

GREATER ACCRA RESILIENT AND INTEGRATED DEVELOPMENT (GARID) PROJECT

TERMS OF REFERENCE

PREPARATION OF A RESETTLEMENT ACTION PLAN (RAP) FOR DEFERRED AND ROUTINE MAINTENANCE DREDGING OF THE ODAW DRAINAGE BASIN IN GHANA UNDER A PERFORMANCE BASED CONTRACTING APPROACH

1. Introduction

The Government of Ghana has secured funding from the World Bank to finance the Greater Accra Resilient and Integrated Development (GARID) Project. The Project Development Objective (PDO) is to improve flood risk management and solid waste management in the Odaw River Basin of the Greater Accra Region, and improve access to basic infrastructure and services in targeted communities within the Basin. The project will invest in flood mitigation measures within the Odaw River Basin of the Greater Accra Region for six years (2020–2025). It focuses on developing sustainable capacity for flood risk management and mitigating the flood risk for the 10-year flood within the Odaw River Basin. Additionally, the project will achieve flood mitigation by supporting reduction of solid waste entering the Odaw primary channel and key tributaries by improving Solid Waste Management (SWM) capacity. To ensure sustainable improvement of the living environment within highly vulnerable flood-prone low-income communities, the project will support participatory urban upgrading in three targeted communities located in high flood-prone areas.

The Project comprises five interrelated components (1) Drainage and flood management improvements within the Odaw Drainage Basin, (2) Improvements in solid waste management capacity including minimizing solid waste in waterways, (3) Participatory Upgrading of Targeted Flood Prone Low-Income Communities and Local Government Support (4) Project Management; and (5) Contingent Emergency Response (CERC).

Component 1: Climate Resilient Drainage and Flood Mitigation Measures

This component led by Ministry of Works and Housing (MWH), includes structural improvements of drainage systems, and flood water management through upstream water conservation, development of flood retention areas, as well as improving early flood warning and response capacity in Greater Accra Region. Specific activities to be implemented under this component include:

- Improvements in urban drainage and flood management in Odaw drainage basin through dredging and de-silting of the Odaw channel;
- Improvement of drainage systems (i.e. widening of Odaw river outlet to the sea; lining of major drainage channels; and construction of selected secondary channels in the Accra Metropolitan Area);
- Development of flood water retention areas; and
- Improvements in flood response systems through better infrastructure for flood forecasting and warning systems.

Component 2: Solid Waste Management Capacity Improvements

Activities under component 2, which is under the purview of Ministry of Sanitation and Water Resources (MSWR) are community-focused, targeting areas that have been selected for investment in drainage and sanitation. Sub-activities under this component include:

- Improving community-level solid waste management through provision of waste bins and skips and technical services for solid waste collection;
- Community mobilization and awareness raising;
- The application of a results-based incentive approach to enhance waste management and good sanitation practices; and
- Improving solid waste management capacity in Greater Accra by identifying, assessing and improving waste collection, treatment and disposal facilities.

Component 3: Participatory Upgrading of Targeted Flood Prone Low-income Communities, and Local Government Support

This component will be led jointly by Ministry of Inner City and Zongo Development (MICZD) and Ministry of Local Government and Rural Development (MLGRD).

The first part of the component, to be implemented by MICZD, will identify highly flood-prone informal settlements and Zongos to benefit from participatory community upgrading. Sub-activities under this component include:

- Participatory community upgrading in selected flood prone areas within the Odaw drainage basin through upgrading of basic infrastructure and services through geospatial and social vulnerability diagnostics;
- Community engagement and technical advisory services; and

The MLGRD is to implement the second part, thus Metropolitan Governance and Operation and Maintenance Improvements, which includes the following;

- ✓ Establishing and institutionalizing inter-jurisdictional coordination among local governments
- ✓ Assessing and improving O&M of drainage infrastructure at the local level
- ✓ Providing annual local capacity support grants as incentives to the participating local governments.

Component 4: Project Management

This component will support project management activities of implementing entities and preparatory studies for subsequent phases of the GARID project.

