



GOMBE STATE GOVERNMENT
SUSTAINABLE POWER AND IRRIGATION FOR NIGERIA (SPIN) PROJECT
(World Bank Financed)

DRAFT TERMS OF REFERENCE (TOR)

**FOR THE PREPARATION AND IMPLEMENTATION OF A
RESETTLEMENT ACTION PLAN (RAP) FOR THE REHABILITATION OF
BALANGA IRRIGATION SCHEME AND ASSOCIATED DAM
INFRASTRUCTURE**

Balanga Dam and Irrigation Scheme, Balanga Local Government Area, Gombe State.

Developed by:

Gombe State SPIN State Project Implementation Unit (SPIU)

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Background and Context

The Gombe State Government through the State Ministry of Water, Environment and Forest is implementing the Sustainable Power and Irrigation for Nigeria (SPIN) Project to enhance irrigation service delivery and improve dam safety and water resource management. The state intends to use part of the SPIN Project proceeds for the construction of new, and rehabilitation of existing, main, secondary and tertiary canals to ensure the sustainable supply of irrigation water to farmlands in the Balanga Dam Irrigation Scheme. This will further improve operational efficiency, water storage, and agricultural productivity.

The Balanga Dam Irrigation Scheme has a total design command area of 4,000 ha, comprising approximately 2,200 ha of developed (brownfield) irrigated land under Phase I and about 1,800 ha of planned development under Phase II, within an overall irrigation potential of about 11,000 ha. The scheme is located in a predominantly agrarian zone characterized by undulating terrain, moderate vegetation, and patches of cultivated land. The Dam impounds the River Balanga, a tributary of the Gongola River. The irrigation scheme and dam were developed to support agricultural production by providing a controlled water supply for dry-season farming. However, over time, the infrastructure has experienced deterioration due to age, inadequate maintenance, and climate-related stresses, resulting in reduced efficiency and functionality.

The SPIN Project has four components as stated below:

Component 1: Institutional strengthening and capacity building for Water Resource Management: This component supports policy, institutions and regulation at Federal, state, and river basin levels, and collaboration among irrigation, dam safety, and hydropower stakeholders to promote Integrated Water Resource Management (IWRM) and help achieve the food, water, and energy nexus in Nigeria.

Component 2: Irrigation modernization: This will support the rehabilitation and revitalization of 40,000 ha of irrigated command area, through a comprehensive modernization program, combining improving irrigation and drainage infrastructure while implementing the policy, institutional, and regulatory reforms presented in Component 1.

Component 3: Improvements in dam operations and enhancing dam safety: This component will strengthen the country's dam safety management system and rehabilitate and improve the safety of 10 to 20 prioritised dams and associated appurtenances.

Component 4: Project Management: The main objective of this component is to implement, monitor, and evaluate project activities effectively.

This Consultancy will be focused on Components 2 and 3.

Given the scale and potential environmental and social risks associated with irrigation rehabilitation and dam infrastructure works, the subproject is expected to result in physical and/or economic displacement of Persons or Families within the scheme, hence necessitating the need to prepare a Resettlement Action Plan (RAP) consistent with the Nigerian Land Use Act (LUA) and regulatory requirements and the World Bank Environmental and Social Framework (ESF) specifically Environmental and Social Standard (ESS) 5 – Land Acquisition, Restriction on Land Use and Involuntary Resettlement. A site-specific Resettlement Action Plan (RAP) is required to assess these risks and identify appropriate mitigation and management measures.

Land Use Requirements necessitating the RAP

The Balanga Irrigation Scheme has an estimated overall irrigation potential of about 11,000 ha. The net command area for implementation under the SPIN Project is taken as 4,000 ha, comprising approximately 2,200 ha of existing developed land (Phase I) and about 1,800 ha of planned new development (Phase II)¹.

The proposed rehabilitation and expansion works will require land, or restrict the use of land, in the following ways:

- **Canal rights-of-way:** rehabilitation, realignment, widening and concrete lining of about 22 km of main canal, 35 km of secondary canals and 96 km of feeder canals, together with their service roads and berms, may encroach on farmland, crops, economic trees and structures that have been established on or next to the original canal reserves since the scheme was built in the 1980s;
- **Phase II development:** construction of new main, secondary, tertiary and field canals, drains and roads on the 1,800 ha Phase II area will involve new land take. Although undeveloped for irrigation, this land may be under rainfed cultivation, grazing, or customary or informal tenure;
- **Land development within the command area:** land levelling, consolidation and re-plotting may change plot boundaries, sizes and allocations of existing irrigators;

¹ The successful bidder for the Design and Build contract is to confirm the need of inclusion of any Farmer-Led Irrigation Development (FLID) area

- **Drainage and flood control:** rehabilitation of about 220 km of drains and construction of interceptor drains may require additional strips of land and temporarily restrict access to plots;
- **Access and inspection roads:** rehabilitation of about 56 km of inspection routes and construction or upgrading of access roads, culverts and crossings;
- **Dam, headworks and reservoir fringe:** works on the embankment, spillway, intake, outlet structures and night storage reservoirs may restrict access to the reservoir fringe and downstream areas used for fishing, recession farming, livestock watering and brick-making;
- **Temporary land use:** borrow pits, quarries, spoil disposal areas, worker camps, material storage yards and contractor laydown areas; and
- **Construction-period disruption:** temporary interruption of irrigation water supply to parts of the command area during canal works may result in the loss of one or more cropping seasons, including for farmers who do not lose land.

These land requirements are expected to cause physical and/or economic displacement as defined under ESS5, including permanent or temporary loss of land, crops, economic trees and structures; loss of income and livelihoods; and restrictions on access to land and natural resources. The seven communities in the catchment area (Gelengu, Swa, Balanga, Ganagawara, Bakkassi, Kembu and Dassa-Buzu, with an estimated population of 5,100 persons) are predominantly farmers who depend on the scheme's land and water, so even partial land loss or a lost cropping season may significantly affect household incomes and food security.

In addition, many land users in the scheme are likely to hold land under customary tenure, sharecropping or other informal arrangements without formal title, and there may be unresolved legacy claims from the original land acquisition for the dam and irrigation scheme (1982–1985). ESS5 applies to all affected persons regardless of formal title. As the exact land take will only be confirmed when the Design and Build contractor finalises the detailed design, the RAP shall be prepared on the basis of the maximum works footprint defined in the Employer's Requirements and updated once the detailed design is confirmed. The RAP must be approved and implemented, and compensation paid, before civil works begin on any affected land.

Given the dependence of local communities on land and water resources, the project area presents potential environmental and social sensitivities, particularly in relation to:

- Water use and management

- Community health and safety
- Livelihoods and land use
- Downstream impacts associated with dam operations

Justification for Remedial and Canalization Works

Over time, hydrological variability, structural wear, and sedimentation have adversely affected the operational capacity of Balanga irrigation infrastructure, especially in relation to the primary and secondary canals, access roads, drainage networks. These challenges have compromised effective water delivery to farmlands, resulting in reduced yields, disputes over water access, and ecosystem stress. In response, the Project following detailed technical reviews and community feedback, identified critical canalization and rehabilitation works necessary to restore and enhance the dam's functionality. These works include:

- Construction and concrete lining of major irrigation canals;
- Installation of hydraulic control structures and culverts;
- Stabilization of eroded banks and drainage paths;
- Rehabilitation of access roads and maintenance tracks;
- Vegetation removal and sediment dredging.

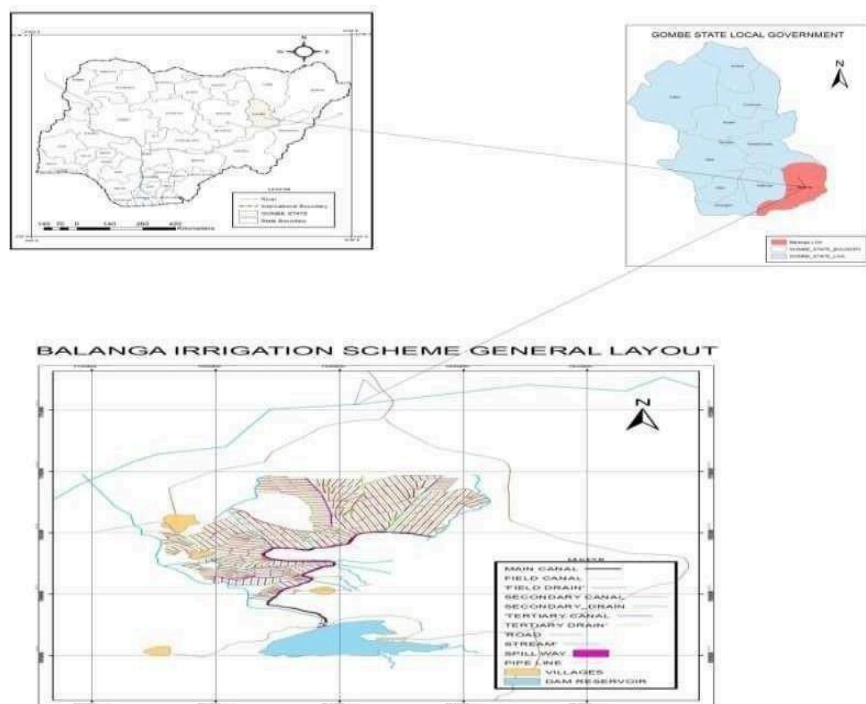
A **technical audit** conducted between 2022 and 2023 highlighted the urgent need to address:

- Sedimentation along canal beds;
- Water seepage and erosion along embankments;
- Unsafe access routes for agricultural producers;
- Unregulated water flow leading to flooding and water wastage.

