



Liberia Sustainable Management of Fisheries Project (LSMFP)

National Fisheries & Aquaculture Authority

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REQUEST FOR EXPRESSION INTEREST (INDIVIDUAL CONSULTANCY)

Preparation Advance No. IDA V3100

PROJECT ID: P172012

Subject: Request for Expression of Interest (REOI) for provision of Consulting Services to Develop Resettlement Policy Framework (RPF) in favor NaFAA

Reference No.: LR-NAFAA-162611-CS-INDV

Assignment Title: Development of Resettlement Policy Framework (RPF)

The government of Liberia through the National Fisheries and Aquaculture authority (NaFAA) has received support from the World Bank Group toward the preparation and implementation of the, “Liberia Sustainable Management of Fisheries Project (LSMFP)”. The project development objective (PDO) is to improve the management and utilization of selected fisheries. The objective of this terms of reference is to recruit an individual consultant who will prepare a Resettlement Policy Framework (RFP) for the proposed Project.

The objective of this assignment is basically drafting the Resettlement Policy Framework (RPF) to be implemented / use as reference by the Environmental Specialist and the Social Development Specialist of the Project implementations unit (PIU). The RPF will lay out the policies, institutional arrangements, schedules, indicative budgets and procedures that govern the acquisition of land, physical relocation of households and commercial enterprises, restriction on the land use and involuntary resettlement and other social impacts that may result from implementation of the proposed project including required mitigation measures for potential social impacts, instruments to be prepared, valuation and compensation procedures, grievance handling systems and how to engage project affected parties, interested people, NGOs and other stakeholders in the planning and implementation of follow-up projects.

The National Fisheries and Aquaculture Authority (NaFAA) now invites eligible individual consultants to indicate their interest in performing the Services. Interested Individual Consultants should provide updated Curriculum Vitae (CV) and relevant documents indicating that they have the required qualifications and relevant experience to perform the Services.

The shortlisting criteria includes the following qualifications:

- Preferably a Master’s degree or equivalent in Sociology, Social Anthropology, Environmental Science, Economics, Environmental Economics, Natural Resources Management or related scientific discipline;
- Minimum – a Bachelor in Sociology, Social Anthropology, Environmental Science, Economics, Environmental Economics, Natural Resources Management or related scientific discipline;
- At least 8 years of extensive working experience in preparation, implementation and monitoring of RAP/RPF/ESIA/ESMF/ESMP/LMP/GBV Risks Assessment and Action Plan;
- Active involvement in international environment and social safeguard application is advantageous.

Specific Knowledge

- Knowledge on World Bank Safeguard policies, ESF, procedures and practice is desirable;
- Knowledge of local Social Development and Environmental Legislation;
- Knowledge of Liberian Laws, Acts and Policies related land and land acquisition;

The detailed Terms of Reference (TOR) for the assignment can be found at the following websites:

- a) www.nafaa.gov.lr
- b) www.emansion.gov.lr
- c) www.moa.gov.lr

The attention of interested individual Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank’s “Procurement Regulations for IPF Borrowers” dated July 2016, revised November 2017, and August 2018, setting forth the World Bank’s policy on conflict of interest. Please refer to paragraph 3.17 of the Procurement Regulations on conflict of interest related to this assignment which is available on the Bank’s website at <http://projectsbeta.worldbank.org/en/projects-operations/products-and-services/brief/procurement-newframework> .

An Individual Consultant will be selected in accordance with the **Individual Consultant Selection (ICS)** method set out in the Procurement Regulations.

Further information can be obtained at the address below during office hours, i.e. 0900 to 1600 hours GMT.

Expressions of interest must be delivered in a written form to the address below (in person, or by mail, or by fax, or by e-mail) by **Wednesday July 1, 2020 @ 4:00PM GMT**

Liberia Sustainable Management of Fisheries Project (LSMFP)

Attn: The Project Coordinator

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Note: Applicant MUST indicate in the email subject, the Title of the Position he/she is applying for

Terms of Reference: Development of Resettlement Policy Framework (RPF)

1.0 Introduction

The government of Liberia through the National Fisheries and Aquaculture Authority (NaFAA) has received support from the World Bank Group toward the preparation and implementation of the, “Liberia Sustainable Management of Fisheries Project (LSMFP)”, and desires to apply part of the proceeds towards eligible payment of the services of an individual consultant who will prepare a resettlement policy framework (RPF) for the proposed project. The project development objective (PDO) is to improve management and utilization of selected fisheries.

2.0 Background

Liberia has a coastline of some 590km, a relatively narrow shelf with an average width of 31km, and total Economic Exclusion Zone (EEZ) of around 18,400km². The coastline of Liberia is dotted with fish landings sites but, from North to South, four large clusters are located around the large towns of Robertsport, Monrovia, Buchanan and Harper.

