



JOINT GOVERNMENT OF LIBERIA – UNITED NATIONS RUBBER PLANTATIONS TASK FORCE



REPORT

**Presented to
H.E. Mrs. Ellen Johnson Sirleaf
President of the Republic of Liberia**

23 May 2006

1. INTRODUCTION

The Rubber Plantations Task Force was established by the President of Liberia, Her Excellency Ms. Ellen Johnson Sirleaf, and the Special Representative of the Secretary-General of the United Nations Mission in Liberia (UNMIL), Mr. Alan Doss, on 20 February 2006 to undertake a comprehensive assessment of the situation in Liberia's major rubber plantations, and to make recommendations for future action.

To this end the Task Force formed three Sub-Committees, dealing with Security, Legal and Management questions, and Human Rights and Political Issues, respectively. Comprehensive assessment visits were carried out to the Cavalla, Cocopa, Firestone, Guthrie, Liberian Agricultural Company (LAC), Salala, and Sinoe rubber plantations. The Task Force held extensive consultations with local communities, county officials, workers, NGOs, members of legislative caucuses, as well as representatives of concession holders and management companies.

The Task Force, led by the Ministry of Agriculture, comprises the Government of Liberia (represented by the Ministries of Finance, Gender and Development, Health and Social Welfare, Internal Affairs, Justice, Labour, and Planning and Economic Affairs, the Environmental Protection Agency, the National Commission for Disarmament, Demobilization, Rehabilitation and Reintegration, and the Liberia Rubber Development Authority), the private sector (Rubber Planters' Association of Liberia), and the United Nations¹.

Based on site visits, the review of documentation, and interviews with stakeholders, the Task Force identified the following issues that require immediate action:

- **Strengthening of security in and around the plantation areas;**
- **Developing and implementing livelihood solutions for the persons illegally occupying the plantations;**
- **Ensuring fair and regular payment of workers and contractors;**
- **Clarification of the status of concession and management agreements;**
- **Preventing and prosecuting human rights abuses;**
- **Improving living and working conditions (health care, education, water and sanitation);**
- **Implementing and enforcing labour rights and standards;**
- **Clarifying the status, duties, and responsibilities of plantations security forces;**
- **Addressing and preventing environmental degradation.**

The findings and recommendations in the main report, which follows, are based on consensus within the Task Force. These findings and recommendations discuss legal and management, rule of law and security, and human rights and labour issues found at the plantations visited and assessed by the Task Force.

¹ UNMIL (Civil Affairs Section, Corrections Advisory Unit, Environmental Unit, Gender Unit, Human Rights and Protection Section, Legal and Judicial Support Section, Policy, Political and Planning Section, and UN Military and Police, under overall coordination by Reintegration, Rehabilitation, Recovery Section), UNDP, FAO.

2. MAIN REPORT

a. Legal Issues

1. Most concession and/or management agreements of the assessed plantations are old, with the bulk being signed in the 1950s. As a result the agreements are not in line with Liberia's obligations in terms of national and international law. In addition, they do not reflect contemporary responsible business practices. For example, community participation is now considered a major aspect of natural resource management. Also, there is internal and external pressure to upgrade the working environment and living conditions of the workers and their dependents, and to extend benefits of plantation facilities and services to surrounding communities. All these factors have rendered the prevailing agreements outdated, and call for their modernization and standardization.

2. The Task Force found that the status of management agreements and/or concession or lease agreements for most of the assessed plantations is contested. Exceptions are the Liberia Agricultural Company (LAC), Firestone and Salala plantations, which are managed by the original concession holders. Further legal and judicial review, and possibly arbitration, is required for the contested agreements.

3. Guthrie² and Sinoe³ continue to be occupied by groups led by former combatants. Therefore, companies that were contracted to manage the plantations have been unable to do so. Mesurado Corporation Consolidated claims to hold a valid concession to Sinoe, and Guthrie is owned by the Government.