Specifically, this component will support activities including:

- Technical assistance, equipment, training and operating costs for the Project Coordination Unit (PCU), Project Implementation Units (PIUs) in implementing agencies, and Municipal Planning and Coordination Unit (MPCUs) in MMAs;
- Establishing and implementing a comprehensive monitoring and evaluation (M&E) system;
- Training of the implementing agencies in environmental and social management, grievance redressal, procurement and financial management.

The Component also supports planning for the next project phase through technical assistance, feasibility studies and prepare detailed designs for implementation and other studies identified and agreed during implementation.

Component 5: Contingent Emergency Response Component (CERC)

The CERC will allow for the rapid reallocation of funding between project components, following an emergency. CERC will strengthen the level of disaster preparedness by eliminating the need for time-consuming bureaucracy in the immediate aftermath of a crisis, when the government is in urgent need of quick liquidity.

2. Project Description - Dredging of the Odaw Drainage Basin in Ghana

Urbanisation, settlements' densification, and associated increased levels of paving and limited expansion of the drainage system leads to more frequent and higher levels of flooding following heavy rainfall events. The design capacity of the main drains, especially downstream, is no longer sufficient to safely discharge excess water to the sea. Moreover, the actual capacity of the drains has decreased, due to siltation, improper disposal of solid waste which finds its way into the drains, and lack of routine maintenance. The hydraulic modelling of the Odaw River Basin indicates that with the existing physical configuration and sediment conditions, the level of flood protection is approximated to be only in the range of protection for a one in five-year storm event.

Based on the modelling results and testimonies of historical floods it was reported that the highest impact of the floods occur in the area between Caprice and Abosey (Abose)-Okai bridge. Therefore, the focus was on the reduction of flood risk in these areas and different mitigation measures were assessed in respect to their hydraulic effectiveness which is expressed as the reduction of the peak water levels of 3rd June 2015 flood (which had a return period of approximately 10 years) in the focus area between Caprice and the outlet to the sea. The flood hazard is dominated by heavy rainfall. Mitigation measures developed are as follows; Maintenance (deferred dredging and maintenance), retention ponds; widening of Odaw river; flood plain lowering (in the area between the Interceptor and Abose-Okai bridge); and widening the outlet to the sea.

The deferred and routine maintenance dredging is defined as: gates of the interceptor weir being operational (or at least opened); the interceptor weir is kept free of solid waste accumulation and the main drain of Odaw between Caprice and the outlet to the sea is dredged to maintain the design cross-section and the design flow capacity. The dredging would consist (see Figure 1);

- Lined Odaw River: to be dredged down to concrete lining.
- South Kaneshie & Agbogbloshie drain: to be dredged to the original cross-section design (from the KLERP study).
- Unlined Odaw River (Abosai Okai Bridge to Interceptor): to be dredged to the original cross-section design (from the KLERP study i.e. back to the gabions) to restore capacity.
- Korle lagoon: dredging a 60 m wide channel through the lagoon over a length of 1.5 km to alleviate flooding.

This would result in a reduction of flood levels of about 1m at Abose-Okai Bridge and 0.5 m at Kwame Nkrumah Circle. The flood hazard is reduced significantly but does not eliminate it altogether (this can only be done by combining the different options).