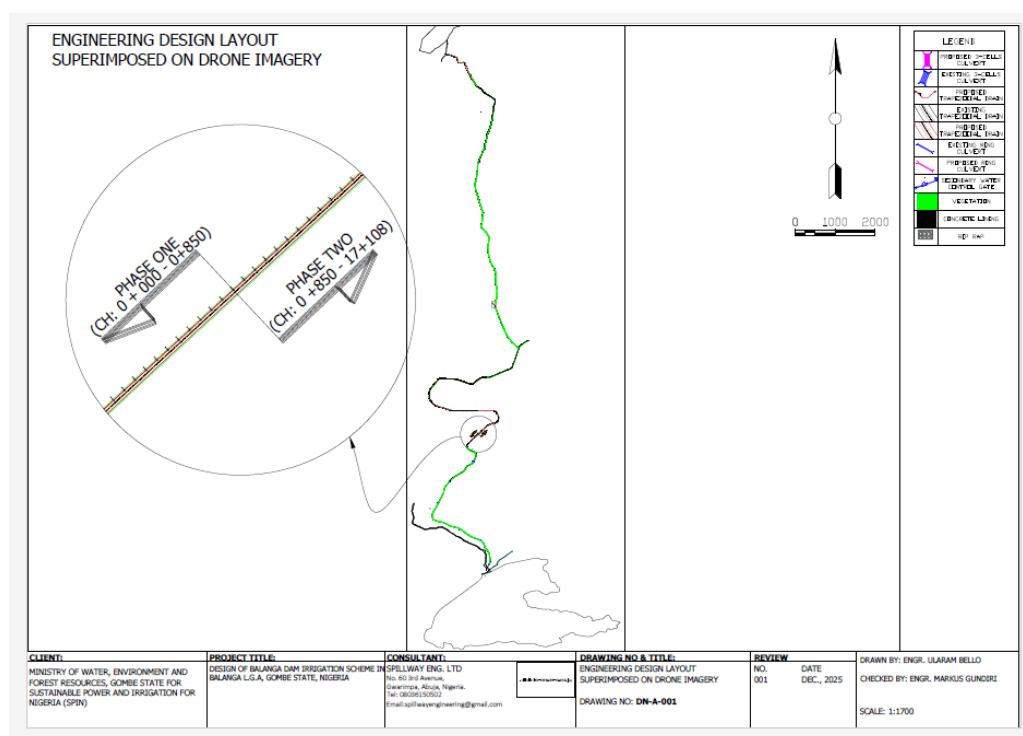
These findings justify the implementation of the canalization project, which is essential to achieving sustainable water management, climate-resilient agriculture, and livelihood support for communities dependent on the Balanga Irrigation Scheme.



Figure 1: The location of the Scheme



Location map of Balanga Irrigation Scheme



Brief Description of the Project Area

Balanga Irrigation Scheme, Gombe State:

Balanga Dam is on latitude $9^{\circ}54'22''$ North and longitude $11^{\circ}32'09''$ East in Balanga Local Government Area of Gombe State. The Dam was constructed between 1982 and 1985 by the defunct Bauchi State Government as a mono-purpose Dam developed solely for Irrigation with Fisheries and navigation as subsidiary purposes. The river Balanga on which the Dam is built is a tributary of the Gongola River, part of the Upper Benue hydrological Basin otherwise known as the National Hydrological Area 3. The Gongola Basin is an important Basin within this catchment area as it has two large dams: the Dadin Kowa and Kiri dams. The Gongola Basin on the average contributes about 10% of the River Benue flow at the confluence in Numan.

The scheme currently comprises approximately 2,200 hectares of developed irrigated land under Phase I, while Phase II provides an additional 1,800 hectares of planned development. The broader irrigation potential of the scheme is estimated at approximately 11,000 hectares. The proposed investment includes rehabilitation of irrigation infrastructure, modernization of water conveyance systems, expansion of irrigated agriculture, and integration of a small hydropower component.

Although the Dam was built as a mono-purpose structure, the concept of modifying it into a multi-purpose Dam was brought to the fore in 2012 in an effort to provide electricity for rural

entrepreneurship for both small and medium scale industries through a small hydropower project development. The modification is so synchronized to accommodate the hydroelectricity generation as well as the proposed second Regional Water Supply without compromising the 4,000-hectare gravity irrigation scheme.

DAM DESCRIPTION

The Balanga Dam is an earth-fill structure built in 1985 with the following characteristics:

2.2.1 Reservoir Features

a) Reservoir dead storage	=	9.9x10 ⁶ m ³
b) Catchment area at Dam axis	=	385 km ²
c) Reservoir total storage capacity	=	72.6x10 ⁶ m ³
d) Reservoir live storage	=	62.7x10 ⁶ m ³
e) Maximum normal retention level	=	316 masl
f) Probable maximum flood level	=	323.6 masl
g) Design flood reservoir level	=	321.6 masl
h) Reservoir surface area at full supply level	=	3.6 km ²
i) Reservoir surface area at maximum flood level	=	7.6 km ²
j) Minimum drawback level (Nominal)	=	300 masl

2.2.2 Dam Embankment

a) Nominal crest elevation	=	324 masl
b) Crest length	=	180 m
c) Maximum height above river bed	=	40 m
d) Volume of fill (approximate)	=	422,000 m ³

2.2.3 Spillway Outlet Works

a) Approach channel invert level	=	310 masl
b) Nominal width at invert level	=	25 m
c) Spill weir length	=	20 m
d) Crest elevation	=	316 masl
e) Discharge period	=	July - November
f) Crest shape is ogee profile (zero pressure); stilling basin is flip bucket type		

2.2.4 Plunge Pool Downstream of Flip Bucket

i.	Length	=	75 m
ii.	Width	=	40 m
iii.	Invert level	=	281 masl

The dam's primary function is the supply of irrigation water to the downstream command area.

Irrigation Scheme Overview

Total Design Capacity: 4,000 hectares

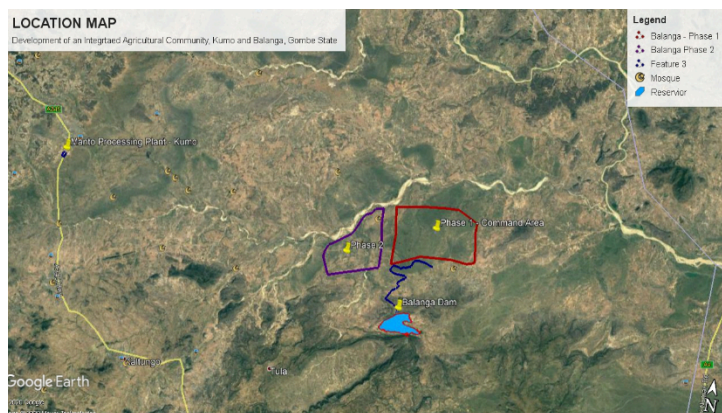
- **Phase I (2,200 ha):** Fully developed and under cultivation
- **Phase II (1,800 ha):** Undeveloped

Infrastructure (Phase I):

- **Main canals:** 22.08 km (5 km lined, 17.08 km unlined)
- **Secondary canals:** 35 km
- **Feeder canals:** 96 km
- **Drainages:** 220 km
- **Night storage reservoirs:** 2 (67,500 m³ each)
- **Inspection routes:** 56 km
- **Inverted siphon:** 1 no.