4. In the case of Cavalla, the current validity of the original concession agreement, which was awarded in 1983 to the Belgian company SIPEF, is unclear. In July 2005, the NTGL signed a management agreement with the Pleebo Rubber Company. However, due to the Pleebo Rubber Company's weak performance, and failure to pay several months of salary arrears to the plantation workers, the Government has recently instituted an interim management for Cavalla under supervision of the Ministry of Agriculture.

5. The original lease agreement with the Liberia Company (LIBCO), or Cocopa, was concluded in 1949 for forty years. In 1967, it was agreed that the agreement would be extended for another forty years from the date of its expiry under the condition that LIBCO had cultivated a certain percentage of the lease area by 1987. No assessment has been undertaken so far on whether this condition was actually met. In 1996, LIBCO sublet the plantation to the management company RUBREMICI, which is owned by the then Minister of Agriculture Roland Massaquoi. The circumstances under which this management contract was entered into therefore require further review.

² The original concession (not available to the Task Force) was awarded to B. F. Goodrich Company in 1957. In 1981, the Government contracted Guthrie Rubber Company from Malaysia, who managed the plantation until 2000. After three years of an interim management installed by Charles Taylor, the Government signed an agreement with the General Resources Corporation (GRC), chaired by Ghazi Bazi, in July 2003 for a ten years term. As the plantation was occupied by ex-combatants shortly thereafter, GRC never assumed management of the plantation. The GRC management agreement was apparently terminated by a court order on 5 Sept 2005 and a new agreement was signed by the NTGL with the Agro Resources Corporation. Ghazi Bazi may be challenging the said court order through an appeal process in the Supreme Court.

³ The original concession agreement was concluded in 1953 with the African Fruits Company for a period of 80 years. In 1973, AFC sold all its rights and obligations arising out of the concession agreement to Ernest Dennis. Mesurado Corporation Consolidated claims that Ernest Dennis sold the rights and obligations to its subsidiary Mesurado Plantation Industries. Documentation supporting these claims are not available to the Task Force. In 1983, Mesurado leased the plantation to the Government-owned Sinoe Rubber Corporation for 20 years. In 2001, Mesurado, which is owned by Carmina Tolbert, concluded a five-year management agreement with RUBREMICI. As RUBREMICI was unable to manage the plantation due to ex-combatants' occupation, Carmina Tolbert terminated the agreement with RUBREMICI. On 29 August 2005, the Ministry of Agriculture confirmed in a letter that Sinoe Rubber Corporation is the property of the Mesurado Group of Companies - without the attestation of the Ministries of Justice and Finance.

6. For Cavalla and Guthrie, agreements were signed by the NTGL through sole-sourcing, i.e. without the application of proper service procurement procedures. Under contracts complying with standards of responsible business practices, evidence of technical and financial management capacity, including elements of output targets, a system for transparency and accountability and the role of supervising authorities are well documented and included. Such provisions did not feature in the management contracts signed by the NTGL, and preliminarily reviewed by the Task Force.

Status of Concession and Management Agreements and Land Area, April, 2006									
	Plantation	Cavalla	Cocopa	Sinoe	Guthrie	LAC	Firestone	Salala	TOTAL
1	Original concession agreement	1982 ⁴	1947	1953	1957	1959	1926	1952	
2	Duration of initial concession agreement (years)	Unknown	40	80	Not available	70	99	70	
3	Concession held by	SIPEF? (clarify)	Disputed	Disputed	Government owned	LAC	Firestone	Salala	
4	Management	Interim	Disputed	Disputed	Disputed	LAC	Firestone	Salala	
5	Concession area (acres)	20,000	25,000	600,000	300,000	300,000	118,000	21,000	1,084,000
6	Area under production (acres)	15,000	8,500	50,000	22,000	32,089	54,341	6,744	188,674
7	Plantation/lease %	75.0	34.0	8.3	7.3	10.7	46.1	32.1	17.4
8	Location (county)	Maryland	Nimba	Sinoe	Bomi 80% GCM 20%	Grand Bassa	Margibi	Margibi	

7. Land tenure is a serious problem as less than 18% of the total lease or concession area of 1.1 million acres is actually under production. In the cases of Sinoe and LAC, plantations occupy less than 11%⁴ of the concession area. Some concession agreements, however, specifically require the concessionaire to bring a certain percentage of the lease area under production as a prerequisite for extending the concession agreement.

