

SRC Action Plan

August 2023

Update December 2023



SRC – ACTION PLAN – AUGUST 2023 UPDATE DECEMBER 2023

ALLEGATIONS	ACTIONS	TIMEFRAME	CURRENT STATUS
Limited Recruitment and Hiring	First priority is always to re-employ people with clean track records who were laid off for economic reasons – need to finalize re-hiring of people laid-off in 2020.	2024	Ongoing
	Although most of the employees are from the communities around SRC, the recruitment procedure will be fine tuned in consultation with community leaders; it will include a point on giving, at equal skills and competencies, preference to local community.	Dec 2023	Done
	Design a job announcement communication procedure for communicating work opportunities to nearby townspeople, including opportunities to work as permanent employees, contract workers (long-term and short-term contract workers) and casual workers.	Dec 2023	Done
	Design a job application procedure, with the town of origin of applicants confirmed by town leaders. The procedure will be very specific on zero tolerance for corruption or bribes.	Dec 2023	Done
	Consult with town leaders and community members in focus group discussions to ensure the procedures are well understood.	Dec 2023	Ongoing
	Monitor to ensure that the recruitment procedure, the job announcement communication procedure and the job application procedure are followed.	Jan 2024	To start
	Be clear and transparent in the written contracts about what pay calculations, benefits, and rights are for short-term contract and casual workers.	Jan 2024	Ongoing
	Put notice boards in each community to post recruitment and position pay and benefits , and how to report grievances.	Jan 2024	25 notice boards will be installed by end Jan 2024
	Check community origin information of workers with respective towns for accuracy.	Jan 2024	Ongoing

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Sexual Harassment	Strengthen SRC's Sexual Harassment policy with specific examples and clear steps for investigation and penalty.	Sep 2023	Done
	Review the hiring process by contractors and tappers to prevent third-party requests for indecent favours such as exchanging sexual favours.	Dec 2023	Done
	Develop strategies to increase the representation of women in decision-making roles.	Dec 2023	To start
	Clarify and implement steps for investigation and penalties for cases of sexual harassment, including in specific cases already identified and prevention of retaliation.	Sep 2023	Investigation steps is part of the revised policy – penalties for identified cases to be finalised
	Strengthen the reporting Mechanism for Sexual Harassment by working with outside experts to carry out a series of focus group discussions with women workers and in communities.	End of 2024	To start
	Strengthen the Gender Committee – either by hiring an independent Liberian women's NGO to carry out the role, or through additional recruitment, training and resources for an in-house Gender committee.	Oct 2023	Local NGO identified – finalisation of ToR & budget
	Strengthen training on Sexual Harassment – ensure all workers receive training with clear examples and signed understanding.	Sep-Dec 2023	Ongoing
	Ensure workstation assignment of female Security Personnel takes into consideration minimising sexual harassment risk exposure.	Sep-Dec 2023	Done – Monitoring going on

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Crop Compensation	Development of a process for resolving the crop compensation issues which must include focus group discussions with town leaders and community members to ensure that it is well understood, transparent, and agreed to by elected town leaders.	Start by Q4 2023	To start
	Implement agreed process for resolving substantiated crop compensation grievance.	2024	To start
Old Town Site/Sacred Sites	Strengthen a constructive and respectful relationship with surrounding towns, including having a process to gather historical evidence of old towns relocation pre-dating the acquisition of the plantation by Socfin	Start by Q4 2023	To start
	Update a profile for each town including an inventory of water sources, employment, access to infrastructure, access to farmland, town development priorities, etc.	Start by Q4 2023	To start
	Co-develop CSR development plans prioritizing the highest needs with town and cluster leaders. Do so in a collaborative and transparent way so that all town leaders and community members are able to easily access information about what activities are in the CSR development plans and the agreed time frame for implementation.	2024	To start
	Get legal advice on the impact to SRC of the 2018 Land Rights Act	Sept 2023	Done

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Limited Access to Safe Drinking Water	Update the inventory of current drinking water sources for each town, and co-create plans for drinking water protection and improvement	2023-2024	Survey in progress
	Work with Monkey Tail Town to ensure a safe source of drinking water	Oct 2023	New hand pump to be provided at start of dray season 2023-2024
Reprisals, bribes and intimidation	Do a specific anti-corruption training to security staff followed by close monitoring to confirm adherence to ethical standards, including by checking for grievances with local communities	Sep 2023	Ongoing – 1 training session done – more will be carried out periodically

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