The main oceanic pelagic resources are tuna and tuna-like species such as bonito and marlin. The shelf is slightly narrower in northern waters and rather broader in the south, where it virtually provides the starting point for the Gulf of Guinea. Unlike the coastal regions to the north such as Sierra Leone and Guinea, Liberia is not affected by the upwelling effects of the Canary Current, which therefore limits its productivity, although it does receive heavy seasonal discharges from the numerous rivers and their estuaries; these provide productive conditions for shrimp fisheries. The lack of upwelling does not favour the production of the small pelagic sardine-like species so plentiful further north but, nevertheless, they are sufficiently prolific as to provide a significant element in the fishery.

The artisanal fishery is estimated to provide a means of livelihood for about 33,120 full-time fisher folk and processors in both marine and inland waters, about 61% of whom are Liberians and 60% females. The Liberians are mainly Kru and the foreigners are mainly Fanti and Popoe fishers who migrated to Liberia from Benin, Ghana and Cote D’Ivoire, with recent additions of Gambian and Senegalese fishermen in Cape Mount County. Grand Kru County with 35 landing sites and Sinoe County with 30 have the largest number of landing sites and are dominated by indigenous fisher folk, but land substantially less fish annually than Grand Cape Mount County with 14 sites and Grand Bassa County with 18 sites; a reflection of the smaller boats used by indigenous fisher folk.

The government of Liberia with support from the World Bank through the West Africa Regional Fisheries Program (WARFP) has rebuilt the fish stocks to recovery status thus significantly increasing landings by artisan fishers. In order to further harness the benefit from the resources to increase revenues, improve income and food security, the Government of Liberia is seeking

further assistance from the World Bank Group to support ‘**Sustainable Management of Fisheries in Liberia**’, with the objective to improve the management and utilization of selected fisheries. The proposed project has the following key objectives:

1. Improving management of selected fisheries
2. Improving handling of fish and fish products
3. Support to Aquaculture, and
4. Project management

In order to achieve sustainable management of the fisheries sector in Liberia, several objectives will be pursued, including: (i) strengthening capacity of relevant institutions in Liberia responsible for fisheries management, including improving information required for the decision making in managing fishery resources; (ii) developing facilities for handling, processing and storage and mechanisms for improving market access through certification, branding, etc.; (iii) supporting artisanal and community-led fisheries management; (iv) improving benefits to women from the management and use of fisheries resources; and (v) supporting efforts to develop aquaculture research, development and extension. Moreover, relevant aspects of coastal zone management such as wetlands/mangrove management and rehabilitation, near-shore solid waste (especially plastic) pollution management will be included.

The intervention will support construction and rehabilitation of infrastructures under project components 1, 2 and 3. The construction of offices for NaFAA on existing site under component 1, improvement of the Robertsport Landing Cluster and rehabilitation of the Klay Fish hatchery under components 2 & 3 will require an ESMP. Construction of landing sites and fish handling & processing infrastructure at yet to be selected sites in the coastal counties will require ESMF, while construction of the integrated canoe landing site at Mesurado will require a full ESIA, including baseline information and RAP. RPF and GRM will be developed for all project sites. Compensation packages under the RAP will not be financed by the project.

Coordination and implementation of the project will be through the project implementation unit (PIU) of NaFAA. The PIU will coordinate the implementation of all subprojects, working with relevant stakeholders.

3.0 Scope of the Project. The project's focus would be on strengthening capacity and institutions of Liberia responsible for fisheries management, improving information required for the decision making in managing fishery resources, developing facilities and mechanisms for handling fish catch and fish products, including through the construction of the Mesurado integrated fisheries hub and four community landing & post-harvest infrastructures, and supporting government's efforts to develop aquaculture. One of the project priorities will be to support community-led fisheries management, offering options to add value to raw fish products and address some of the gender gaps.

The project will be implemented through the following components:

3.1 Component 1: Improving management of selected fisheries

3.1.1 Sub-component 1.1. Institutional strengthening and capacity building

This sub-component will support ongoing reforms of key aspects of the sector's institutional, policy and legislative regimes, and also strengthen and equip national and subnational fisheries institutions with capacity to sustainably manage the sector and fisheries resources. The component will also support enhancing cooperation and coordination mechanisms and capacity building across the various sectors actors. Specifically, this component will support among others (i) Development and implementation of new fisheries polices and associated regulatory instruments including a vigorous Communication, media and publicity campaign; (ii) the harmonization of fisheries policies and legislation (particularly those related to fishing licensing, close seasons, MPAs, etc.) with other sectoral policies; (iii) Strengthening of NaFAA's technical and administrative capacity and functions through the construction and equipping of a headquarter building to provide adequate work environment; (iv) peer-to-peer knowledge sharing and study tours/workshops/conferences/internships; (v) mobilize regional technical expertise to support the implementation of project-funded national and community-level activities; (vi) Support Master Degree and PhD training of NaFAA staff in selected areas of specialization to improve the human resource capacity and management of the fisheries sector; and (vii) Support the establishment of Fisheries program at the University of Liberia.