8. Notwithstanding, the Government and concession holders and/or plantation managers failed to survey the lease area for suitability and accuracy, a provision of initial concession agreements, so that the final lease area could be determined and the agreements amended accordingly. This failure has raised concerns among local communities about the legality of the areas claimed by plantations, given the increasing importance of land and, in some cases, the evictions of the local population with the aim of expanding production areas. In the case of LAC, the local communities have organized themselves to challenge the management's plans regarding plantation expansion.

b. Management

9. All rubber plantations that the Task Force visited are modelled after Firestone whose dynamism in providing industry leadership and direction that would have made the plantations rewarding to the country and its citizens has been questioned in many circles.

10. The technical management of most plantations leaves much to be desired. Except for Firestone, LAC and Salala, the plantations are in extremely poor condition due to lack of maintenance. Slaughter tapping is widespread. Replanting and plantation expansion are also minimal, although some efforts along these lines were observed in Firestone, LAC, Salala, and Cocopa. Production data on latex is not readily available, but given the age and poor state of the plantations, it is evident that the output is on the downward gradient. Except for Firestone and LAC, the processing factories at the plantations are damaged. In addition, over 90% of the

⁴ 8.3 and 10.8%, respectively.

plantations have exceeded their span of economic productivity. Serious replanting is needed without delay if the Liberian rubber industry is to regain its significance.

11. Financial management of the plantations is equally weak. Evidence of compliance with the national tax legislation is yet to be made available to the Task Force by most companies operating the plantations. Operational reports that were received from Salala and Cocopa are still under review due to late submission. The lack of computerized financial management systems may have contributed to the difficulty of producing the requested information and financial records.

c. Rule of Law and Security

12. In most plantations, relations between government law enforcement agencies and the private Plant Protection Departments (PPD) are at times inappropriate. In LAC and Firestone for example, the LNP and the PPD are co-located. The LNP as well as the court and detention facilities within the plantation rely on financial assistance from Firestone for everything from the maintenance of buildings to the supply of food and logistics.

13. The LNP, where present, lacks capacity, including personnel, vehicles for patrolling and means of communication. The situation is critical in Sinoe, where the nearest detachment is in Greenville, 41 kilometers away from the plantation, and too distant to be able to respond to emergencies. The remoteness of Sinoe, combined with the poor road and bridge condition, aggravates the situation. Similarly, in Guthrie, the closest LNP detachment is three kilometres away from the plantation but has no means of communications or transportation at all. In LAC, one LNP officer is deployed within the plantation, and 12 LNP officers are deployed in Firestone.

14. Firestone has one Government run detention facility inside the plantation area. In LAC's case, the nearest detention facility is in Buchanan, about one km outside of the plantation. Both facilities are inhumane, lacking sanitation, ventilation or natural light. There is no separate cell space for male, female, adult or juvenile detainees, respectively. The cell in Firestone was found to be overcrowded with detainees in custody for illegal rubber tapping. In Cavalla, the nearest operational detention facility is in Harper. In LAC, a Magistrate Court within the plantation has one detention cell which is in equally inhumane condition.

15. In the absence of government structures providing security and ensuring law enforcement, plantation management companies rely mostly on their own Plant Protection Department (PPD) forces, who are reported to frequently transgress their authorities. The PPDs' strength ranges from 35 (Salala) to 423 (Firestone) persons. In Cavalla, Cocopa and Salala, reflecting the general weakness of plantation management, the PPDs lack equipment and training, and are not under the proper supervision of Government authorities.

