



MINISTRY OF WATER AND IRRIGATION

KENYA WATER SECURITY AND CLIMATE RESILIENCE PROJECT (KWSCR-2) (COASTAL REGION WATER SECURITY AND CLIMATE RESILIENCE PROJECT)

TERMS OF REFERENCE

(PP Ref. C308 – KWSCR-2)

SOCIAL DEVELOPMENT SPECIALIST - COAST

1. Introduction and Context

The government has planned a large-scale water investment program to close the massive water infrastructure gap that has been estimated at US\$5–7 billion. This is to be supported by the establishment of a strong and modern institutional and legal structure that aligns the water sector with the Constitution of Kenya 2010 through a Water Bill reflecting the new devolution principles under discussion in Parliament. Towards this end, the Ministry of Water and Irrigation (MWI) is undertaking an ambitious agenda for the water sector through a long-term, transformational program aimed at building water security and climate resilience for economic growth and social well-being. The Kenya Water Security and Climate Resilience (KWSCR) program responds to this need. The overarching development objective of the program is to improve water security and build climate resilience in Kenya.

The first phase of the program, Kenya Water Security and Climate Resilience Project (KWSCR-1) was approved by the World Bank board on June 18, 2013 and declared effective on October 24, 2013. The project development objectives of KWSCR-1 are to: (i) increase availability and productivity of irrigation water for project beneficiaries; and (ii) enhance the institutional framework and strengthen capacity for water security and climate resilience for the country. KWSCR-1 focuses on the progressive development of a water investment pipeline, integrated and participatory basin planning, and technical assistance to the evolving water sector institutions and sector reforms at a critical period of constitutional and political transition.

The Coastal Region Water Security and Climate Resilience Project (KWSCR-2) is the second operation under the program and its design is consistent with the approach envisaged for the program in that investment preparation follows a sound investment framework and incorporates a multi-sectoral, multi-dimensional approach. The project will improve access to water and sanitation, general health conditions and quality of life among poor urban and rural households that currently rely on expensive water sources and are exposed to serious health risks due to lack of sanitation. It will also contribute to Kenya's Vision 2030, MTP 2 and sectoral plans for water and sanitation to ensure that improved water and sanitation are available and accessible to all. These activities are being developed and aligned with Kwale and Mombasa County Integrated Development Plans (CIDPs). Mwache Dam and related infrastructure would in particular act as a buffer against the most severe hydrologic shocks (including floods and droughts), as well as address food insecurity, low productivity, and constrained growth in Mombasa County and throughout the coastal region more broadly. The project has three main components supporting the project development objective: (i) Component 1 - Mwache Dam and Related Investments; and (ii) Component 2 - Kwale County Development Support. In addition, Component 3 - Project Management will support project implementation.

Component 1: Mwache Dam and Related Infrastructure (US\$165 million)

Sub-Component 1.1: Civil Works and Related Infrastructure (US\$160 million)

This comprises the development of Mwache Dam which is ultimately expected to provide 186,000 m³/day (67.9 MCM/year) for urban water supply to Mombasa County and Kwale County. An additional potential supply of 41,000 m³/day (about 15 MCM/year), with lower reliability of 75 percent vis-à-vis an urban water supply reliability of 99 percent, will be available from the dam.

Sub-Component 1.2: Mwache Catchment Management (US\$5 million)

This sub-component aims to improve sustainability of the Mwache catchment, integrating conservation activities with the needs of local communities to develop sustainable economic activities. Recognizing that a robust watershed management strategy entails addressing ecosystem degradation at the watershed level, this sub-component supports an integrated, participative approach to water resources management, introducing sustainable livestock, agriculture, forestry and land management practices, and integrating conservation activities with the needs of local communities to develop sustainable economic activities. Activities under the sub-component will be based on livelihoods, to ensure that communities will have incentives to play an active and engaged role in conservation activities.

Component 2: Kwale County Development Support (US\$25 million)

The Kwale County Development Support (KCDS) component supports development in Kwale County, where the Mwache Dam is located. The following is an outline of the sub-components under KCDS.

Sub-Component 2.1: Water Supply Investments (US\$12 million)

This sub-component will support increased access to water supply in small towns and rural communities in Kwale County based on the priority for Kwale County through rehabilitation and expansion of existing water supply schemes in urban areas. In terms of rural supply, priority will be given to communities affected by the construction of the dam while rural water investments will be informed by the Kwale Water Resources Assessment and Water Supply Development Master Plan that will be prepared under KWSCR-1.

Sub-Component 2.2: Sanitation Investments (US\$4 million)

This sub-component will support increased access to improved sanitation facilities in both urban and rural areas, with priority being given to the latter. On the policy side, the project will support the development of a strategy to promote household sanitation, taking into account cultural beliefs and training on sanitation and hygiene. Specifically, and in line with the Kenya Ministry of Health's approach and guidelines, the sub-component will support Kwale County in strengthening the programmatic conditions to implement Community-Led Total Sanitation (CLTS) and sanitation marketing at scale, while strengthening supply and household demand for improved sanitation.