PHASE II IRRIGATION SCHEME

Phase II is undeveloped but has a planned command area of 1,800 ha. The communities within the catchment area of Balanga Dam are seven, namely: Gelengu, Swa, Balanga, Ganagawara, Bakkassi, Kembu and Dassa-Buzu. Gelengu is the furthest, and all are located within 5 km of the Dam. The estimated population is 5,100 persons. The people are predominantly farmers with a low level of commercial activity.



The area is characterized by a predominantly rural agrarian setting, where farming constitutes the main livelihood of the local population. The irrigation scheme supports dry-season agriculture and is dependent on controlled water supply from the associated dam infrastructure. The terrain is generally low-lying with gently undulating plains suitable for irrigation farming. Surface water resources are influenced by seasonal rainfall patterns, and the dam serves as a key water storage and regulation facility for agricultural activities.

Communities within and around the Dam area engage in crop production, livestock rearing, and small-scale trade, with varying levels of access to basic infrastructure and social services. The area may also include environmentally sensitive features such as riparian vegetation and cultivated lands that could be affected by rehabilitation activities.

A net gravity command area of about 4,000 ha consisting of:

- a. Main Canal – 22.08 km
- b. Secondary Canals – 35 km
- c. Feeder canals: 96 km
- d. Drainages: 220 km
- e. Night storage reservoirs: 2 (67,500 m³ each)
- f. Inspection routes: 56 km
- g. Proposed Structures:
 - Maintenance of existing pumps, generator, and pipes
 - Guide wall, intake gate, outlet pipe
 - Main canal
 - Secondary canal and associated structures
 - Tertiary canal and associated structures
 - Field canals and structures
 - Land development and road infrastructure
 - In-field drainage system
 - Flood control (interceptor drain)

The proposed subproject involves the rehabilitation and upgrading of the Balanga Irrigation Scheme and associated dam infrastructure to restore functionality, improve water management efficiency, and enhance agricultural productivity.

The key components of the proposed rehabilitation works are expected to include, but are not limited to, the following:

Dam Rehabilitation Works

- Rehabilitation and strengthening of the dam embankment
- Repair or upgrading of spillways (main and auxiliary)
- Rehabilitation of intake structures, outlet works, and control gates
- Installation or rehabilitation of drainage systems (e.g., toe drains, filters)
- Structural repairs to associated hydraulic infrastructure

Irrigation Infrastructure Rehabilitation

- Rehabilitation and desilting of main, secondary, and tertiary canals
- Repair or replacement of water conveyance and distribution structures
- Installation or rehabilitation of flow control and measurement structures
- Improvement of on-farm irrigation systems (where applicable)

Ancillary and Supporting Works

- Rehabilitation or construction of access roads within the irrigation scheme
- Provision or upgrading of drainage infrastructure to prevent waterlogging
- Rehabilitation of farm service infrastructure (e.g., culverts, crossings)
- Temporary construction facilities such as borrow pits, camps, and storage areas (as required)

The work package would involve engineering works such as, but not limited to, the following:

- Maintenance of existing pumps, generator, and pipes.
- Rehabilitation of Guide Wall, Intake Gate and Outlet Pipe
- Rehabilitation of the Main Canal
- Rehabilitation of Secondary canals and structures
- Rehabilitation of Tertiary canals and structures
- Rehabilitation of Field canals and structures
- Land Development and Construction/Rehabilitation of Road Infrastructures

- In-field drainage system
- Flood Control (Interceptor Drains)

Note: The scoping report, which constitutes the first deliverable under this assignment, is expected to define and confirm the final scope of work clearly. Accordingly, the successful firm will be required to work closely with the Design and Build contractor and supervision consultants.

OBJECTIVE OF THE RESETTLEMENT ACTION PLAN (RAP)

The objective is to assess potential physical and economic displacement impacts resulting from the rehabilitation of the Balanga Irrigation Scheme and prepare a comprehensive Resettlement Action Plan (RAP). The RAP must identify all impacts on assets, crops, land, livelihoods, and common property resources; establish clear eligibility criteria; and provide detailed mitigation measures, including compensation at full replacement cost and livelihood restoration assistance for all Project Affected Persons (PAPs). The RAP must comply with the disclosed SPIN RPF, World Bank ESS5, and the Nigerian Land Use Act, bridging any gaps between them.

SCOPE OF WORKS FOR THE RAP

The Consultant shall work in close collaboration with the engineering design team and the SPIN Safeguards Unit at the State Project Implementation Unit (SPIU). The Consultant shall prepare a RAP fully compliant with the SPIN RPF and World Bank ESS5. Tasks include, but are not limited to:

1. Review all relevant project documents (PAD, PIM, RPF, ESMF, SEP, LMP).
2. Review preliminary engineering designs and feasibility studies to identify land take and impact footprint.
3. Review national legal frameworks (Land Use Act, etc.) and identify gaps with ESS5, proposing bridging mechanisms.
4. Conduct a 100% census and socio-economic survey of PAPs (disaggregated by sex, age, and vulnerability status).
5. Undertake a 100% inventory of all affected assets (land, structures, crops, trees, common property).
6. Establish a clear cut-off date in consultation with communities and the SPIU, supported by community notification.
7. Develop an Entitlement Matrix detailing compensation and assistance packages for each category of loss and PAP.

8. Determine full replacement cost values for all affected assets through market surveys and valuation.
9. Design a detailed livelihood restoration framework, including vocational training, income-generating activities, and support for vulnerable groups.
10. Develop a detailed, costed RAP implementation schedule linked directly to civil works milestones.
11. Define institutional responsibilities for RAP implementation, monitoring, and the Grievance Redress Mechanism (GRM).
12. Design and implement an extensive stakeholder consultation and disclosure process for the RAP.
13. Prepare a draft and final RAP for review and approval by the SPIU, FPMU, and World Bank.

The assignment is for the preparation and implementation of Resettlement Action Plan for the Balanga Irrigation Scheme, in line with the Resettlement Policy Framework for World Bank clearance.

To achieve the RAP preparation phase, the following are expected to be considered:

- Describe the existing Nigerian legal and policy framework for land acquisition, as well as reviewing the laws and regulations that apply to reclaiming informally settled public land and involuntary eviction and resettlement. The review will, among other things, cover laws and/or administrative guidelines and regulations that address the Right-of-Way for proposed irrigation infrastructure.
- Reviewing the World Bank ESS 5 related to resettlement in order to ensure that the RAP is developed in full compliance with these policies and the RPF.
- Identify the gaps between the national legislations and the World Bank ESS related to involuntary resettlement and propose practical procedures to bridge these gaps. The gap-filling measures must be implemented by the project.
- Identify the key social impacts that will be associated with the involuntary resettlement process and the main categories to encounter these impacts. Prepare a 100% census of project-affected persons (PAPs), including households affected (while differentiating between affected households and PAPs), a 100% inventory of assets, and access to assets and land affected.
- Asset Inventory and Valuation: Prepare a full inventory of all affected assets, including: agricultural land (by productivity); residential land; structures; crops and trees (by type and

age); businesses; and common property resources. Value all affected assets at full replacement cost in accordance with the RPF entitlement matrix. Replacement cost means the market value of affected assets plus transaction costs, without depreciation. Where Nigerian national compensation rates are below replacement cost, the difference must be supplemented by the project in accordance with ESS5 requirements.

- Prepare a socio-economic baseline survey of the affected area with the involvement of the potentially affected people.
- Prepare an entitlement/eligibility matrix which should include a description of the following
 - Any compensation guidelines established by the Nigerian government;
 - The proposed types and levels of compensation to be paid;
 - Compensation and assistance eligibility criteria;
 - How and when compensation will be paid.
- Using field market data, prepare rates for compensation and restoration of the social and economic livelihood of the PAPs to replace all types of loss based on the current market rate. Rates MUST follow replacement cost approach and market information MUST be analysed and prepared to arrive at rates that meet the replacement objective.
- Where land and land-based assets will be acquired to give way to the irrigation infrastructure, an assessment of land-for-land measures must be carried out while adequate consideration will be given to ensure that persons that will be losing land and will need to relocate will be provided with replacement land. While proposing replacement options, consideration must be given to the provision of land, residential housing, or housing sites, or, as required, agricultural sites for which a combination of productive potential, locational advantages, and other factors is at least equivalent to the advantages of the old site.
- Develop clear time plan for the RAP implementation linking the various steps to the project cycle and implementation plan, including institutional responsibilities, and monitoring parameters.
- Document the various consultation activities to be conducted as part of the RAP and ensuring that information has been shared transparently through an active and informative consultation process.
- Identify the institutional responsibility for implementation and procedures for the grievance redress, arrangements for monitoring and implementation of the monitoring system.
- Consult the agencies responsible for land acquisition within the project area and other institutions in the arrangement of resettlement activities.