16. According to the 'Guidelines to Organize and Operate Private Security Agencies', issued by the Ministry of Justice, private security agencies may detain suspects temporarily, but must immediately inform the nearest LNP station and hand over the suspect to the police. In Firestone, LAC and Cavalla, detention cells of private security agencies were found, which UNMIL confirms are frequently used. The cells provide insufficient space for even one individual, let alone several detainees. The Cavalla management denied that detention cells existed within the plantation, however, a small building without sanitation, natural light or ventilation was reported as being frequently used for detention. The private security force in Firestone claims to detain only adult males for up to 24 hours, before turning them over to the LNP. Cocopa has a Magistrate Court within the plantation area which has a room where detainees are reportedly kept for three days pending bail, or before being sent to Sanniquellie Central Prison, if the charges are outside the jurisdiction of the magistrates. Arrests are reportedly made and suspects taken directly to the court by the private security force, which is not authorized to prepare charge sheets and to take the prisoners before the court but continues to do so.

17. Illegal tapping and thefts occur on all plantations. Cocopa suffers from occasional armed raids. Cases of theft and other criminal acts are hardly prosecuted, leading to a situation of impunity in many of the plantations.

18. In Guthrie and Sinoe, the illegal occupation of the plantations by groups led by ex-combatants continues to present a security threat to both the plantation workers and their families, and communities living in the vicinity of the plantations. The illegal occupants frequently hinder operations of humanitarian agencies, intimidate the local population, and hamper the installment of legal management structures.

19. Furthermore, it was evident from the discussions the Task Force held with executives and workers of the rubber purchasing companies, that all are buying rubber from Guthrie and Sinoe, thereby indirectly supporting the continued illegal occupation of the plantations, and encouraging the ex-combatants to continue holding on to the plantations – for some a more attractive option than participating in the DDDR programme. Cavalla rubber was reported to be exported to Cote d’Ivoire, denying the Government of export tax and related revenue.

20. UNMIL Military Force is deployed in four Sectors countrywide and recently involved in monitoring the movement of rubber.

d. Human Rights and Labour Concerns

21. Human rights violations frequently occur on all plantations. Liberia has ratified most of the international human rights treaties and conventions⁵, as well as conventions relating specifically to labour law.⁶ In addition, human rights standards are enshrined in the Liberian constitution. The following section briefly discusses the situation with regard to human rights in the plantations.⁷

22. Economic, social and cultural rights: The overall living conditions in and around the concession areas are appalling. Most of the housing units are in dilapidated condition, with inadequate space allocated to workers and their families. Clean drinking water is not made available. Often, communities have no option but to fetch water from swamps, or from wells that are not safe for drinking.

23. The clinic and school buildings in plantation areas are in need of complete renovation. Medical equipment and materials such as school books are scarce or non-existent. Clinics often lack even a supply of essential medicines. In Cavalla, clinic and school buildings do exist, but lack furniture and material. Teaching staff in Cavalla complained about unpaid salaries. In Cocopa, a renovated dispensary exists, but no drugs are available. There is an overall lack of qualified health personnel and teachers. Currently, schools and hospitals only receive nominal support from the plantation managements. The plantations also lack recreational facilities for workers.

24. In all plantations, basic standards of occupational safety and health are not observed. None of the plantations provides protective gear such as masks, gloves or rubber boots to the workers. It has been reported to the Task Force that work-related injuries, such as blindness due to prolonged eye exposure to dangerous gases occur regularly, while compensation is rare.

⁵ International Covenant on Civil and Political Rights, International Covenant on Economic, Social, and Cultural Rights, Convention on the Elimination of All Forms of Discrimination Against Women, Convention on the Rights of the Child, Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, the African Charter on Human and Peoples’ Rights, and the African Charter on the Rights and Welfare of the Child.

⁶ ILO Conventions relevant to plantations and ratified by Liberia include the Convention on Forced Labour, the Convention on Freedom of Association and Protection of the Right to Organise, the Convention on the Worst Forms of Child Labour, and the Convention on Labour Administration

⁷ The report “Human Rights in Liberia’s Rubber Plantations: Tapping into the Future” by the UNMIL Human Rights and Protection Section was available to the Task Force, and elaborates in more detail the practical human rights improvements needed in plantations.

