

THE GAMBIA ELECTRICITY RESTORATION AND MODERNIZATION PROJECT (GERMP)

TERMS OF REFERENCE

For developing a Resettlement Action Plan (RAP) for three 30 kv mv transmission lines with associated MV T-offs and Distribution Networks for NDR (Niimi – Jokadu) and URR North – Diabugu to Passamas and URR South - Basse Santa su to Fatoto

I. Background

The Republic of The Gambia together with the International Development Association (IDA), European Investment Bank (EIB), and European Union (EU), collectively the “Lenders”), is preparing a new energy project to improve the power generation and transmission capacity in the country. The Gambia Electricity Restoration and Modernization Project (GERMP) will increase the generation capacity through renewable sources, reinforce the transmission infrastructure in the Great Banjul Area, and in the Provinces across the country.

The development objective of the project is to improve the operational performance of the National Water and Electricity Company (NAWEC), and its capacity to dispatch variable renewable electricity. The Gambia Electricity Restoration and Modernization Project (GERMP) will improve the power generation capacity and efficiency of NAWEC’s transmission network to increase access to electricity for socio-economic development. This objective is in line with the Gambian National Development Plan (NDP-2018-2021), the Gambia Electricity Sector Roadmap (2017) and the National Energy Policy (2014-2018), among other national policies which promote the extension, reliability, and quality of the Government’s energy supply, as well as diversifying energy sources to include renewables.

The GERMP consists of the following three components:

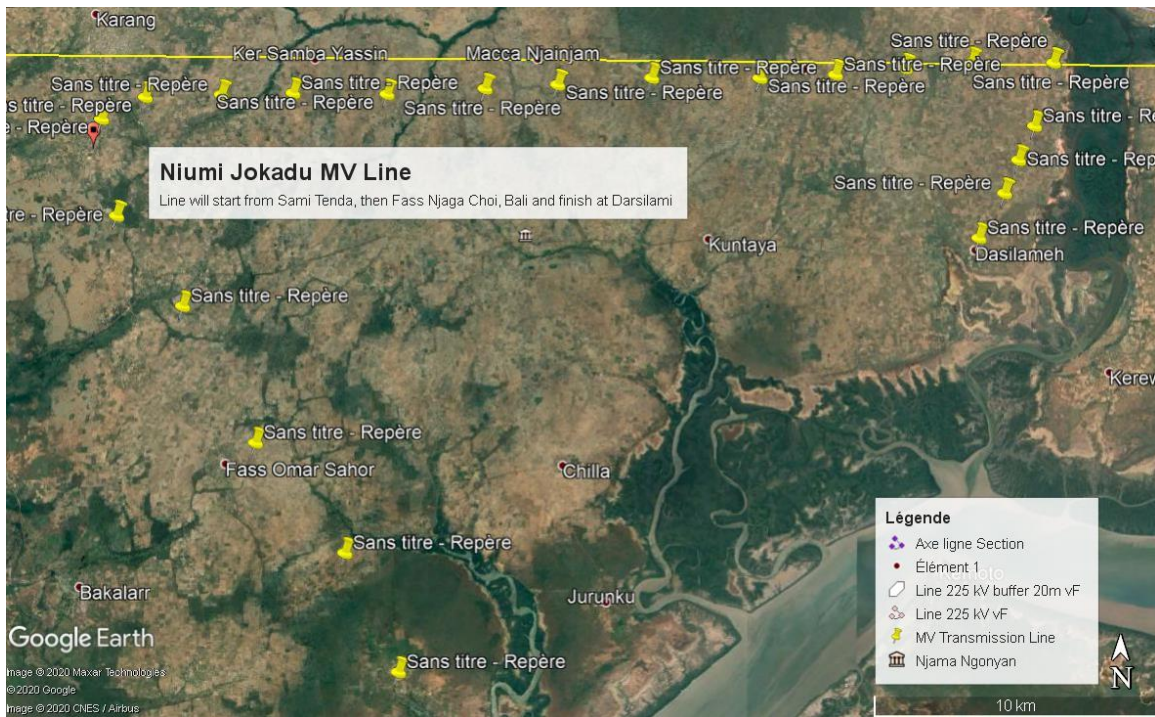
- 1. On-grid solar PV with storage:** This component comprises the development of a 20MW solar PV Plant in Jambur village in the Greater Banjul Area. The component will include battery back up to minimize grid absorption concerns.
- 2. Transmission and distribution (T&D) restoration and modernization:** This component will include upgrades of the Transmission and Distribution 225 kV line to: (i) absorb the additional generation capacity; (ii) prepare for future capacity expansion including OMVG, other pipeline projects and 30kV MV Backbone lines; (iii) reduce T&D losses; and (iv) make future grid extensions possible. This component also includes activities such as emergency communications campaigns, LED bulbs to replace incandescent bulbs in government offices and replacement of streetlights as part of demand side management initiative, and urgent equipment rehabilitation.
- 3. Urgent institutional support for sector turnaround:** This component will involve institutional strengthening, capacity building and project implementation support related to improved operational performance of NAWEC. Institutional strengthening includes 1) twinning with the University of The Gambia for cross-learning; 2) study tour to review environmental and social management systems in other power utilities; and 3) the participation of NAWEC social and environmental specialists in a short-term course on environmental and social management.

II. Project Site

The Project site will cover two regions: the North Bank Region and the Upper River Region. This Project will cover the communities not covered by the ECOWAS Regional Electricity Access Project (ECOREAP) and the Gambia Electricity Access Project (GEAP).