Specifically, the RAP is expected to correspond to the following sections

- Description of the project: General description of the affected areas.
- Potential Impacts: Identification of the: (i) components or activities that require resettlement or restriction of access; (ii) zone of impact of components or activities; (iii) alternatives considered to avoid or minimize resettlement or restricted access; and (iv) mechanisms established to minimize resettlement, displacement, and restricted access, to the extent possible, during project implementation.
- **Objectives:** The main objectives of the resettlement program as these apply to SPIN should be described in relation to the interventions.
- **Socio-economic studies:** The findings of socio-economic studies to be conducted with the involvement of potentially affected people will be needed. These generally include the results of a census of the PAPs covering:
 - Current occupants of the affected area as a basis for design of the RAP and to clearly set a cut-off date, the purpose of which is to exclude subsequent inflows of people from eligibility for compensation and resettlement assistance;
 - 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 (information should be disaggregated by sex);
 - Magnitude of the expected loss, total or partial, of assets, and the extent of displacement, physical or economic;
 - Using data from socioeconomic studies, Information on groups or persons in a situation of vulnerability, for whom special provisions may have to be made; and
 - 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 (disaggregated by sex), and to measure impacts (or changes) in their livelihood and living conditions.
 - Land tenure, property, and transfer systems, including an inventory of common property natural resources from which people derive their livelihoods and

sustenance, non-title-based usufruct systems (including fishing, grazing, or use of forest areas) governed by locally recognised land allocation mechanisms, and any issues raised by different tenure systems in the sub-project area (disaggregated by sex);

- Patterns of social interaction in the affected communities, including social support systems, and how they will be affected by the sub-project;
 - Public infrastructure and social services that will be affected; and
 - Social and cultural characteristics of displaced communities and their host communities, including a description of formal and informal institutions. These may include, for example, community organisations; cultural, social, or ritual groups; and non-governmental organisations (NGOs) that may be relevant to the consultation strategy and to the design and implementation of resettlement activities.
- **Legal Framework:** The analysis of the legal and institutional framework in Nigeria. This should cover the following:
 - Scope of existing land and property laws governing resources, including state-owned lands under eminent domain and the nature of compensation associated with valuation methodologies; land market; mode and timing of payments, etc.;
 - Applicable legal and administrative procedures, including a description of the grievance procedures and remedies available to PAPs in the judicial process and the execution of these procedures, including any available alternative dispute resolution mechanisms that may be relevant to implementation of the RAP for the interventions;
 - Relevant laws (including customary and traditional law) governing land tenure, valuation of assets and losses, compensation, and natural resource usage rights, customary personal law; communal laws, etc. related to displacement and resettlement, and environmental laws and social welfare legislation;
 - Laws and regulations relating to the agencies responsible for implementing resettlement activities in the sub-projects;
 - Gaps, if any, between local laws covering resettlement and the Bank's ESS 5, and the mechanisms for addressing such gaps; and

- Legal steps necessary to ensure the effective implementation of RAP activities in the sub-projects, including, as appropriate, a process for recognizing claims to legal rights to land, including claims that derive from customary and traditional usage, etc. and which are specific to the sub-projects.
- Analysis of the impact of the legal framework on women's land ownership
- **Institutional Framework:** The institutional framework governing RAP implementation generally covers:
 - Agencies and offices responsible for resettlement activities and civil society groups like NGOs that may have a role in RAP implementation;
 - Institutional capacities of these agencies, offices, and civil society groups in carrying out RAP implementation, monitoring, and evaluation; and
 - Activities for enhancing the institutional capacities of agencies, offices, and civil society groups, especially in the consultation and monitoring processes.
- **Eligibility criteria and compensation:** The consultant will do the following:
 - **Establish criteria for determining the resettlement eligibility of affected households:** Eligibility criteria must be advantageous to women and other vulnerable groups, including those without legal title to assets. The eligibility criteria will be disclosed to affected communities and other project stakeholders as part of this assignment. Feedback from the disclosure process will be used in the delivery of compensation and or livelihood restoration.
 - Prepare an entitlements matrix listing all likely impacts. It will identify
 - all categories of affected persons,
 - all types of loss associated with each category, and
 - all types of compensation and assistance to which each category is entitled.
 - **Prepare rates for compensation and livelihood restoration:** Prepare a formula for setting full replacement costs for assets lost, including land. Establish options for culturally acceptable replacements for lost services, cultural sites, common property, or access to resources for subsistence, income, or cultural activities.
 - **Prepare options for relocation and income restoration:** These will build on the existing social, economic, and cultural parameters both of displaced persons and of host communities. Provide for relocation costs, lost income, and

income support during transition. Where appropriate, prepare relocation plans including selection and preparation of relocation sites. Make provisions for landownership, tenure and transfer, and access to resources.

- **Where incomes must be restored, provide for needs assessment, employment generation, and credit disbursement:** Where affected persons are to change their occupation, provide for training and vocational support mechanisms. Review the likely environmental impacts of the resettlement process and incorporate plans to mitigate any adverse effects.
- **Make special provision for vulnerable groups.**
- **Valuation of and compensation for losses:** The methodology to be used for valuing losses, or damages, for the purpose of determining their replacement costs; and a description of the proposed types and levels of compensation consistent with national and local laws and measures, as necessary, to ensure that these are based on acceptable values (e.g. market rates).
- **Resettlement Measures:** A description of the compensation and other resettlement measures that will assist each category of eligible PAPs to achieve the resettlement objectives. Aside from compensation, these measures should include programs for livelihood restoration, grievance mechanisms, consultations, and disclosure of information. For economically displaced person, a Livelihood Restoration Plan (LRP), consideration should be given to developing the plan in a manner that uses project resources to facilitate access to longer term support programs, microcredit opportunities and mentorship programs that will support the restoration of economic value being lost by affected persons.
- **Site selection, site preparation, and relocation:** If a resettlement site is an option, describe the alternative relocation sites as follows:
 - Institutional and technical arrangements for identifying and preparing relocation sites, whether rural or urban, for which a combination of productive potential, relocation 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;
 - Any measures necessary to prevent land speculation or influx of eligible persons at the selected sites;
 - Procedures for physical relocation under the project, including timetables for site preparation and transfer; and

- Legal arrangements for recognizing (or regularizing) tenure and transferring titles to re-settlers.
- **Environmental protection and management.** A description of the boundaries of the relocation area is needed. This description includes an assessment of the environmental impacts of the proposed resettlement and measures to mitigate and manage these impacts (coordinated as appropriate with the environmental assessment of the main investment requiring the resettlement).
- **Community Participation:** Consistent with the World Bank's ESS10 on consultation and disclosure, a strategy for consultation with, and participation of, PAPs and host communities, should include:
 - Description of the strategy for consultation with and participation of PAPs and hosts in the design and implementation of resettlement activities;
 - Summary of the consultations and how PAPs' views were considered in preparing the resettlement plan; and
 - Review of resettlement alternatives presented, and the choices made by PAPs regarding options available to them, including choices related to forms of compensation and resettlement assistance, to relocating as individual families or as parts of pre-existing 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); and
 - Arrangements on how PAPs can communicate their concerns to project authorities throughout planning and implementation, and measures to ensure that vulnerable groups (including, ethnic minorities, landless, children and youth, and women) are adequately represented.
- **The consultations** should cover measures to mitigate the impact of resettlement on any host communities, including:
 - Arrangements for prompt tendering of any payment due the hosts for land or other assets provided to PAPs;
 - Conflict resolution involving PAPs and other stakeholders; and
 - Livelihood restoration and any additional services.
- **Grievance procedures:** The RAP should provide mechanisms for ensuring that an affordable and accessible procedure is in place for third-party settlement of disputes arising from resettlement. These mechanisms should consider¹ the availability of judicial and legal services,

as well as community and traditional dispute settlement mechanisms (please work collaboratively with the consultant preparing the SPIN Grievance Redress Mechanism Report).