25. Salaries are very low and disproportionate to daily labour tasks. There is no legal employment security. Employees are kept on probation for prolonged duration, under which no benefits accrue. The majority of employees are contractual workers or converted to this status. In Cavalla and Cocopa, workers do not receive fixed salaries but are paid according to the daily amount of rubber tapped. In Cocopa, some workers reported salary arrears of three to four months, and in Cavalla, workers were not paid for over five months. The ensuing financial insecurity makes it difficult for workers to access health care and to educate their children. In Guthrie and Sinoe, no labour standards or rules are applied, and conditions were described to the Task Force as nearing a state of forced labour. In some areas, individuals tap and sell rubber on their own.

26. Workers' representation on the plantations is inadequate, and there are no appropriate dispute resolution mechanisms. Conflicts between workers and plantation managements often result in violent demonstrations and strikes that paralyze production and cause material damage and injuries to persons. Workers' unions are very weak; in some plantations they are openly controlled by the management.

27. The lack or inadequacy of school facilities and non-enforcement of children's school attendance can increase the risk of child labour in the plantations. In several plantations, children are induced to work along their parents to meet high daily tapping quotas, imposed by sub-contractors.

28. Absence of State mechanisms to protect citizens' rights: At the plantations visited, PPD security guards were seen operating without any oversight from Government law enforcement agencies. They reportedly arrest, detain, even interrogate and administer punishments without bringing cases to the attention of the the LNP and the judicial system. Private security units are alleged to frequently disregard constitutional rights, as well as international human rights standards.

29. Where state officials, such as magistrates or police officers, are present, they were often found to depend on the plantation management for their salary and/or accommodation. This undermines their integrity, and consequently, the rule of law.

30. Marginalization of women in the rubber industry: In all plantations, the management pays little or no attention to the general welfare of women. Women are hardly involved in gainful employment or provided with empowerment programmes. The lack of equal opportunities and social services for women account for the abject poverty women and children live in. It was found that with the exception of Salala and LAC, women constitute less than 5% of the work force. Marginalization of women and exclusion from economic activities deprives them of independence and development.

e. **Environment**

31. Environmental protection and occupational health and safety issues are not a prioritized part of the management scheme in any of the plantations assessed. Improper handling of chemical, garbage and drainage was commonly observed. The plantation companies have not regularly assessed the environmental impact of their operations. The lack of Government enforcement of environmental laws has enabled the managements to neglect their obligations towards environmental protection issues. In all plantations, the coagulum/latex was loosely handled.

32. With the exception of Firestone, none of the plantations made available an Environmental Impact Assessment (EIA) Report and an Environmental Protection and Management Strategy. Firestone's current concession agreement obligates the company to submit the report and the Environmental Management Plan to the Government within 12 months of signing of the agreement. The company recently submitted such a report and plan, which is currently under review by the Government.

33. The ex-combatants occupying Guthrie and Sinoe have no experience or understanding regarding environmental protection or occupational health and safety issues. Solid waste is disposed of randomly and there are no waste disposal sites. In Cocopa, the environmental impact of the plantation is grave, particularly in view of the nearby streams used as the main drinking water source. In Firestone, workers are directly exposed to chemicals and acids used in processing of latex. Some areas of the processing plant are filled with the strong odour of ammonia, causing breathing difficulties. Wastewater from the processing plant is discharged directly into the adjacent Farmington River. In general, the handling of garbage and solid waste is far below acceptable standards. Bath houses are located in the middle of camps without proper drainage. Most camps lack latrines or existing latrines are in deplorable condition.

