

TERMS OF REFERENCE (TOR)

**Development of Land Acquisition and Resettlement Action Plan (LARAP)
and a Gender Action Plan as part of the development of a wind farm in
Banten Province (Indonesia)**

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1. BACKGROUND

Indonesia's energy and electricity sector has made significant progress over the past three decades, particularly in terms of access, with an electrification rate reaching nearly 100% by 2022. However, in terms of energy mix, more than 60% of electricity production still comes from coal-fired power plants in 2024, to which are added captive power plants for the industrial mining sector, also mainly fueled by coal. Coal thus remains the country's main source of primary energy, ahead of oil and gas.

Despite this heavy reliance on fossil energy, Indonesia has committed during G20 summit 2022 to achieving carbon neutrality by 2060, and the latest energy master plan (RUKN 2024) sets ambitious targets: increasing the share of renewable energy to 23% by 2025 and 31% by 2050. In addition, PLN's latest RUPTL foresees the development of 53GW of new renewable capacity and storage before 2034. Out of this new capacity, wind represent 7.2GW, including 5.4GW on Java-Bali system, whereas the current installed capacity is around 150MW.

Perusahaan Listrik Negara ("PLN") is the Indonesian main power utility operating the national distribution and transportation grid network. The utility also produces about 85% of the electricity at national level. Over the past few years, it has been initiating a renewable energy development strategy to address the national energy transition goals.

In this context, PLN has started developing a 200MW wind farm in the Banten province, on Java island (the "Project"). The wind farm, which is one of Indonesia's largest onshore wind projects currently in development, will be connected to the Java-Bali grid, which consists of 150kV and 500kV transmission lines.

The Agence Française du Développement (AFD) is providing a grant to support the preparation of PLN's wind farm project, and two studies are currently ongoing: the technical feasibility and the environmental and social (E&S) impact assessment. Regarding the technical part, the conceptual design was finalized in November 2025. On the E&S side, the E&S baseline and the social impact study were submitted in January 2024, and the ESIA is expected to be delivered Q1 2026.

AFD considers financing the Banten Wind Farm. One of the conditions required by AFD is the availability of a Land Acquisition and Resettlement Action Plan (LARAP) study for Project Affected People (PAP) for the Bank's review and approval prior to loan negotiation.

In this context, AFD intends to hire a consultant to carry out:

- LARAP in accordance with the World Bank's Environmental and Social Standard 5 (ESS5), and taking into account PLN's ESMS Land Acquisition and Resettlement Management Guideline. The present Terms of Reference ("ToR") are therefore related to the performance of a LARAP related to the selected site in the Banten province, with census as an option. The feasibility study is expected to be validated by the end of 2026, whereas the environmental and social impact assessment stage and the social impact study were validated early 2024. The consolidated ESIA is expected to be finalized end of March 2026. This Terms of Reference is prepared based on World Bank guidelines.

- A gender assessment, including a gender action plan (GAP) to support the appraisal and design of this Project in the assessment and integration of gender equality and social inclusion considerations. The gender assessment should be done in joint efforts with the LARAP to optimize the process of consultation and data collection. All relevant social economic data and gender related measures described in other environmental and social impact assessment studies should also be valued.

These activities will be financed by the Indonesia Energy Transition Facility (IETF). IETF (€14.7M, EU-French funded) is a technical assistance programme designed in partnership with Indonesian stakeholders to support the country's clean energy transition. It builds on the Just Energy Transition Partnership momentum to help advance fair and inclusive policies, while facilitating the preparation of renewable energy and transmission projects.

2. LOCATION

The Banten Wind Farm is located in Pandeglang regency in the Banten province. The study area is on the west coast of the island of Java and is in the most westerly regency on Java Island. The overall project area amounts to 6007.59 Ha. The studied area is located over ten villages (Waringinjaya, Karyabuana, Banyuasih, Katumbiri, Tarumanagara, Cigeulis, Karangbolong, Citeureup, Tanjung Jaya, Cijaralang), in Pandeglang regency, Banten Province.

Banten Wind Farm is at coordinates 570529 – 9278548 on the north side and 574046 – 9265430 on the south side, UTM Zone 48 South (48S).

The area and its landscape are dominated by human activities. The population amounts to 44.420 inhabitants, spread in 15.047 households (registered in the last census of 2022). This rural area is mostly occupied by productive forests and mixed plantations surrounding the village settlements that reflect the main agricultural citizen occupation. Additionally, preliminary cartographic work has identified 2,177 structures in the project area.



Map 1 - Project Area (province level)

3. PROJECT DESCRIPTION

Banten Wind Farm consists of a 185.5MW wind farm of 35 turbines of 5.3MW each in Banten Province, on the island of Java (the “Project”). The wind farm, which is one of Indonesia’s largest onshore wind projects currently in development, will be connected to the “Java-Bali” grid, which consists of 150kV and 500kV transmission lines.

The Project will likely require both temporary and permanent land acquisition. Site preparation, excavation and construction of foundations and access roads will result in disturbance, removal and occupation of land. These operations can also lead to physical (residential structures) and economic (agricultural land, stores, and asset linked to livelihood) involuntary resettlement. Land within the permanent footprint of the turbines, transmission lines and roads will be unavailable for the duration of the Project, whereas land within the temporary footprint will be reinstated and can return to its previous land use during operation. According to first social impact assessment, physical resettlement will probably be limited in scope, but loss of land might be more consequent.

The Consultant shall submit a well-justified estimate of the expected number of Project Affected Persons (PAPs), using available maps from the design study, which will serve as the basis for their technical approach and financial proposal. This estimate must be grounded in a clear, robust, and transparent methodology, demonstrating how the figures were derived and reflecting any assumptions or data sources used.

Item	Information
Type	Onshore wind farm
Location	Banten region, West Java, Indonesia
Development stage	SIA baseline finalized early 2024 End of feasibility stage Consolidated ESIA on going, expected March 2026
Project surface	Approximately 6007.59 Ha
Land use	Agriculture lands and production forests

4. REGULATORY FRAMEWORK

Laws and regulations

Regarding formal Indonesian law, 5 laws and regulations regard land management as follows:

- Law no. 5 of 1960 on Fundamental Regulation of Agrarian Principles ("Agrarian Law").
- Law no. 2 of 2012 on Land Acquisition for Development in the Public Interest
- Law no. 11 of 2020 on Job Creation Law ("Job Creation Law").
- Government Regulation no. 18 of 2021 on Right of Land Management, Land Rights, Condominium Units, and Land Registration ("GR 18/2021").

- Government Regulation no. 38 of 1963 on Appointment of Legal Entities Having Land Ownership Rights ("GR 38/1963").
- Ministry of Agrarian Affairs and Spatial Planning/ National Land Agency Regulation no. 18 of 2021 on Procedure for Determining Management Rights and Land Rights ("ATR/BPN 18/2021").

Rules/International Standard

AFD requirements regarding environmental and social issues are based on the World Bank Environmental and Social Standards. These standards are sum up here after:

1. **ESS1 Assessment and Management of Environmental and Social Risks and Impacts** sets out the Borrower's responsibilities for assessing, managing and monitoring environmental and social risks and impacts associated with each stage of a project supported by the Bank through Investment Project Financing (IPF), in order to achieve environmental and social outcomes consistent with the Environmental and Social Standards (ESSs).
2. **ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement** - involuntary resettlement should be avoided. Where involuntary resettlement is unavoidable, it will be minimized and appropriate measures to mitigate adverse impacts on displaced persons (and on host communities receiving displaced persons) will be carefully planned and implemented.
3. **ESS2 Labor and Working Conditions** recognizes the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. Borrowers can promote sound worker-management relationships and enhance the development benefits of a project by treating workers in the project fairly and providing safe and healthy working conditions.
4. **ESS4: Community Health and Safety** addresses the health, safety, and security risks and impacts on project-affected communities and the corresponding responsibility of Borrowers to avoid or minimize such risks and impacts, with particular attention to people who, because of their particular circumstances, may be vulnerable.
5. **ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities** ensures that the development process fosters full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities. ESS7 is also meant to avoid adverse impacts of projects on Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities, or when avoidance is not possible, to minimize, mitigate and/or compensate for such impacts.