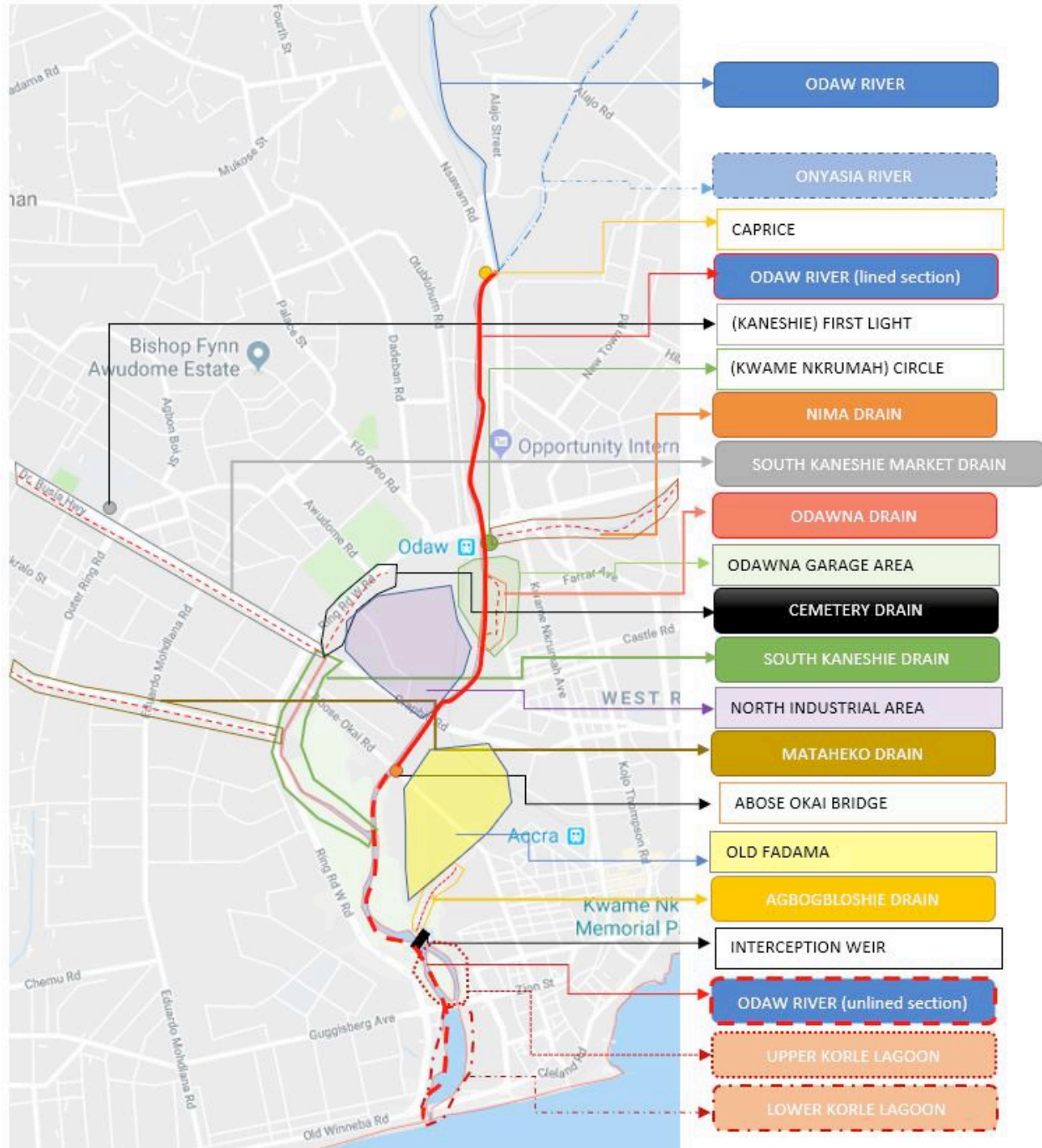


Figure 1: Location and names of key areas and drains

3. Potential Project Impacts

In reference to the on-going assignments on the dredging of the Odaw; Environmental and Social Impact Assessment and Feasibility Study of the Deferred and Routine Maintenance Dredging Odaw Drainage Basin, the activity would result in some environmental and social impacts including land acquisition and involuntary resettlement leading to relocation or loss of shelter; loss of assets or access to assets; or loss of income sources or means of livelihood, and thus require careful consideration to mitigate the impacts, safeguard public interest, health, and the environment. Estimates indicate that a total of 54 structures would potentially be affected; 40 structures around Agbobloshie, and 13 structure south Kineshie, and 1 unlined Odaw (Figure 2). Some agricultural plots are also envisaged to be affected as well as livelihoods (waste pickers and fishermen). More details on sections that would potentially result in displacement and loss of livelihoods is captured in Figure 2.



Figure 2: Sections of Odaw Channel with Potential Displacement and Livelihood Issues.

In line with Ghana's Environmental Assessment Regulations LI 1652, 1999, the dredging of the Odaw basin is considered a significant undertaking with potential significant environmental and social impacts. The GARID Project also triggered the World Bank Safeguards policies: Environmental Assessment Policy OP4.01 and the Involuntary Resettlement Policy OP4.12. Together, the country regulations and the World Bank policies require that projects with significant thresholds of social and environmental impacts must first assess and plan to avoid or mitigate the adverse impacts, both environmental and social. Accordingly, an Environmental Impact Statements (EIS) is required to understand the potential implications, alternatives and mitigations to consider, to ensure sound decision-making, and to enhance development outcomes of the subprojects, and to obtain the EPA Environmental Permit for the works.