Three lines will be constructed – two in URR and one in NBR:

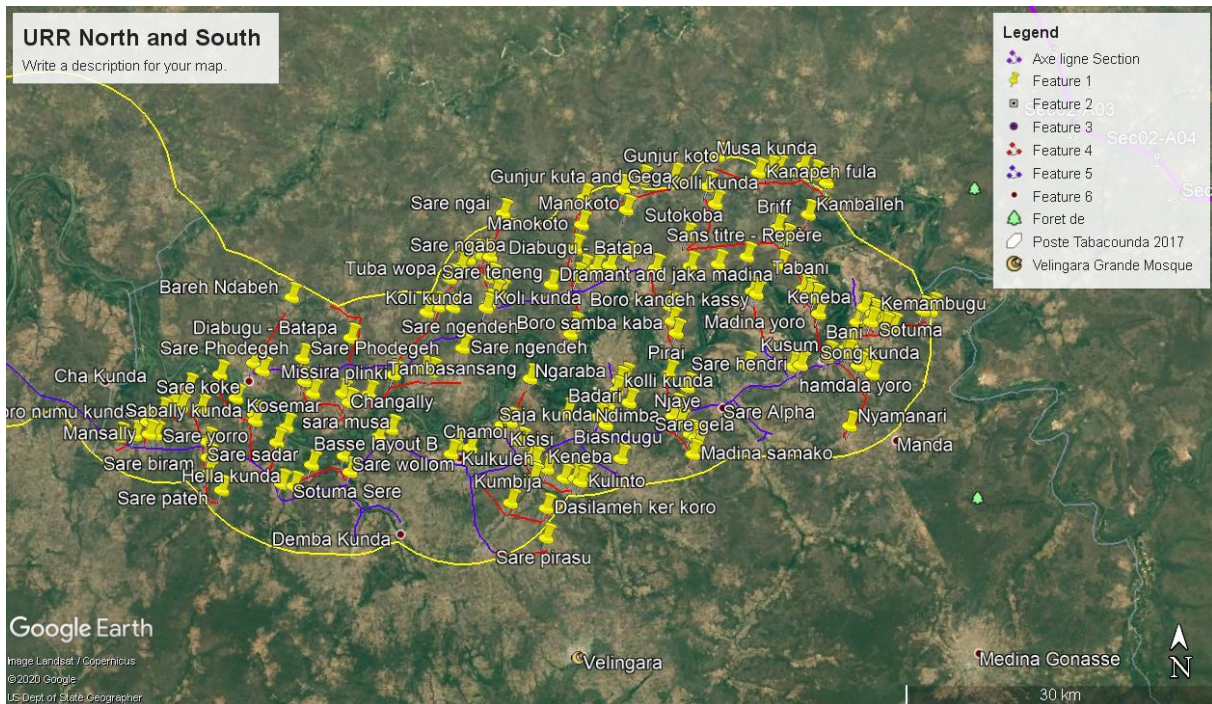
- The first 30kV Transmission line will be in the North Bank named Niimi-Jokadu.



Map of the Niimi-Jokado MV line (140 km branches included)

In the North Bank, the line will start from Sami Tenda, goes North up to Fass Njaga Choi before bending right towards Bali and end up in the South of Bali at Darsilami. The total length of the line is about 140 km including the T-Offs to connect some remote communities.

The remaining two 30kV Transmission lines will be in the Upper River Region. In URR, the feeders The MV line in URR North will run from Diqbugu Batapa to Passamas whilst the second one in URR South will be from Basse to Fatoto.



Map of the two lines in URR North (145km) and South (112km)

In the North part of the river Gambia, the line will start from Diabugu, then will go through communities like Buba Bah, Gunjur Kuta, Baja Kunda, Makamasireh, Brifu, and will terminate at Passamas which will add up to around 80km. The line will branch communities which are not far from the main corridor, the overall length of the line and the T-offs (branches) is **145km**.

In the South of the URR, the line will start from Basse Santa Su, then goes along other communities such as Kularr, Waliba Kunda, Dingiri, Nyamanani, and join Fatoto. The line will branch communities which are not far from the main corridor, the overall length of the line and the T-offs (branches) is **112km**.

Technical Components of the Project

Movement of MV power will involve the use of transmission lines which consist of steel wires, cross bars, insulators, and conductors. The standard right of way (ROW) width for transmission lines is 6m (3m on each side of the centerline); the required setback from nearest structures is 2m horizontal. There is no approved vertical setback; therefore, the lines cannot be constructed over existing structures.

The standard and maximum span distances between transmission poles are 75m and 100m, respectively. The height of transmission poles will be a minimum of 10m, and the maximum height will depend on site-specific conditions and topography. Transmission poles will be erected on concrete foundations approximately 1 to 2m in diameter. Most of the foundation will be buried, with areas for bolting on the pole exposed above the ground. Following erection of the pole, the cross bar and insulators will be installed, and the conductors pulled from one pole to the next.

III. Objective of Assignment

- a) The aim of the Resettlement Action Plan (RAP) is to include measures to address physical and/or economic displacement depending on the nature of the impacts expected from a project and identify and assess the socio-economic impacts of the planned three 30 kv mv transmission lines with

associated MV T-offs and distribution networks for NBR (Niumi – Jokadu) and URR North – Diabugu to Passamas and URR South - Basse Santa su to Fatoto and to prepare an Action Plan to be implemented in line with World Bank Policies and Government of The Gambia policies and laws.

The RAP will identify the project affected persons (PAPs), engage them in inclusive, accessible, and participatory discussions regarding the plan, and formulating a plan of action to adequately compensate people or entities for their losses.

The RAP is based on up-to-date and reliable information about (a) the proposed project and its potential impacts on the displaced persons and other adversely affected groups, (b) appropriate and feasible mitigation measures, and (c) the legal and institutional arrangements required for effective implementation of resettlement measures.

Project-affected persons (PAPs) may be classified as persons: (a) Who have formal legal rights to land or assets; (b) Who do not have formal legal rights to land or assets but have a claim to land or assets that is recognized or recognizable under national law;¹ or (c) Who have no recognizable legal right or claim to the land or assets they occupy or use.