6. **ESS8: Cultural Heritage** recognizes that cultural heritage provides continuity in tangible and intangible forms between the past, present and future. ESS8 sets out measures designed to protect cultural heritage throughout the project life-cycle.
7. **ESS10: Stakeholder Engagement and Information Disclosure** recognizes the importance of open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice. Effective stakeholder engagement can improve the environmental and social sustainability of projects, enhance project acceptance, and make a significant contribution to successful project design and implementation.

5. OBJECTIVES OF THE SERVICES

The objectives of the services is to provide 2 studies:

1. LARAP
2. Gender Assessment

6. DESCRIPTION OF SERVICES FOR LARAP

a) Background and Objectives

The Land Acquisition and Resettlement Action Plan (LARAP) of Banten Wind Farm will be used by PT. PLN (Persero) in project planning and as a reference to be used by AFD in making decision.

The objectives of preparing LARAP of Banten Wind Farm are:

- 1) Provide a detailed analysis of the impacts associated with resettlement,
- 2) Identify the affected populations and their socioeconomic profiles,
- 3) Qualify and quantify the impacted assets,
- 4) Define the categories of impacted individuals and an eligibility matrix,
- 5) Present the compensation scales, compensation measures, and resettlement assistance, including vulnerable individuals,
- 6) Define institutional responsibilities,
- 7) Define the procedure to be followed for resettlement management,
- 8) Present the grievance management mechanisms,
- 9) Assess the costs of the impacted assets and detail the overall resettlement budget.

To develop the RAP (Resettlement Action Plan), the Consultant will proceed step by step, ensuring that all proposed measures are well understood and adopted by all stakeholders. The Consultant will refer to the following documents:

- Environmental and Social Risk Management Policy for AFD-funded Operations <https://www.afd.fr/en/ressources/environmental-and-social-risk-management-policy-afd-funded-operations>
- World Bank's Environmental and Social Framework : <https://projects.worldbank.org/en/projects-operations/environmental-and-social-framework>

- IFC's Environmental, Health, and Safety Guidelines : <https://www.ifc.org/en/insights-reports/general-environmental-health-and-safety-guidelines>
- ILO's fundamental conventions : <https://www.ilo.org/international-labour-standards/conventions-protocols-and-recommendations>

b) Approach

➤ *Engagement with stakeholders*

The Consultant will engage in constructive consultations with all stakeholders during all the activities. The Consultant should describe all consultations undertaken with potentially impacted populations in the context of the realization of said studies or possibly before (by other actors, especially the counterpart) and provide a list of the people consulted in connection with resettlement, including locations, occupations of respondents, dates of meetings, gender of the persons consulted and their age (if possible).

For each commitment, the following information shall be provided:

- Forms of engagement (citizen pane, focus group, individual or collective interview, etc.);
- The reasons for the engagement;
- Dates of engagement;
- The number of people engaged disaggregated by gender and type of vulnerability.

The Consultant will describe the processes/methods of consultation and participation to inform all stakeholders about the Project and its effects. Measures taken to ensure the representativeness of individuals engaged in consultation processes will also be presented.

➤ *Gender Integration*

The Consultant will include gender issues in all activities and all data collected will be disaggregated by gender. For example, the socio-economic survey will need to integrate gender aspects and develop specific ways of addressing gender issues. When relevant, the consultant should propose specific indicators to monitor gender inequalities and impacts relates to the project. All consultations/engagement with stakeholders should include activities specifically targeted to women. The the socio-economic data collection process should be closely coordinated with the gender consultants (see gender assessment chapter) to optimize the consultation activities and field work.

➤ *Data management*

All data collected by the Consultant must be kept securely. They will need to be ordered, stored and archived in order to appear as an appendix to the studies and plans (e.g., socio-economic survey database).

As the project owner is the end user of the database, it will have to be involved in structuring the tool so that it is adapted to its needs, it controls it, it has the material and human resources to use it, and be able to improve/adapt it as necessary. The use of this data will be both computer and geographic (via GIS).

The Consultant and the project manager must ensure the confidentiality of the data and guarantee the protection of personal data.

➤ ***Regular Exchanges with AFD and the Project Owner***

Throughout the preparation of the LARAP, the Consultant will maintain regular exchanges with AFD project teams, the Project Owner, the gender Consultant and any other institution involved in the implementation.

The Service Provider may propose the methodology deemed most appropriate to successfully carry out its activities, in agreement with the project manager.

c) Task 1 – Framing

The consultant will begin his mission with a kick-off meeting in which the international resettlement expert, AFD project team, PLN, and other participants as deemed necessary. At this meeting, the consultant will present his approach and his mission schedule, discuss the support to be provided by AFD and other stakeholders (authorizations, documents, contact with stakeholders) and the deliverables that will be delivered.

A special attention will be given to the description of the communication, consultation and participation processes to inform all stakeholders about the project and its effects, and to share any concerns, expectations and suggestions for improvement, each step of the planning and development of the LARAP.

Specifically, the elements presented will be as follows:

- The public communication strategy
- The strategy for consultation and participation of resettled people

Deliverable for task 1: The kick-off meeting will result in a kick-off note summarizing the discussions and decisions. This document should clearly present the methodology and next steps of the assignment, that were validated by AFD and PLN during kick-off.

d) Task 2 – LARAP without census

➤ ***Documentary review***

The Consultant must undertake a review of existing documentation including (i) technical documents produced as part of the project and validated by AFD, (ii) E&S studies produced as part of the project, (iii) national regulations and the World Bank E&S Standards, (iv) general studies concerning the project's intervention area, and possibly (v) studies funded by other donors whose study area is close to the Project area.

The Consultant will review all relevant documentation for the delineation of the social impact, including an assessment of the quality and representativeness of socio-economic background data (if applicable), and analysis of satellite images (GoogleEarth) to estimate potential physical and/or economic travel.

➤ ***Analysis of the land situation and issues of resettlement, and consultation with stakeholders***

After the initial review and literature review, the Consultant will conduct initial reconnaissance visits. This field visit must allow to describe the local context in which the project is inserted (social, institutional, regulatory, etc.) but also provide the following information:

- A description of the land situation in the project area (type, tenure, occupation);
- A description of the types of masts and nacelles for wind farms and of ancillary installations (e.g. plan layout of the line, access roads).
- Confirmation of the magnitude of displacement and categorization of affected persons according to their impacts and land rights;
- Initial identification of the stakeholders involved in the project, whether they are people directly or indirectly affected by the project;
- A presentation of the objectives and principles for conducting the LARAP;
- An identification of potential difficulties in terms of involuntary resettlement.

This reconnaissance visit must also serve to precisely delineate the perimeter of the study area but also impacted areas in order to provide an estimate of land requirements. The definition of the study area must include both the direct and/or indirect rights-of-way of the Project, all associated infrastructure (e.g. power line) as well as access roads. Maps locating the rights-of-way, the Project infrastructure as well as the Project impact zones will be produced at the end of the fieldwork.

A first public meeting will be organized with all stakeholders, including those affected by the project, in order to present: (i) the project as a whole; (ii) the planned schedule; (iii) the LARAP process and the methodology used for its definition. During this meeting, discussions will be conducted to (i) assess the effectiveness of commitments made so far (if any); (ii) understand the concerns of those affected by the project, and (iii) obtain information on the resilience of communities to potential changes resulting from project implementation. Those discussions will be supplemented by bilateral interviews with different stakeholders such as the competent authorities, for example representatives of affected communities.

➤ ***Definition of measures to close gaps between ESS5 and national legislation***

The Consultant will present the national legal and administrative framework, customary law (if applicable) and applicable international standards for expropriation and compensation.

