

GREATER ACCRA RESILIENT AND INTEGRATED DEVELOPMENT (GARID) PROJECT

TERMS OF REFERENCE

PREPARATION OF RESETTLEMENT ACTION PLAN (RAP) FOR DETENTION PONDS, URGENT REPAIRS AND BRIDGES

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 aims 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 GARID project comprises five interrelated components (1) Climate Resilient Drainage and Flood Mitigation Measures, (2) Solid Waste Management Capacity Improvements, (3) Participatory Upgrading of Targeted Flood Prone Low-Income Communities and Local Government Support (4) Project Management; and (5) Contingent Emergency Response (CERC). These are further described below:

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 Units (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.

In conformance with WB environmental and social policies for investment projects, an Environmental and Social

Management Framework (ESMF) and a Resettlement Policy Framework (RPF) were prepared and disclosed prior to project appraisal to manage potential environmental and social risks associated with proposed interventions. A number of interventions proposed under Component 1 of the project (including detention ponds, urgent drainage infrastructure repairs and bridges) may occasion physical and/or economic displacement of people and entities and would require the preparation of resettlement action plans or abbreviated resettlement action plans in accordance with the projects resettlement policy framework.

2. Detention Ponds, Urgent Repairs and Bridges

Under Component 1 of the GARID Project, the following infrastructural investments will be implemented:

- a) Detention ponds at the Atomic Energy Commission East and West sites in Ga East Municipal Assembly;
- b) Urgent repairs to prioritized sections of the Odaw drainage network.
 - Odaw main channel in Ayawaso Central Municipal, Okaikwei North Municipal and Accra Metropolitan Assemblies;
 - Lower Nima drain – Paloma to Odaw River channel in Ayawaso East Municipal and Korle Klottey Municipal Assemblies;
 - Expansion of Kaneshie drains in Accra Metropolitan Assembly;
 - Sand trap at Caprice and Kwame Nkrumah Circle in the main Odaw channel in Ayawaso Central Municipal and Okaikwei North Municipal Assemblies;
 - Rehabilitation of the Korle Lagoon interceptor weir structure in Accra Metropolitan Assembly;
 - Exit structure of the Odaw River to the sea in Accra Metropolitan Assembly; and
 - Upgrading of drains at Alajo in Ayawaso Central Municipal Assembly.
- c) Replacement of three vehicular bridges;
 - Railway Bridge, close to Graphic road in Accra Metropolitan Assembly;
 - Graphic Road vehicular bridge in Accra Metropolitan Assembly
 - Abossey Okai Road Bridge in Accra Metropolitan Assembly
 - Demolition of two footbridges obstructing flows at Achimota in Okaikwei North Municipal Assembly.

All these interventions are under the detailed engineering design phase. Technical and financial proposals have been evaluated pending award of contract for the detailed engineering designs to commence.

Detailed descriptions of these interventions are as follows:

a) The Detention Ponds

Two detention ponds are to be constructed on two sites called Atomic Energy East and Atomic Energy West in Ga East Municipal Assembly. The flood ponds will be built to store peak flood waters as a means of reducing the risk of floods. The overall objective of this task is to decrease the flood flow at downstream reaches of Odaw River, decreasing the flood conditions for 10-year flood return period. The development of detention ponds includes

potential development of a green park and a small recreational area. Some estimated details of the proposed detention ponds are provided in the Table 1.

Table 1: Details on proposed detention ponds

Detention Pond	Area (ha)	Volume (million m ³)	Stored T10 (million m ³)	Excavation (1000m ³)	Dam volume (m ³) and Height (m)
Atomic West	50	0.8	0.6	20	20,000 / 5.5
Atomic East	75	1	1	10	10,000 / 4.5
Atomic East Off-line	15	0.4-0.5	0.5	400-500	25,000/4.0

The two sites for the ponds are being released by the Ghana Atomic Energy Commission (GAEC). The exact location of the two detention ponds will be finalized during the early stages of the engineering designs and it is intended that its actual siting will avoid existing developments as much as possible. While these potential project sites are public land, owned and made available by the Government of Ghana (and therefore no land cost is anticipated), there are a few houses on site and farmers are growing crops on parts of the land which would require resettlement and compensation.