The RAP should explain, where relevant, permanent or temporary physical and economic displacement resulting from the following types of land acquisition or restrictions on land use undertaken in connection with project implementation, including:

- a) Land rights or land use rights acquired or restricted through expropriation or other compulsory procedures in accordance with national law;
- b) Land rights or land use rights acquired or restricted through negotiated settlements with property owners or those with legal rights to the land, if failure to reach settlement would have resulted in expropriation or other compulsory procedures;
- c) Restrictions on land use and access to natural resources that cause a community or groups usage where they have traditional or customary tenure, or recognizable usage rights. This may include situations where legally designated protected areas, forests, biodiversity areas or buffer zones are established in connection with the project;
- d) Relocation of people without formal, traditional, or recognizable usage rights, who are occupying or utilizing land prior to a project-specific cut-off date;
- e) Displacement of people as a result of project impacts that render their land unusable or inaccessible;
- f) Restrictions on access to land or use of other resources including communal property and natural resources such as marine and aquatic resources, timber and non-timber forest products, fresh water, medicinal plants, hunting and gathering grounds and grazing and cropping areas within a community to lose access to resources;
- g) Land rights or claims to land or resources relinquished by individuals or communities without full payment of compensation; and
- h) Land acquisition or land use restrictions occurring prior to the project, but which were undertaken or initiated in anticipation of, or in preparation for, the project.

b) Principles in the RAP regarding compensation and benefits for project-affected persons

- When land acquisition or restrictions on land use (whether permanent or temporary) cannot be avoided, the project will offer PAPs compensation at replacement cost, and other assistance

¹ Such claims could be derived from adverse possession or from customary or traditional tenure arrangements.

as may be necessary to help them improve or at least restore their standards of living or livelihoods.²

- Compensation standards for categories of land and fixed assets will be disclosed and applied consistently. Compensation rates may be subject to upward adjustment where negotiation strategies are employed. The RAP should document a clear basis for calculation of compensation how the compensation is being distributed in accordance with transparent procedures.
- Where livelihoods of displaced persons are land-based,³ or where land is collectively owned, the project will offer the displaced persons an option for replacement land unless it can be demonstrated that equivalent replacement land is unavailable. As the nature and objectives of the project may allow, the project will also provide opportunities to displaced communities and persons to derive appropriate development benefits from the project. In the case of affected persons under paragraph 3 (c), resettlement assistance will be provided in lieu of compensation for land.
- The Borrower will take possession of acquired land and related assets only after compensation and, where applicable, displaced people have been resettled and moving allowances have been provided to the displaced persons in addition to compensation.⁴ In addition, livelihood restoration and improvement programs will commence in a timely fashion in order to ensure that PAPs are sufficiently prepared to take advantage of alternative livelihood opportunities as the need to do so arises.

i. Community engagement

- The RAP will summarize how the project has engaged with affected communities, including host communities. It will also set out the decision-making processes related to resettlement and livelihood restoration, including options and alternatives from which PAPs may choose. Disclosure of relevant information and meaningful participation of affected communities and persons will take place during the consideration of alternative project designs and thereafter

² At the request of affected persons, it may be necessary to acquire entire land parcels if partial acquisition would render the remainder economically unviable or make the remaining parcel unsafe or inaccessible for human use or occupancy.

³ The term “land-based” includes livelihood activities such as rotational cropping and grazing of livestock as well as the harvesting of natural resources and, where applicable, displaced people have been resettled and moving allowances have been provided to the displaced persons in addition to compensation. In addition, livelihood restoration and improvement programs will commence in a timely fashion in order to ensure that affected persons are sufficiently prepared to take advantage of alternative livelihood opportunities as the need to do so arises.

⁴ In certain cases there may be significant difficulties related to the payment of compensation to particular affected persons, for example, where repeated efforts to contact absentee owners have failed, where project-affected persons have rejected compensation that has been offered to them in accordance with the approved plan, or where competing claims to the ownership of lands or assets are subject to lengthy legal proceedings. On an exceptional basis, with prior agreement of the Bank, and where the Borrower demonstrates that all reasonable efforts to resolve such matters have been taken, the Borrower may deposit compensation funds as required by the plan (plus a reasonable additional amount for contingencies) into an interest-bearing escrow or other deposit account and proceed with the relevant project activities. Compensation placed in escrow will be made available to eligible persons in a timely manner as issues are resolved. The RAP should document this process.

throughout the planning, implementation, monitoring, and evaluation of the compensation process, livelihood restoration activities, and relocation process.

- 10. The consultation process should ensure that women’s perspectives are obtained, and their interests factored into all aspects of resettlement planning and implementation. Addressing livelihood impacts may require intra-household analysis in cases where women’s and men’s livelihoods are affected differently. Women’s and men’s preferences in terms of compensation mechanisms, such as replacement land or alternative access to natural resources rather than in cash, should be explored in the RAP.

ii. Grievance mechanism

The RAP should summarize the grievance mechanism for the project, as set out in the SEP. The grievance mechanism should address, inter alia, specific concerns about compensation, relocation or livelihood restoration measures raised by displaced persons (or others) in a timely fashion. Where possible, such grievance mechanisms will utilize existing formal or informal grievance mechanisms suitable for project purposes, supplemented as needed with project-specific arrangements designed to resolve disputes in an impartial manner.

iii. Planning and implementation

Where land acquisition or restrictions on land use are unavoidable, the project will, as part of the environmental and social assessment, conduct a census to identify the persons who will be affected by the project, to establish an inventory of land and assets to be affected⁵, to determine who will be eligible for compensation and assistance,⁶ and to discourage ineligible persons, such as opportunistic settlers, from claiming benefits. The social assessment will also address the claims of communities or groups who, for valid reasons, may not be present in the project area during the time of the census, such as seasonal resource users. In conjunction with the census, the project will establish a cutoff date for eligibility. Information regarding the cut-off date will be well documented and will be disseminated throughout the project area at regular intervals in written and (as appropriate) nonwritten forms and in relevant local languages. This will include posted warnings that persons settling in the project area after the cutoff date may be subject to removal.

To address the issues identified in the environmental and social assessment, the RAP needs to be proportionate to the risks and impacts associated with the project:

- (a) For projects with minor land acquisition or restrictions on land use, for which there will be no significant impact on incomes, the RAP will establish eligibility criteria for affected persons, set out procedures and standards for compensation, and incorporate arrangements for consultations, monitoring and addressing grievances;

⁵ Such inventory should include a detailed account, derived through a consultative, impartial and transparent process, of the full range of rights held or asserted by affected people, including those based on custom or practice, secondary rights such as rights of access or use for livelihoods purposes, rights held in common, etc.