The Consultant will in particular detail the following points:

- Present national legislation in terms of land law;
- Present the legal process for land acquisition in place in the country. The Consultant must describe all stages of the procurement process (regulatory provisions, deadlines, etc.) and identify the key players in charge of this process;
- Identify the recurring difficulties in applying the legal framework to involuntary displacement;
- Present the applicable World Bank E&S Standards, in particular ESS 5;
- Identify the gaps between national legal provisions and those of the E&S normative framework adopted by the AFD, and propose measures to reduce or eliminate these gaps. The proposed measures must be feasible and operational, and must be based on the resources and capabilities of the Project (a table showing gaps and recommended actions is given below as an example). The actions proposed to fill

the gaps will have to be discussed and validated with the AFD and the project owner.

- Fill the template to present the gap between the legal framework and the ESS5 (Appendix 3)

➤ ***Pre-mapping of stakeholder involved in resettlement and predefinition of the institutional arrangements***

The recognition field visit must also identify the organizational and institutional capacities of the project owner and the stakeholders responsible for resettlement activities. The Consultant will pay particular attention to:

- Based on the institutional set-up described in technical and E&S previous document, and the pre-mapping, review the sharing of responsibilities for involuntary resettlement,
- Based on this evaluation, propose if necessary a capacity building of the project owner through adapted measures (training, for example, internship),
- Identify third parties (agencies, NGOs) that may also be involved in resettlement activities and especially livelihood restoration activities,
- Identify the responsible parties to implement and monitor the LARAP, once it is completed and approved by AFD;

In short, this analysis should make it possible to propose relevant institutional arrangements for the successful implementation of the LARAP.

➤ ***Pre-establishment of the resettlement framework and definition of structuring element (agreements on principles)***

The Consultant will pre-establish the relocation framework for the project and discuss it in a workshop with the AFD, PLN and stakeholders who have identified as likely to be involved in the implementation of the LARAP (technical services, MoF, local authorities, etc.). Topics to be discussed include:

- Project rights of way, pre-identified impacts (types and number of Affected peoples) and uncertainty areas (road edge right-of-way for example);
- Deviations from the legal framework and measures necessary to link the legal framework with ESS5;
- Recommendations for the future design of the project to avoid/minimize involuntary displacements especially on the site's surroundings (public space), and;
- The legal and extra-legal institutional arrangements/arrangements proposed within the framework of the RAP/LRP (these arrangements must concern all procedures, such as the evaluation exercise of the prices of the assets, the monitoring of the payment of compensation, etc.);
- The first draft of the compensation matrix;
- A preliminary budget estimate of the costs of relocations based on the planned measures and associated costs (finalization of RAP/LRP, monitoring of the implementation process, etc.).

During the consultation, the Consultant will verify the commitment of the parties involved to the proposed arrangements and structures, will question their implementation capacity and their previous experience. The Consultant will discuss the support measures to be considered for each entity or institution involved. The Consultant will inform the AFD and the contracting authority of any difficulties identified and, where possible, will propose alternative measures to meet the requirements of ESS5.

The Consultant will organize an offline workshop involving PLN and AFD to finalize and validate the compensation matrix. This workshop is compulsory to reach consensus on the structuring elements of the RAP. The duration of the workshop will depend on the time required to reach consensus between the Consultant, PLN and AFD, several days might be necessary.

➤ ***Socio-economic study***

Based on surveys, the consultant will conduct a socio-economic study of the affected population or a sample of the potentially impacted population, in order to:

- Identify the essential characteristics of affected people/households (age, size and organization of households, level of education, type of employment, production system and economic strategies, etc.) paying particular attention to the vulnerable populations living in the Project's area (households headed by women or children, people with disabilities, elderly people, very poor people, indigenous peoples, minorities, etc.);
 - To estimate and present types of land status (formal, informal legal or illegal, tenant or untitled occupation for housing, economic activity or subsistence purposes);
 - Identify the type of assets, goods and crops impacted;
 - To understand whether there is a land market in the Project area and to estimate land prices accordingly;
 - Identify types of income-generating activities (formal and informal) and estimate the actual income generated from these activities and the standard of living of affected people;
 - To characterize the health status of affected people;
 - Describe the social interaction systems within affected communities (social networks, social assistance, support mechanisms, etc.) and highlight the impacts of the Project on these interactions;
 - Describe local societies by presenting the administrative authorities, customary, religious, associations or groups and specifying their role in regulating social affairs (access to land, reception of foreigners, regulation of local conflicts, etc.).
 - To present the strategy of the affected people in terms of access and practices for basic services.
 - Identify realistic and relevant livelihood restoration strategies.
- To specify the preference of populations as to the nature of compensation.

The Consultant will briefly present the land situation in the Project area (governance, uses, conflicts, etc.) and will indicate the main issues resulting from a land acquisition process and/or restrictions on uses of local land systems, while including gender issues.

The Consultant will need to document the methodology used. This methodology will have to be adapted to the nature and constraints of the project.

If the socio-economic study is conducted on a sample of the potentially impacted population, the Consultant will need to justify the size of the sample in relation to the population and specify the margin of error, the level of confidence and ensure representativeness of all affected people. The socio-economic study must be built on a gender approach, identifying gender dynamics from a social, economic and political perspective (division of labour, access to and control over resources, decision-making power, etc.).

Deliverable of task 2: At the end of this stage, the Consultant must have validated with AFD, PLN and the other stakeholders all aspects previously developed, called agreements of principles (or structuring elements). The Consultant will summarize the key points of the workshop in a short report, including:

- *The socio-economic issues pre-identified during the preparatory activities,*
- *The compensation matrix updated following the consultation,*
- *The institutional arrangements and structures selected following the consultation,*
- *A preliminary budget estimate*
- *The program of activities remaining to be carried out for the development of the RAP*

e) Task 3 – Preparation, coordination and consolidation of census, inventory and socio-economic survey with national mandated institutions

Objective: quantification and qualification of the involuntary resettlement impacts.

It is important to clarify and integrate the legal provisions governing the inventory of lands, assets and goods. In Indonesia, the inventory is conducted by legally mandated national institutions based on Terms of Reference prepared by PLN. This section is therefore divided into two parts:

- A. Advise PLN in writing Terms of Reference for inventory conducted by legally mandated institutions (Pelaksana Pengadaan Tanah/P2T) or licensed inventory surveyor (if P2T assigns the third party) and coordinating with them to make sure information collected in inventory of lands, assets and goods proves sufficient to meet the requirements of international standards on RAP (WB's ESS); and
- B. Consultant's role in documenting and integrating the inventory — which outlines how the Consultant shall verify the process, ensure compliance with international standards, and structure the resulting data in a secure, georeferenced database.

This task and the following one (Task 3 and 4) will depend on the timeline of the project. Part A starts with tender preparation for inventory, while inventory work starts once the legally mandated institution has submitted its results.

➤ ***Coordination for inventory scope of work***

As P2T or assigned inventory surveyor is usually conducting the inventory of lands, assets and goods according to national regulation, and as LARAP should fulfill World Bank's standards,

the consultant's role will be to coordinate both with PLN and P2T/assigned inventory surveyor to make sure the inventory proves sufficient to meet the requirements of international standards on RAP (WB's ESS). The consultant will therefore advice PLN in writing Terms of Reference for inventory, and coordinate with P2T/assigned inventory surveyor to make sure information collected is complete to provide the complete RAP report.

The Consultant will also assist PLN in its discussions and coordination with KJPP, particularly to clarify data collection needs and methodological alignment.

➤ ***Documenting and integrating the inventory conducted by national institutions***

The Consultant shall document, to the extent possible, how the asset inventory was carried out (including the applicable legal procedures, dedicated teams and equipment, evidence of inventory completion, delineation of project boundaries, etc.). The Consultant shall ensure that the asset inventory complies with the World Bank's Environmental and Social Standards. If any issues arise, the Consultant shall inform AFD and the Project Owner.