b) Urgent repairs to prioritized sections of the Odaw drainage network

This sub-component will restore the originally designed hydraulic characteristics and expand some of the drainage network. These urgent repairs are:

- Odaw River main channel

This investment involves the repair of critical collapsed channel linings. Approximately 400 meters of the lined drain has been severely damaged over the past 5 years (see fig. 1 for photo of damaged sections of the lined Odaw River channel). An abrupt change in vertical and horizontal alignments causes a hydraulic jump during heavy rains just at the start of the lined section of the main Odaw River channel, under the Achimota Highway in Okaikoi North Municipal Assembly. This section of the main channel requires a new engineering design to prevent the hydraulic jump which leads to extreme turbulence causing damage to the concrete channel linings.

Some structures and activities located close to the section of the channel to be repaired may be impacted and may require resettlement or relocation or compensation.



Fig. 1: Damaged sections of the lined Odaw River Channel at Achimota

- Lower Nima drain – Paloma to Odaw River channel

The entire stretch from the Hill Street (Nima-Newtown road) to the Odaw River channel (approximately 2.4km) comprising 0.6km underground section, 1.0 km trapezoidal section and 0.8 km dilapidated open rectangular section in Ayawaso East and Korle Klottey Municipalities will be re-engineered into a rectangular covered drain. This will involve changing the cross section of approximately 1.0 km of drain from trapezoidal to rectangular (to be covered) and constructing a parallel channel underground for approximately 0.6 km draining to the main Odaw River channel in the area of Asylum Down.

The sections of the channel to be involved are located in urbanized environment and would impact some structures and activities, which may require resettlement or relocation or compensation.

NIMA MAIN DRAIN

NIMA EXISTING UNDERGROUND DRAIN SECTION



NIMA EXISTING OPEN TRAPEZOIDAL SECTION TO BE REPLACED



Fig. 2: Map showing existing drains in Nima

- Expansion of Kaneshie drains

Portions of the existing drains in the Kaneshie communities in Accra Metropolitan Assembly will be reconfigured to a rectangular cross section from the existing trapezoidal cross section and these reconfigured drains will be covered. Also, parallel drain will be constructed to greatly increase the hydraulic capacity of the combination of the two parallel drains. The map below indicates the areas of works required for the Kaneshie communities.

The sections of the Kaneshie channel to be involved are located in urbanized environment and would impact some structures and activities, which may require resettlement or relocation or compensation.

SOUTH KANESHIE DRAIN FOR DREDGING █

EXISTING KANESHIE DRAIN TO BE EXPANDED █

EXISTING TRIBUTARY DRAIN TO BE DECOUPLED FROM KANESHIE MAIN DRAIN █

PROPOSED DRAIN TO RECIEVE DECOUPLED DRAIN █



Fig. 4: Map showing drains in Kaneshie.

- Sand trap at Caprice and Kwame Nkrumah Circle in the main Odaw channel

This intervention will be implemented within the main Odaw channel at Caprice and Kwame Nkrumah Circle in the Ayawaso Central and Korle Klottey Municipalities. These structures will be designed to reduce the amount of dredging of the downstream sections of the Odaw channel. The construction and maintenance of sand traps at priority locations will reduce silting of the Odaw River. The design standards for the sand trap will be provided by the Hydrological Services Division (HSD) of MWH. While the sand traps will be located within the stream channel itself and may not impact any land uses or activities, the construction activities may impact land uses and livelihood activities on the adjoining land. The RAP will identify and assess any potential impacts and propose mitigation measures.

- Rehabilitation of the Korle Lagoon interceptor weir

The interceptor weir constructed in the Korle Lagoon in 2006 will be rehabilitated. The weir (located in Accra Metropolitan Assembly) which causes backwater effects during high flows thereby exacerbating floods upstream will be rehabilitated to minimize its obstruction to flood flows. Engineering design options which will ensure that this structure provides the least hydraulic resistance possible will be undertaken by the Consultant who will carry out the engineering design of the investments. The rehabilitation activities may impact land uses and livelihood activities on the adjoining land. The RAP will identify and assess any potential impacts and propose mitigation measures.