- **RAP implementation responsibilities:** The RAP should be clear about the implementation responsibilities of various agencies, offices, and local representatives. These responsibilities should cover (i) delivery of RAP compensation and rehabilitation measures and provision of services; (ii) appropriate coordination between agencies and jurisdictions involved in RAP implementation; and (iii) measures (including technical assistance) needed to strengthen the implementing agencies' capacities of responsibility for managing facilities and services provided under the project and for transferring to PAPs some responsibilities related to RAP components (e.g. community-based livelihood restoration; participatory monitoring; etc.).
- **Implementation Schedule:** An implementation schedule covering all RAP activities from preparation, implementation, and monitoring and evaluation should be included. These should identify the target dates for delivery of benefits to resettlers and hosts, and a clearly defined closing date. The schedule should indicate how the RAP activities are linked to the overall project's implementation.
- **Costs and budget:** The RAP for the specific sub-projects should provide detailed (itemised) cost estimates for all RAP activities, including allowances for inflation, population growth, and other contingencies; timetable for expenditures; sources of funds; and arrangements for the timely flow of funds. These should include other fiduciary arrangements consistent with the rest of the project, governing financial management and procurement.
- **Monitoring and evaluation:** Arrangements for monitoring of RAP activities by the implementing agency, and the independent monitoring of these activities, should be included in the RAP section on monitoring and evaluation. An independent monitor or agency should conduct the final evaluation to measure RAP outcomes and their impacts on PAPs' livelihoods and living conditions. The World Bank provides examples of performance monitoring indicators to measure inputs, outputs, and outcomes for RAP activities; the involvement of PAPS in the monitoring process; the evaluation of the impact of RAP activities over a reasonable period after resettlement and compensation; and the use of RAP impact monitoring results to guide subsequent implementation.
- **Use of technology in asset surveys:** Technology can play a key role in carrying out a sound asset survey as part of the preparation of a resettlement plan. The consultant is advised to use GPS and satellite imagery during RAP preparation. During field visits, Global Positioning

System (GPS) locations should be obtained for all physical structures – residential buildings (complete or under construction), farm sheds, or land improvements. Where possible, these physical structures should be identified on a map using the GPS coordinates captured on site.

The typical contents of an RAP Report are presented hereafter. It shall be noted that the presentation of the Report may be adapted depending on the nature and specific requirements of the project.

Qualification of consulting FIRM

A Social and Resettlement Management Consulting firm will prepare the RAP.

- General experience in resettlement planning and social impact assessment, including the preparation of at least three Resettlement Action Plans (RAPs) or Resettlement Policy Frameworks (RPFs) on projects of a similar scale;
- Specific experience in resettlement planning associated with irrigation, water resource management, dam infrastructure, or similar civil works projects involving land acquisition and displacement of farming communities;
- Experience in preparing RAPs for externally funded projects by development partners such as the World Bank, African Development Bank (AfDB), Islamic Development Bank (IsDB), AFD, JICA, FCDO, or similar institutions, demonstrating familiarity with international involuntary resettlement standards and disclosure requirements;
- Demonstrated knowledge of and experience working within the Nigerian legal and regulatory framework governing land acquisition and resettlement, including the Nigerian Land Use Act, and experience working in Nigeria or a developing country under similar conditions;
- Demonstrated experience in conducting socioeconomic surveys, PAP census, and asset valuation exercises, including engagement with vulnerable and marginalised groups in accordance with the requirements of World Bank ESS5;
- Demonstrated capacity to mobilise the minimum required personnel for the assignment as detailed in the staffing requirements of this ToR. Note that CVs of proposed key staff will not be evaluated at the Expression of Interest (EOI) stage; however, the firm is expected to demonstrate that it possesses the internal capacity and resource base to field the required team upon award of contract;
- Independence from any firm bidding on design or construction contracts.

Staffing Requirements — Resettlement Action Plan (RAP) Preparation

The consulting firm shall field a multidisciplinary team with demonstrated expertise in involuntary resettlement, social assessment, and stakeholder engagement, in compliance with World Bank ESS5 and the SPIN Resettlement Policy Framework (RPF). The team shall include a balanced representation of qualified men and women, with adequate support staff and specialised services as necessary.

POSITION	MINIMUM QUALIFICATION REQUIRED	YEARS OF EXPERIENCE	RESPONSIBILITIES
RAP Team Leader / Social Assessment Expert	MSc in Social Sciences, Development Studies, Economics, or related field	Minimum 10 years	Overall responsibility for management and execution of the RAP assignment. Coordinate and manage field work, census, socioeconomic surveys, and report preparation. Lead preparation of the RAP in compliance with ESS5 and the SPIN RPF. Ensure effective communication within the team and with the client. Review and assure timely compilation and submission of all reports. Must have participated in a similar role in at least seven (7) World Bank-funded assignments in the last 10 years, with experience in irrigation or dam projects.
Resettlement / Compensation Specialist	Degree in Valuation, Urban Planning, or related field	Minimum 7 years	Lead asset inventory and valuation exercises, ensuring compensation is assessed at full replacement cost in line with World Bank ESS5 and the Nigerian Land Use Act. Develop the entitlement matrix and compensation framework. Must have participated in a similar role in at least five (5) World Bank-funded projects in the last 7 years.

POSITION	MINIMUM QUALIFICATION REQUIRED	YEARS OF EXPERIENCE	RESPONSIBILITIES
Social Expert	Advanced degree in Sociology or related discipline	Minimum 5 years	Conduct social baseline assessments and community profiling. Support PAP census, household surveys, and stakeholder engagement activities. Assess social risks and impacts associated with the proposed rehabilitation works. Must have participated in a similar role in at least three (3) World Bank-funded projects in the last 3 years.
Livelihood Specialist	Degree in Agriculture, Rural Development, Civil Engineering, or related field	Minimum 5–7 years	Lead the assessment of livelihood impacts and design livelihood restoration measures for project-affected persons. Conduct agricultural productivity assessments and develop livelihood restoration plans tailored to the irrigation project context. Must have participated in a similar role in at least three (3) World Bank-funded projects in the last 5 years.
Socio-Economist	Advanced degree in Economics or related discipline	Minimum 5 years	Develop and administer socioeconomic questionnaires for data collection on affected households. Analyse and interpret socioeconomic data to inform entitlement determinations and livelihood restoration planning. Must have participated in a similar role in at least three (3) World Bank-funded projects in the last 3 years.
Land-Use Planner / Natural Resources Economist	Degree in Land-Use Planning, Natural Resource Management, or related field	Minimum 5 years	Assist the RAP Team Leader and Socio-Economist with design, implementation, and analysis of studies related to land use, natural resource impacts, and logistical requirements for resettlement. Assess impacts on farmlands, economic trees, and access to natural resources.

POSITION	MINIMUM QUALIFICATION REQUIRED	YEARS OF EXPERIENCE	RESPONSIBILITIES
Public Consultation Facilitator	Masters in Development Communication, Mass Communication, or related field. Proficiency in Hausa language is an added advantage.	Minimum 5 years	Lead and document all public consultations and stakeholder engagement activities, including Free, Prior, and Informed Consultation (FPIC) processes. Facilitate conflict resolution and community-level decision-making processes. Ensure meaningful participation of vulnerable groups including women, the elderly, and persons with disabilities.
GIS Specialist / Surveyor	MSc in Geography, Geo-Informatics, Survey, or related field	Minimum 5 years	Undertake cadastral and topographic surveys of the project-affected area. Digitise and map project sites, affected parcels, and associated land-use attributes. Produce accurate maps and spatial data to support the PAP census and asset inventory.
Gender and Vulnerability Specialist / GBV Expert	Degree in Sociology, Gender Studies, or related discipline	Minimum 5 years	Mainstream gender considerations and GBV/SEA risk assessments into the RAP. Identify and profile vulnerable groups — including women, female-headed households, the elderly, persons with disabilities, and those without formal land tenure — and ensure their needs are adequately addressed in the entitlement framework and livelihood restoration plan.
Field Assistants	Secondary school certificate with fluency in local language	Minimum 2 years	Administer household questionnaires and support field data collection activities. Assist with PAP registration, asset enumeration, and community mobilisation during consultations.

The Consultant team will be required to arrange its own logistics, security and equipment (e.g. provide its own computers, printers, and office supplies). All information, data and reports shall be treated as confidential.

Deliverables and Timing

This assignment will be divided into two (2) phases i.e. preparation and implementation. The preparation phase is expected to last eight (8) weeks, while the implementation phase will be 'time-based'. For the preparation phase, the Consultant is expected to submit to SPIN project the following deliverables:

- Inception report describing the procedures and timetable for completion of the RAP preparation process. This should be submitted one (1) week after contract signing. 2 Hard copies and a soft copy must be provided, along with a PowerPoint presentation outlining the main points and milestones from the inception report.
- Draft Report summarising the preliminary results of the baseline socio-economic survey and PAPs census, summarising the consultations with PAPs and other key stakeholders. This report will be circulated for comments. This should be submitted four (4) weeks after contract signing.
- Final Report: Relevant issues raised are incorporated into the revised version. This should be submitted eight (8) weeks after contract signing, and after clearance and No Objection from the World Bank for the RAP report.