Principles and intermediate deliverable:

The Consultant shall develop a georeferenced database containing all data from the census, the socio-economic survey, and the asset inventory conducted by P2T/assigned inventory surveyor. All data collected by the Consultant must be stored securely, and must be organized, stored, and archived properly. As the Project Owner will be the end user of the database, it must be involved in the design of the tool to ensure it is tailored to its needs, that it can use it effectively, and that it has the capacity to update or adapt it if necessary. The Consultant and the Project Owner must ensure data confidentiality and guarantee the protection of personal data.

The Consultant must also justify the choice of socio-economic unit (individual, household for example) selected to carry out the censuses, socio-economic surveys and inventory of assets. A clear lexicon should distinguish between "displaced/affected persons" and "displaced/affected households" by the Project.

The census should provide a list and location of all affected persons involuntary resettlement, regardless of their legal status (owner, holder of land rights, tenant or undocumented occupant for housing, economic activity or subsistence purposes, etc.) and whether they permanently or temporary occupy the area at the time of the census. The Consultant should ensure that the final inventory is comprehensive, including inventory of impacted lands, assets and goods (including structures (permanent or temporary), lands, crops, natural resources and public infrastructure). Each impacted asset and good must be qualified and quantified (detailed description of the property, GPS coordinates and photos).

In the case of economically non-viable land as a result of project implementation, the Consultant will have to determine a threshold (area beyond which land is no longer economically viable) based on World Bank standards and good practices. Land that is not considered economically viable will need to be included in the inventory.

For land inventory, information on land tenure and land use will need to be collected for each plot. For potential crop inventories, the consultant will have to dissociate their nature (market crops, annual, biannual, etc.) and their state of maturity.

The census should serve the following key objectives:

- Identifying the characteristics of affected people / households;
- Collecting information on vulnerable groups, households or individuals;
- The identification of public or collective infrastructure, services or assets that may be affected; and
- Establishing a basis for (i) the design and budgeting of the resettlement program and (ii) monitoring and evaluation of the RAP.

The database shall include a clear numbering system based on unique identifiers to list each affected household or individual (depending on the socio-economic unit selected by the Consultant). The data management system must make it possible, on the one hand, to link displaced persons with the assets they will lose, and on the other hand, to ensure that each parcel, structure, and affected individual is properly referenced and recorded. All parcels and structures must be georeferenced. This numbering system shall be common to the census, the asset inventory, and the socio-economic data. The database must be usable both for analyzing the losses suffered by affected people and for monitoring and evaluation during the implementation of the LARAP.

The information collected during the inventory should be used to prepare an inventory report in database form. This will be the final asset inventory that will be authoritative and will serve as a basis for determining compensation. The consultant must document the methodology used in the inventory of assets (procedure for the legal framework, dedicated teams and equipment, proof of passage of the inventory, delimitation of the right-of-way, for example). The Consultant will also document how the eligibility deadline (the cut-off date) was determined and circulated throughout the project area.

Deliverable of task 3: The Consultant will be required to build a georeferenced database containing all census, socio-economic survey and asset inventory data¹. All data collected by the Consultant must be kept securely (protection of personal data), ordered, stored and archived.

¹ As the project owner is the end user of the database, it will have to be involved in structuring the tool so that it is adapted to its needs, it has control and has the ability to improve/adapt it if necessary. The database should provide a clear numbering system based on unique identifiers to list each affected household or individual (this will depend on the socio-economic unit selected by the Consultant). The data management system should allow, on the one hand, the correspondence between affected people and the property they will lose, and on the other hand, ensure that each parcel, structure, and associated affected person is referenced and registered. All plots and structures will need to be georeferenced. This numbering system will be common to the census, inventory of assets and socio-economic data. This database should be able to be used for the analysis of losses incurred by those affected, but also for monitoring and evaluation during the implementation of the RAP.

f) Task 4 – Resettlement Action Plan

Based on the land elements, census results, socio-economic study and inventory, the Consultant (i) will characterize the impacts of relocation, (ii) propose a final version of the eligibility matrix, (iii) identify vulnerable individuals and groups, (iv) propose the resettlement strategy and process, (v) a complaint management mechanism, (vi) the schedule and budget for involuntary resettlement.

➤ *Involuntary resettlement impacts and eligibility matrix*

The analysis of the data collected should allow the Consultant to:

- Determine the number of affected people according to their profile and their impacts
- Identify the vulnerable affected people according to relevant criteria
- Validate a final version of the eligibility matrix that include: (i) all types of loss, (ii) all categories of affected people, (iii) all types of compensation and assistance measures.

Type of impacts	Affected people	Eligibility			Specific measures
		Physical resettlement	Compensation in cash or nature		
Land losses	Recognised owner				
Loss of housing	Owner				
	Tenant				
	Occupant without right				
...	...				

➤ *Final definition of the modalities for stakeholder engagement during LARAP implementation*

- Stakeholder engagement

The Consultant will engage in constructive consultations with all stakeholders on the strategy for involuntary resettlement process. In particular the Consultant will ensure the involvement of legally mandated institutions/P2T following the steps mentioned hereafter:

- Update the final LARAP based on agreements and outcomes of the consultation process with KJPP.

- Assist PLN in its discussions and coordination with the legally mandated institutions/P2T to communicate valuation results and compensation options (cash, land-for-land, resettlement, or other forms) clearly and accessibly to affected persons.

The LARAP will describe consultation and participation processes to inform all stakeholders about the project and its effects, and to share any concerns, expectations and suggestions for improvement, each step of the planning, development and implementation of the LARAP.

Specifically, the elements presented in the LARAP will be as follows:

- Remind the strategy for consultation and participation of resettled people
- The views expressed during consultations and how they were taken into account in the development of the RAP, including defining the nature and level of compensation measures and the modalities for implementing resettlement.
- A comparison of the relocation alternatives considered
 - o Involuntary resettlement grievance mechanism

The consultant will first have to analyse the legal provisions in the area of grievances that can feed into the complaint management mechanism. In a second step, thanks to the results of the socio-economic study, the consultant will propose a procedure for resolving grievance arising from the resettlement process or its consequences. This procedure shall allow any affected person to file a complaint or claim without incurring costs and with the assurance that such complaint will be satisfactorily addressed within a reasonable time. The procedure must also be culturally acceptable to those affected by the Project.

The Consultant will then describe the complaints mechanism provisions in an operational manner. It should in particular include the following points:

- Existing institutional redress mechanisms;
- The system for collecting, recording and storing complaints (type of complaint and scale of severity). Complaints must be consolidated in a single computerized file;
- The different complaint collection sites in the project area and their number;
- The administrative levels where the grievance system will be present
- Complaint investigation procedures;
- The mechanism established to adjudicate on complaints and, where appropriate, appeal decisions;
- The composition of the bodies in charge of resolving complaints and the role of each member;
- A theoretical timeline detailing all steps in the complaint resolution process and associated timelines;
- Special provisions to ensure equal access to these procedures and fair treatment of all social groups for all, including the most vulnerable populations.

The mechanisms to raise awareness of the existence and functioning of the complaint process. The Consultant will describe in detail (i) the procedures for resolution, mediation and investigation according to the severity and complexity of the complaint, and the system for reporting on the progress of the situation. The Consultant must also detail the timing of the handling of a complaint, from its receipt to its closure.

The Consultant will endeavour to integrate the locally active and recognized actors (individuals, NGOs, etc.) in the resolution of the conflict into the complaint resolution committee (if any) having previously ensured its impartiality with respect to the Project.

Upon request, a system allowing anonymity may be considered to avoid exposing the complainant. Regular feedback on the resolution of complaints must be conducted on the ground.

➤ ***Final definition of the involuntary resettlement process***

A citizen workshop/panel will be organized to refine the various components of this involuntary resettlement process. The goal will be to present the various scenarios, gather diverse opinions, and formulate recommendations.