3. RECOMMENDATIONS

Legal and Management Issues

- **Concession and management agreements:** The Government should undertake a detailed review of concession and/or management agreements for Cavalla, Cocopa, Guthrie, the Liberia Construction Company (LCC)⁸, and Sinoe plantations, to establish concession entitlement and legal management.
- **Management:** Where feasible, the Government should set up interim managements, and procure long-term management services in accordance with the 2005 Public Procurement and Concessions Act.
- **Renegotiation of agreements:** The Government should renegotiate agreements to update and standardize them where necessary to ensure compliance with Liberian law and international principles of responsible business practices (including regular improvement of workers' working and living conditions, based on a Cost of Living Adjustment. Where they exist, relevant provisions of the respective agreements should be applied).
- **Plantations and lease/concession areas:** The Government should (1) ensure that companies carry out surveys of the suitability and accuracy of the lease area to determine the final lease area; (2) set targets for plantation expansion over time with penalties for breaching; (3) develop and implement modalities for the distribution of revenue from land rent between the Government and the local communities; and (4) provide mediation in cases where local communities are affected by current planting or planned expansions.
- **Land disputes:** As mandated by the President, begin mediating the land disputes between LAC and the affected communities in Grand Bassa under the leadership of the Ministry of Agriculture. The mediation team should include the Ministries of Internal Affairs and Justice, County authorities, and the UN.
- **Plantation rehabilitation:** Plantation management companies should develop recovery programmes, including under-brushing and rehabilitation of processing plants, supervised and monitored by the Ministry of Agriculture.
- **Financial management:** Plantation managers should produce and submit regular, quality and adequate reports, to facilitate monitoring by the Government.
- **Taxes:** The Government should review, standardize and adopt the types and rates of taxes payable by plantations companies, and enforce their payment.
- **Marketing of rubber:** The Government should strengthen local marketing opportunities. For example, a national rubber market system could be established under the leadership of the Ministry of Agriculture. Government should investigate and curtail the *illegal* export of rubber, particularly from Cavalla, which deprives the Government of much needed revenue. Also, the Government with UNMIL support should develop a line of action regarding the removal and/or purchase of rubber from Guthrie and Sinoe, specifying a new policy (aim, methodology, controls, taxation, legalities/illegalities, and penalties).
- **Government's role in overseeing plantation management:** Under the leadership of the Ministry of Agriculture, and in collaboration with the Ministries of Justice, Finance, Commerce, Planning and Internal Affairs, the Government should (1) develop effective regulatory supervision and technical backstopping (policy and legal); (2) review the overall

⁸ Todee District

management of the industry (plantations, legal instruments and stakeholders, such as the Liberia Rubber Development Authority, the Rubber Planters' Association of Liberia, the Rubber Brokers' Association); and (3) organize fora to develop a framework on the national oversight of the industry.

Human Rights and Labour Issues

- **Occupational safety and working conditions:** The Government should enforce minimum safety requirements to protect workers from hazardous working conditions and exposure to danger. Plantation companies, in accordance with those requirements, should provide safety equipment and personal protective gear, as well as training on proper handling of chemicals to employees.
- **Housing:** Plantation managements should urgently undertake or complete the full renovation of camps in the plantations.
- **Health:** The Government should ensure that basic health care standards are met on the plantations. Plantation managements need to upgrade standards of health care provided, including the renovation of healthcare facilities, the provision of adequate equipment and drugs, and the hiring of trained health workers. Plantation managements should also review the practise of deducting amounts from employees' wages to subsidize health care.
- **Education:** The Government should ensure that adequate schooling is provided to children living on the plantations. Plantation management companies need to provide appropriate school buildings and materials, and hire qualified teaching staff.
- **Community benefits from plantations:** Plantation management companies should provide a budget line in support of community development initiatives, with Government oversight.
- **Child labour:** The Ministry of Labour should develop a comprehensive policy to stop all occurrence of child labour in the plantations, and recommence monitoring of and reporting on incidences of child labour in the plantations
- **Gender equality:** The Ministry of Gender and Development and the Ministry of Agriculture should facilitate women's comprehensive involvement in the rubber industry. The Government, with support of UNMIL and UNIFEM, should develop a strategy to empower women living in the plantations.
- **Unions:** Workers should be empowered and their representation should be strengthened. The Government should encourage workers' unions to be active and to operate independently.
- **Dispute resolution:** Government leadership should be exercised in resolving disputes between management and employees (Ministries of Labour and Justice).