The EIS is a pre-condition for permitting of works and designed to assess major project impacts, consider alternative project designs, and to outline and implement measures for mitigating anticipated project impacts.

The Government, through the Ministry of Works and Housing, commissioned an ESIA to assess pertinent environmental and social impacts as well as a feasibility study to inform the design. Preliminary results from both studies highlighted key environmental and social risks and impacts that may arise if mitigation measures are not implemented as captured above.

Along with the ESIA process, and specific to the requirements of the World Bank's policy on Involuntary resettlement (OP 4.12), the Ministry of Works and Housing seeks to recruit a Consultant to prepare a Resettlement Action Plan (RAP). This Terms of Reference (TOR) is designed to inform the hiring and commissioning of the consulting services for the RAP which will be implemented to mitigate the impacts of involuntary resettlement and livelihoods on the local population. The RAP will detail the full scope of project impacts based on the most recent information relating to displacement, involuntary resettlement and loss of livelihoods on the local population and propose mitigation measures for addressing the impacts prior to commencement of the dredging activity.

4. Objective of the Assignment

The overall objective is to prepare a Resettlement Action Plan (RAP) to be implemented prior to commencement of the dredging activities. And depending on the assessed loss of livelihoods, prepare a standalone Livelihood Restoration Plan (LRP) beyond compensation, to be implemented as a follow-up to the RAP. The RAP preparation process includes the full assessment of the potential adverse project impacts on local livelihoods and economic activities and prescribe fair and appropriate compensation and/or livelihood restoration and improvement measures for project-affected persons (PAPs). The RAP must be consistent with the policy objectives and requirements of both the World Bank policy OP 4.12.

5. Specific Objectives

The specific objectives of this assignment are to:

- a) Conduct a census of all Project-Affected Persons (PAPs) to inform the RAP and other associated management plans such as Livelihood Restoration Plan;
- b) Identify and engage all Project Affected Persons in a participatory manner to conduct inventory and evaluate the potential impacts of the project on landholdings, structures (both residential and businesses), and the livelihoods and economic assets of local communities. The inventory/asset survey will be the basis for valuation and compensation and other appropriate mitigation measures);
- c) Assess and determine PAP eligibility for impact mitigation measures, including entitlement to compensation, replacement for land, provision of skills training, and livelihood restoration plan for waste pickers and fishermen.
- d) Prepare a RAP that sets out the mechanisms by which impacts will be mitigated based on the principles, procedures and implementation arrangements established in the project RPF by establishing clear parameters for impact mitigation, institutional mechanisms for RAP implementation, mechanisms for consultation, time schedules, and a budget for RAP implementation and the implementation of the LRP;
- e) The RAP should further identify and recommend specialized assistance for vulnerable individuals and households that may be directly impacted by the project;

- f) Create awareness about the project and consult local communities on all anticipated impacts on their assets and livelihood activities;
- g) Establish, via the RAP, local decision-making bodies that will be part of RAP implementation and compensation negotiations;
- h) Develop, in a participatory manner, a costed Grievance Redress Mechanism (GRM), to be included in the RAP and implemented as an integral part of the project; and
- i) Propose a monitoring and evaluation system to track and monitor progress and completion of RAP activities prior to commencement of works.

6. Scope of the Assignment

The scope of the assignment includes but is not limited to:

6.1 Consult PAPs and local communities aimed at creating awareness about the project and its impacts:

- Inform PAPs and local communities about project activities and their associated social and environmental impacts;
- Identify and consult beneficiary MMDAs, NGOs, and Community-Based Organizations (CBOs) operating in the project areas;
- Assess and incorporate community and stakeholder concerns into the design of the RAP; and
- Develop a costed Grievance Redress Mechanism (GRM) in a participatory manner that will create mechanisms for PAPs and stakeholders to seek redress should they have any issues in RAP and/or project implementation.