To this end, the consultant will propose a representative sample of the diversity of society and a method for selecting participants.

During the workshop, will be presented (i) the census of affected people, (ii) the socio economic study (methodology and results) and (iii) the inventory of lands to allow stakeholders to participate in an informed manner. Then, the following points will be discussed:

- Physical resettlement strategy

If the alternative land option has been chosen, the Consultant will first need to quantify and qualify on the basis of the results of the inventories the needs related to physical resettlement (number of hectares of land, houses needed for resettlement for example). These estimates must include an identification of specific needs related to public and community infrastructure (schools, churches for example).

During the citizen workshop, the Consultant must identify with the affected people and the authorities, one or more resettlement sites according to estimated needs. The Consultant will present in detail the technical characteristic, the development plans and costs, the stakeholders involved, etc. to ensure that the resettlement sites are sustainable.

If no relocation site is selected, the Consultant will focus on describing the main principles to guide the choice of future sites (location near the old site, proximity to a body of water, accessibility, etc.).

- Compensation measures – in cash or in nature

The Consultant shall assist PLN in preparing the ToR for the valuation of assets affected by involuntary resettlement (land, crops, housing, etc.) and help PLN in ensuring that the process adheres to both Indonesian legal requirements and WB ESS5. Under Law No. 2 of 2012 on Land Acquisition for Development in the Public Interest, and its implementing regulations, compensation for land acquisition must be based on a valuation conducted by a licensed public appraisal firm (KJPP). This requirement establishes that only valuations issued by KJPP are legally valid in the Indonesian context.

The ToR must therefore provide clear guidance for KJPP to apply the relevant valuation methodology (SPI 204) which specifically governs for land acquisition for public interest development. As the methodology outlines the technical standards for determining the value of land, structures, crops, and other assets affected by involuntary resettlement, the valuation

process must also comply with WB ESS5. Therefore, while the methodology provides a robust national framework, certain aspects may require additional measures to fully align with ESS5 principles. The Consultant's role is to ensure that the ToR bridges these frameworks effectively.

It should also address the types of compensation, either in cash or in nature. As the Project is located in rural area, the Consultant should favor a "land for land" policy while avoiding the displacement of new populations, or their deprivation of a right to use one or more resources. Indeed, it makes it easier to restore social constructions and relationships between members of displaced communities.

In the case of cash compensation, the Consultant will describe precisely the institutional procedures for payment and the conditions for making available the compensation (bank account payments, NGO management of funds, gender equality in compensated households, training on the management and use of these funds, etc.). It will present the institutions involved and the necessary formalities to be completed at each of these institutions, including the responsibilities of each actor.

- Livelihood restoration measures

During the workshop, the Consultant will engage affected communities to discuss and define measures to restore livelihoods. These measures must: (i) target the main socio-occupational categories affected, (ii) be discussed or co-constructed with the affected people, (iii) allow the development of viable economic alternatives, (iv) Remain realistic in relation to the context and project capabilities (including financial).

For each of the pre-identified measures, the consultant will prepare a "Measures Logical Framework" sheet specifying the implementation modalities: expected results, implementing partner, monitoring indicators, forecast costs, assumptions, Limits and action to be taken for implementation.

- Specific supportive measures

The Consultant will accompany the citizen panel in precising the specific supportive measures for vulnerable affected people, according to their needs.

➤ ***Final definition of the shared responsibilities for LARAP implementation and monitoring and capacity building***

The Consultant will identify all stages of the resettlement activities, indicating the associated responsibilities for each actor involved in the preparation and implementation of the RAP/LRP.

The Consultant will divide this section into two parts:

- Preparation of the RAP/LRP as a whole (from identification and social selection of sub-projects to approval of the RAP/LRP report by local stakeholders, central and decentralized bodies concerned, and AFD);
- The steps related to the implementation of the RAP/LRP (formation of the units for monitoring the RAP, payment of compensation and assistance to the displacement,

release of the right-of-way and start of the work, implementation of activities in support of the restoration of livelihoods), until the completion audit.

- The Consultant will also conduct an assessment of the organization, core resources and institutional capacity of the contractor to determine its ability to implement and follow a RAP/LRP. The consultant will describe:
- The internal organization of the counterpart and the personnel dedicated to implementing and monitoring the RAP/LRP by describing the functions of each;
- The internal operation of the project management team, identifying its strengths and weaknesses and the means available to it in terms of administration and management to implement and monitor a RAP;

Based on his analysis, the consultant will propose capacity building through adapted measures (training, creation of support tools, for example, internships) in order to ensure that the tasks and responsibilities defined by him in the RAP/LRP are appropriate.

➤ ***Final definition of the LARAP monitoring and evaluation system (internal and external)***

The consultant will define, in consultation with the project manager, the internal monitoring of the implementation of resettlement activities and evaluation of results achieved. The Consultant will specify and specify all the operational modalities including organizational responsibilities, types of monitoring reports (including their content and table of contents), methodology applied and timing for oversight and reporting, etc.

This mechanism should allow to monitor the concrete progress of the implementation of the RAP/LRP and its finalization (disbursement of the compensations, course of the activities of consultation and participation of the communities, resettlement activities, etc.) and to evaluate the effectiveness (and sustainability) of the measures implemented in terms of livelihoods restoration, living standards. This device must be adapted to the nature and extent of the identified impacts (e.g. number of people potentially impacted).

This mechanism will be designed to identify, as early as possible, any problems encountered in the implementation of the RAP/LRP in order to make adjustments that would prove necessary (corrective or preventive measures) for further implementation.

The Consultant will determine with the project owner the type of external monitoring (methodology, type of documents/data to be evaluated, type of reports and monitoring indicators) and the frequency of the external monitoring, as well as the resources to be mobilized

➤ ***Final definition of the RAP/LRP implementation schedule***

The Consultant will establish a timetable for all resettlement activities, from preparation to their effective implementation, and until at least an equivalent standard of living is restored to affected people. This schedule will have to be defined in consultation with the Project Manager.

Based on available information, this schedule will take into account:

- The time required for any procurement within the framework of the RAP/LRP (for example, contracting an NGO participating in the implementation of the Project).
- The time required to obtain funds for the compensation payments.

- The time required to acquire replacement sites (if applicable).
- Finally, the implementation schedule should set out the projected dates by which affected people (and, where appropriate, host communities) will be able to benefit from RAP/LRP measures. The schedule will specify:
 - The dates on which the various forms of resettlement assistance will cease, and;
 - The arrangements for coordinating the completion of the Project and the work that causes the displacement, with the relocation activities provided for in the RAP.

The Consultant should ensure that the resettlements are carried out in coordination with the PAPs' agricultural calendar to ensure their food security, and that they do not disrupt the displaced children's return to school.

➤ ***Final definition of the budget and funding mobilization modalities***

The Consultant will list all cost items associated with the involuntary resettlement, as well as the associated funding sources (e.g the implementation and monitoring of the RAP/LRP including the payment of compensation, income generating activities, any costs associated with capacity building for the project owner, costs associated with monitoring and evaluation of the RAP, etc.).

The budget methodology and assumptions used to estimate costs will be specified. The consultant will also describe national procedures for obtaining and securing funds necessary to pay compensation. The Consultant shall also include a provision for contingencies, the amount of which must cover the reasonable risks of the project.

The Consultant will also indicate how the cost estimate may be revised at future stages.

Deliverable of task 4: the full RAP in interim version and final version.

A public meeting will be organized with all stakeholders, including those affected by the project, in order to present the RAP, including : (i) implementation schedule; (ii) budget and funding mobilization modalities and (iii) shared responsibilities for LARAP implementation and monitoring (ii)

- Interim version: approved by PLN and AFD.
- Final version: after consultations with KJPP (+2 months). Include feedback of local populations.

