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MINISTRY OF PUBLIC SERVICE

P.O. Box 7003

KAMPALA, UGANDA

IN ANY CORRESPONDENCE ON **ADM 109/283/02** REPUBLIC OF UGANDA
 THIS SUBJECT PLEASE QUOTE NO.

5th June, 2006

Ms. Denyse Morin
 Senior Public Sector Specialist
 World Bank
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**ABBREVIATED RESETTLEMENT PLAN FOR THE
 CONSTRUCTION OF RECORD AND ARCHIVES CENTRE**

Attached please find a copy of the above plan and clearance letter from Ministry of Justice and Constitutional Affairs, for your information. The Ministry of Public Service is now ready to disclose the plan.

The purpose of this letter is to request for your clearance.

M. Kabarokole

Adah Kabarokole Muwanga (Mrs)
 For: **PERMANENT SECRETARY**

cc: Mrs. Barbara Magezi
 Public Sector Specialist,
 World Bank,
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THE REPUBLIC OF UGANDA

MINISTRY OF JUSTICE AND
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ADM/7/165/01

In any correspondence on
this subject please quote No.

May 26, 2006

The Permanent Secretary
Ministry of Public Service
P. O. Box 7003
KAMPALA

**RESETTLEMENT ACTION PLAN FOR THE CONSTRUCTION OF
A RECORDS AND ARCHIVES CENTRE**

Reference is made to your letter ref: **RIM 76/77/02** on the above subject.

The Resettlement Action Plan (RAP) is hereby cleared.


Mary Nankabirwa
FOR: SOLICITOR GENERAL



THE REPUBLIC OF UGANDA

UGANDA PUBLIC SERVICE AND PERFORMANCE ENHANCEMENT PROGRAM
(UPSPEP)

ABBREVIATED RESETTLEMENT ACTION PLAN
FOR HOUSEHOLDS AFFECTED BY THE ESTABLISHMENT OF A RECORDS CENTRE

at

Lourdel Road, Upper Kitante Courts

Ministry of Public Service
P.O. Box 7003
KAMPALA

Introduction

Uganda has made steady progress towards achieving the Millennium Development Goals (MDGs), especially in the human development and poverty reduction areas. However, the PEAP identifies weak public sector management as one of the key constraints to economic development and poverty reduction. In particular, it highlights major challenges to human resource management in the public sector, including the poor state of records keeping in Ministries, Departments and Agencies (MDAs), which is an impediment to the Public Service Reform.

Government has since colonial times accumulated a lot of semi-current records in form of closed files and documents which still have value. These records are now causing a lot of congestion in MDAs due to lack of space. This makes retrieval of records for current use difficult and time consuming, often, causing delays in decision-making. The congestion in Registries raises dangers of destruction of the older records by MDAs in order to create space for new records. In addition, the problem is aggravated by the incapacity of the existing National Archives (situated at the basement of the old Secretarial Building at Entebbe), which cannot acquire records from MDAs because it is full.

The Government of Uganda has therefore adopted a comprehensive strategy to address issues and challenges in public sector management like those mentioned above, through a Public Service Reform Program (PSRP) 2005- 2010, in order to address the overall environment within which the public service operates and create a better functioning public service. The Government has therefore requested that, the World Bank supports key high priority interventions through the proposed Uganda Public Service Performance Enhancement Program (UPSPEP). One such key intervention is the establishment of a new records and archives centre at Plot 8-10 Lourdel Road.

Project Description

The Uganda Public Service Performance Enhancement Program (UPSPEP) will be a five-year specific investment loan (SIL) that will provide the flexibility to create and rehabilitate both institutional and economic infrastructure.

The program will support among others the transformation of the public service so that it is affordable, efficient and accountable in use of public resources and service delivery. The activities to be supported are outlined in Component 1: Public Service Reform Program (PSRP). Under this component is a sub-component to help create an enabling and empowering work environment. The strategic initiatives for this sub-component will among others include improving records management and supporting the decongestion of registries.