6.2 Conduct Asset census and inventory including valuation of assets for compensation and resettlement activities

- Work with the relevant Ministry to establish and inform communities about cut-off dates for eligibility to compensation benefits and to implement a moratorium on development at the project sites prior to commencement of the asset survey;
- Conduct a census of PAPs, making sure that each PAP is uniquely identifiable including the use of geo-tagging to enhance use of technology in implementation and in resolving conflicts. The census of PAPs will include identification of 'waste pickers' and fishermen who depend on the sites as their primary livelihood activity.
- Conduct a census and enumeration of livelihood assets and economic activities aimed at identifying and defining the different project impacts types;
- Work with the Lands Valuation Division of the Government's Lands Commission, from the onset, to value impacted assets and structures based on most current country valuation systems (the valuation process will inform the RAP's Entitlement matrix);
- Develop an entitlement matrix, describing project impact types and determining the respective compensation and resettlement assistance to be provided for each impact type (i.e., land, assets, livelihoods, temporary or permanent relocation, etc.); and
- Estimate the budget for implementation of the RAP, clearly providing amounts for each activity, including those of the grievance redress team, disclosure and working with the Ministry to identify sources of funding for RAP and LRP implementation.

6.3 Conduct a socio-economic baseline of PAPs and adjoining neighborhoods to be used for future monitoring of resettlement and RAP completion

- Conduct a socio-economic survey of all PAPs and local communities, using participatory methods and seeking to understand local socioeconomic and cultural patterns that have direct implications for solid waste generation and handling in these communities;
- Record the basic demographic and socioeconomic data of the sampled population from the PAPs and adjacent project communities;
- Capture gender and other key aspects of waste picking as a livelihood activity;
- Propose effective institutional arrangements and a strategy for consultation with affected persons; and
- Determine arrangements for implementation and participatory monitoring, including the establishment of baseline indicators, monitoring and reporting arrangements, and key monitoring indicators.

6.4 Prepare a Resettlement Action Plan (RAP) and if needed a standalone Livelihood Restoration Plan (LRP)

Drawing from existing and new data from the above activities (6.1 to 6.3), the Consultant will prepare the RAP for the project. At minimum, the RAP will include the following sections:

Project description:

- General description of the proposed decommissioning and rehabilitation of the affected areas. Description of the proposed activities, works, and impacted sites.
- Potential Impacts - Identification of: (i) the Components and/or activities that require resettlement or restriction of access; (ii) the zone of impact of each relevant Component and/or activity; (iii) alternatives considered to avoid or minimize resettlement or restricted access; and (iv) mechanisms established to minimize resettlement, displacement, and restricted access, to the extent possible, during project implementation.

Baseline data and Identification of impacts:

- The findings of the rapid socio-economic studies that have been conducted (see 6.3 above). Generally, this consists of: (i) census data on the PAPs as of the declared cut-off date; and (ii) the relevant demographic and socioeconomic characteristics of the affected households, including a description of livelihood and economic activities, labor, and household organization; (iii) census or inventory of projects impacts on houses, business structures, land, and other economic interest.
- Information from the ESIA studies and reports.
- Baseline data on livelihood activities and magnitude of project impacts on those activities.
- Information on vulnerable groups or persons (if any).
- Provisions to update information on the displaced persons' livelihoods and standards of living at regular intervals so that the latest information is available at the time of their displacement.

Legal and institutional framework:

An analysis of the Ghana's legal and institutional framework applicable to land acquisition and involuntary resettlement in Ghana.

- Description of the existing legal and policy framework for land acquisition (both at country level and the World Bank policy on Involuntary resettlement (OP 4.12), and indicate differences between National and World Bank policies.
- Description of the existing land and land use policies.
- The institutional framework governing RAP implementation. This will include;
 - Government agencies responsible for resettlement activities;

- Traditional authorities or community level governance structures that may have specific roles RAP implementation;
- Civil society groups/NGOs that may have a role in RAP implementation;
- The institutional capacities of these agencies, offices, and civil society groups for carrying out RAP implementation, monitoring, and evaluation; and
- Brief on institutional capacities and proposals for enhancing the capacities of the relevant agencies and groups, particularly in the consultation and monitoring processes.

Eligibility criteria for and entitlements:

- Definition of the identified displaced persons or PAPs and the criteria for determining their eligibility for compensation and other resettlement assistance.

Valuation of and compensation for losses:

- The methodology used for valuing losses or damages for the purpose of determining their replacement costs.
- A description of the proposed types and levels of compensation, consistent with national laws and measures, as necessary, to ensure that these are based on acceptable values (e.g., market rates).