⁶ Documentation of ownership or occupancy and compensation payments should be issued in the names of both spouses or single heads of households as relevant, and other resettlement assistance, such as skills training, access to credit, and job opportunities, should be equally available to women and adapted to their needs. Where national law and tenure systems do not recognize the rights of women to hold or contract in property, measures should be considered to provide women as much protection as possible with the objective to achieve equity with men.

- (b) For projects causing physical displacement, the RAP will set out the additional measures relevant to relocation of PAPs;
- (c) For projects involving economic displacement with significant impacts on livelihoods or income generation, the RAP will set out the additional measures relating to livelihood improvement or restoration; and
- (d) For projects that may impose changes in land use that restrict access to resources in legally designated parks or protected areas or other common property resources on which local people may depend for livelihood purposes, the RAP will establish a participatory process for determining appropriate restrictions on use and set out the mitigation measures to address adverse impacts on livelihoods that may result from such restrictions.

The RAP will establish the roles and responsibilities relating to financing and implementation, and include arrangements for contingency financing to meet unanticipated costs, as well as arrangements for timely and coordinated response to unforeseen circumstances impeding progress toward desired outcomes.⁷ The full costs of resettlement activities necessary to achieve the objectives of the project must be included in the total costs of the project. The costs of resettlement, like the costs of other project activities, are treated as a charge against the economic benefits of the project; and any net benefits to resettlers (as compared to the “without-project” circumstances) are added to the benefits stream of the project.

The RAP will describe the procedures to monitor and evaluate its implementation and will take corrective action as necessary during implementation to achieve its objectives. The extent of monitoring activities will be proportionate to the project’s risks and impacts. For all projects with significant involuntary resettlement impacts, the project will retain competent resettlement professionals to monitor the implementation of resettlement plans, design corrective actions as necessary, provide advice and produce periodic monitoring reports. The RAP will also explain that PAPs will be consulted during the monitoring process. Periodic monitoring reports will be prepared and PAPs will be informed about monitoring results in a timely manner.

Implementation of the RAP will be considered completed when the adverse impacts of resettlement have been addressed in a manner that is consistent with the RAP’s requirements. For all projects with significant involuntary resettlement impacts, the project will commission an external completion audit of the plan when all mitigation measures have been substantially completed. The completion audit will be undertaken by competent resettlement professionals, will assess whether livelihoods and living standards have been improved or at least restored and, as necessary, will propose corrective actions to meet objectives not yet achieved.

IV. Scope of Services

The consultant will prepare the Resettlement Action Plan (RAP) based on the most recent and accurate information on the: (i) selected project route and the potential impacts on economic displacement, restriction of access and other adversely affected components; and (ii) legal issues affecting physical resettlement. The RAP must be based on the principles, planning procedures and implementation arrangements established under the GERMP RPF.

The communities which will be impacted by the three lines and transformers are listed in **Annex B**.

⁷ For projects with significant resettlement impacts and complex mitigation measures, the Borrower may consider preparing a stand-alone resettlement project for Bank support.

a) The consultant will:

- Prepare the RAP that is consistent in policy and context to the laws, regulations, and procedures adopted by The Gambia, and the World Bank's Operational Policy on Involuntary Resettlement (OP4.12⁸) covering economic and physical displacement, resettlement, and livelihood restoration and in light of the principles above in section III (b).
- Conduct consultations with identified project affected persons (PAPs), based on a census of the affected sites/areas
- Identify committees, as appropriate, which will be part of RAP implementation, valuation, and compensation approaches
- Review and improve in a participatory manner the already developed grievance mechanism to be covered in the RAP
- Complete a baseline socio-economic survey of PAPs and host communities.

b) The Resettlement Action Plan will include the following:

- a) A census survey of displaced persons and valuation and inventory of affected land and assets. This will include the number of affected, how are they affected and what impacts will they experience (especially highlighting vulnerable groups and how they can be adversely/disproportionately impacted. Consultations should also discuss this with PAPs with possible focus groups discussions, such as women (with a woman facilitator) and other vulnerable groups)
- b) Description of asset valuation and compensation procedures
- c) Consultations with potential displaced people about acceptable alternatives. This will include comments/assessment on the impact of the project on the poor and vulnerable groups along the project road corridors.
- d) Eligibility criteria for compensation and any other forms of assistance
- e) Legal and entitlement policy framework – support principles for different categories of impact.
- f) Compensation rates for all categories of land and other assets
- g) Consultation and disclosure arrangements (see III (b) (i))
- h) Organizational arrangements for implementation, including responsibility of tasks, personnel for delivering entitlements, and plans to build institutional capacity.
- i) Timetable, schedule of tasks and budget (inclusive of GM costs, EAS/HS measures)
- j) Institutional responsibility for implementation and procedures for grievance redress, and
- k) Land donation arrangements and documentation, if relevant.⁹

⁸ See: OP4.12 <https://policies.worldbank.org/sites/ppf3/PPFDocuments/090224b0822f89db.pdf> and Annex A <https://policies.worldbank.org/sites/ppf3/PPFDocuments/090224b0822f8a4f.pdf>

⁹ All tenure rights and claims (including those of customary and informal users) affecting the land in question are systematically and impartially identified.

- l) If displaced persons lose more than 10% of their productive assets or require physical relocation, the plan will also cover a socioeconomic survey and income restoration measures.
- m) Resettlement and rehabilitation plan – assess feasibility and effectiveness of income restoration strategies and suitability and availability of relocation sites

c) Consultation with women in RAP preparation: Women’s participation (groups of only women groups with experienced women facilitators) in consultations and the elaboration of Resettlement Action Plans will be ensured so that their voices and concerns can be heard, and the risks of any potential Gender Based Violence (GBV), Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) in involuntary resettlement can be adequately mitigated and responded to. The Consultants shall undertake inclusive and participatory consultations. For budgeting purposes, the Consultant shall plan for at least one community-consultation sessions during RAP preparation to present the draft findings of the RAP. The Consultant shall prepare relevant consultation information in a form/format that is meaningful, accessible and acceptable to the groups to be consulted, particularly, women and other vulnerable groups (e.g., using local language, non-technical language, relevant imagery, sex-segregated groups with female facilitators in safe and enabling spaces for consultations with women, sensitive to persons who may be illiterate, avoiding direct personal and sensitive questions in women’s consultation groups which may result in adverse personal impacts and ensuring appropriate service referrals as needed).