Fig.4: Photo of the Korle Lagoon Interceptor Weir

- Reconfiguration of the Odaw River outlet to the ocean

The discharge point for the Odaw River into the Atlantic Ocean in Accra Metropolitan Assembly requires re-engineering to allow for this choke point to be reconfigured, allowing for increased hydraulic performance of the discharge to the sea. The hydraulic model runs have indicated that this, together with the other interventions and investments plus the dredging will allow for a T10 level of protection. The reconfiguration activities may impact land uses and livelihood activities on the adjoining land. The RAP will identify and assess any potential impacts and propose mitigation measures.

c) Replacement of three critical bridges

The Railway Bridge, Graphic Road Bridge and Abossey Okai Road Bridge (all located within the Accra Metropolitan Assembly) will be reconstructed (see photos below). The reconstruction of the bridges will be implemented by the Department of Urban Roads (DUR), Ministry of Roads and Highways (MRH) or the Ministry of Railway Development (MRD). The design standards for the replacement bridges are: (i) approximately 35 meters in length (existing Odaw River channel width for these bridges) with a clear single span and (ii) the height of the bridges to withstand T25

flooding to pass under the bridges. Raising these bridges and reducing their hydraulic resistance via a single span structure will mitigate the upstream impacts of flooding, decreasing the frequency and intensity of any flooding in the vicinity of Kwame Nkrumah Circle. In the future, if the width of the Odaw River channel is increased (to 50 m - 90 m) the bridges would not be replaced but would have two bridge abutments within the wider channel.

The reconstruction of these bridges would impact road users, other land uses and livelihood activities in the vicinity. The RAP will identify and assess any potential impacts and propose mitigation measures.



Fig. 5: Railway Bridge



Fig. 6: Graphic Road Bridge



Fig. 7: Abossey Okai Bridge

d) Demolition of two footbridges

Two foot bridges at Achimota in the Okaikoi North Municipal Assembly will be demolished to allow the free downstream flow of water in the Odaw channel. The piers of these bridges in the channel trap polythene and other materials which turn them into obstacles to the free flow of storm water. The resultant increased hydraulic resistance and sluggish flow of water cause deposition of silt, further affecting storm water flow.

The demolition of these footbridges would impact pedestrians and users of two-wheel vehicles, and other land uses and livelihood activities in the vicinity. The RAP will identify and assess any potential impacts and propose mitigation measures.



Figure 8: Footbridges at Achimota

3. Potential Project Impacts

In reference to the specific interventions described above, the field visits and the on-going Environmental and Social Impact Assessment indicates that the construction activities would result in some environmental and social impacts including land acquisition, involuntary resettlement and disruption of livelihoods. This require careful consideration to safeguard public interest, health, and the environment. Specifically, the proposed detention ponds would affect a few houses and farmers growing crops on parts of the land which would require resettlement and compensation. The repair works on the Lower Nima Drain – Paloma and expansion of the Kaneshie drains also have the potential of causing displacements and disruption of livelihoods. The replacement of the three bridges; Railway Bridge, Graphic Road Bridge and Abossey Okai Road Bridge as well as the demolition of the two footbridges at Achimota will likely cause inconvenience and disrupt livelihoods.

In line with Ghana’s Environmental Assessment Regulations LI 1652, 1999, these group of activities 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. An environmental and social management framework (ESMF) and a resettlement policy framework (RPF) were prepared and disclosed prior to appraisal of the project. These safeguards documents provide guiding principles, processes and procedures to be followed to ensure that environmental and social risks associated with subproject activities are adequately addressed. Pursuant to Ghanaian laws, World Bank policies and provisions of the ESMF, 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 to inform the detailed design, which is also in process.

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) for the construction activities on the Detention Ponds, Urgent Repairs and Bridges as detailed out in preceding paragraphs. 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 on the local population and other affected entities. The RAP will detail the full scope of project impacts relating to displacement and involuntary resettlement on the local population and other affected entities, and propose mitigation measures for addressing the impacts prior to commencement of the aforementioned activities.

4. Objective of the Assignment

The overall objective is to prepare a Resettlement Action Plan (RAP) for the detention ponds, urgent repairs of drainage infrastructure, and the demolition and construction of bridges (detailed description provided above) to be implemented prior to commencement of the proposed interventions. 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 and Ghanaian laws and regulations.