Note: RAP implementation will be time-based

Implementation Schedule

- List the chronological steps in the implementation of the RAP, including identification of agencies responsible for each activity and a brief explanation of each activity.
- Prepare a month-by-month implementation schedule (using a Gantt chart, for example) of activities to be undertaken as part of resettlement implementation.

- Describe the linkage between resettlement implementation and initiation of civil works for the project.

Payment Milestone for RAP Preparation

20% upon submission and acceptance of the Inception Report

50% upon submission and acceptance of the Draft RAP report

30% upon submission of the Final cleared RAP report (with World Bank No-Objection)

Project – Specific Background Document

- Resettlement Policy Framework (RPF)
- Environmental and Social Management Framework (ESMF)
- Pest Management Plan
- SPIN Project Appraisal Document (PAD)
- SPIN Project Implementation Manual (PIM)
- Stakeholder Engagement Plan
- Labour Management Procedure
- Civil work design report

Conduct of the Consultant

- The Consultant shall, at all times, carry out the RAP assignment with the highest degree of professionalism, integrity, and ethical conduct. All work shall be performed in an open, transparent, and accountable manner, consistent with the requirements of the World Bank Environmental and Social Standard 5 (ESS5) on Land Acquisition, Restrictions on Land Use and Involuntary Resettlement, and the disclosed SPIN Resettlement Policy Framework (RPF).
- The Consultant shall conduct the assignment in a manner that upholds the rights and dignity of all project-affected persons (PAPs) and communities. The Consultant shall at no time take any action, make any representation, or engage in any conduct that may mislead, intimidate, coerce, or otherwise compromise the free, prior, and informed participation of PAPs and other stakeholders in the resettlement planning process.

- The Consultant shall not, under any circumstances, take any actions or be seen to be taking any actions which may hinder, delay, or undermine the ability of the SPIN Project to fulfil its obligations under ESS5, the RPF, or any applicable Nigerian legislation, including the Land Use Act.
- The Consultant shall thoroughly study and comply with all applicable SPIN Project guidelines, policies, and frameworks, including the RPF, the Environmental and Social Management Framework (ESMF), and the World Bank's Environmental and Social Framework (ESF) and shall ensure that the RAP is prepared in strict adherence to all such instruments.
- The Consultant shall not, under any circumstances, take any material decision pertinent to this assignment without the express written consent of the State Project Coordinator or an authorised representative of the Gombe SPIN State Project Implementation Unit (SPIU).
- The Consultant shall treat all information obtained in the course of this assignment, including data collected from PAPs, household survey results, asset inventory records, and any other project-related information, as strictly confidential. Such information shall not be discussed, divulged, shared, or used for any purpose other than the preparation of the RAP, without the express written permission of an authorised representative of the SPIN FPMU. The Consultant shall also ensure that the collection, storage, and use of personal data relating to PAPs comply with applicable data protection principles and the World Bank's requirements on privacy and confidentiality.
- The Consultant must not hold or take on any assignment with government agencies, development partners, private sector entities, or any other party that constitutes or creates a conflict of interest with this assignment. This includes any concurrent engagement with firms bidding on or executing design or construction contracts under the SPIN Project. Where a conflict of interest is identified or arises during the course of the assignment, the Consultant is obligated to disclose it immediately to the SPIN FPMU. Failure to disclose a conflict of interest shall result in termination of the contract and disqualification of the Consultant.
- The Consultant shall proactively avoid all potential conflict-of-interest situations and shall, upon engagement, submit a written declaration confirming the absence of any actual or perceived conflict of interest at the commencement of the assignment.

Duration

The duration of the assignment shall not exceed a period of eight (8) weeks.

Report Outline for RAP

List of Figures

List of Tables

Definitions

Abbreviations

Executive Summary

Chapter 1- General Background and Introduction

This chapter establishes the context and purpose of the RAP. It must cover:

- Background to the SPIN Project and the specific subproject requiring a RAP
- Components of the subproject for which land acquisition and resettlement is required (with mapped locations)
- Objectives of the RAP: to identify affected people and scale of impacts; establish a legal and policy framework; define eligibility and compensation entitlements; identify appropriate implementation structures; define a timeframe; and establish a monitoring framework
- Guiding principles governing the RAP:
 - Resettlement must be avoided or minimized
 - Genuine consultation must take place with PAPs
 - Pre-resettlement baseline data must be established
 - Assistance in relocation must be available
 - A fair and equitable set of compensation options must be negotiated
 - Resettlement must take place as a development opportunity that ensures PAPs benefit
 - Vulnerable groups must be specifically catered for
 - Resettlement must be treated as an upfront project cost

- An independent monitoring and grievance procedure must be in place
- RAP methodology: literature review, policy and legal review, field investigation, census and socioeconomic data collection, consultation, data analysis, and RAP preparation
- Limitations of the study and areas of uncertainty
- Structure of the RAP report

Chapter 2- Project Description and Subproject Components

- Description of the SPIN Project, implementing agencies (FMWRS, FPMU, RBDA), and the subproject's location, scope, and objectives
- Detailed description of the physical footprint of the rehabilitation works: dam works, irrigation canal rehabilitation, access roads, borrow pits, spoil disposal areas, and worker camps — with maps at appropriate scales showing the project area of direct influence
- Current and historical use of the project area, including agricultural activities, fisheries, livestock grazing, and informal settlements
- Timeline for civil works and the sequencing of works in relation to RAP implementation
- A description of the design-build or design-and-supervise contract modality and its implications for RAP timing — including the maximum works footprint as defined in the Employer's Requirements
- Associated facilities and access roads that may generate additional resettlement impacts

Chapter 3- Census and Socioeconomic Survey

3.1 Census Objectives and Methodology

- The primary objectives of the census: to inform affected populations; to announce and enforce the cut-off date; to obtain community feedback; to establish the social profile of all PAPs; to record baseline conditions; to identify affected households and individuals; and to identify vulnerable individuals and groups
- Census methodology: 100% enumeration of all persons, land parcels, structures, and assets within the right-of-way or project area of direct influence
- Survey instruments used (household questionnaire, asset inventory form, GPS coordinates, photographic record)

3.2 Cut-Off Date

- The date on which the census commenced (which establishes the cut-off date for eligibility)
- How the cut-off date was publicly announced and to whom
- Measures taken to prevent opportunistic settlement or asset establishment after the cut-off date
- Procedures for persons who claim to have been missed in the census

3.3 Census Findings

- Total number of PAPs by category of impact (physical displacement, economic displacement, partial land loss, full land loss, loss of crops/trees, loss of structures, loss of access to common property resources)
- Number of affected households disaggregated by gender of household head
- Geographic distribution of PAPs by community
- Number and profile of vulnerable PAPs (women-headed households, elderly, persons with disability, landless, extremely poor)
- Summary table of PAPs by category, gender, and vulnerability status

3.4 Socioeconomic Profile of PAPs

- Demographic characteristics: age, gender, household size, ethnicity, religion, educational level, literacy
- Land tenure and ownership: statutory title, customary rights, informal occupation, share-cropping arrangements, tenancy
- Livelihoods and income: primary and secondary income sources; irrigated farming (crop types, yields, income); rainfed farming; fisheries (for reservoir-adjacent PAPs); brick-making; livestock; off-farm employment; petty trade
- Irrigation water access: membership in Water User Associations; water allocation rights; irrigation fee payment records
- Living standards: housing quality and type; access to water supply and sanitation; access to health services and schools; food security status
- Vulnerable groups: detailed profiles of households identified as vulnerable, with specific needs and proposed special assistance measures

- Social dynamics: community decision-making structures; gender roles and women's land and water rights; farmer-herder relations

3.5 Asset Inventory Summary

- Summary of all assets identified in the project area by type (land, structures, crops, trees, businesses, community infrastructure)
- Total land area affected (hectares) by tenure type
- Number and type of structures affected (residential, commercial, community)
- Number and type of crops and trees affected
- Number of businesses affected and affected employees
- Community and public assets affected (boreholes, schools, clinics, mosques/churches, paths)

Chapter 4- Project Impacts

This chapter provides a detailed analysis of nature, type, and magnitude of impacts on PAPs and their assets. It must include:

- Categories of impact: physical displacement (loss of residential land or shelter), economic displacement (loss of agricultural land, crops, trees, livelihoods, or access to resources), and restriction of access to common property resources
- For each category, the number of PAPs affected, the magnitude of loss, and significance (minor, moderate, severe)
- Identification of PAPs who lose more than 20% of their productive assets (considered significant loss under ESS5, requiring a livelihood restoration plan)
- Impacts on women and vulnerable groups: disaggregated analysis of how impacts differ by gender, age, disability, and poverty status
- Legacy impacts: where pre-existing displacement from original dam or irrigation scheme construction has not been compensated, document the nature and extent of these legacy impacts and the estimated number of legacy PAPs
- Positive impacts: improved irrigation productivity, improved dam safety, employment opportunities during construction
- Summary impact matrix by PAP category, asset type, and magnitude

Chapter 5- Policy, Legal, and Regulatory Framework

This chapter establishes the legal and policy basis for compensation and resettlement under the RAP.