7. DESCRIPTION OF SERVICES FOR GENDER ASSESSMENT

a) Background and Objectives

AFD gender equality objectives are based on France's International Strategy for Gender Equality² and are monitored on a yearly basis through OECD's DAC Gender Equality policy marker³.

AFD has adopted a 100% Social Link Strategy for 2021-2025, with a primary objective to "Reduce wealth and opportunity inequalities, both vertical and horizontal." In this context, AFD defines inequalities through a multidimensional approach, acknowledging the diverse factors that shape an individual's identity and social position.

The objective of this gender and social inclusion assessment is to support the appraisal and design of this Project in the assessment and integration of gender equality and social inclusion considerations. This will help define a gender equality and broader inequality reduction objectives for the Project. A gender and social inclusion diagnosis will be conducted and the key actions will be formalized in a Gender Action Plan (GAP).

Please note that the environmental and social (E&S) impact assessment, including the upcoming LARAP also need to collect gender specific data, assess and mitigate the gender related risks (for instance, inclusive and gender responsive consultation, compensation measures adapted to specific needs of girls and women, mitigation of the risk of gender-based violence, gender responsive grievance redress mechanism...). The intention of the gender assessment is to go beyond the "do no harm" approach, by defining a specific objective for the project on gender equality and achieving positive outcome.

In addition, the geographical scope of work for the gender assessment should be larger than the LARAP. While the LARAP will primarily address the households affected by land acquisition, the gender assessment could also include actions to reach positive impact for the affected local communities, with beneficiaries beyond the project affected households.

The activities proposed under the "Gender assessment" extend the scope beyond the Project Affected Persons (PAPs) to include broader communities living in and around the project area. This part should be presented as a separate component with a dedicated deliverable, as they go beyond the core requirements of the LARAP.

b) Task 5 – Conduct a gender assessment

First part of the services will comprise of a baseline gender and social inclusion assessment, covering the following aspects:

➤ Context analysis of inequalities and social inclusion

- Mapping multidimensional inequalities, including economic, social, and territorial disparities
- Assessing poverty dynamics, beyond income, by considering access to services and opportunities
- Identifying marginalized groups and the specific barriers they face
- Analysing structural factors driving inequalities, such as discrimination and exclusion

² <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/france-s-international-strategy-for-gender-equality-2018-2022/>

³ <https://www.oecd.org/dac/gender-development/development-finance-for-gender-equality-and-women-s-empowerment.htm>

- Examining social and power dynamics influencing access to resources and rights
- ***Analysis of the legal, political, and institutional framework***
 - International commitments of the country in terms of gender equality and social inclusion impacting multidimensional inequality reduction effort (e.g. CEDAW, Beijing Action Plan, etc.);
 - Country political framework on gender equality (including women's right) and social inclusion;
 - Political and institutional framework on gender equality related to the energy sector;
 - National policy framework, policy and strategic framework on poverty, inequalities, and social inclusion.
 - Organisation and operational capacities of dedicated public entities and gender mainstreaming in other agencies (e.g. network of gender focal points in other ministries);
 - Stakeholder analysis mapping in relation with gender equality and social inclusion and Project Purpose: public entities (and private entities if relevant), civil society organisations, donors, UN agencies, etc.
 - Mapping of local stakeholders committed to the inclusion of disadvantaged populations

➤ ***Capacity assessment of Project Owner***

The Service Provider will assess Project Owner and key partners' capacity in terms of gender equality and social inclusion integration, both at internal level and in their activities, in relation with the sector and objectives of the Project.

To that end, the following aspects will be assessed:

- Internal commitments in terms of gender equality: gender policy or strategy (including anti-sexual harassment policy), gender equality at work approach for the staff within PLN (headquarters' policies/measures and implementation at the regional/local level)
- Existing and available expertise within PLN in general, and the project management unit in particular on the integration of gender aspects in PLN's projects, past training sessions on gender equality, etc.;
- Existence of PLN procedures to ensure that project facilities — particularly in remote areas with limited staff — are accessible and adequately equipped for female workers (e.g., separate toilets, security measures, anti-harassment measures, etc.)
- Other past or on-going projects and partnerships related to gender equality and social inclusion.

On such basis, the needs in training, capacity-building, and technical assistance for the Project management unit and local partners will be identified. Their interest and will to work on gender equality aspects will also be assessed.

The service provider will also contribute to the dialogue with project owner and stakeholders to support ownership for the integration of gender equality objectives as part of the project.

➤ ***Socio-economic assessment of the Project target area***

On the basis of a literature review, to be completed by field surveys, the Service Provider will conduct or complement (based on existing data) a socio-economic assessment of the Project target area, in a joint effort with the LARAP data collection process, in order to inform about the following:

- Households profile: composition, social and demographic data, etc. If possible, a typology of households will be carried out;
- Description of economic activities existing in the area;
- Identification and description of informal activities;
- Overview of social dynamic in the area (youth, migrations, etc.);
- Any other relevant information.

All collected data should be desaggregated by sex if possible. Focus group discussions (FGD) with women and other disadvantaged groups representatives in the project area are expected to identify existing biases, barriers, difficulties, opportunities, etc.

The data collected for the gender assessment should cover a larger scope than LARAP and analyze overall dynamics at the local community level, searching for opportunities to achieve positive impacts such as increased access of women to economic opportunities generated by the project, support for the development of new livelihoods for the local women, enhanced female participation in the local governance system, etc.

➤ ***Gender and social inclusion analysis in the energy sector***

Through a combination of theoretical inputs and fieldwork, the Service Provider will also highlight gender equality aspects specific to the energy sector in general, and wind farms in particular, such as access of women to energy sector jobs, access to energy, etc.

Generally speaking, the Service Provider must adopt an intersectional approach, i.e. will consider interactions between different social categories and factors (gender, age, community, ethnicity, social class, disability, sexual orientation, etc.) and their consequences on individuals' roles and place in the society. The influence of these factors and their combination in the production or reproduction of social inequalities and exclusion must be highlighted.

c) Task 6 – Design of a Gender Action Plan

Based on the gender and social inclusion assessment and its outputs, the Service Provider will design, in cooperation with Project key stakeholders, the Gender Action Plan (GAP) of the Project.

The GAP will include the definition of a gender equality objective for the project that will also be reflected in the theory of change of the project. Such objective will be developed in a set of gender and social inclusion activities, to be accurately and operationally described and directly integrated into the project's activities. The GAP will include a monitoring and evaluation scheme.

The GAP will be presented in a concise manner in the form proposed in Appendix of the TORs. If relevant, a detailed narrative description of the theory of change, the objective, and proposed actions will be attached.

The gender consultants are expected to closely coordinate with the E&S team and technical team, as well as the Project Owner and other service providers in charge of the feasibility study, project partners, etc., in order to ensure consistency between recommendations and the GAP, on one side, and Project objectives and activities, on the other side.

8. EXPERT REQUIREMENT

Consultant shall provide professional experts who have capability and experience in their respective fields. The proposed experts have to be the real persons who will be assigned to this work. If during execution of the work, there is substitution of expert, the owner has the right to refuse such expert and then substitute with another one who meets the requirement.

In implementation of Study of LARAP of Banten Wind Power Plant, Consultant must provide experts as the following:

List of key experts.

No	Required Experts	Number (person)	Professional Experience
1	Team Coordinator (Social Expert)	One (1)	12 years of relevant professional experience in LARAP of infrastructure projects. He/She should have experience in social assessment based on WB ESS.
2	Social Economic Expert	One (1)	8 years of relevant professional experience in LARAP of infrastructure projects. He/She should have experience in social assessment.
3	Social & Culture Expert / Anthropology	One (1)	8 years of relevant professional experience in LARAP of infrastructure projects. He/She should have experience in social assessment.
4	Gender Expert	One (1)	Proven experience in the conduction of qualitative and quantitative field surveys, and baseline assessment for development projects including a gender equality objective; Experience in managing development projects and sound knowledge of international donors strategies on gender equality; Sectoral knowledge is a plus Good knowledge and experience of the country/region Proven experience in organising and conducting workshops;

			Excellent deductive skills and capacities in report writing.
5	GIS Specialist	One (1)	6 years of relevant professional experience in analyzing and presenting complex spatial data, clearly and accurately for infrastructure projects.