The specific objectives of this assignment are to:

- (i) Assess the nature and magnitude of project displacement and involuntary resettlement impacts;
- (ii) Propose project alternatives that can be considered (or will be considered during implementation) to avoid or minimize displacement;
- (iii) Conduct a socio-economic study of the project area, including a census of all Project-Affected Persons (PAPs) and entities to inform the RAP and other associated management plans (e.g., livelihood restoration plan);
- (iv) Identify, collect 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. Collect photographs and GIS coordinate information on each of the potentially adversely affected land and other assets, descriptions of the size and material composition of all structures; a description of the function of the structure/entity, and occupancy and ownership information. The inventory/asset survey will be the basis for valuation and compensation and other appropriate mitigation measures, and shall be made available in a database for easy access and analyses;
- (v) Provide livelihood assistance to PAPs in their efforts to restore and/or improve on their livelihood and standard of living with the aim of restoring their livelihoods to pre-project levels.
- (vi) Assess and determine PAP eligibility for impact mitigation measures, including entitlement to compensation, replacement land, provision of skills training, and livelihood restoration plan (for all eligible PAPs, including waste pickers), with the estimated budget for each restitution proposed;
- (vii) Identify, assess and plan alternative resettlement site(s) if needed;
- (viii) Prepare a RAP that sets out the mechanisms by which impacts will be mitigated; including an entitlement matrix that establishes clear parameters and entitlements for PAPs; describes institutional mechanisms for RAP implementation (including timelines, responsible actors, and mandates), as well as a process for continuous information exchange with PAPs, mechanisms for consultation, time schedules, methods for payment of compensation, and a budget for RAP implementation;
- (ix) The RAP should further identify and recommend specialized assistance for vulnerable households that may be directly impacted by the project;
- (x) Create awareness about the project and consult local communities on all anticipated impacts on their assets and livelihood activities;
- (xi) Identify, via the RAP, local decision-making bodies that will be part of RAP implementation and compensation negotiations;
- (xii) Develop, in a participatory manner, a Grievance Redress Mechanism (GRM), to be described in the RAP and implemented as an integral part of the project; and
- (xiii) Propose a monitoring and evaluation system to track and monitor progress and completion of RAP activities prior to commencement of works, including a RAP completion audit.

5. Scope of the Assignment

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

5.1 Inform and consult with PAPs, local communities and host communities (in case there is resettlement) in the local languages commonly used in the project locations aimed at creating awareness about the project and its impacts, and, more importantly, enable PAPs to provide input into the RAP and discuss resettlement options, if any, :

- 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;
- Seek feedback from PAPs, local communities, host communities and local governments on resettlement options;
- Document all stakeholder consultations, including the name(s) of the communities, groups or entities met, date and location of event, list of attendees with contact information, and summary of issues discussed, agreed or outstanding among others;
- Assess and incorporate community and stakeholder concerns into the design of the RAP;
- Develop and describe a mechanism for continuous information exchange with PAP during resettlement implementation; and
- Develop a 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 project implementation.

5.2 Conduct PAP census and asset inventory including valuation of assets for compensation and resettlement activities

- Work with the Ministry of Works and Housing and the respective local government authorities to set the 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. The census of PAPs will include identification of 'waste pickers' and other persons who depend on the proposed sites for their primary livelihood activities;
- Conduct a survey of impacted physical assets and enumeration of livelihood assets and economic activities aimed at identifying and defining the different project impacts types, including any potential temporary or permanent landtake associated with the project (for say borrow pits and/or workers sites, etc.);
- Work with the Lands Valuation Division of the Government's Lands Commission to value impacted assets and structures based on country valuation systems and also complying with WB OP 4.12 (which dictates that compensation should be based on the replacement cost of the impacted asset as if new, without depreciation);
- Identify, assess and plan alternative resettlement site(s), if physical resettlement is warranted following the analyses of the asset survey, consistent with the provisions of OP 4.12 and Ghana's Land Use and Spatial Planning Act, 2016 (Act 925);
- 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, and working with the Ministry of Works and Housing to identify sources of funding for RAP implementation.

5.3 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 the drainage infrastructure improvements proposed in these communities. The survey will be carried out in a gender sensitive manner and should pay special attention to vulnerable households to be affected;
- 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 PAPs' livelihood activities;
- Propose effective institutional arrangements and a strategy for continuous 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.