3.1.2 Sub-component 1.2. Improving management of Selected Fisheries

This sub-component will sustain and enhance the national fisheries reform results obtained during the WARF-P project and prepare Liberia for the long-term goal of sustainable fisheries sector growth led by the private sector and embracing stronger and sustained participation by fishing communities. The project will provide support towards the sustainable management of the sector and fisheries resources. Project funds would provide support to the management of fisheries resources and fleet through (i) strengthening of National Fisheries and Aquaculture Authority (NaFAA) Monitoring, Control, and Surveillance (MCS) capacity through training of staff and improving the observer program; (ii) specialized training on MCS technology, data sharing and analysis; (iii) enhancing functionality of national monitoring center; (iii). conducting fisheries stocks assessment in the Liberian coastal waters to value the available resources and better planning of the balance between conservation and commercial fisheries sector development (iv) develop fishery management plans for both Marine and inland fisheries improve the inland fishery management. Also, the component will focus on the management of fleet by supporting (v) Strengthen compliance through monitoring and inspection at sea, at port, and beach combing such as vessels inspections at sea, at port, and beach combing, surveillance activities and provision of equipment, devices and gears for observer program; (vi) improving the national vessel registry by strengthening registration, marking and licensing regime and improving its reliability and consistency; and (vii) piloting of alternative fishing vessels, gears and technologies such as fiber glass, outriggers, etc..

3.1.3 Sub-Component 1.3. Support to management of information on fisheries.

1. This sub-component will (i) develop and establish a fisheries management and information system including dashboard, a digitalize data collection, supporting statistics system by using cellphone apps; an on-line marketing platform, license processing in real time and generation of Quick Response (QR) code for license authentication, Enterprise Resource Planning (ERP), etc.; (iii) scale-up the use of Automatic Identification System (AIS) technology (THE SCALE UP

INCLUDES the purchase of additional AIS technology, subscription of airtime, establishing a platform for managing and processing the information received and technical support and training), taking lessons from successful pilot applications carried out in Robertsport and West-Point in Liberia, to collect landing data on daily basis. Also, AIS technology can help improve safety at sea for small-scale fishing vessels and curtail IUU fishing by enabling monitoring activity at sea. In addition, the AIS Class B technology, can track fishing routes; (iv) conduct training on VMS and AIS data analysis and reporting; and (vi) strengthen the NAFAA website to provide public information and feedback on fishing management including licensing, infraction report; and (vii) upgrading the Fisheries Monitoring Center(FMC)

3.1.4 Sub-Component 1.4 Support to community-led fisheries management. Under this pillar the project will seek to empower fishing communities with the capacity to better manage local fishery resources and become active participants in the process of inclusive and sustainable development through collaboration with other donors. Specifically, this pillar will (i) support construction of offices to support the establishment of co-management and co-administration mechanisms between CMAs and LAFA; (ii) provide logistics and equipment such as motor cycles, mobile devices, community science toolkits, etc., to support an improvement on community surveillance as there are reported cases of fish smuggling without correct documentation in the border areas and illegal fishing activities in the artisanal sector; and (iii) Coastal zones management, including mangrove reforestation and conservation in selected coastal communities.

3.2 Component 2: Improving handling of fish and fish products

3.2.1 Sub-component 2.1. Strengthening national post-harvest value systems. This sub-component will support (i) Arranging credit line to provide fishing equipment and gears for artisanal fisheries and semi-industrial vessels, including fiber glass semi-industrial vessels for piloting in selected coastal counties); (ii) expansion of the NaFAA office at the Mesurado pier to create additional work space for project and NaFAA technical staffs; including vessel servicing facilities; repair and maintenance quays, slipways, docks, the supply of fuel, freshwater, ice, bait, food, space for gear maintenance and storage, and stocks of spare-parts. Fuel and lubricating oil supplies should be at a separate nearby location to avoid contamination and for safety reasons. This including Navigation aids. They are aids to warn the crew, of the hidden dangers such as submerged rocks, limits of approach channels and sand bars, etc. Floating buoys, Navigation lights on breakwaters, piers, dolphins and other objects projecting into the channel and Lighthouses are some of the common navigation aids. (iii) construction/expansion of the fishery hub at the Mesurado pier which is under development in Monrovia to provide for a semi industrial and artisanal fish landing site with shore facilities for fish auction, processing and marketing, and provision for private sector investment in ice production and chill storage including road rehabilitation/construction. Facilities will include a quay, central fish market, processing area, sanitation, landing pontoons, ice plant, chill stores etc.; (iv) financed community fisheries landing site improvements are also planned at Buchanan, Greenville, Rivercess and Harper to construction or rehabilitation of basic infrastructure to provide better landing sites, markets, toilets, water facilities, and post-harvest processing facilities in selected communities, perhaps feeder roads construction ; (v) value-addition to enhance market access and shelf-life perhaps including Fish Meal, Fish Oil and Canning Plants; (vi) product branding and certifications to adhere to standards and sustainability requirements; and;