Sub-Component 2.3: Sustainable Livelihoods Improvement (US\$5.5 million)

This sub-component seeks to improve livelihoods in Kwale County, considered as the wider area of influence of the Mwache Dam through support to benefit-sharing and sustainable livelihood paradigms for the largely rural communities in the area. The Sustainable Livelihoods sub-component in the KCDS seeks to improve livelihoods in Kwale County, considered as the wider area of influence of the Mwache Dam through support to benefit-sharing and sustainable livelihood paradigms for the largely rural communities in the area. Focus will be where required. Catchment conservation practices are not sustainable per se, such as in steep slope and river bank crop cultivation, where alternative livelihoods need to be supported. In these areas, the component will aim to develop alternative livelihood activities for common interest groups currently dependent on the unsustainable use of natural resources, focusing on new income-generating activities. This component will adopt a demand-driven approach, whereby proposals will be sought from communities in the catchments and forest perimeters to invest in livelihood-enhancing micro-projects that support the natural resource base. These could include opportunities to establish afforestation schemes; the development of private

sector/community partnerships for timber, fuel-wood and/or fodder production; the production/sale of seedlings; the introduction of productivity-enhancing techniques of agro-forestry or conservation farming, beekeeping, and other investments in farm agriculture development will be supported. Proposals will be vetted against a set criteria and shortlisted for support by the Livelihoods Steering Committee (LSC). The Social Development Specialist will guide the vetting Committee to ensure social sustainability.

Sub-Component 2.4: Irrigation Demonstration Scheme (US\$3.5 million)

This sub-component will support the final preparation and implementation of an irrigation demonstration scheme on an area of about 100 ha. The demonstration project will also establish the viability of developing a larger (between 2,000 and 3,000 ha) irrigation scheme in the area.

2. Overall Project Institutional and Implementation Arrangements

2.1 Project Implementation and Role of PMU

Ministry of Water and Irrigation (MWI) is the implementing agency of the project through the Project Management Unit (PMU), reporting to the Principal Secretary (PS), Water. The core functions of the Nairobi based PMU will be coordination and facilitation, fiduciary (procurement and financial management), environmental and social development including land acquisition related activities' supervision, monitoring and evaluation (M&E) and impact evaluation (IE), annual work programming and budgeting, and reporting. The PMU also provides technical support to executing agencies the designated Project Implementation Unit (PIU) such as that of Kwale county. PMU support to PIUs involves developing the required capacities for procurement, financial management, monitoring and evaluation, environmental and social safeguards implementation, and investment and activity implementation. PIUs typically implement most project activities.

2.2 Role of Coast PMU

The Coast PMU will on behalf of PMU Nairobi office be responsible for day to day coordination of CWSCRIP from the Coast office. It will in particular also facilitate and provide the fiduciary (procurement and financial management), monitoring and evaluation (M&E) support to PIUs. The Coast PMU will also develop the annual work programming and budgets in addition to regular reports of CWSCRIP. This PMU will also be responsible for providing demand based technical support to Coast based executing agencies designated PIUs and to source for additional technical support from Nairobi PMU based specialists. PMU technical support to PIUs will involve developing the required capacities for procurement, financial management, monitoring and evaluation, environmental and social safeguards implementation, and investment and activity implementation.

3. Objective of the Position

The Post: Social Development Specialist - Coast

Reporting to the PMU Coast Coordinator, the **Social Development Specialist - Coast office** will be responsible for the provision of support services for project safeguards issues especially the Mwache Dam Resettlement Action Plan (RAP) and to ensure that Mwache Dam Project, Kwale Development Support Program and Mombasa's Non-Revenue Water reduction works do not detrimentally influence the environment and social well-being of populations.

3.1 Scope of Services

The PMU requires the services of a Social Development Specialist (the Consultant) to be responsible for the coordination and management of Mwache Dam and Kwale Development Program social management including resettlement activities with the guidance of PMU Safeguards team specialists. The Specialist will ensure that the Mwache Dam Resettlement Action Plan is properly implemented as guided PMU Safeguards team and complied with, in accordance with WB's policies on Involuntary Resettlement. In addition the consultant will handle all the other social issues related to the Dam including gender, vulnerability, etc., and coordinate with KWSCRPMU Safeguards teams in the implementation of Mwache Dam Vulnerable and Marginalized Group Plan (VMGP).

3. Specific Tasks

- a) Supervision of the implementation of the Social Management Plans to ensure compliance with both the Resettlement Policy Framework and Resettlement Action Plans.
- b) Serve as the project gender focal point. Incorporate the findings of the gender analysis into the KWSCRPM programming and action planning. Advice on how the programme activities can be more gender sensitive to meet the priorities of both men and women beneficiaries in KWSCRPM project area.
- c) Responsible for the coordination of all activities related to land acquisition, and its related measures of compensation, resettlement and livelihood restoration in Mwache Dam area and Kwale Development Program with close guidance of PMU Safeguards Team.
- d) Responsible to develop a stakeholder engagement strategy and stakeholder engagement plan and oversee the implementation thereof
- e) Carry out stakeholder engagement with county and government officials.
- f) Responsible for all the messaging going out to the PAPs and thus oversees the communication teams.