Security and Rule of Law Issues

- **Illegal occupation:** The Government should evaluate options for implementing reintegration and rehabilitation packages for registered ex-combatants in Guthrie and Sinoe who are to hand over plantations to enable the Government to set up interim managements.
- **Cordon and Search Operations** with specific aims, such as recovery of hidden weapons: Joint Government-UNMIL action to support security in the plantation areas.
- **Access to administrative and judicial services:** The Government should enhance its presence in terms of law enforcement and judicial institutions, so as to facilitate citizens' access to

administrative and judicial services. Respective agencies (police, judicial and corrections) need to be functional.

- **Independence of law enforcement agencies:** Law enforcement agencies and institutions need to operate independently from plantation management. Their financial dependence on rubber plantation management companies should be eliminated by providing adequate resources and training.
- **Private security firms:** Government should review the role of PPDs in the plantations to ensure that they adhere to the relevant guidelines and do not transgress their authorities.
- **Respect for legal requirements:** Government should ensure that management companies rigorously respect legal requirements with regard to proper housing, health, education, security and recreational facilities for employees and their families.
- **Rubber movement:** The Government, with UNMIL support, should strengthen the monitoring of rubber movement at checkpoints nationwide, and stop the movement of rubber originating from Guthrie and Sinoe, as per the line of action to be developed in this regard.
- **Regular monitoring in the plantations:** Ministries of Agriculture, Education, Finance, Gender and Development, Health and Social Welfare, and Labour, and Human Rights Commission should undertake, jointly with the UN, regular inspections to ensure respect for law and regulations. Failure to abide by laws and regulations should be dealt with in accordance with Liberian law.

Environmental Issues

- **Waste water treatment facilities and odour control systems:** Plantation management should act to prevent pollution in and around plantations and their adjoining communities.
- **Environmental Protection and Management Law:** Government should monitor, ensure and enforce the compliance of plantation managements with the law as well as basic hygiene standards.
- **Environmental protection, management, safety and health provisions as enshrined in the Environment Protection and Management Law of the Republic of Liberia:** Should be adhered to by all concession holders and managements, enforced by the Environmental Protection Agency.

D. ACTION POINTS FOR IMMEDIATE FOLLOW-UP

CONFIDENTIAL - NOT FOR PUBLICATION

Plantation/Issue	Action	Timeline
Cavalla	1. Continue existing interim management of the plantation comprising the Ministry of Agriculture, the Ministry of Finance, and the Rubber Planters' Association of Liberia;	6-12 months
	2. Clarify concession ownership and shareholding arrangements between SIPEF and the Government;	2-3 months
	3. Arrange for long-term management of the plantation consistent with the Public Procurement and Concessions Act.	6-12 months
Guthrie	1. Secure the plantation, stop illegal rubber tapping, and increase the presence of LNP;	1 month
	2. Negotiate the disengagement of and a livelihood package for illegal occupants;	1 month
	3. Establish interim management under the supervision of the Ministry of Agriculture;	1 month
	4. Undertake legal/judicial review to clarify the status of previous management contracts;	2-3 months
	5. Arrange for long-term management of the plantation consistent with the Public Procurement and Concessions Act.	6-12 months
Sinoe	1. Secure the plantation, stop illegal rubber tapping, and increase presence of LNP;	1 month
	2. Negotiate the disengagement of and a livelihood package for illegal occupants;	1 month
	3. Establish interim management under the supervision of the Ministry of Agriculture;	1 month
	4. Undertake legal/judicial review to clarify the status of previous management contracts and the concession agreement;	2-3 months
	5. Arrange for long-term management of the plantation consistent with the Public Procurement and Concessions Act.	6-12 months
Cocopa	1. Undertake legal/judicial review to clarify the status of concession and management agreements;	2-3 months