Resettlement measures:

- *A description of the compensation and other resettlement measures that will be delivered to assist PAPs in achieving the resettlement objectives.* These measures may include cash compensation, replacement housing, replacement land, and livelihood restoration measures.
- *Livelihood restoration plans for waste pickers may include provisions for skills training, jobs at waste transfer stations, and start-up capital for establishing alternative income generating activities.*
- *Entitlement matrix.* A matrix specifying the resettlement measures that will be provided to mitigating each impact type.

Community participation:

Consistent with the World Bank's policy on consultation and disclosure and in adherence to social distancing and safety measures under the COVID-19 context, a strategy for consultation with, and participation of, PAPs and host communities, should include:

- A description of the strategy for consultation with and participation of PAPs and hosts in the design and implementation of resettlement activities;
- A summary of the consultations and how PAPs' views were considered in preparing the RAP (see 6.1 above);
- A review of resettlement alternatives presented and the choices made by PAPs regarding the options made available to them, including choices related to forms of compensation and resettlement assistance, relocating as individual families or as parts of pre-existing communities or kinship groups, and sustaining existing patterns of group organization.
- Description of strategies for public disclosure of RAP and project information.

Grievance Redress Mechanism:

- A systematic mechanism for ensuring access to grievance redress;
- Arrangements for how PAPs can lodge legitimate complaints and concerns to project authorities throughout project design and implementation.
- Mechanisms that are locally appropriate and accessible to all PAPs including vulnerable groups (e.g., waste pickers, squatters, youth, and women).

RAP implementation responsibilities:

- Determine the implementation arrangements, including institutional structures and responsibilities with clear roles for each of the various agencies and local authorities.
- These responsibilities should cover: (i) delivery of RAP compensation and rehabilitation measures and provision of services; and (ii) appropriate coordination between agencies and jurisdictions involved in RAP implementation.

Implementation schedule:

- An implementation schedule should be included covering all RAP activities from preparation through implementation to monitoring and evaluation.

Costs and budget:

- The RAP should provide detailed (itemized) cost estimates for all RAP activities, including: (i) contingencies; (ii) timetable for expenditures; (iii) sources of funds; and (iv) arrangements for the timely flow of funds.

Monitoring and evaluation:

Arrangements for monitoring of RAP activities by the implementing agency, and the independent monitoring of these activities, should be included.

7. Method of Assignment

The method to be adopted for carrying out preparation of the RAP must be participatory and include the following:

- Consultation for data gathering, including guided questions, focus group discussions and a stakeholder map showing the various stakeholders who are interested and in and/or affected by the project;
- Consultation of the key stakeholders, especially the Project-Affected Persons (PAPs) and relevant institutions; and
- Documentation and disclosure of agreed and/or contentious issues for resolution.

8. Qualification Requirements

The Consulting firm/Consultant must be a legally registered consulting firm. Other characteristics of the Consultant include:

- Must have been in the business of preparing Resettlement Action Plans (RAPs)/Abbreviated Resettlement Action Plans (ARAPs) over a period of not less than 10 years;
- Should be registered with a relevant regulatory institution;
- Must have past experience in preparing RAPs on World Bank projects; and
- Must have requisite management in place.

The firm will field a team of specialists, as indicated below, under the leadership and supervision of a Lead Consultant. The CVs of the specialists should be included in the proposal.

i. Lead Consultant

A Social Scientist with a post-graduate degree (MA or higher) in Economics, Social Development, Human Geography, Planning or Development Studies. In addition, the lead must:

- Be recognized by Ghana's EPA or any other regulatory institution(s) as a RAP/ARAP Consultant

- Have at least 10 years of direct professional experience in performing social impact assessments, collection and analysis of socio-economic data, development of social management plans, land acquisition and involuntary resettlement, stakeholder engagement and community development projects.
- Have led in the preparation of RAPs/ARAPs, at least, 10 projects;
- Have led in the preparation of RAPs/ARAPs, at least, 5 urban area large scale projects.
- Have experience in working on Government of Ghana and World Bank regulations and policies on land acquisition and involuntary resettlement.
- Must be a member of a professional body or association of impact assessment practitioners.