3.2.2 Sub-component 2.2. Support focused on women. As women are important players in the fisheries sector in Liberia, particularly in the post-harvest sector, the project will have specific activities to support women and women entrepreneurship development, including financial management such as (i) helping set up women associations as part of the CMA structure to increase their voice as a stakeholder in the fisheries sector including developing women leadership skills; (ii) providing training and demonstration on better product handling, especially in fish smoking and drying technology as well as packaging to enhance shelf-life; (iii) providing training in business development and book-keeping; Setting up micro-finance for developing women owned businesses in the fisheries sector. A feasibility study on setting-up the micro-finance for women in the fisheries sector is being carried out with the help of the Iceland finance which is part of the Iceland Technical support for this project and (v) improving the sanitary and hygiene conditions for women and children in the fishing communities.

3.3 Component 3: Support to Aquaculture

Aquaculture production holds a largely untapped potential for Liberia and other countries in the West Africa region. With a suitable natural environment, and a relatively stable political climate of Liberia offers a potential investment destination for aquaculture. This component will support (i) developing a policy and regulatory framework for sustainable aquaculture; (ii) Establishing a full scale aquaculture technology R&D and Quality Assurance Center in Kley: will provide services such as research, development, extension, training activities. The project will provide equipment, and includes rehabilitation, such as catfish, cutlass fish, tilapia, and support shellfish stock enhancement, to development of NaFAA's aquaculture research capacity, with emphasis on rehabilitating & equipping the Klay Hatchery for research in feed, fingerling (seeds) and (growth) to support extension and improve aquaculture production; and (iii) developing zoning mapping to help identify prone aquaculture areas. This component will benefit from some of the activities indicated under sub-component 2.1 above. (iv). Awareness raising (v) Developing private sector on the basis of PPP on three sites: this would include activities such as rehabilitation of facilities, construction of road networks, including soft activities that the GoL has to do for PPP this could include guidelines, policies, templates for contract.

3.4 Component 4: Project management

This component will support the implementation, management, coordination and oversight of the proposed project, including establishing and implementing a simple and smart monitoring and evaluation (M&E) system, communication and training of the implementing entities on applying the new World Bank's environmental and social framework (ESF) and standards (ESSs). Among others, this component will also finance the establishment and operations of project implementation units/entities (PIUs), PFMU, including the salaries of staff hired to implement the proposed project. Furthermore, the component will provide funds for new and relevant studies identified and agreed during implementation of the project. Funds from this component can also be used to prepare follow on projects or additional financing.

4.0 Objective of the assignment

The Consultant will be responsible for drafting the Resettlement Policy Framework (RPF) to be implemented / use as reference by the Environmental Specialist and the Social Development Specialist of the Project implementations unit (PIU). The RPF will lay out the policies, institutional arrangements, schedules, indicative budgets and procedures that govern the acquisition of land, physical relocation of households and commercial enterprises, restriction on

the land use and involuntary resettlement and other social impacts that may result from implementation of the proposed project including required mitigation measures for potential social impacts, instruments to be prepared, valuation and compensation procedures, grievance handling systems and how to engage project affected parties, interested people, NGOs and other stakeholders in the planning and implementation of follow-up projects.

Development of RPF is to ensure that systematic processes are followed (as against any ad-hoc processes) in addressing social concerns during different stages of implementation; and a framework that assures participation of affected persons, involvement of relevant institutions and stakeholders, adherence to both World Bank and Government of Liberia's procedures and requirements, and outline appropriate compensation methods for adversely affected persons.

The development of the RPF is in fulfilment of the World Bank's Policy on Involuntary Resettlement (ESS5) whose objectives are that:

- Involuntary resettlement and land acquisition will be avoided where feasible, or minimized, by exploring all viable alternatives.
- Avoid forced eviction.
- Where it is determined that resettlement and land acquisition cannot be avoided, resettlement and compensation activities should be conceived and executed as sustainable development programs with the full involvement and participation of the displaced persons.
- Displaced and compensated persons will be assisted in their efforts to improve their livelihoods and standards of living or at least to restore them, in real terms, to pre-displacement levels or levels prevailing prior to the beginning of the project implementation, whichever is higher.
- With respect to the construction of artisanal landing and post-harvest infrastructures Project, no resettlement is expected to occur. What is required in terms of the RPF, as an input to the ESMF, is:
 - a screening checklist to ensure that no physical displacement occurs and avoid economic displacement and/or compensate should it become necessary.
 - a format and procedures for preparing Abbreviated Resettlement Action Plans in the cases of economic displacement

5.0 Scope of the Assignment

The scope of work of the consultant includes but not limited to the following:

- a) Review safeguard documents developed and applied by IBRD/WB financed projects in Liberia, including the experiences and lessons learnt while executing social safeguards activities;
- b) Study country framework assessments that may have recorded the involuntary resettlement experiences of fisheries and natural resource sector projects;

- c) Collect and review national laws and regulations and WB's Environmental and Social Framework (ESF) and Environmental & Social Standards (ESSs) and other provisions governing preparation and implementation of Resettlement Action Plans (RAPs) for WB financed projects, to assess their applicability to the project, and related requirements. These shall also include other social issues especially those related to Environment-Health-and-Safety (EHS) aspects of the affected population. Identify and detail the gaps and suggest measures to address them;
- d) Conduct consultations with national legal experts on any recent and or proposals for legal changes under consideration by the State, identify existing gaps and develop measures to address them;
- e) Review existing cadastral maps and other available data regarding the population, land ownership and usage, and socioeconomic characteristics of the population and their practices in the project impact area;
- f) Identify the key institutions, departments, and stakeholders authorized to carryout land acquisition activities along with their respective mandates, roles and responsibilities. It is necessary to outline clearly the enforcement and institutional capacity in implementing resettlement/land acquisition processes and provide an assessment of the strengths, weaknesses of each entity and opportunities for their capacity enhancement. identify scope for improvement of current processes for land acquisition and provide suggestions that could be implemented by the project within the existing legal frameworks in Liberia;
- g) Review existing grievance redress mechanisms (GRM) mandated by law and application of the same in practice and suggest improvements to be implemented to comply with WB guidelines and close to the existing local GRM; and
- h) Identify potentially disadvantaged or vulnerable individuals or groups (if any) that might be disproportionately impacted by resettlement and measures to support them or areas within the project area with land tenure conflicts or land disputes that require particular attention.
- i) Identify various women groups that might be disproportionately impacted by resettlement and measures to support them or areas within the project area with land tenure conflicts or land disputes that require particular attention.
- h) Identify community / community property resources that might be impacted by resettlement and measures to support them or areas within the project area that require particular attention in the process.

6.0 Tasks of the Assignment

In order to complete this assignment, the consultant is expected to carry out the following tasks:

6.1 Field Investigation and social screening

- a) The consultant shall conduct a field assessments and collect baseline information (primary and secondary) relevant to social screening to determine the various social impacts that may affect the lives of the people and or habitats in the proposed project area;
- b) Estimate the approximate size of land parcels that needs to be acquired, the current land usage, number of households, businesses and other roadside activities that are likely to be affected and depending on these affected resources/properties.
- c) Assess the extent and or length (as applicable) of public utilities such as telecom, electricity, water and sewerage systems that may be affected and options for shiftings in consultation with the owner departments.
- d) Other assessments shall include but not be limited to;
 - identification of common/community property and or resources that may be affected (e.g. wells, hand pump, schools, community buildings, graveyards etc.);
 - land quality including areas with high agricultural yields, areas of degradation;
 - ownership, access to and use of natural resources, and local development status;
 - Study the types of land ownership (private, community owned areas), sources of livelihoods and category/type of owners in the project area;
- e) Determine the approximate scale of physical relocation of residential households, public infrastructure, commercial enterprises and other persons/families/households, who may be directly and or indirectly to be affected on account of land acquisition and or execution of the project;

6.2 Social Survey of selected households/locations

- a) Conduct a sample survey of potentially affected households in the project communities to be identified in Grand Bassa, Rivercess, Sinoe and Maryland Counties, business entities and losses that may occur due to access restrictions, etc. The survey also should assess whether there is a potential issue associated with land appreciation resulting from the project and potential impacts to those without security of tenure. The sample survey may not necessarily be a full scale census of potentially affected population, but should identify:
- b) the social, economic, and demographic profile of the people and communities affected such as population, gender, ethnicity, vulnerable groups, etc.;
- c) spatial distribution of population and growth rates, location and data of cities and villages in the project area;

- d) administrative structure of the local administration, mandates and extent of engagement of community groups on local issues/ administration;
- e) their views and perceptions on the proposed road improvement program etc.,
- f) economic activities, employment, income and poverty status of the people in the project area;
- g) local economic development trends and ongoing government initiatives for development in the project area;
- h) conduct a preliminary analysis of the nature, scale and magnitude of all potential direct, indirect, induced and cumulative impacts that the proposed investments are likely to cause, and classify the same using established methods;

6.3 Stakeholder Consultations

Conduct stakeholder consultations with key interested parties including Community Based Organizations (CBOs), non-governmental organizations through focus group discussions and interviews to gather qualitative data and information on the social concerns, suggestions and recommendations to avoid, minimize social risks and adverse impacts, if any to implement the project. Further the consultant shall:

- a) analyse, identify, and provide a list of stakeholders and conduct consultations with each stakeholder category and present a Stakeholder Analysis of local stakeholders such as local government, fisher folk associations, resident communities, transporters, and or others who could play a role in the project implementation process with positive / negative influence on the outcomes;
- b) record and analyze people's perception of the project, its adverse impacts, and minimum acceptable mitigation measures (relocation options, if any are required assistance offered) that will enable them to cope with displacement or loss of livelihoods – temporary or permanent in nature, if any;
- c) consultations should also focus on coping mechanisms currently being used by communities;
- d) hold separate focused group discussions (FGDs) with women and other vulnerable groups (as identified from the survey and stakeholder analysis).
- e) draw up impact categories critical to determine potential adverse impacts and analysis of the relative vulnerability and risks to the affected communities.
- f) analyze key impacts on different groups of people (such as land owners, small scale fishers, processors and mongers; small businesses, shop keepers, commercial establishments, women), and communities (common properties, lands), etc. ensure that physical disclosure of safeguards instruments and project-related information, including making them accessible in a place, time and format that is easily accessible to PAPs, as well as minimum timeframes to share information prior to consultations.
- g) Summarize the concerns, suggestions by stakeholder for consideration by project authorities and technical consultants, during development of designs. Segregate the impacts on the various stakeholders by pre-construction and construction stage (such as disruption, loss of access, loss of livelihood, impact on host community due to labor

influx, health, etc.). Outline a draft stakeholder engagement plan/framework for the implementation of project and how these were incorporated into the preparation of the RPF.

Additional steps required to be undertaken by the consultant under this process include:

- Organize public/stakeholder consultations on the TOR with the agencies (including local government bodies and other relevant legal entities) involved in expropriation of lands, involuntary resettlement / relocation activities, restriction on land use;
- Arrange and facilitate consultation meetings, including advertising them, inviting participants, arranging the venue and providing presentation equipment;
- Chair each meeting and give an introductory presentation, and chair and participate in discussions as appropriate.
- Prepare and deliver a Power Point presentation at each meeting describing their work;
Produce summaries of their work in Liberia to be distributed at each meeting;
- Produce a written record of each meeting in the English languages, noting attendance, stakeholders' affiliations, points raised in discussion and answers given by the concerned;
- Assist to disclose the present TOR as well as drafts of RPF report in English language in the country system through appropriate channels such as the web page of NaFAA, WB and other media channels, as relevant, with due consideration of convenient access to published documents by project-affected communities;

6.4 Prepare a document titled Resettlement Policy Framework (RPF). The RPF will govern and guide development of a site-specific Resettlement Action Plan and Livelihood Restoration Plan and or any other social impact management plans for project affected persons (PAPs) once the exact project locations are determined. The RPF should include, but not limited to:

- a) Description of types and scale of impact on the livelihood on local communities for each alternative alignment. The type of impact will comply with the guidelines laid out in the ESS5, the acquisition of private and community land, physical relocation of residential households and commercial enterprises, and permanent and temporary loss of access and income.
- b) Description of current national laws and regulations regarding land acquisition and physical resettlement, gaps between Liberian regulations and World Bank policies and guidelines;
- c) Description of the institutional arrangements (including implementation and monitoring mechanisms that ensures inclusiveness and participation of all affected people / groups and or communities) and the organizational structure within the Liberian Land Authority (and or

other relevant government agency) mandated for land acquisition and involuntary resettlement of project affected people or restriction on the land use;

- d) Estimated population likely to be affected by the project activities, the different categories of the affected persons which should include those who may lose legal title to land parcels, those without legal titles/relevant documentation of ownership, those who do not have titles or have lease agreements to and are using the land for economic activities or for residential purposes, those who may temporarily loses or restricted access to the property or businesses during project implementation and or others who could be affected in any manner due to the project during preparation, construction and operation of the fish landing sites;
- e) Outcome of public consultation held and feedback obtained. The feedback may be grouped following the categorization of the groups referred above;
- f) Eligibility Criteria for various categories and entitlement of affected people. This section should also identify and document the unit of compensation i.e. whether individuals, families or groups and indicate the scenarios or cases for the application of each unit of analysis or a combination of units, where appropriate.
- g) Develop a matrix that details (permanent and temporary impacts), the type of compensation that each identified project affected person (PAP) will be entitled to and a rationale as part of the matrix explaining the reasoning behind the entitlement will be provided in the Matrix with due preference for land-to-land compensation for land-based livelihoods for land dependent people or communities.
- h) Develop and suggest methods to be followed for valuing affected assets. This section should detail the methodology for taking of inventory of assets, values assigned and agreements to be reached with each identified PAP and provisions / formula for consideration of inflationary realities in the final determination of values for replacement of the assets. Provisions should also be made with clarity alluding to the possibility of revised values should there be major discrepancies between dates for value determination and actual date for payment;
- i) Develop a structure and organizational arrangements and procedures for delivery of entitlements along with roles and responsibilities, approval processes and process for delivery of entitlements. The relevant templates/formats should be provided as annexes.
- j) Methods for Consultation with and participation of Affected People – describe clearly processes and methodology to be followed for public consultation and participation of PAPs, different levels of consultations, expected outcomes from different stages of the consultation and participation approaches that needs to be adopted, along with reporting and disclosure procedures/processes;

- k) Develop and describe the Grievance Redress Mechanisms (GRM) options available to PAPs for grievance redress and monitoring mechanisms to check responsiveness to complaints or grievances submitted. It should also include alternatives and annexes on template/formats for submitting grievances and the methods of submissions.
- l) A rough estimate of the budget necessary for land acquisition and physical relocation under the proposed road corridor including ex-post evaluation to ensure that PAPs were able to improve or at least restore living standards. The estimates should also include costs for monitoring resettlement activities (A Third-Party Monitoring Consultant, if necessary), financial responsibility of each stakeholder, reporting and monitoring formats, and provisions for any inflations during implementation;

6.4.1 Tentative Outline/content of the Resettlement Policy Framework.

The RPF should follow the World Bank's ESF guidelines on ESS5 - Annexure 1: B – section 30 & 31 for structure of the content and report and should contain the following sections:

Executive Summary

An executive summary will be prepared to be used as a stand-alone document in a manner that can be accessible to non-technical readers in the English languages.

The main sections of the RPF should cover the following:

1: Project Description

This section should provide a brief of the TA, the background leading to a proposed project, the objectives of the RPF, anticipated project phases, project location, assessment of associated facilities and RPF implementing arrangements.

2: RPF Purpose and Objectives

This section should present the main objectives of the framework, direct and indirect social impacts and the Consultant methodology that has been used in the preparation of the RPF.

3: Legislative Framework for the Land Acquisition and Involuntary Resettlement in Liberia

This section shall contain a summary about the key relevant laws of Liberia in relation to the land ownership, expropriation, transfer of ownership and compensation issues. It should also present the main administrative and institutional framework for issues related to land management and resettlement in Liberia.

4: The World Bank Environmental and Social Standards

Detail the key safeguard policies for the World Bank – ESS5 on land acquisition, restriction on land use and involuntary resettlement. It should also include details of good international practices and the various principles related to this safeguard policy including, but not limited to, the resettlement instruments, scope and coverage of the RPF, RAP preparation and approval, Project affected persons and the vulnerable groups, the eligibility procedures and criteria, valuation of assets, implementation procedures, grievance and redress mechanism, budget and funding, disclosure requirements and WB resettlement documents, consultation, implementation processes and monitoring, evaluation and reporting requirements.

5: Gaps Between the Liberian Regulation and the World Bank Policies.

This chapter shall present the gaps between the WB's social safeguard policies, ESSs, in particular ESS5 and the Liberian Legislations. It should contain measures and recommendations to bridge the gaps (if any) between the two sources of legislations and make it to the level of high standard.

6: Social Assessment and socio-economic survey Findings

This section should include methodology for survey, the baseline, socio-economic data, and the steps for the preparation of identification of PAPs and other social impacts and estimated population likely to be affected / displaced.

7: Eligibility categories and Methods of Valuing Affected Assets.

This section should detail the estimated land acquisition and likely categories of impact, eligibility criteria for various categories of PAPs, quantification of impacts of the PAPs category wise, the valuation of land used by the public and calculation methods for compensation, payments and related considerations.

8: Organizational Elements, Entitlement Matrix and Procedures for Delivery of Entitlements

This section shall detail the process of preparation of RAPs, submission and approval processes. It also should explain linkages between the RAP and the actual project execution including how resettlement is linked to the implementation of civil works. Further, it shall contain a detailed entitlement matrix prepared in consultation with stakeholders, Govt of Liberia and PAPs including the criteria for eligibility of compensation and other resettlement assistance and, present entitlements by type of impacted assets and category of impacted persons.

9: Measures to address Gender and other social Vulnerabilities

Identify gender and vulnerable people issues and concerns (if any) at planning stage and construction stages as they are more vulnerable during the project implementation and post resettlement/implementation periods, due to household management roles for women. The consultant should identify Project-relevant gaps between males and females, propose specific actions to address these gaps, and finally present indicators to monitor outcomes from actions identified to address these gaps. Conduct GBV risks assessment in the project area and recommend need/suitable measures in accordance to the risks level to mitigate/manage the risks.

10: Methods for Consultation with and participation of PAPs

This section should describe the terms and methodologies to be adopted for consultation and participation of PAPs in the process of development of RAPs and until they have received their entitlements. This process should be elaborated to avoid and minimize confusion and suspicions for PAPs and relevant authorities engaged in land acquisition and or other compensation determination and disbursement processes. This should be detailed for different levels of consultations, the expected outcomes at different stages of the consultation and participation approaches which should be adopted.