5.1 Nigerian Legal Framework

- Land Use Act (1978) and its implications for land acquisition, compensation, and the role of State Governors in revocation of statutory rights of occupancy
- Procedures for land acquisition under the Land Use Act: notice of revocation, payment of compensation, assessment of compensation by state land officers
- Nigerian compensation standards: what is compensable under Nigerian law (improvements on land, crops, trees, structures) and what is not (land itself)
- Customary law on land tenure and inheritance in the project area

5.2 World Bank ESF ESS5 Requirements

- Key principles of ESS5: avoid or minimize displacement; restore or improve livelihoods; meaningful consultation; compensation at replacement cost; special attention to vulnerable groups; RAP implementation before civil works
- Definition of replacement cost and how it differs from market value or depreciated value
- ESS5 provisions on economic displacement and livelihood restoration
- ESS5 requirements for legacy resettlement issues

5.3 Gap Analysis

- Side-by-side comparison of Nigerian Land Use Act requirements and World Bank ESS5 requirements, identifying gaps
- The SPIN RPF gap-filling provisions: where Nigerian law falls below ESS5 standards, the more stringent ESS5 standard applies
- Key gap-filling measures: compensation for land at replacement cost (not just improvements); inclusion of informal occupants and customary rights holders in the entitlement matrix; compensation for all productive assets including crops and trees at replacement cost without depreciation

5.4 Institutional Framework

- Roles and mandates of: FMWRS/FPMU, RBDA, Ministry of Lands, Valuation Committee, National Emergency Management Agency (NEMA), traditional authorities, Water User Associations, and independent RAP monitoring consultant
- Coordination mechanisms between federal and implementing agencies

Chapter 6- Valuation and Compensation

This chapter documents the valuation methodology applied to all affected assets and the compensation standards that will apply to each category of PAP. It must include:

6.1 Valuation Methodology

- Principles of replacement cost valuation: current market value plus transaction costs, without deduction for depreciation or salvage
- Methods used to determine replacement cost for each asset type:
 - Agricultural land: current market value for land of equivalent productivity in the same locality
 - Crops: replacement cost based on current market prices at harvest, prorated for crop stage
 - Trees: replacement value based on species, age, productivity, and market price of produce
 - Structures: cost of rebuilding a comparable structure using current materials and labor costs, without depreciation
 - Businesses: net income lost during the period of disruption, plus costs of re-establishing the business
- Involvement of certified valuers: who conducted the valuation and their qualifications
- Basis for determining market prices used in the valuation
- Procedures for PAP verification of asset inventory and compensation amounts

6.2 Entitlement Matrix: A comprehensive entitlement matrix covering all categories of PAPs and all types of assets. For each category, the matrix specifies:

- Category of PAP (title holder, customary rights holder, informal occupant, tenant, business operator, employee, legacy PAP)
- Nature of loss
- Form of compensation (cash, in-kind, or combination)
- Compensation standard (replacement cost)
- Additional assistance (relocation allowance, transitional living allowance, special assistance for vulnerable groups)
- Responsible party for delivery

The entitlement matrix must explicitly address:

- Registered title holders losing agricultural land
- Customary rights holders losing agricultural land
- Informal occupants (encroachers) losing structures or crops
- Tenants and sharecroppers losing crops or access to land
- Fishermen and brick-makers losing access to reservoir or canal areas
- Vulnerable households (additional assistance over and above standard entitlements)
- Community and public assets (replacement in kind at an agreed location)
- Legacy PAPs (outstanding compensation from original dam or irrigation scheme construction)

6.3 Compensation Payment Procedures

- Process for individual PAP notification of compensation amounts
- Dispute resolution process where PAPs contest their assessed compensation
- Payment modalities: cash (bank transfer or mobile money), in-kind, or combination
- Verification and witnessing of compensation payments
- Documentation: PAP compensation agreement forms signed by PAP and witnessed
- Procedures for PAPs who cannot be located at time of payment
- Compensation escrow arrangements for PAPs with unresolved disputes

Chapter 7- Livelihood Restoration Plan

This chapter provides a detailed plan for restoring or improving the livelihoods of all economically displaced persons, particularly those who lose more than 20% of productive assets.

7.1 Livelihood Restoration Objectives To restore or improve livelihoods of all economically displaced PAPs to pre-project levels or better, within a defined timeframe, through a combination of compensation and targeted livelihood support.

7.2 Categories of Affected Livelihoods

- Irrigated farmers: loss of irrigated agricultural land and associated income
- Fishermen: loss of access to reservoir fishing areas
- Brick-makers: loss of access to soil and water resources in the reservoir or canal area
- Traders and businesses: loss of business premises or customer access
- Agricultural laborers: loss of employment on affected farms

7.3 Livelihood Restoration Options For each category, the chapter presents livelihood restoration options identified in consultation with PAPs. Options must include:

- Replacement agricultural land of equivalent productivity in an accessible location (preferred over cash where available)
- Cash compensation sufficient to acquire replacement land at market rates
- Agricultural inputs support (seeds, fertilizer, irrigation equipment) to restore productivity on remaining or replacement land
- Skills training and income diversification programs tailored to PAP profiles and market demand
- Linkage to existing government and project agricultural extension services and the SPIN Project's irrigation improvement activities
- Transitional support (monthly payments or food assistance) during the period between displacement and livelihood restoration
- Special assistance for vulnerable groups (additional cash grants, priority access to livelihood programs, administrative support)

7.4 Implementation Arrangements for Livelihood Restoration

- Responsible party for each livelihood restoration activity
- Timeline: start date, key milestones, expected completion

- Linkage to civil works timeline: livelihood restoration activities must begin before displacement occurs
- Coordination with Water User Associations for irrigated farmers' reintegration
- Monitoring of livelihood restoration outcomes

Chapter 8- Legacy Issues Assessment and Resolution Plan

For SPIN subprojects with identified legacy issues, this chapter must cover:

- Documentary review of original displacement: what land was acquired, who was displaced, what compensation was offered, what was paid, and what remains outstanding
- Identification and verification of legacy PAPs through community-level verification process with traditional authorities and local government
- Assessment of outstanding compensation obligations by asset category
- Methodology for calculating current replacement cost for legacy assets (original compensation amount updated to current replacement cost)
- Time-bound action plan for resolving all legacy claims before or concurrent with civil works
- Linkage between legacy resolution and the main RAP entitlement matrix
- Grievance mechanism for legacy PAPs with disputed claims

Chapter 9- Public Participation and Consultations

This chapter documents all stakeholder engagement activities conducted during the RAP preparation process.

- Stakeholder identification and mapping: affected communities, downstream communities, WUAs, herders associations, local government officials, traditional authorities, women's groups, CBOs, and relevant ministries
- Description of all consultation activities: dates, locations, number of participants, gender breakdown, key issues raised, and responses provided
- Focus group discussions with specific groups: women, fishermen, farmers, vulnerable households, WUAs, herders
- Consultations with host communities where physical relocation is involved
- Summary table of all issues raised and how each has been addressed

- Evidence that consultations were conducted in local languages accessible to PAPs
- Disclosure: how and where the draft RAP was disclosed for public comment, and for how long

Chapter 10- Grievance Redress Mechanism

This chapter describes the grievance mechanism available to all PAPs throughout RAP preparation, implementation, and monitoring.