ii. Community and Stakeholder Engagement Specialist

- Must have a Master's degree (or equivalent) in International Development, Economics, Public Administration, Social Sciences, Project Management, or another related field.
- Must have, at least, 10 years of professional experience in stakeholder engagement, community development, project /programme management or other related field.
- Must have experience in working with a wide spectrum of stakeholders, governmental and non-governmental institutions, local communities and civil society organizations and other relevant stakeholders would be an asset.
- Must have proven experience in at least 5 donor funded projects in undertaking public and stakeholder engagement assignments in the context of Ghana.
- Must have an appreciable understanding of one of the predominant languages in the area.
- Be a member of a professional body or association.

iii. Land Valuation Specialist

- Must have a Master's degree (or equivalent) in Land Economy, Real Estate, or another related field.
- Must have, at least, 10 years of professional experience in property and land valuation
- Must have proven experience in at least 5 donor funded projects in undertaking property and land valuation in the context of Ghana.
- Be a member of a professional body or association.

iv. Geographic Information Systems (GIS) Specialist

- Must have a good degree in geography, planning or related discipline.
- Must have at least 5 years in spatial/geographic data collection and mapping.
- Must have working experience in mapping slums and informal settlements in Ghana.
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9. Time Frame

It is expected that the assignment will be completed in ten **(10) weeks** including submission of the Final RAP.

10. Deliverables and Timetable

Inception Report

The Consultant should submit an Inception Report **two (2) weeks** after commencement of work, detailing the Consultant's approach and work plan for achieving the above objectives of the assignment. This should include (i) a clear approach to asset valuation, types of PAPs and types of assets; (ii) templates for the census and asset forms as part of the Work Plan; (iii) and a Consultation Plan for engaging the PAPs and other key stakeholders.

The Consultant will submit **three (3) hard copies and an electronic copy** (in Word and pdf) of the Inception Report. The Inception Report will be reviewed by the MWH, PCU and the World Bank’s Safeguard Specialists within one (1) week of submission.

Draft RAP

The Consultant will prepare and submit **eight (8) hard copies and an electronic copy** (in Word and pdf) of the draft RAP to MWH and PCU within **eight (8) weeks** after commencement of assignment. The draft RAP will include sections as proposed in 6.4 above.

Final RAP

The Consultant will prepare and submit **ten (10) hard copies and an electronic copy** (in Word and pdf) of the Final RAP to MWH and PCU **ten (10) weeks** after commencement of assignment. The final RAP will take into accounts comments provided at the draft stage.

The deliverables and time schedules are presented in the table below:

Deliverable/Output	Timing for Deliverables/Output		
	Week 2	Week 8	Week 10
Inception Report	X		
Draft RAP		X	
Final RAP			X

11. Disclosure

The Ministry of Works and Housing (MWH) Project Implementation Unit (PIU), with the support of GARID Project Coordinating Unit (PCU), will facilitate the disclosure of the final RAP by making copies available to the World Bank and the Project Support Units (PSUs) of the relevant Metropolitan and Municipal Assemblies. The Consultant will work with the Ministry and PCU to facilitate disclosure of the RAP at the local/community level in the local language. The World Bank will also facilitate the disclosure of the final RAP on the Bank’s external website

12. Client’s Input

The Consultant is expected to work in close collaboration with the Social Safeguards Specialist at the Project Coordinating Unit and shall report to the Project Coordinator through the Social Safeguards Specialist

The MWH and/or GARID PCU will provide the Consultant with the following:

- i. GARID Project documents/resources that are of relevance to the RAP, including:
 - Environmental and Social Impact Assessment Report for the Detention Ponds, Urgent Repairs and Bridges;
 - GARID Project, Environmental and Social Management Framework, and
 - GARID Project, Resettlement Policy Framework.
- ii. Facilitation of access to sites for the proposed investments, and
- iii. Technical support by GARID Project’s Social Safeguards Specialist

13. Reporting/Supervision of RAP Preparation

All reports and documents shall be submitted under official cover letter by the Consultant to:

The Chief Director
Ministry of Works and Housing (MWH)
P.O. Box M43, Ministries, Osu-Accra
Ghana Post GPS - GA-144-0550.
Attention: Director of Works

MWH PIU, with the support of PCU, will facilitate the submission of the inception report, draft RAP and final RAP to the World Bank, PSUs of local authorities and other relevant institutions for their review.