5.4 Prepare a Resettlement Action Plan (RAP)

Drawing from existing and new data from the above activities (5.1 to 5.3), 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 detention basins, urgent drainage infrastructure repairs and demolition and reconstruction of bridges. 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 5.3 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 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 WB OP 4.12 and national laws and measures, as necessary, to ensure that these are based on acceptable values (e.g., replacement cost without depreciation and/or 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 PAPs who will lose their livelihood may include provisions for skills training, jobs during construction activities, 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.
- *Chance Find Procedure:* Prepare a “chance find” procedure for use if unanticipated archaeological, historical and sacred sites or materials are encountered during dredging activities. To this end, the consultant shall prepare a chance find procedure to be included in the RAP.

Community participation:

Consistent with the World Bank’s policy on consultation and disclosure, a strategy for consultation with, and participation of, PAPs and host communities throughout the RAP implementation, should include:

- A statement of the measures and protocols to be followed to avert the spread of and management of COVID-19 throughout the RAP preparation and implementation process. These shall conform with the national, WB and WHO COVID-19 prevention and management directives and protocols;
- 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 5.1 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 (including definition of clear structure and processes and procedures, description of timelines, documentation, and budget, and identification of responsible actors);
- 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., small informal traders, transport operators, 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.

6. 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.

The consultant shall comply with all national, WB and WHO COVID-19 prevention and management protocols throughout the RAP preparation and implementation process.

7. 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;
- Must be recognized with a relevant regulatory institution, especially Ghana's EPA or the Land Valuation Division (LVD) of Land Commission as a RAP consultant;
- 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 or a related field. 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, on at least 2 urban area large scale drainage projects.
- Have experience in working on Government of Ghana and World Bank regulations and policies on land acquisition and involuntary resettlement.
- Good report writing and communication skills in English and at least one dominant language in the area of impact
- 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 participatory public and stakeholder engagement assignments in the context of Ghana.
- Must have experience in designing project specific Grievance Redress mechanisms to resolve complaints from PAPs and other interested parties 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 at least a Bachelors 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.

8. Time Frame

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

9. Deliverables and Timetable

Inception Report

The Consultant shall submit an Inception Report within **two (2) weeks** after commencement of work, detailing the Consultant’s approach and methodology and detailed work plan for achieving the above objectives of the assignment. This should include (i) a clear approach to asset surveys and valuation, types of PAPs and types of assets; (ii) templates for the census and asset survey 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 the assignment. The draft RAP shall be submitted to the LVD and World Bank for review and feedback. The Consultant shall present key highlights of the draft RAP to PAPs and other key stakeholders for comments and feedback at a public forum or other engagement medium consistent with the COVID-19 protocols. The draft RAP will include sections as proposed in 5.4 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 within **two (2) weeks of receipt of collated comments and feedback** on the draft RAP from the client. The final RAP will take into account comments and feedback provided at the draft stage.

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

Deliverable/Output	Timing for Deliverables/Output	No. of copies
Inception Report	Within 2 weeks from commencement date of contract	Three (3) hard copies and a soft copy
Draft RAP	Within 8 weeks from commencement date of contract	Eight (8) hard copies and a soft copy
Final RAP	Within 2 weeks after Consultant is provided with review comments on draft RAP	Ten (10) hard copies and a soft copy

10. 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.

11. Client's Input

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.

12. 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.

13. Indicative Outline of the RAP

- **Executive Summary**
- **Introduction**
 - *Purpose of the RAP*
 - *Methodology for the assignment*
- **Objectives of the RAP**
- **Description of Project Locations**
- **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 Baseline 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*
 - *World Bank Policy on Involuntary Resettlement*
 - *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 evaluation of PAPs assets*
- **Resettlement Measures**
 - *Description of the type and nature and methods of compensation to be provided 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 Consultation and Disclosure**
 - 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*
 - *Procedure and planning for continuous information and consultation with PAP during RAP implementation*
- **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*
 - *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 and implementation Audit*
- **Annexes**

These should include the following:

 - *Maps of the project area depicting land use of the area, including various rights and titles (including businesses and residences)*
 - *Data sets presenting the results of the socio-economic survey and assets inventory*
 - *Grievance Registration Form*
 - *Record of 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*
 - *Other relevant documents*