V. Timetable and Outputs

The expected output is a report that provides detailed information on the scope of adverse social impacts and mitigation measures (resettlement/rehabilitation) actions to be taken by the project. The Consultant is expected to submit to the GERMP PIU the following:

- Inception report describing the procedures and timetable for completion of the RAP preparation process by first week after contract signing
- Report summarizing the preliminary results of the baseline socio-economic survey, PAPs census and consultations with PAPs and other stakeholders (by four weeks after contract signing)
- Draft RAP report (by seven weeks after contract signing).

The main findings of the draft RAP report will be reviewed and cleared by the World Bank, and disclosed publicly by the Government of The Gambia, and the World Bank Infoshop.

VI. Qualifications and Experience

The Consultant team should have a minimum of ten (10) years working experience in social assessment, involuntary resettlement, and other relevant fields, such as the social sciences and gender studies. It is desirable that the consultant team have experience working with international development institutions like the World Bank.

The consultant’s team shall be composed of professionals with experience in socio-economic analysis, including gender-sensitive analysis, surveying, and valuation.

Annex A: Outline of the Report

Resettlement Plan

The scope and level of detail of the resettlement plan vary with the magnitude and complexity of resettlement. The plan is based on up-to-date and reliable information about (a) the proposed resettlement and its impacts on the displaced persons and other adversely affected groups, and (b) the legal issues involved in resettlement. The resettlement plan covers the elements below and as reflected in III (b) and (c) above. When any element is not relevant to project circumstances, it should be noted in the resettlement plan.

1. *Description of the project.* General description of the project and identification of the project area.

2. *Potential impacts.* Identification of

(a) the project component or activities that give rise to resettlement

(b) the zone of impact of such component or activities

(c) the alternatives considered to avoid or minimize resettlement; and

(d) the mechanisms established to minimize resettlement, to the extent possible, during project implementation.

3. *Objectives.* The main objectives of the resettlement program.

4. *Socioeconomic studies.* The findings of socioeconomic studies to be conducted in the early stages of project preparation and with the involvement of potentially displaced people, including

(a) the results of a census survey covering:

(i) current occupants and users of the affected area to establish a basis for the design of the resettlement program and to exclude subsequent inflows of people from eligibility for compensation and resettlement assistance. All tenure rights and claims (including those of customary and informal users) affecting the land in question are systematically and impartially identified.

(ii) standard 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.

(iii) the magnitude of the expected loss--total or partial--of assets, and the extent of displacement, physical or economic

(iv) information on vulnerable groups or persons as provided for in [OP 4.12, para. 8](#), for whom special provisions may have to be made; and

(v) provisions to update information on the displaced people's livelihoods and standards of living at regular intervals so that the latest information is available at the time of their displacement.

(b) Other studies describing the following

(i) land tenure and transfer systems, including an inventory of common property natural resources from which people (including women, elders, youth, informal users, landless, and other vulnerable groups) derive their livelihoods and sustenance, non-title-based usufruct systems (including fishing, grazing, or use of forest areas) governed by local recognized land allocation mechanisms, and any issues raised by different tenure systems in the project area. This will also include an assessment of the tenure system (formal and informal) on women and other vulnerable groups to access, own or inherit property

(ii) the patterns of social interaction in the affected communities, including social networks and social support systems, and how they will be affected by the project

(iii) public infrastructure and social services that will be affected

(iv) social and cultural characteristics of displaced communities, including a description of formal and informal institutions (e.g., community organizations, ritual groups, nongovernmental organizations (NGOs)) that may be relevant to the consultation strategy and to designing and implementing the resettlement activities

(v) such studies shall be informed by gender-sensitive and vulnerable groups-sensitive approaches and analysis (including on landless and informal users)

5. *Legal framework.* The findings of an analysis of the legal framework, covering

(a) the scope of the power of eminent domain 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 alternative dispute resolution mechanisms that may be relevant to resettlement under the project

(c) relevant law (including customary and traditional law) governing land tenure (including access to land of women), valuation of assets and losses, compensation, and natural resource usage rights; customary personal law related to displacement; and environmental laws and social welfare legislation

(d) laws and regulations relating to the agencies responsible for implementing resettlement activities

(e) gaps, if any, between local laws covering eminent domain and resettlement and the Bank's resettlement policy, and the mechanisms to bridge such gaps; and

(f) any legal steps necessary to ensure the effective implementation of resettlement activities under the project, including, as appropriate, a process for recognizing claims to

legal rights to land--including claims that derive from customary law and traditional usage (see OP 4.12, para.15 b).

6. *Institutional Framework*. The findings of an analysis of the institutional framework covering

(a) the identification of agencies responsible for resettlement activities and NGOs that may have a role in project implementation

(b) an assessment of the institutional capacity of such agencies and NGOs; and

(c) any steps that are proposed to enhance the institutional capacity of agencies and NGOs responsible for resettlement implementation.

7. *Eligibility*. Definition of displaced persons and criteria for determining their eligibility for compensation and other resettlement assistance, including relevant cut-off 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 under local law and such supplementary measures as are necessary to achieve replacement cost for lost assets.¹

9. *Resettlement measures*. A description of the packages of compensation and other resettlement measures that will assist each category of eligible displaced persons to achieve the objectives of the policy (see OP 4.12, para. 6). In addition to being technically and economically feasible, the resettlement packages should be compatible with the cultural preferences of the displaced persons and prepared in consultation with them.

10. *Site selection, site preparation, and relocation*. Alternative relocation sites considered and explanation of those selected, covering

(a) institutional and technical arrangements for identifying and preparing relocation sites (and include land use plans), whether rural or urban, for which a combination of productive potential, locational advantages, and other factors is at least comparable to the advantages of the old sites, with an estimate of the time needed to acquire and transfer land and ancillary resources;

(b) any measures necessary to prevent land speculation or influx of ineligible persons at the selected sites

(c) procedures for physical relocation under the project, including timetables for site preparation and transfer; and

(d) legal arrangements for regularizing tenure and transferring titles to resettlers.