The Consultant shall liaise with the PIU Lead and the Social Safeguards Focal Person of MWH during the conduct of the RAP and is expected to work in close collaboration with the Social Safeguards Specialist at the PCU.

14. Indicative Outline of the RAP

- **Executive Summary**
- **Introduction**
 - *Purpose of the RAP*
 - *Methodology for the assignment*
- **Objectives of the RAP**
- **Description of Project Location**
- **Description of project activities**
 - *Technical description of the project*
 - *Coverage of the RAP*
- **Description of Potential Impacts**
 - *Involuntary resettlement*
 - *Zone of impact*
 - *Impacts emanating from resettlement options*
 - *Alternatives considered to avoid, minimise, and/or mitigate displacement and involuntary resettlement*
- **Socio-Economic Study of the Affected Population**
 - *Social and cultural characteristics of the communities (i.e., age, ethnicity, religion, occupation, opinions on the project)*
 - *Current occupants*
 - *Magnitude of losses*
 - *Information on vulnerable groups*
 - *Land tenure, property, and transfer systems*
- **Review of Policies, Legal and Institutional Frameworks**
 - *Ghanaian laws and regulations on land acquisition and Involuntary Resettlement (e.g. constitution of Ghana, Lands Act 1962 and 2000 amendment, etc)*
 - *Country policies on land and land use*

- *Country institutional and administrative framework*
- *Gaps between Ghanaian Law and World Bank Policy on Involuntary Resettlement*
- **Census and Socio-Economic Survey of PAPs**
 - *Household/PAP Census*
 - *Asset Surveys and Inventory*
 - *Basic demographic data*
 - *Income and expenditures profile*
 - *Community relations, social capital, etc.*
 - *Census cut-off date*
- **Eligibility criteria for compensation and other assistance/entitlements**
- **Valuation of assets and compensation for losses by type and level of impact**
 - *Income restoration and improvement*
 - *Movable and immovable assets*
 - *Method of Valuation of PAPs assets*
- **Resettlement Measures**
 - *Description of the type and nature of compensation to be paid to the different affected persons (cash compensation, replacement house, replacement land, livelihoods measures, etc.)*
 - *Matrix of compensation for impact types and other resettlement assistance*
 - *Other measures*
- **Public Consultations and Disclosure**
 - Description of the various stakeholders*
 - Major findings, agreements and/or contentious issues for resolution from consultations with PAPs, community groups, NGOs, and local authorities;*
 - *Community participation*
 - *Planned activities for consultation and disclosure of the RAP, and key findings at global, national, and local levels*
- **Institutional Arrangements for RAP Implementation**
 - *Source of funding to pay compensation to PAPs*
 - *RAP Implementing Agency (s)/institution(s)*
- **Grievance Resolution Process**
 - *Steps-wise process for submitting grievances and complaints*
 - *Dispute resolution process including timing for each stage in the process*
 - *Follow-up actions*
- **RAP Implementation Costs, Budget and Timetable**
 - *RAP implementation budget*
 - *RAP implementation schedule*
 - *Arrangements for the timely flow of funds*
- **Monitoring, Review and Evaluation of the RAP**
 - *RAP Monitoring and Evaluation arrangements*
 - *Arrangements for execution of RAP activities by implementing agencies*
 - *Key monitoring indicators*
 - *Monthly review*
 - *Annual review*
 - *RAP Evaluation*

- **Annexes**

These should include the following:

- *Maps of the project area depicting land use of the area (including businesses and residences)*
- *Census and Survey instruments and tools*
- *Data sets presenting the results of the socio-economic survey and assets inventory*
- *Grievance Registration Form*
- *Record of public consultations including announcement/ notice of meetings, minutes of public consultations (list of persons and institutions consulted, photos, issues discussed, and responses by PAPs, MMAs, the Lands Commission, Project Community Opinion Leaders, Residents Associations in the Project Landscapes, and other key stakeholders)*
- *List of names and qualifications of the Consultant Team performing the assignment*
- *Compensation valuation report*
- *Nominative list of all PAPs, impacted assets and proposed compensation amount*

RAP implementation monitoring and reporting template