASSOCIATED WITH THE AFFECTED LAND PLOT						
Please note: this is to record animals physically located on the plot of land						

Type	Number	For sale	For consumption	Estimated net annual income from animals and animal products in XXX (milk, meat, cheese, eggs, honey and so on)
Cattle (total)				
Milk cows				
Pigs				
Sheep				
Goats				
Poultry				
Horses				
Beehives				
Other (specify)				
11.1 TOTAL net annual income from animals and animal products (in XXX):				
12. WORK FORCE ASSOCIATED WITH AFFECTED LAND PLOT				
12.1 Who is engaged in agriculture/animal husbandry associated with the affected land plot?	<input type="checkbox"/> 12.1.1 Members of the household (please specify how many individuals): <input type="checkbox"/> 12.1.2 Hired help (please specify how many individuals): <i>Note: hired help includes persons engaged temporarily or permanently, formally or informally, for some kind of compensation such as a salary or goods.</i>			
13. USE OF NATURAL RESOURCES IN THE AREA BY THE RESPONDENT'S HOUSEHOLD				

13.1 Is there a publically owned forest, stream, river, lake or other natural resource near the affected land that the respondent or any member of the household is using in connection to the household's livelihood?	<input type="checkbox"/> 13.1.1 Yes (proceed to 13.2) <input type="checkbox"/> 13.1.2 No (proceed to 14)	
13.2 Specify the main use of the natural resource and the season of major activity:	<input type="checkbox"/> 13.2.1 Fishing	Season:
	<input type="checkbox"/> 13.2.2 Feeding livestock	Season:
	<input type="checkbox"/> 13.2.3 Hunting	Season:
	<input type="checkbox"/> 13.2.4 Collecting spices	Season:
	<input type="checkbox"/> 13.2.5 Collecting herbs	Season:
	<input type="checkbox"/> 13.2.6 Collecting mushrooms	Season:
	<input type="checkbox"/> 13.2.7 Logging	Season:
	<input type="checkbox"/> 13.2.9 Other (specify)	Season:
14. OWNER'S (USER'S) KNOWLEDGE ABOUT THE PROJECT AND PREVIOUS EXPERIENCE		
14.1 Has the respondent heard about the XXX project before the survey was launched?	<input type="checkbox"/> 14.1.1 Yes (proceed to 14.2) <input type="checkbox"/> 14.1.2 No (proceed to question 14.3)	
14.2 Specify the primary source of information:	<input type="checkbox"/> 14.2.1 TV <input type="checkbox"/> 14.2.2 Newspapers <input type="checkbox"/> 14.2.3 Internet <input type="checkbox"/> 14.2.4 Community meetings <input type="checkbox"/> 14.2.5 From other people <input type="checkbox"/> 14.2.9 Other (specify)	

14.3 What is the respondent's overall attitude towards the project?

- 14.3.1 Good (specify primary reason for this opinion)
- 14.3.2 Bad (specify primary reason for this opinion)
- 14.3.3 Neutral (specify primary reason for this opinion)
- 14.3.4 Cannot decide/do not have enough information

Additional comments: