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**GOVERNMENT OF SIERRA LEONE
REQUEST FOR EXPRESSIONS OF INTERESTS
DATE OF ISSUE: 19th May, 2021**

**INDIVIDUAL CONSULTING SERVICES
CONSULTANCY SERVICES TO PREPARE AN ABBREVIATED RESETTLEMENT ACTION
PLAN OR A RESETTLEMENT ACTION PLAN**

Sierra Leone has an advantageous geography and abundant mineral and blue resources, the country however exhibits high economic, political and environmental vulnerabilities. It is roughly equidistant from Europe and North America and hosts the third largest iron ore deposit and fifth largest rutile deposit in the World. The country is within one of the world's most productive marine ecosystems with among the most abundant fish resources globally and hosts the deepest natural harbor in Africa. Sierra Leone also has the second highest level of rainfall in Africa as well as fertile agricultural land and abundant tourism resources

Sierra Leone's economy is also highly vulnerable to climate change and natural disasters, especially flash floods and landslides. Rising sea levels and coastal erosion, in addition to sanitation challenges (waste management and sea water contamination) are affecting communities and impacting agricultural production, fisheries and tourism infrastructure. Deforestation and sand mining contribute to augment the impact of climate-change effects, increasing the risk of landslides, exacerbating coastal erosion and potentially jeopardizing important tourism natural assets in the country.

The Government of Sierra Leone, through the Ministry of Finance is implementing the Sierra Leone Economic Diversification Project (SLEDP), which aims to facilitate investment, SME growth, and entrepreneurship in non-mining productive sectors in Sierra Leone particularly the tourism sector. The environmental and social risks associated with the Project are minimal, site specific and can easily be managed with the mitigation measures adopted by the project. The nature and scope of the funding to be provided by the project is expected to strengthen the business enabling environment, build institutional capacity, facilitate strategic public investments, increase access to finance, and provide business development services such as facilitating start-ups and expanding of SMEs.

The Project is expected to have moderate environmental or social impact that could adversely affect the achievement of its objectives. Potential environmental risks include events such as flooding, landslides as well as slower changes due to sea-level rise. The Project may have some slight adverse environmental and social impacts on environmentally or socially sensitive areas such as the coastline and national park and may have moderate adverse risks for gender, vulnerable groups, poverty and /or equity.

1. THE PROJECT COMPONENTS

Acknowledging that economic diversification is a process that can take decades to occur, the goal of this project is to contribute to setting that process in place. This will be done by promoting improvements in overall conditions that can promote investments and firm growth (horizontal interventions such as business environment) while also directly promoting growth and competitiveness of specific non-mining sectors in the economy (interventions such as SME and entrepreneurship support and targeted infrastructure investments).

The project will consist of three components: (1) Business Environment and Capacity Building (2) SMEs and Entrepreneurship, and (3) Project Management and Evaluation.

The Project will under Component 2 invest in public goods to increase the competitiveness of SMEs and to attract private sector investment particularly in the wake of COVID-19. This will include the improvement of 6 tourist destination sites 5 located in the Western Peninsula and 1 outside of Freetown. These sites were selected based on four criteria: (i) product viability; (ii) economic impact including the potential to generate additional investment; (iii) community inclusion and (iv) sustainability and resilience to climate change risk.

2. ENVIRONMENT AND SOCIAL RISK

The project is categorized as Environmental Assessment Category B. The environmental and social safeguards policies applicable to the project are (i) OP/BP 4.01 on Environmental Assessment; (ii) Natural Habitats OP/BP 4.04; (iii) OP/BP 4.11 on Physical Cultural Resources; (iv) OP/BP 4.12 (Involuntary resettlement). In response, to these policies, an Environmental and Social Management Framework (ESMF) and a Resettlement Policy Framework (RPF) have been prepared by the project and disclosed in-country and on the World Bank website. The environmental and social risks associated with the project are minimal, site specific, and can easily be managed with the mitigation measures adopted by the project. The scope of civil works includes the repurposing of existing buildings or construction of two SMEs solution centers and public infrastructure in selected tourist locations. Such works may include drainage, water supply, energy provision (grid hookups where possible or solar energy), signage, parking, and walkways. The project also supports solid and liquid waste management activities. Subgrants, seed funding, or co-investment with existing capital providers will be made available for the implementation of subprojects that can include minor civil works. Implementation of the community destination plans may include construction of community facilities to minimize pressure on local social amenities following influx to the tourism areas after rehabilitation and rebranding. The nature of the anticipated civil works is not complex given that the construction activities are smaller in scale, and most likely will take place in existing footprints. Physical displacements are not anticipated; however, lands may be required for the associated works which may obstruct business operation and loss of livelihoods as civil works will likely occur in urban settings. The potential environmental risks include: (i) waste management; (ii) health and safety of communities and workers during the construction and operational phase; (iii) erosion from earth works; and (iv) impacts on water quality and quantity among others. It is not envisaged that any natural or sensitive habitats will be affected by the works; however, the natural habitat policy is triggered as a precautionary measure. The risk for GBV has been rated Low using the World Bank GBV risk assessment tool. However, considering that the project will invest in tourist locations which are typically identified as hot spots for sex workers, minor headed households and child trafficking, among others, the GBV risk mitigation measures under the project will be commensurate with a moderate risk scenario.

The service of a suitably qualified Consultant is being sought to prepare a Resettlement Action Plan or an Abbreviated Resettlement Action Plan (RAP / ARAP).

3. OBJECTIVES

The objective of the Terms of Reference is to contract a well experienced Consultant to prepare a Resettlement Action Plan or an Abbreviated Resettlement Action Plan (RAP / ARAP) for Voluntary / Involuntary resettlement of affected persons within the Mountain and Peninsular District of the Western Rural and at a site outside of Freetown.

4. SCOPE OF WORK

The Consultant is required to prepare a RAP or an ARAP, the scope of which will vary with the complexity and magnitude of resettlement and should be in line with the Resettlement Policy Framework (RPF).

In this regard, the Consultant is expected to undertake the following tasks. A summary template of key elements to be covered in a RAP / ARAP is provided in the Annex:

- a. The Consultant will design a package of resettlement measures for income restoration, livelihood rehabilitation, and relocation for each category of eligible displaced persons as per the RPF. The RAP should also include the feasibility analysis of the proposed resettlement measures.
- b. The Consultant shall identify and describe the applicable National and World Bank regulations and standards relating to safety, protection of sensitive areas, land use control at the national and local levels, ecological, socioeconomic issues. Subsequently, the Consultant shall identify the project activities that should comply with the identified regulations.
- c. The Consultant shall use the data obtained from the field studies to analyze and describe all significant changes brought about by each of the Project sites. These would include involuntary resettlement, participation and inclusion of indigenous people, livelihood, gender issues, vulnerable groups and social impacts, both positive and negative, as a result of each Project intervention that are likely to bring about changes in the baseline socioeconomic conditions.
- d. The Consultant shall prioritize all concerns identified and differentiate between short, medium, long-term and cumulative impacts during construction, operation and decommissioning. The Consultant shall also identify both temporary and permanent impacts on the project activities.
- e. The Consultant should prepare and submit detailed outline and discussion of specific conditions that might affect the socioeconomic growth which are unique to the type of facility and / or operation.
- f. The Consultant is required to develop specific description, and technical details of monitoring measures for the RAP or ARAP, including the parameters to be measured, methods to be used, sampling locations, frequency of measurements, definition of thresholds that will signal the need for corrective actions, monitoring and reporting procedure. The Consultant should provide a time frame and implementation mechanism, staffing requirements, training and cost outlays. The M&E program will build on the outline provided in the RAP by:

- establishing the timing and type of monitoring and evaluation processes (both internal and external) that will be established, including a review and finalization of the indicators identified in the RAP;
 - clarifying opportunities for the involvement of those affected in the monitoring and evaluation process; and
 - indicating the required resources, schedule and implementation arrangements for operationalizing the M&E program.
- g. The consultant will outline the grievance redress mechanism for stakeholders and communities to provide feedback and receive responses with regards to project implementation. The grievance redress mechanism should also have an in-built monitoring mechanism to check the responsiveness to complaints or grievances lodged. It should clearly state the different forms in which complaints are lodged and the different stages of the process. (note: there should be separate GRMs for contractor workers and for communities).
- h. The consultant shall conduct a census of the affected persons and record types of potential impacts.
- i. The consultant shall identify alternative relocation sites, where affected person might have to be resettled.
- j. The consultant shall conduct public consultations / awareness creation of the relevant stakeholders, taking into consideration the gender concerns and vulnerable groups.
- k. The consultant shall prepare and submit a detailed resettlement action plan with resettlement implementation costs.
- l. The consultant shall prepare a RAP / ARAP implementation schedule.
- m. The Consultant should consider the relevant legal provisions for land acquisition and resettlement during preparation of an appropriate re-settlement action plan.

5. STUDY DESCRIPTION

The consultants will prepare a Resettlement Action Plan or an Abbreviated Action Plan in accordance with the Bank's policy on Involuntary Resettlement (2003). The Consultant will be responsible for gathering, reviewing and analyzing all necessary data and information. Where these are insufficient, the Consultant shall make all practical efforts to produce the missing information / data including professional estimates and predictions based on the most likely conditions at the project area, reliable information and data from similar situations and conditions, etc.

The work will also include thorough consultations and meetings with all parties concerned (affected population or their representatives; local, regional, and national authorities; representatives of the scientific community; NGOs; Civil Society Organizations, etc.).

6. DELIVERABLES

The consultancy is considered complete only upon approval and clearance of the final versions of the required RAP / ARAP documents of the project by the GoSL and the World Bank. The consultant should:

- Submit an inception report describing the procedures and timetable for completion of the RAP preparation process - week 2 of assignment
- Submit report summarizing results of consultation processes involving PAPs and other stakeholders - week 4 of assignment
- Submit a draft RAP report - week 9 assignment

- Incorporate feedback from comments - week 16 of assignment
- Submit final RAP - week 17 of assignment
- Conduct public disclosure and obtain EIA licenses - week 20 of assignment

7. REQUIRED QUALIFICATION

- At least a Master's degree in Social Science, Development Studies or related discipline with more than 5 years of professional experience in the related field.
- At least 3 years of proven working experience and knowledge in Sierra Leone and experience in conducting social impact assessment, RAP, gender aspects, etc. in projects; and
- Ability to communicate and prepare the above listed documents in English (of a quality acceptable to the World Bank)
- Experience in the application of safeguard policies of international development institutions such as World Bank, ADB, etc.
- Strong computer skills including Microsoft Word, Excel, and Power Point
- A record of prioritizing and managing time to deliver high priority and top-quality products, including capability to manage significant uncertainties in the work program and to undertake a range of tasks simultaneously
- Willing to conduct field visits as required throughout the period of the assignment
- Results-oriented, ability to work in a team, attention to detail, and persuasive communicator
- Familiarity of the project area will be an added advantage

8. REPORTING ARRANGEMENT

The Consultant will work closely with the Social Safeguards Specialist in the Project Coordination Unit and will report to the Project Coordinator. The consultant will also collaborate with the Environmental Safeguard Specialists of the PCU together with other stakeholders in order to submit the required input and meet the deliverable schedule.

9. DURATION OF THE ASSIGNMENT

The assignment shall be completed within five (5) months after signing of contract.

10. ANNEX

Below is an Annex on Key elements of a RAP / ARAP. For example:

- 1) Description of the project.
- 2) Potential impacts. Identify: (a) the project components or activities that give rise to displacement, explaining why the selected land must be acquired for use within the timeframe of the project; (b) the zone of impact of such components or activities; (c) the scope and scale of land acquisition and impacts on structures and other fixed assets; (d) any project-imposed restrictions on use of, or access to, land or natural resources; (e) alternatives considered to avoid or minimize displacement and why those were rejected; and (f) the mechanisms established to minimize displacement, to the extent possible, during project implementation
- 3) Objectives of the resettlement program.
- 4) Census survey and baseline socioeconomic studies. The findings of a household-level census identifying and enumerating affected persons, and, with the involvement of affected

persons, surveying land, structures and other fixed assets to be affected by the project. The census survey also serves other essential functions: (a) identifying characteristics of displaced households, including a description of production systems, labor, and household organization; and baseline information on livelihoods (including, as relevant, production levels and income derived from both formal and informal economic activities) and standards of living (including health status) of the displaced population; (b) information on vulnerable groups or persons for whom special provisions may have to be made; (c) identifying public or community infrastructure, property or services that may be affected; (d) providing a basis for the design of, and budgeting for, the resettlement program; (e) in conjunction with establishment of a cutoff date, providing a basis for excluding ineligible people from compensation and resettlement assistance; and (f) establishing baseline conditions for monitoring and evaluation purposes.

- 5) Legal framework. The findings of an analysis of the legal framework, covering: (a) the scope of the power of compulsory acquisition and imposition of land use restriction and the nature of compensation associated with it, in terms of both the valuation methodology and the timing of payment; (b) the applicable legal and administrative procedures, including a description of the remedies available to displaced persons in the judicial process and the normal timeframe for such procedures, and any available grievance redress mechanisms that may be relevant to the project; (c) laws and regulations relating to the agencies responsible for implementing resettlement activities; and (d) gaps, if any, between local laws and practices covering compulsory acquisition, imposition of land use restrictions and provision of resettlement measures and ESS5, and the mechanisms to bridge such gaps.
- 6) Institutional framework. The findings of an analysis of the institutional framework covering: (a) the identification of agencies responsible for resettlement activities and NGOs / CSOs that may have a role in project implementation, including providing support for displaced persons; (b) an assessment of the institutional capacity of such agencies and NGOs / CSOs; and (c) any steps that are proposed to enhance the institutional capacity of agencies and NGOs / CSOs responsible for resettlement implementation.
- 7) Eligibility. Definition of displaced persons and criteria for determining their eligibility for compensation and other resettlement assistance, including relevant cutoff dates.
- 8) Valuation of and compensation for losses. The methodology to be used in valuing losses to determine their replacement cost; and a description of the proposed types and levels of compensation for land, natural resources and other assets under local law and such supplementary measures as are necessary to achieve replacement cost for them.
- 9) Community participation. Involvement of displaced persons (including host communities, where relevant).
- 10) Implementation schedule. An implementation schedule providing anticipated dates for displacement, and estimated initiation and completion dates for all resettlement plan activities. The schedule should indicate how the resettlement activities are linked to the implementation of the overall project.
- 11) Costs and budget. Tables showing categorized cost estimates for all resettlement activities, including allowances for inflation, population growth, and other contingencies; timetables for expenditures; sources of funds; and arrangements for timely flow of funds, and funding for resettlement, if any, in areas outside the jurisdiction of the implementing agencies.
- 12) Grievance Redress Mechanism. Describes affordable and accessible procedures for third-party settlement of disputes arising from displacement or resettlement; such grievance

mechanisms should take into account the availability of judicial recourse and community and traditional dispute settlement mechanisms

13) Monitoring and Evaluation. Arrangements for monitoring of displacement and resettlement activities by the implementing agency to ensure complete and objective information; performance monitoring indicators to measure inputs, outputs, and outcomes for resettlement activities; involvement of the displaced persons in the monitoring process; evaluation of results for a reasonable period after all resettlement activities have been completed; using the results of resettlement monitoring to guide subsequent implementation.

14) Arrangements for adaptive management. The plan should include provisions for adapting resettlement implementation in response to unanticipated changes in project conditions, or unanticipated obstacles to achieving satisfactory resettlement outcomes

b. Additional planning requirements where resettlement involves physical displacement

- 1) Transitional assistance.
- 2) Site selection, site preparation, and relocation.
- 3) Housing, infrastructure, and social services.
- 4) Environmental protection and management.
- 5) Consultation on relocation arrangements.
- 6) Integration with host populations.

c. Additional planning requirements where resettlement involves economic displacement

- 1) Direct land replacement.
- 2) Loss of access to land or resources.
- 3) Support for alternative livelihoods.
- 4) Consideration of economic development opportunities
- 5) Transitional support

Mode of Application

Note: The Consultant will be selected in accordance with Individual Consultant (IC) method set out in the Consultant Guidelines: Selection and Employment of Consultants under IDA Grants by World Bank Borrowers, (July 2016, Revised November 2017, 2018 and fourth edition 2020). The evaluation shall be based on the relevant qualification and experience of the individual Consultant. All applications in writing should be accompanied by up-to-date Curriculum Vitae and supporting documents (Note: do not send originals) with the names and addresses of three referees, one of which should be the last or current employer and addressed to:

The Head of Procurement

Project Fiduciary Management Unit

Ministry of Finance

13a Howe Street Freetown

Tel: +23276672186 or

By E-mail application as attachment (including all supporting documents)

to: **sleconomicdiversification@gmail.com**

Please indicate clearly on the envelop (in the case of hard copy application) or in the email subject heading and attachment (in the case of electronic applications) the post for which application is made.

The Closing Date and time for receipt of applications is 2nd June, 2021 at 16:00pm.

Only short-listed consultant will be contacted