- Principles: accessible, transparent, timely, free of charge, culturally appropriate, not a barrier to legal recourse
- Types of grievances anticipated: disputes over asset inventory; disputes over compensation amounts; disputes over eligibility; failure to receive entitled compensation; SEA/SH incidents during RAP implementation
- Grievance registration channels: community focal points, RBDA Social Specialist, FPMU, toll-free hotline, written submission, and, for sensitive grievances (SEA/SH), a confidential channel through the GBV service provider
- Response timelines: acknowledgement within 5 days; first response within 30 days
- Escalation pathway: community-level - RBDA - FPMU - World Bank - formal legal process
- Composition of community-level grievance committees, including representation of women, traditional authorities, and affected community members
- Recording and reporting: all grievances logged in a register with dates, nature, status, and outcome; reported in quarterly RAP monitoring reports to the FPMU and World Bank
- Special provisions for legacy PAPs with historical grievances

Chapter 11- RAP Implementation - Institutional Arrangements

This chapter defines the institutional responsibilities for all aspects of RAP implementation.

- FPMU Social Specialist: overall coordination and quality assurance of RAP implementation; reporting to World Bank; certification of compensation completion before civil works
- RBDA Social Specialist: day-to-day implementation of the RAP at the subproject level; engagement with PAPs; coordination with Ministry of Lands; management of the site-level GRM

- Gombe State Ministry of Lands and Survey: formal land acquisition procedures, valuation, and legal processing
- Valuation Committee: independent assessment of compensation for statutory rights holders
- Traditional authorities and community leaders: support to census, consultation, and payment verification
- Water User Associations: support to identification of irrigation-dependent PAPs and livelihood restoration for farmers
- Independent RAP monitoring consultant (external): quarterly monitoring reports; mid-term evaluation; RAP completion audit
- World Bank: review of draft RAP; no-objection; supervision missions; incident notification
- Capacity building: training program for RBDA staff, local government officers, and traditional authority representatives on RAP implementation procedures, compensation payment protocols, and GRM operation

Chapter 12- RAP Implementation Schedule

This chapter presents a detailed, time-bound implementation plan. (This will inform the time-based aspect of this consultancy)

Gantt chart showing all RAP activities from census finalization through RAP completion, including:

- Finalization and World Bank clearance of census and asset inventory
- World Bank No-Objection to draft RAP
- Public disclosure of final RAP
- Formal legal notification of PAPs (notice of revocation of rights, where applicable)
- Individual PAP notification of compensation amounts
- Dispute resolution period
- Compensation payment (by parcel and by PAP category)
- Delivery of in-kind compensation and resettlement assistance
- Livelihood restoration activities commencement
- Certification of compensation completion by FPMU (parcel by parcel)
- Civil works commencement (for each land parcel, only after compensation certified)

- Independent monitoring commencement
- Quarterly monitoring reports
- Mid-term RAP evaluation
- RAP completion audit and report
- A clear statement that no civil works will commence on any land parcel until the FPMU Social Specialist has certified in writing that all PAPs on that parcel have received their full entitlements

Chapter 13- RAP Budget

This chapter presents a fully itemized budget for all RAP activities.

- Compensation costs by asset type (land, structures, crops, trees, businesses, community assets)
- Legacy compensation costs (where applicable)
- Resettlement assistance (relocation allowance, transitional living allowance)
- Livelihood restoration program costs
- Gender action plan costs
- Administrative costs (staffing, RBDA, Ministry of Lands processing, valuation costs)
- Grievance mechanism operational costs
- Monitoring and evaluation costs (internal monitoring and independent external monitoring)
- Contingency
- Total RAP budget with confirmation that funds are available and the source of funding
- Disbursement schedule aligned with the RAP implementation timeline
- Flow of funds: how and by whom compensation payments will be authorized, processed, and disbursed

Chapter 14- Monitoring and Evaluation

This chapter specifies the monitoring and evaluation framework for RAP implementation.

14.1 Internal Monitoring (RBDA)

- Monthly progress reports covering: number of PAPs compensated by category; compensation amounts disbursed; grievances received and resolved; livelihood restoration activities underway; any civil works commenced before compensation certification
- Key internal monitoring indicators:
 - Number of PAPs identified in census vs. number compensated (by category)
 - Value of compensation disbursed vs. total compensation budget
 - Number of grievances registered, resolved, and pending
 - Timeline compliance: compensation before civil works

14.2 External/Independent Monitoring

- An independent RAP monitoring consultant, engaged by the FPMU, conducts quarterly monitoring visits and reports covering:
 - Verification that PAPs have actually received their entitlements
 - Assessment of whether compensation has been paid at replacement cost
 - Assessment of livelihood restoration progress against baseline
 - Review of GRM functioning and grievance resolution
 - Review of legacy PAP claim resolution
 - Interview-based assessment of PAP satisfaction
- Mid-term RAP evaluation: at the halfway point of the RAP implementation period, assessing whether PAPs are on track to restore or improve livelihoods
- RAP Completion Audit: conducted six months after the last compensation payment, confirming that all entitlements have been delivered, all grievances resolved, and livelihoods restored

14.3 Monitoring Indicators A monitoring indicator table disaggregated by gender and vulnerability status, covering:

Indicator Category	Example Indicators
Compensation delivery	Number of PAPs compensated by type; compensation disbursed vs. budget; timing of payment vs. civil works commencement

Indicator Category	Example Indicators
Livelihood restoration	Income levels of PAPs vs. baseline; number enrolled in livelihood programs; crop yields on replacement land
Grievances	Number registered; number resolved; average time to resolution; number escalated; number unresolved
Gender	Number of women receiving direct compensation; women's participation in consultations; women-headed households receiving special assistance
Vulnerable groups	Number of vulnerable PAPs receiving special assistance; outcomes for vulnerable households
Legacy claims	Number of legacy PAPs identified vs. compensated; value of legacy compensation disbursed
Process	Compliance with cut-off date; functioning of GRM committees; timeliness of RBDA reporting

14.4 Reporting Schedule

- Monthly internal monitoring reports
- Quarterly external monitoring reports
- Annual RAP progress review
- RAP Completion Audit Report (six months after final compensation payment)

Chapter 15- Conclusion and Recommendations

A summary of the RAP's key findings, the total number of PAPs by category, the total budget, the critical path for implementation relative to civil works, and any outstanding issues or areas requiring further investigation.

Annexes

- Annex A: Census Database (full PAP list in Excel with unique PAP IDs, asset inventory, compensation amounts, and payment status)
- Annex B: PAP Household Questionnaire and Asset Inventory Form

- Annex C: PAP Compensation Agreement Forms (signed and witnessed)
- Annex D: Cut-Off Date Public Announcement (with photographs and attendance records)
- Annex E: Maps (project area, census enumeration zones, affected land parcels, relocation sites if applicable)
- Annex F: Consultation Records (attendance lists with signatures, meeting minutes, focus group discussion notes, photographs)
- Annex G: Valuation Methodology and Unit Rates (by asset type)
- Annex H: Entitlement Matrix (full version)
- Annex I: Legacy Issues Documentation (original compensation records where available)
- Annex J: Grievance Register Template
- Annex K: RAP Monitoring Report Template
- Annex L: Terms of Reference for Independent RAP Monitoring Consultant

SAMPLE CENSUS FORM FOR RESETTLEMENT ACTION PLAN

RESPONDENT		ADDRESS			DATE OF INTERVIEW			INTERVIEWER		
HOUSEHOLD	SURNAM E	NAME	RELATIO NSHIP TO HH HEAD	PHONE NUMBER	AGE	TIME IN RESIDENCE	MAIN OCCUPATIO N	EDUCATION AL LEVEL	INCOME / MONTH	MARITAL STATUS
MEMBER 1										
MEMBER 2										
MEMBER 3										
MEMBER 4										
DISTANCE FROM	TIME (IN MINURT ES)	RURAL AREAS		PORTION OCCUPIED (PERCENTAGE)					WHERE DO YOU INTENT TO MOVE IF NEED BE?	
SCHOOL ATTENDED BY CHILDREN IN HOUSEHOLD		RURAL LANDS	AREA (M ²)	ANNUAL CROPS	PERENNI AL CROPS	LIVESTOCK		UNUSED LAND		
MOSQUE/CHUR CH ATTENDED BYHH MEMBERS		BE OCCUPIED BY PROJECT							SPECIAL NEEDS IF ANY (Vulnerability, disability lack of social support, poverty etc.)	
HEALTH POSTOR HOSPITAL		OTHER PORTION								
MARKET		TOTAL LAND		HOW MUCH ARE YOU WILLING TO SELL THIS PORTION OF LAND IF NEED BE?						

PAVED ROAD		URBAN AREAS	AREA OF LOT (M ²)	FOOTPRINT OF HOUSE (M ²)	OTHER STRUCTU RES (M ²)	DOES RESPONDENT OWN ANOTHER HOME/LAND?			
HOW MANY RELATIONS LIVE WITHIN 100 METERS OF THIS HOME/LAND		SPECIAL COMMENT/REMARKS:							