11. *Housing, infrastructure, and social services*. Plans to provide (or to finance resettlers' provision of) housing, infrastructure (e.g., water supply, feeder roads), and social services (e.g., schools, health

services);²plans to ensure comparable services to host populations; any necessary site development, engineering, and architectural designs for these facilities.

12. *Environmental protection and management.* A description of the boundaries of the relocation area; and an assessment of the environmental impacts of the proposed resettlement³and measures to mitigate and manage these impacts (coordinated as appropriate with the environmental assessment of the main investment requiring the resettlement).

13. *Community participation.* Involvement of resettlers and host communities.

Potentially affected individuals, groups or communities (including informal users) must be meaningfully consulted, informed of their rights, and provided reliable information concerning environmental, economic, social and food/water security impacts of land acquisition. Consultations shall be documented, photographs taken with their consent, and included in the RAP.

(a) A description of the strategy for consultation with and participation of resettlers and hosts in the design and implementation of the resettlement activities

(b) A summary of the views expressed and how these views were considered in preparing the resettlement plan, including women, informal users, and other vulnerable groups

(c) A review of the resettlement alternatives presented and the choices made by displaced persons regarding options available to them, including choices related to forms of compensation and resettlement assistance, to relocating as individuals families or as parts of preexisting communities or kinship groups, to sustaining existing patterns of group organization, and to retaining access to cultural property (e.g. places of worship, pilgrimage centers, cemeteries);

(d) Institutionalized arrangements by which displaced people can communicate their concerns to project authorities throughout planning and implementation, and measures to ensure that such vulnerable groups ethnic minorities, the landless, and women are adequately represented.

(e) Women's participation (groups of only women groups with experienced women facilitators) in consultations and the elaboration of Resettlement Action Plans will be ensured so that their voices and concerns can be heard, and the risks of any potential Gender Based Violence (GBV), Sexual Exploitation and Abuse (SE) and Sexual Harassment (SH) in involuntary resettlement can be adequately mitigated and responded to.

14. *Integration with host populations.* Measures to mitigate the impact of resettlement on any host communities, including

(a) consultations with host communities and local governments

(b) arrangements for prompt tendering of any payment due the hosts for land or other assets provided to resettlers;

(c) arrangements for addressing any conflict that may arise between resettlers and host communities; and

(d) any measures necessary to augment services (e.g., education, water, health, and production services) in host communities to make them at least comparable to services available to resettlers.

17. *Grievance procedures.* Affordable and accessible procedures for third-party settlement of disputes arising from resettlement; such grievance mechanisms should consider the availability of judicial recourse and community and traditional dispute settlement mechanisms.

18. *Organizational responsibilities.* The organizational framework for implementing resettlement, including identification of agencies responsible for delivery of resettlement measures and provision of services; arrangements to ensure appropriate coordination between agencies and jurisdictions involved in implementation; and any measures (including technical assistance) needed to strengthen the implementing agencies' capacity to design and carry out resettlement activities; provisions for the transfer to local authorities or resettlers themselves of responsibility for managing facilities and services provided under the project and for transferring other such responsibilities from the resettlement implementing agencies, when appropriate.

19. *Implementation schedule.* An implementation schedule covering all resettlement activities from preparation through implementation, including target dates for the achievement of expected benefits to resettlers and hosts and terminating the various forms of assistance. The schedule should indicate how the resettlement activities are linked to the implementation of the overall project.

20. *Costs and budget.* Tables showing itemized 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.⁶

21. *Monitoring and evaluation.* Arrangements for monitoring of resettlement activities by the implementing agency, supplemented by independent monitors as considered appropriate by the Bank, 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 the impact of resettlement for a reasonable period after all resettlement and related development activities have been completed; using the results of resettlement monitoring to guide subsequent implementation.

Annex B: List of Villages Affected by the Project**1. GERMP Backbone (Niumu -Jokadu)**

<i>LIST OF VILLAGES</i>	<i>Region</i>
1. Tuba Angalleh	NBR
2. Fafanding	NBR
3. Sam johen (Sader Jobe)	NBR
4. Medina Manneh	NBR
5. Kerr Malick Sarr	NBR
6. Lang sarr	NBR
7. Ndungu Caren	NBR
8. Kerr samba yassin	NBR
9. Kerr Omar jawara	NBR
10. Kerr Bohoum	NBR
11. Kerr Pateh	NBR
12. Macca Bala Manneh	NBR
13. Kerr Wally Ganyado	NBR
14. Kerr Jane	NBR
15. Medina Modoum	NBR
16. Kerr Yark	NBR
17. Macca omar Manneh	NBR
18. Kerr Ngorr	NBR
19. Kerr Gido (Samba Chargi)	NBR
20. Lohen	NBR
21. Mbulum	NBR
22. Bantanding Tukolor	NBR
23. Kerr Omar Saine	NBR
24. Jissa (Kerr Amadou)	NBR
25. Torro Alassan	NBR
26. Alagie Karu	NBR
27. Chissay Majaw	NBR
28. Ndrammeh Joka	NBR
29. Kerr Mbowen	NBR
30. Kerr Alagie Malick	NBR
31. Kerr Abdou Mbass	NBR
32. Bali Hali Hawa	NBR
33. Bali Mandinka	NBR
34. Kerr Gumbo	NBR
35. Kerr N'hatta	NBR
36. Bafuloto	NBR
37. Chamen Sosseh	NBR
38. Daru Matar Sarr	NBR
39. Kerr Chebo	NBR
40. Kerr Alhagie Yorro	NBR
41. Kerr Biram	NBR
42. Kerr Chikam	NBR
43. Kerr Ousman	NBR
44. Kerr Sait Cham	NBR
45. Kerr Malick Nana	NBR

46. Nyofelleh	NBR
47. Passy Chelly	NBR
48. Passy Mamud Jaw	NBR
49. Prince	NBR
50. Samba Chari	NBR
51. Samba Njabeh	NBR
52. Fass Omar Sahor	NBR
53. Sami Kuta	NBR
54. Kerr Ngumbo	NBR
55. Sami Tenda	NBR
56. Sare Alpha	NBR
57. Sare Juma Sira + Sare Mama	NBR
58. Sotokoi	NBR
59. Kerr Dekodeh	NBR
60. Njambour	NBR
61. Sami Koto	NBR
62. Kerr Chernobaba	NBR

