1. **RESETTLEMENT ACTION PLAN (RAP) CONSULTANT**

1.0. **Back Ground**

KCCA in partnership with the World Bank under KIIDP 2 is set to implement comprehensive infrastructure development and upgrading activities effective 1st September 2014. The implementation of the infrastructure development project will have an impact on the community settlements and properties and as a result some households may lose assets due to the land requirements for the construction and rehabilitation. Some households will have to be relocated and resettled in other comparable areas of their choice within Uganda.

Following from the above, KCCA is currently seeking the services of a Consultant to develop and implement resettlement action plans, provide guidance on how the settlement issues will be handled including minimizing conflicts and negative impacts, define compensation eligibility criteria, entitlements, timeliness, guidance and clear definition of the cut-off date(s), and grievance redress mechanisms among others.

2.0. **Objective of the Assignment**

The consultant is expected to monitor and assess the implementation of RAPs; undertake social impact assessments and develop social mitigation programs, as appropriate, to mitigate any negative social impacts of the Project; and to establish and manage a social monitoring program, encompassing the grievance settlement mechanism that tracks both positive and negative impacts of the Project.

3.0. **Scope of Work**

The consultant will:

1. Support KCCA in translating Resettlement Frameworks into action plans including coordinating implementation and monitoring of RAPs to determine the extent to which procedures and outcomes are consistent throughout the corridor and, if discrepancies are identified in valuation, eligibility, registration, payment, or other elements, to bring the discrepancies to the attention of local officials, the RAP Committees, and KCCA.

2. Liaise with the Environmental Expert to provide technical support and guidance to KCCA to address clearance and/or acquisition of right of way and ensuring effective communication to the affected persons on the “Cut-Off dates” in project areas within densely populated or sensitive/fragile ecosystems in accordance with the relevant National Legal Framework and World Bank Safeguards Policies and project safeguard instruments.

3. Establish a grievance redress mechanism program throughout the Corridor that ensures that all grievances (verbal and written), are registered and transmitted to responsible
authorities, addressed in a timely manner and reported back to the aggrieved parties. In addition, monitor and submit reports on the performance of the mechanism.

4. Ensure accurate information on the persons affected by the project including conducting a census of persons affected by land acquisition, resettlement or the loss of assets due to construction and rehabilitation of the highway that establishes the socio-economic status of affected households and will be used as the basis for follow-up surveys to determine whether or not the incomes of the affected persons are fully restored or improved as a result of the project.

5. Conduct Social Assessments in the communities affected by bypasses or other major investments to understand how the communities will be affected by the Project and develop mechanisms to increase positive impacts or mitigate expected negative impacts.

6. Implement, expand, review and improve where necessary, the communication strategy laid out in the Resettlement Action Plan (RAP) to ensure that project affected people are well informed of their rights and responsibilities set out in national legislation, the Resettlement Policy Framework and respective Resettlement Action Plans and all project stakeholders well informed and consulted.

7. Ensure relevant government agencies, including Ministry of Finance Planning and Economic Development, Ministry of Lands, Housing and Urban Development (Attn: Chief Government Valuer) and other local officials are well informed on issues related to the implementation of RAPs.

8. Liaise very closely with KCCA authorities responsible for implementation of social issues including resettlement and land acquisition. As necessary and appropriate seek World Bank technical support on implementation of social issues including RAPs.

9. Undertake periodical implementation and monitoring visit to project sites during the implementation of RAPs, and provide monthly reports to KCCA, the Committee, relevant IFIs and any other relevant stakeholders.

10. Give guidance to the RAP Committee with the physical relocation of households (where applicable) through ensuring that necessary support and compensation measures for their livelihood restoration, as defined in the RAP, are applied, including facilitating the establishment of a functional accessible grievance redress mechanism both on site and KCCA office to adequately address resulting grievances.

11. Provide other support as deemed necessary to adequately implement respective RAPs and ensure that the objective of the PAD — restoration or increased income of project affected persons is achieved.

12. Generate periodical reports and continuously assess capacity gaps in implementing social issues and recommend relevant capacity development needs.

13. Coach, mentor and carry out on-the-job training to support transfer of skills for KCCA staff responsible for implementing social issues including implementing RAPs.
4.0 Specific Outputs/Deliverables

- An inception report by end of the third month that would include a status report of progress in the specialist area of the Consultant, a detailed personal work plan for the next 9 months to the end of the assignment.
- Provide timely review and comments on the Resettlement Action Plan (RAP) and Environment and Social Management Plan Consultant’s deliverables.
- Coordinate and ensure the quality of RAPs is acceptable.
- Facilitate the implementation of RAPs
- Follow up and ensure completeness and accuracy of the information on PAPs particularly gaps in the Resettlement Action Plan (RAP), and prepare progress reports on the location and socio-demographic characteristics of the project affected persons for each of the sub-projects.
- A skills gap analysis report for the environment and the social development team to ensure adequate skills is available for the project and other related projects.
- Coaching and mentoring programme for staff under KCCA implemented.
- Consult and liaise closely with the project implementation team to develop a socio - communication strategy that will support the engineering sector through community mobilization.
- Develop an action plan to address social issues as identified during project preparation, mentioned in the PAD, or identified in the Census’ and Social assessments.
- End of assignment report/completion report on implementation performance on RAPs and other social aspects of the project.

5.0. Duration of the Assignment

The assignment shall be for a period of two years subject to probation period of six months, and renewable subject to satisfactory performance.

6.0. Reporting

The reporting authority for the RAP expert will be the Director Gender, Community Services and Production. The RAP expert will work closely with the Project Coordinator, KIIDP.

7.0. Qualifications and Experience

Qualification

a) A university degree in sociology or other related field of social science, focusing on social impact of development. Post graduate training in Social Sciences or any other related field will be necessary. Training in land management, acquisition and resettlement or forced displacements will be an added advantage.

Experience

a) Should have at least 5 years of work experience in handling social issues (especially, land management, acquisition, resettlement and forced displacements) of large scale construction projects, and be familiar with the social safeguards policies of the World Bank and implementation of the safeguards in World Bank financed projects.

He/she should also have work experience and skills in social analysis, community engagement, conflict management, social surveys, impact assessment and related areas and have good knowledge of local conditions and laws.