11: Resettlement Action Plan (RAP)/ Abbreviated Resettlement Action Plan (ARAP) and Income generation/Restoration plans

This section should detail the various steps for preparation of RAP/ ARAP and the key elements that should be covered including the timeframe, resettlement, project schedule, grievance redress mechanism, method for consultation and participation, monitoring and evaluation arrangements.

It should also include details on selection of relocation sites (temporary or permanent) and plans for housing, infrastructure and services, in case shifting of affected residential, commercial, residential-cum-commercial structure and community properties are required. In addition to the above, wherever applicable/required, feasible income generation/ restoration plans, if required be developed to rehabilitate those whose income or livelihoods are affected. Provide necessary template and formats for RAPs/ARAPs preparation.

12: Grievance Redress Mechanisms

In this section, provide the basic objective of GRM, detailed description of existing grievance redress mechanisms/ systems / practices under the Liberian laws with different agencies and propose suitable redress mechanisms/measures in discussion with fishers' association and other official legal agencies, along with options and processes available to PAPs for grievance redress. It should also include levels of GRM and their composition for type of grievances. The identification of eligible people for compensation, the valuing and compensation and any other complaints they may have with the entire process should be mentioned. Provide necessary formats, address and modes of communication of grievances as the Annex.

13: Implementation Arrangements

In this section, key institutions, departments, and stakeholders involved / authorized to execute the project will be detailed with their roles, responsibilities and relationship with the project activities. Present an assessment of the implementing agency, specific to implementation of ARAPs / RAPs. Provide an assessment of the strengths, weaknesses and opportunities for capacity enhancement to address social safeguards, gender issues and citizen's engagement. Prepare an indicative action plan by type of training, audience and frequency.

14 Monitoring and Evaluation Procedures

The section should include institutional monitoring and evaluation (M&E) arrangements for the project (external/internal), parameters/indicators for M&E, periodic evaluation, reporting and dissemination of these reports.

15: Budget and Funding Arrangements and time

This section should provide an overall cost estimates for land acquisition, implementation of resettlement action plan including for monitoring of the resettlement activities. If there are multiple sites, the RPF should give an indicative budget for resettlement for each of the sites or communities. The financial responsibility of the relevant stakeholders, where applicable, should be categorically stated to avoid ambiguity of source of funds for resettlement activities.

16 Annexes

The RPF annexes should minimally include:

- i). Entitlement matrix & Method of valuation and compensation of land/properties*
- ii). Stakeholder Engagement Plan/Framework*
- iii). Templates/formats for RAPs and GRMs*

7.0 Reporting Requirements and Deliverables

- **Inception Report**-No later than two weeks from contract award, an Inception Report shall be submitted that presents the Consultant's Work Plan, defines the Implementation Schedule by task, and methodology should be submitted.
- **Draft and final RPF** shall be submitted within four weeks' period in English, with two (2) hard copies and two (2) electronic copies (in word and PDF) at the times as agreed in the Work Plan.
- **Final RPF** shall be submitted within 8 weeks' period in English to be disclosed on the Government websites and the WB's website (ImageBank). Two (2) hard copies and two (2) electronic copies (in word and PDF) at the times as agreed in the Work Plan

8.0 Qualifications and Experience

- Preferably a Master's degree or equivalent in Sociology, Social Anthropology, Environmental Science, Economics, Environmental Economics, Natural Resources Management or related scientific discipline;
- Minimum – a Bachelor in Sociology, Social Anthropology, Environmental Science, Economics, Environmental Economics, Natural Resources Management or related scientific discipline ;
- At least 8 years of extensive working experience in preparation, implementation and monitoring of RAP/RPF/ESIA/ESMF/ESMP/LMP/GBV Risks Assessment and Action Plan;
- Active involvement in international environment and social safeguard application is advantageous.

8.1 Specific Knowledge

- Knowledge on World Bank Safeguard policies, ESF, procedures and practice is desirable;
- Knowledge of local Social Development and Environmental Legislation;
- Knowledge of Liberian Laws, Acts and Policies related land and land acquisition;
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8.2 Required Skills and Specialized Techniques

- Proactive skills and ability to respond effectively to deadlines and high-pressure situations;
- Track record of successfully working with government on environment, social safeguards, sustainable development agenda is preferable;
- Ability to design/prepare project safeguard plans and tools;
- Report writing skills;
- Fluency in English language with strong written, oral communication and listening skills;
- Advanced computer (PC) skills, including Microsoft Office or related software;
- Good Communication, interpersonal skills and time management.

9.0 Location: The consultant will be based in Monrovia with occasional travel to project communities as may be necessary.

10.0 Duration of the Consultancy: The consultancy will be carried out over a period of 8 weeks or two months.

11.0 Selection Method: Individual Consultant (IC)