The Consultant's team should include a mix of international and national experts. The proposed team must include experts who are based in Indonesia to ensure close coordination with local stakeholders.

9. TIME FOR COMPLETION

The timeline of the procurement process and of the assignment is described below:

Activities	Timeline
Contract award	T0
Kick-off meeting	T0 + 2 weeks
Task 1: Submission of the kick-off note	T0 + 1 m
Task 2 Interim: Submission of provisional LARAP without census and socio economic survey for comment by the AFD and the project owner	T0 + 4 m
Task 5: Submission of Gender assessment	T0 + 4 m
Task 2: Submission of an amended version of the LARAP without census including comments by the AFD and the project owner	T0 + 5 m
Task 6: Design of a Gender Action Plan	T0 + 6 m
Task 3: Preparation, coordination and consolidation of census, inventory and socio-economic survey with national mandated institutions	Start T0 + 9 m

Activities	Timeline
Task 4 Interim: Submission of provisional Resettlement Action Plan for comment by the AFD and the project owner	Estimated T0 + 15 m
Task 4: Submission of an amended version of the Resettlement Action Plan including comments by the AFD and the project owner.	Estimated T0 + 17 m

Based on the known elements, the Consultant will provide a detailed schedule of services in its offer. This schedule will be presented and, if necessary, updated at the start of the mission in agreement with the AFD. The mission requires close coordination with the project owner, the technical teams, the AFD and PLN. To this end, the consultant is invited in its offer to propose a method of exchange and consultation between the various parties.

The Consultant is free to propose the number of person-days required to carry out the assignment; however, this estimation must be thoroughly justified, particularly in relation to the expected number of Project Affected Persons (PAPs) as assessed by the Consultant.

10.REPORTS

The consultant shall submit following reports, in English language:

- 1) **Task 1:** Kick-off note (including elements related to LARAP and gender assessment)

This report contains: Work Plan, Methods, Plan of coordination meeting related stakeholder, Team Organization, Manning Schedule, Time Schedule, Questionnaire and Equipment to be used.

The report shall be submitted to the Owner not later than three (3) weeks after receiving Letter to Proceed.

This report will be submitted to PLN and AFD for review and validation.

- 2) **Task 2 Interim:** Draft of report LARAP without census

- 3) **Task 2:** Final report LARAP without census

- 4) **Task 3:** Database containing the results of the affected people survey (Census, inventory and socio-economic survey, eventually based on national institutions' inventory)

- 5) **Task 4 Interim:** Interim report of Resettlement Action Plan

This report may follow the outline of the final RAP and resemble a working document. It must present:

- The socio-economic issues pre-identified during the preparatory activities,
- The compensation matrix updated following consultation with the stakeholders,
- The institutional arrangements and structures selected following the consultation,
- A preliminary budget estimate,
- The program of activities remaining to be carried out for the development of the RAP, including all consultation activities with stakeholders.

The interim report must be sent to the AFD and PLN no later than 10 business days following the workshop.

- 6) **Task 4:** Final Report of Resettlement Action Plan

Final report is an improvement of draft report of LARAP that has been approved by PT. PLN (Persero) and AFD. The Report shall include:

- Table of Contents (including the list of tables, figures, maps, and photographs);
- List of acronyms;
- Glossary;
- Non-technical summary;
- Introduction;
- A description and rationale for the Project;
- The principles and objectives of the RAP;
- A description of the Project's land requirements;

- A presentation of measures to minimize impacts;
- A presentation of the legal and administrative framework;
- A presentation of the institutional framework;
- The definition of operational corrective measures when discrepancies are noted between the national legal framework and the World Bank's E&S standards;
- The results of the exhaustive census of potentially impacted populations;
- The results of a socio-economic study conducted either on the entire population or on a sample of the displaced population;
- The results of the inventory of the assets of potentially impacted populations;
- A detailed analysis of the impacts leading to involuntary physical and/or economic displacement;
- A definition of the eligibility matrix and the compensation scale applied;
- A resettlement strategy for physical displacement;
- A livelihood restoration plan for economic displacement;
- A presentation of responsibilities and institutional arrangements;
- A presentation of the community consultation and participation process;
- A description of the grievance resolution process;
- A description of the monitoring and evaluation mechanism;
- A presentation of the implementation schedule;
- A presentation of the RAP budget;
- Conclusion;
- Annexes:
 - o Bibliography;
 - o A detailed and illustrated description of the Project;
 - o Attendance lists and minutes of consultation activities related to resettlement, as well as a list of people met, disaggregated by gender;
 - o The main legal texts setting the scales for compensation for crops and structures;
 - o A complaint database template;
 - o The ToRs of the entity responsible for implementing the RAP (if the entity is not the project owner);
 - o The job description of the resettlement manager within the Project Management Unit;
 - o The census and socioeconomic survey protocol used;
 - o The structure of the monitoring reports;
 - o A unified database in a format validated with the project owner, containing at least the following elements:
 - The exhaustive list of impacted households and individuals;
 - The inventory of georeferenced assets;
 - The raw data from the socioeconomic survey.
- **Task 5 Interim:** Intermediate report focusing mainly on the gender diagnosis and ideas for the action plan
- **Task 5:** Full assessment report on gender equality, covering at least:

- The description of implementing steps of the services, including the possible difficulties met during the implementation;
 - Detailed baseline assessment, supported by key bibliographic references, quantitative and qualitative data gathered during mission implementation and field survey in particular;
 - Operational recommendations for proper implementation of the Project Gender Action Plan, including detail (as part of the GAP) of human and financial resources, as well as any other mean necessary to such implementation;
 - Detailed bibliography and references used for the services;
 - All elements informing on the implementation of field work, such as: list of persons met, interview reports and/or focus group discussions reports, quantitative database, etc.;
- **Task 6: Gender Action Plan for the Project**
- The GAP should be consistent with the Project logical framework and following the template in Appendix 1.

General deliverables and key documentation of the Project reviewed to cover gender equality objectives should also be provided.

11.PAYMENT TERMS

Below is a proposal of payment terms:

Deliverable	Percentage
Task 1: Inception report	15%
Task 2: Final LARAP without census	35%
Task 5 and 6: Gender assessment	15%
Task 3 and 4: Final RAP	35%

12.COMPLETION OF WORK

The work is deemed to be complete if the Consultant has submitted the final LARAP report in accordance with TOR as described in the contract and approved by PT. PLN (Persero) and AFD.

The consultant shall assist PLN in every step to obtain final approval of the document by the relevant national authorities, PLN and AFD.