- g) From time to time review the proposed grievance redress mechanism, and support the forming of the grievance committees, and communication of the grievance mechanism to all the stakeholders, and other relevant procedures as per guidance in the RAP, etc.
- h) Undertake inventory of project sites committees and suggest mechanism that will ensure that KWSCRП site project committees provide for constitution of the committees in a gender-sensitive manner (including creation of separate committees for women, if men and women will not meet together).
- i) Monitor resettlement activities of Mwache Dam and Kwale Development Program to ensure progress against targets, transparency and efficiency set out in the RAP Implementation Roadmap and other sub-components and provide regular reports to the PMU.
- j) Mitigate resettlement fraud through oversight, advice and guidance.
- k) Responsible for the training and capacity building for Mwache Dam Resettlement Committees.
- l) Develop guidelines for gender-mainstreaming and training for Project Management Unit (PMU), KWSCRП Implementing agencies, contractors, committees, and stakeholders. The manual should also include detailed tools for monitoring the applications of training provide, skills and knowledge acquired in project activities.
- m) Support the vetting committee for Component 2.3 in developing a criteria for assessing eligibility of proposals to ensure that the activities are socially sustainable.
- n) Work closely with Conveyance Consultant during the implementation of Mwache Dam RAP. Particularly support Conveyance Consultant access Kwale County Land Office lands records, maps and critical documentation.
- o) Ensure livelihood restitution measures for relocated households or those losing land are effectively implemented as designed.
- p) Communication of the identified risks during the implementation of the resettlement action plan.
- q) Assist in assessing training needs of Project Affected Persons, draw training plan and strategy and facilitate resettlement stakeholders.
- r) Coordinate with other PMU Staff and ensure that their work is integrated within the rest of the program activities.
- s) Actively participate in and contribute to the other management functions such as administration and finance, procurement, project implementation, monitoring & evaluation, environmental & social assessment, outreach, information and communication, human resources development and issues of legal nature.
- t) Ensure that up-to-date and accurate resettlement program statistics, resettlement reports and needs assessments are submitted to PMU as required.

- u) Perform other tasks and responsibilities related to the social issues including HIV/AIDs program at construction sites, dealing with influx of people, etc., and or as requested by the Project Manager of Project Management Unit from time to time.
- v) Assess any significant resettlement or social issues, and if required, draw on KWSCR policy and best practices to provide advice on a corrective action plan;
- w) Ensure that all the decisions made by the PMU and PIU are gender informed and socially sustainable.

4. Qualifications and Experience

- i. A degree in social sciences, anthropology, development studies or any other comparable field.
- ii. At least 10 years of relevant work experience on involuntary resettlement resulting from land acquisition and other social issues in development projects.
- iii. Direct knowledge of (and experience working with) Kenyan social, land and resettlement laws and regulations.
- iv. Experience with community development and participatory approaches is an added advantage.
- v. Excellent oral and written communication skills.
- vi. A proficient working knowledge of Microsoft Word and other relevant software is essential.
- vii. Fluency in English is essential and fluency in Swahili desirable.

5. Place of Work

The Consultant will be based in Mombasa and working from offices provided by PMU. The Consultant will need to be in frequent direct contact with the various consultants / stakeholders particularly PMU Safeguards Team and other specialists hired by the Government of Kenya to support the specific activities.

6. Time-frame, Duration and Commencement of the Consultancy

The duration of the assignment is up to 36 months, with an initial duration of 12 months subject to a 3-month probationary period with a performance review, followed by annual reviews before extension for subsequent 12-month durations up to its maximum duration. The consultancy is expected to commence in August 2016.

7. Reporting Scheme

The Consultant will be a full time member of the Project Management Unit (PMU) and will report to the PMU Coast Coordinator.

The Consultant will also closely with other PMU consultants particularly Senior Social Safeguards Specialist and Senior Environment Safeguards Specialist hired under the project who are supporting the Project.

8. Remuneration and Payment Schedule

Remuneration will be based on international competitive rates for this specific specialized field of knowledge and will reflect the selected candidate's area of expertise and relevant work experience, provided he or she has satisfactorily fulfilled all requirements to become a candidate for this Consultancy.

The Consultant will be paid on a monthly basis, based on schedules agreed at the negotiation stage, and the actual calendar of payments and the specific amounts to be paid per month will be disclosed by the Project Manager of PMU. Costs incurred by the consultant in the realization of duty will be agreed upon in advance with the Project Manager and should abide to the regulations established by GoK and/or WB for this type of disbursements. Costs will be reimbursed upon submission of a statement of expense and supporting documentation that thoroughly complies and satisfies the aforementioned regulations.

9. Selection Method

Selection of an Individual Consultant in accordance with World Bank's *Guidelines: Selection and Employment of Consultants [under IBRD Loans and IDA Credits & Grants]* by World Bank Borrowers, January 2011 revised July 2014 ("Consultant Guidelines").