2. GERMP Backbone (URR NORTH)

	LIST OF VILLAGES	URR NORTH
1	Diabugu Tenda	URR North
2	Changal Lang Kaddy	URR North
3	Bareh Nbeh	URR North
4	Jakaba	URR North
5	Kuwonku Ba	URR North
6	Missra	URR North
7	Plinki	URR North
8	Sare Demba	URR North
9	Sare Fodekeh	URR North
10	Sare Gubu Basiru and Sare Sillery	URR North
11	Amdalai	URR North
12	Bajunkoto	URR North
13	Bani	URR North
14	Fadia Kunda	URR North
15	Jah Kunda	URR North
16	Koli Bantang	URR North
17	Kulary	URR North
18	Kuwunkuding and Touba Bureng	URR North
19	Mbaye Kunda	URR North
20	Sare Hamadi	URR North
21	Sare Ngaba	URR North
22	Sare Ngai	URR North
23	Sare Donfo	URR North
24	Sare Gabudeh	URR North
25	Sare Ngendeh	URR North
26	Tuba Wuli	URR North
27	Tuba Wupa	URR North

28	Bantunding	URR North
29	Barrow Kunda	URR North
30	Boro Samba Sasi	URR North
31	Chamoi Charlie	URR North
32	Dramant Kunda	URR North
33	Gunjur Kuta	URR North
34	Gunjur koto	URR North
35	Gunjur Gega	URR North
36	Kerewan Badala	URR North
37	Chamoi Bunda	URR North
38	Limbambulu Yamadou	URR North
39	Limbambulu Bambo	URR North
40	Madina Saho	URR North
41	Manokoto Keita and Foday	URR North
42	Murrah Kunda	URR North
43	Sare Pateh	URR North
44	Sare Giddeh	URR North
45	Sare Kali	URR North
46	Briffu	URR North
47	Darbo Kunda	URR North
48	Foday Kunda	URR North
49	Kamballeh	URR North
50	Kanapeh	URR North
51	Kanapeh Fula	URR North
52	Madina Yoro	URR North
53	Musa Kunda	URR North
54	Passamarce and Tabading	URR North
55	Sa koli Kunda and Sandi Kunda	URR North
56	Sutukoba	URR North
57	Willingara Yara	URR North
58	Jaka madina	URR North
59	Maka massireh	URR North
60	Elli kunda	URR North
61	Koli kunda	URR North
62	Boro kande kasseh	URR North

3. GERMP Backbone (URR SOUTH)

4.	LIST OF VILLAGES -	Region
1	Bollibana	URR South
2	Sare Batch	URR South
3	Sare Malla	URR South
4	Brikama	URR South
5	Sare Sibo	URR South
6	Madina bala	URR South
7	Gidda	URR South
8	Sotuma	URR South
9	Kemambugu	URR South

10	Keneba	URR South
11	Jawo kunda	URR South
12	Fantumbulu	URR South
13	Bani	URR South
14	karsi kunda	URR South
15	Kebell	URR South
16	Taban	URR South
17	Kantel Kunda	URR South
18	hamdala yoro	URR South
19	Song kunda	URR South
20	Nyamanari	URR South
21	Kukuwel	URR South
22	koli kunda	URR South
23	Sare Handed	URR South
24	Willangara Demba	URR South
25	Sendebu	URR South
26	Njaye	URR South
27	Tenkoli	URR South
28	Sare Gela	URR South
29	Madina samako	URR South
30	Sare yorro	URR South
31	Tintinjo	URR South
32	Kisi kisi	URR South
33	Kulkuleh	URR South
34	Dandu	URR South
35	Sanunding	URR South
36	Keneba	URR South
37	Kulinto	URR South
38	Sare hendri	URR South
39	Kusum	URR South
40	Sami kuta	URR South
41	Sami koto	URR South
42	Saja Kunda	URR South
43	Pirai	URR South
44	Ndimba	URR South
45	Senubu	URR South
46	Biasndugu	URR South
47	Tambasansang	URR South
48	Chamoi	URR South
49	Sare bona	URR South
50	Kumbija	URR South
51	Maka Masireh	URR South
52	Baniko ker koro	URR South
53	Baniko Alunhary	URR South
54	Baniko Ismaila	URR South
55	Fass Bajong	URR South
56	Sare pirasu	URR South
57	Basse layout A	URR South
58	Basse layout B	URR South
59	Nafugan	URR South

60	Kanube	URR South
61	Sotuma Sere	URR South
62	Sotuma Sainey	URR South
63	Sare Juburu	URR South
64	Sare Sankulae	URR South
65	Wellingara gallow	URR South
66	Mama Sutu	URR South
67	Kosemar	URR South
68	Sare Kokae	URR South
69	Sabally kunda	URR South
70	Fatako	URR South
71	Tabajang	URR South
72	Sare Jajae	URR South
73	Sifula	URR South
74	Sare biram	URR South
75	Suma Kunda	URR South
76	Sare pateh	URR South
77	Sare Musa Mballow	URR South
78	Sare Wollom	URR South
79	Mansally	URR South
80	Sinchu Sareh	URR South
81	Fass	URR South
82	Koro jula kunda	URR South
83	Koro numu kunda	URR South
84	Sare mansong	URR South
85	Sandi kunda	URR South
86	Busura alieu	URR South
87	Sare Bojo	URR South
88	Sare Njobo	URR South
89	Hella kunda	URR South
90	Nyangumaro	URR South
91	Sabi Kololu	URR South
92	Sare Ali Badinko	URR South
93	Sare Cherno	URR South
94	Sare Dembo Dado	URR South
95	Sare Laci	URR South
96	Sare Ngaraba	URR South
97	Kolli Kunda	URR South
98	Sare Pateh Bakary	URR South
99	Timbinto	URR South
100	Wassadou Sare Demba	URR South
101	Wellingara Samba Giddeh	URR South
102	Ceesay kunda	URR South
103	Badari	URR South

Annex C: COVID-19 Mitigation Measures

The Gambia has declared a state of Emergency, which is still maintained by the Authorities. Given the social distancing recommended to stop or reduce the COVID-19 transmission, the Project has decided to elaborate this Protocol to implement the upcoming stakeholder sensitization and civil works implementation.

Methodology

To meet best practice approaches, the Project will apply the following principles for stakeholder engagement and civil works implementation:

- *Openness and life-cycle approach*: public consultations for the Project will be arranged during the whole lifecycle, carried out in an open manner, free of external manipulation, interference, coercion, or intimidation
- *Informed participation and feedback*: information will be provided to and widely distributed among all stakeholders in an appropriate format; opportunities are provided for communicating stakeholders' feedback, for analyzing and addressing comments and concerns
- *Inclusiveness, accessibility and cultural/gender sensitivity*: stakeholder identification is undertaken to support better communications and build effective relationships. The participation process for the projects is inclusive, which means considerations for how vulnerable groups shall participate and access consultations shall be considered. All stakeholders, always, are encouraged to be involved in the consultation process. Equal access to information will be provided to all stakeholders. Sensitivity to stakeholders' needs is the key principle underlying the selection of engagement methods. Special attention should be given to vulnerable groups, women,¹⁰ youth, disabled, persons with low or no literacy skills, informal workers, elderly and the cultural sensitivities of diverse ethnic groups. The consultations, especially those with women, should follow ethical considerations related to GBV data collection, and no GBV prevalence data or data on individual GBV, including SEA/SH, incidents should be collected.¹¹
- *Flexibility*: if social distancing inhibits traditional forms of engagement, the methodology should adapt to other forms of engagement, including various forms of internet, radio, or TV communication.
- **Workers**: to avoid or reduce the risk of contagion or spreading the COVID-19, all workers will wear their mask, goggle, and social distancing will closely followed by all workers at the site. Same measures will be followed during interactions with local communities.
- **Affected Parties** – persons, groups and other entities within the Project Area of Influence (PAI) that are directly influenced (actually or potentially) by the Project and/or have been identified as most susceptible to change associated with the project, and who need to be closely engaged in identifying impacts and their significance, as well as in decision-making on mitigation and management measures.
- **Vulnerable Groups** – persons who may be disproportionately impacted or further disadvantaged by the Project as compared with any other groups due to their vulnerable

¹⁰ Women, and adolescent girls where feasible, should be consulted in sex-segregated groups with female facilitators to encourage open discussion on GBV risks and vulnerabilities in the context and how the project may have both negative and positive impacts on their lives. Only general information about trends, risks, obstacles should be sought without any questions on individual experiences of violence. Prior to consultations with women, the Consultant should identify a GBV service provider where women who have experienced violence could be referred should any of them disclose this information during or after group discussion.

¹¹ For further information on ethical considerations please see the Ethics section of the Violence Against Women and Girls Resource Guide available here <http://www.vawresourceguide.org/ethics> as well as WHO Ethical and safety recommendations for researching, documenting and monitoring sexual violence in emergencies accessible at https://www.who.int/gender/documents/OMS_Ethics&Safety10Aug07.pdf.

status¹², and that may require special engagement efforts to ensure their equal representation in the consultation and decision-making process associated with the project.

Disadvantaged / vulnerable individuals or groups

It is particularly important to understand whether project impacts may disproportionately fall on disadvantaged or vulnerable individuals or groups, who often do not have a voice to express their concerns or understand the impacts of a project and to ensure that awareness raising and stakeholder engagement with disadvantaged or vulnerable individuals or groups on infectious diseases and medical treatments in particular, be adapted to take into account such groups or individuals particular sensitivities, concerns and cultural sensitivities and to ensure a full understanding of project activities and benefits. The vulnerability may stem from person's origin, gender, age, health condition, economic deficiency and financial insecurity, disadvantaged status in the community (e.g., minorities or fringe groups), dependence on other individuals or natural resources, etc. Engagement with the vulnerable groups and individuals often requires the application of specific measures and assistance aimed at the facilitation of their participation in the project-related decision making so that their awareness of and input to the overall process are commensurate to those of the other stakeholders.

Within the Project, the vulnerable or disadvantaged groups may include and are not limited to the following: women headed households, elders, youth, people renting the land, especially women...etc. Vulnerable groups within the communities affected by the Project will be consulted through dedicated means, as appropriate. Description of the methods of engagement that will be undertaken by the project is provided in the following sections.

Methodology

A precautionary approach will be taken for the consultation process and civil works implementation to prevent infection and/or contagion, given the highly infectious nature of COVID-19. The following are some considerations for selecting channels of communication and behavior for the safe implementation of the civil works, considering the current COVID-19 situation:

- Avoid public gatherings (considering national restrictions or advisories), including public hearings, workshops, community meetings, and in working sites
- As smaller meetings are permitted (Five people with distance of 1.5m distance between participants), consultations will be conducted in small-group sessions, such as focus group meetings. Efforts will be made to conduct meetings through telephone or, if possible, online, channels to reduce risk of contagion or contamination
- Employ channels of communications (TV, newspaper, radio, dedicated phone-lines, and mail) when stakeholders do not have access to online channels or do not use them frequently. Communication channels can also be highly effective in conveying relevant information to stakeholders, and allow them to provide their feedback and suggestions
- Where direct engagement with project affected people or beneficiaries is necessary, identify channels for direct communication with each affected household via a context specific combination of email messages, online platforms, dedicated phone lines with knowledgeable operators

In line with the above precautionary approach, different engagement methods are proposed and cover different needs of the stakeholders as below:

¹² Vulnerable status may stem from an individual's or group's race, national, ethnic or social origin, color, gender, language, religion, political or other opinion, property, age, culture, literacy, sickness, physical or mental disability, poverty or economic disadvantage, and dependence on unique natural resources.

- Consultation meetings
- Focus group meetings
- One on one interview
- Public notices
- Electronic publications and press releases on the NAWEC website, NAWEC hour on West Coast and community radios in the Province
- Telephone/Mobile Interview via
- Text messages
- Social media
- Wearing of masks
- Wearing of goggles
- Availability of hands sanitizers
- Thermometers
- Social distancing of 1,5 meters