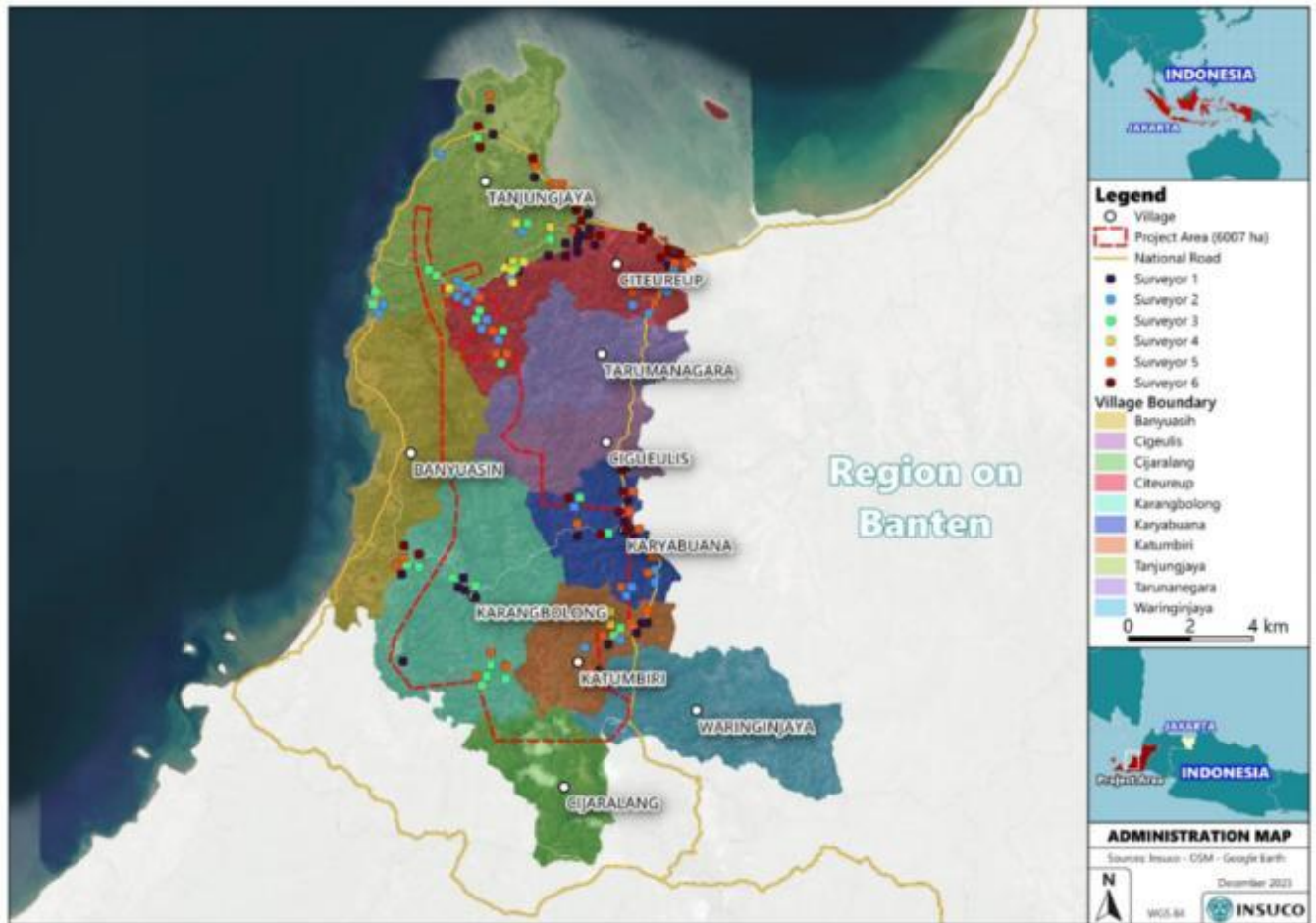
APPENDIX 1 : GLOSSARY

Project Affected Persons	The people or entities directly affected by a project by loss of land and the resulting loss of residences, other structures, businesses, or other assets. Such persons can be physically displaced or economically displaced through a loss of income streams or livelihoods resulting from land acquisition or obstructed access to resources (land, water, or forest).
Asset Inventory	A complete count and description of all property and assets that will be acquired.
Compensation	Payment in cash or in kind for an asset or a resource that is acquired or affected by a project at the time the asset needs to be replaced.
Eligibility	The qualification criteria for receiving benefits under a resettlement program. These criteria serve as the basis for defining resettlement entitlements accrued to each eligibility category such as affected residential or commercial property owners, renters, vendors, and squatters.
Entitlement	Range of measures comprising compensation, income restoration, transfer assistance, income substitution, and relocation which are due to affected people, depending on the nature of their losses, to restore their economic and social base.
Grievance Procedures or Grievance Redress Mechanisms	The processes established under law, local regulations, or administrative decisions to enable property owners and other displaced persons to redress issues related to acquisition, compensation, and other aspects of resettlement.
Host Community	The population in areas receiving resettlers. Special attention must be paid to the needs and concerns of the host community/hosts in a resettlement program to minimize social risks and avoid potential social conflicts.
Land Acquisition	The process of acquiring land under the legally mandated procedures of eminent domain.
Environmental and Social Standard 5	The World Bank's operational policy on involuntary resettlement that defines borrower requirements applicable to land acquisition, restrictions on land use, and involuntary resettlement. The policy objectives of ESS5 are as follows:

	<ul style="list-style-type: none"> • Involuntary resettlement should be avoided, when feasible, or minimized, exploring all viable project designs. • When it is not feasible to avoid involuntary resettlement, resettlement activities should be conceived and executed as sustainable development programs, providing sufficient investment resources to enable the persons displaced by the project to share in project benefits. Displaced persons should be meaningfully consulted and have opportunities to participate in the planning and implementation of resettlement programs. • Displaced persons should be assisted in their efforts to improve their livelihoods and standards of living, or to at least restore them, in real terms, to predisplacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher.
Resettlement Action Plan/ Resettlement Plan (RAP)	A resettlement action plan (or resettlement plan) is a planning document describing what will be done to address the direct social and economic impacts associated with project-specific involuntary taking of land or restriction of access to land. Other social and economic impacts not associated with land takings and restrictions are dealt with through a project-specific environmental and social management plan. The required contents of a resettlement action plan are described in annex A of the World Bank's ESS5
Socioeconomic Survey	A complete and accurate survey of the project-affected population. Surveys focus on income-earning activities and other socioeconomic indicators.
Stakeholders	A broad term that covers all parties affected by or interested in a project or a specific issue, in other words, all parties that have a stake in a particular issue or initiative. Primary stakeholders are those most directly affected by a project in resettlement situations, these individuals represent the population that loses property or income because of the project as well as the host communities. Other people who have an interest in the project such as the project authority itself, the beneficiaries of the project, and interested nongovernmental organizations are termed secondary stakeholders.

<p>Squatters Encroachers</p> <p>or</p>	<p>Whether classified as squatters or encroachers, occupants of informal urban settlements can be divided into three broad categories, depending on the length of occupancy and the legitimacy of their claims to acquired rights:</p> <ol style="list-style-type: none"> 1. People with longstanding and sometimes even ancestral claims to the lands they occupy. 2. People who have occupied land more recently, many by reason of requiring residential space in urban areas to which they or their forebears have migrated, and others because they have moved into disused estates or into the unused margins of formal rights-of-way, including “pavement dwellers” and occupants of traffic islands, roadsides, and railway tracks and yards. 3. People who move into announced project areas or other zones, opportunistically seeking to receive benefits under a resettlement or other government program.
<p>Vulnerable Groups or Persons</p>	<p>ESS5 requires that particular attention be paid to the needs of vulnerable groups or persons among those displaced, especially people living below the poverty line, the landless, the elderly, women, children, indigenous peoples, ethnic minorities, and other displaced persons who may not be protected through national land compensation legislation.</p>

APPENDIX 2: MAPS



Map 2 - Project Area (villages)

APPENDIX 3: TABLE TEMPLATE TO PRESENT THE GAP BETWEEN THE LEGAL FRAMEWORK AND THE ESS5

item	Legal national requirements	ESS5 requirements	Gaps	Actions to fill the gaps
Avoidance or minimization of resettlement				
Eligibility				
Cut off date				
Compensations				
Calendar for compensation payment				
Support for physical resettlement				
Support for Livelihood restoration				
Consultation with AP				
Grievance management				
Gender				
Vulnerable groups				
Monitoring and evaluation				
Land area to be acquired for the turbine footprint				
Buffer zone/right of way				

APPENDIX 4: GENDER ACTION PLAN TEMPLATE

Activities	Targets/ performance indicators	Implementing actors	Actors responsible for supervision	Monitoring indicators and means of verification	Timeframe	Cost estimation and source of funding
Outcome 1:						
Outcome 2:						
Outcome ...:						