	2. Establish interim management if necessary;	1 month
	3. Arrange for long-term management of the plantation consistent with the Public Procurement and Concessions Act, if necessary.	6-12 months
LCC Plantation, Todee District	1. Conduct site visit to the Liberia Construction Company (LCC) plantation in Todee District to clarify concession issues and take appropriate next steps.	1 month
LAC	Mediate land dispute between LAC and local communities under the leadership of the Ministry of Agriculture as mandated by the President;	2-3 months
Salala	Continue to monitor progress in improving working and living conditions on the plantation, as well as increasing rubber production.	ongoing
Firestone	Monitor human rights, livelihood, and environmental issues in coordination with the Ministry of Labour and other concerned agencies, and consistent with the pending review of the concession agreement.	ongoing
Task Force	Extend mandate of the Joint Government of Liberia/UNMIL Task Force on Rubber Plantations through December 2006 in order to, inter alia, prepare and follow-up on Action Plan to implement recommendations made.	immediate

E. ANNEX - LIST OF TASK FORCE MEMBERS

Ministry of Agriculture	Dr. Chris Toe, Minister
	James Logan, Deputy Minister
	Lodean Teage, Technical Coordinator
Ministry of Finance	Drayton K. Hinneh, Director
Ministry for Gender and Development	Ndebehwolfe Borlay
Ministry of Internal Affairs	Ambulai Johnson, Minister
	Allison Barco, Assistant Minister
Ministry of Justice	Tianwon Gongloe, Solicitor General
	Arichure Kiawu, Deputy Executive Coordinator
Ministry of Labour	John F. Josiah, Deputy Minister
	Philip Williams, Director
Ministry for Planning and Economic Affairs	Joseph K. Jallah, Deputy Minister
	George Sar, Director
Liberia Rubber Development Authority (LRDA)	Robert Geezay
Environmental Protection Agency (EPA)	Jerome Nyenka
National Commission on Disarmament, Demobilization, Reintegration and Rehabilitation (NCDDRR)	Dr. Moses Jarbo, Executive Director
	Molley Paasewe
	Christine Nimley
National Security Agency (NSA)	Milton Harris, Colonel
Liberia National Police (LNP)	Beatrice M. Sieh, Chief of Police
Rubber Plantations' Association of Liberia (RPAL)	Joseph Kollison
UNMIL Reintegration, Rehabilitation, Recovery Section	Andrea Tamagnini, Director
	Sari Nurro, Programme Officer
	Elisabeth Chester, RRR Officer
	Sofia Warttmann, Associate RRR Officer
UNMIL Human Rights and Protection Section	Dorota Gierycz, Director
	Adam Abdelmoula, Deputy Chief
	Ireneo Namboka, Protection Adviser/Field Coordinator
	Sadie O'Mahoney, Human Rights Officer
	Leigh Toomey, Human Rights Officer
UNMIL Civil Affairs Section	Zainab Bangura, Chief
	Joseph Sam Sesay, Civil Affairs Officer
	Fabrizio Damiani, Civil Affairs Officer
UNMIL Public Information Section	Josephine Guerrero, Public Information Officer
	Yuko Maeda, Public Information Officer
UNMIL Legal and Judicial Support Section	Mike Dzakuma, Judicial Affairs Officer
	Lemuel Reeves, Judicial System Officer
	Titus Kimba, Judicial System Monitor
UNMIL Political Planning and Policy Unit	Christine Kapalata, Political Affairs Officer
	Jinming Zhao, Political Affairs Officer
UNMIL Corrections Advisory Unit	Steven Johnston, Corrections Adviser
	Glen Sylvester, Corrections Adviser Mentor
UNMIL Gender Unit	Joana Foster, Senior Gender Adviser
	Lynne Walder, Communications Officer
	Ayo Scott, Gender Officer
	Scholastica Doe, Administrative Assistant
UNMIL Environmental Unit	Hiroko Mosko, Environmental Adviser
	James B. Coleman, Environmental Officer
UNPOL	Mohammed Alhassan, Police Commissioner
	Edgardo Ingking, Office of Commissioner
UNMIL Military	Mohammed Tahir, Deputy Force Commander
	Paul Pakenham, Chief Operations Officer
	Ben McCurry, Lieutenant Colonel
	Peter Ohlstenius, Major
UNMIL Administration	Ronnie Stokes, Director of Administration
UNDP	Charles Achodo, Policy Adviser
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