Improving records management and registries. The PSRP will support Ministry of Public Service to finance the establishment of a new records and archives centre as the existing one is no longer big enough. The centre will support the decongestion of registries in MDAs, improve accessibility to current records and assure the proper retention and disposal of files and other documentation by providing secure and economical storage, and rapid retrieval services for inactive paper records. The facility will provide a safe repository to Government records for the

next 25 years. It will relieve MDAs of the current congestion of their Registries. This will improve decision-making and service delivery. MDAs will be able to take timely and accurate decisions based on available records.

The facility will also serve as the institutional memory of the Country for historical, research and archives values. This will support scholarly and cultural needs. And therefore, as part of this initiative, the PSRP will offer training courses for registry staff and users of the centre.

Triggers for Involuntary Resettlement

Conditions that trigger O.P 4.12 “Involuntary resettlement,” are indicated under component 1 that has a sub component that involves the establishment of a records centre in a location inhabited by families. The families were allocated these houses before the change in government policy on housing in the late 1990s, when government divested itself of housing its staff except for a few high level officers like Judges of the High Court, Permanent Secretaries, etc. Other government pool houses were sold off to sitting tenants or any other public servant who could afford. The houses in the project area are the last batch of government houses and therefore the families must move according to the policy on housing that has been implemented elsewhere. The heads of the affected households knew about the change in policy and that these houses were for demolition, but remained in the houses until such a time that the land was required for other purposes. These families will therefore be displaced and the process of establishing a records centre necessitates resettlement of the physically displaced persons. Since the resettlement does not involve the preparation of new residential sites, or require the affected persons to shift to alternative forms of livelihood, and affects less than 200 people, then a simplified or abbreviated resettlement plan had to be prepared.

Cognisant of potential environmental impacts that might arise from construction and operation of the facility, the Ministry of Public Service with support from the World Bank undertook an environmental impact assessment that identified the potential impacts and mitigation measures.

One of the potential impacts identified was the displacement of existing residents.

Construction of the facility will involve compensation and displacement of families currently living on site.

The Plot 8-10 Lourdel Road is situated in an Urban Environment with proximity to urban infrastructure and service. Relocation to new living area with different socio-economic benefits, which the current location provided, will be considered to be a negative impact.

Project Affected Persons (PAPs)

A census survey of the affected persons was undertaken and it was established that 7 households and 56 persons were living in the project area located on Plot 8, Lourdel, Upper Kitante Courts. Details for each household, size of house (number of rooms) and the crops grown in their compounds, each measuring approximately 20 sq meters are indicated in the table below:

Household data as of November 3, 2005

| House No. | Tenant/ Head of Household | Designation | Place of work | Number of People | No. of rooms in the government house | Utilities | Crops Grown | Duration of stay |
|-----------|---------------------------|--|----------------------------|---------------------------------|--|--|---|--|
| 3 | David Mulambuzi | Town Clerk and formerly with Ministry of Public Service | Kampala City Council | Total 6-3 Adults and 3 Children | 1 Bedroom, Sitting room, Kitchen, Store, Toilet and Bathroom | Electricity | None | 14 years Allocation letter not available |
| 4 | Peninah Tugume | Formerly working with Mulago Hospital but is out of the country and not on official duties | | Total 4-3 adults 1 child | 1 Bedroom, sitting room, kitchen, store, toilet and bathroom | Electricity Water | None | No allocation letter |
| 5 | Joyce Laker | Office Attendant | Ministry of Public Service | Total 7-6 adults, 1 child | 1 Bedroom, Sitting Room, Kitchen, Store, Toilet and Bathroom | Electricity | Maize, Cassava, Avocado, mangoes | 7 years Letter of allocation available (January, 1998) |
| 10 | Primo Nyokatre | Assistant Commissioner | Ministry of Public Service | Total 8-3 adults, 5 children | 1 Bedroom, Sitting Room, Kitchen, Store, Toilet and Bathroom | None | Cassava, Maize, Avocado, Bananas, Mangoes | 12 years Allocation letter available (1983) |
| 11 | Peter Olaki | Office Attendant | Ministry of Public Service | Total 4-2 adults, 2 children | 1 Bedroom, Sitting room, Kitchen, Store, Toilet and Bathroom | Electricity connected September 2005 by self | Maize, Beans | 1 year. Has no allocation letter and was verbally told to occupy the house |

| | | | | | | | | |
|----|----------------------|---------------------------|----------------------------|-------------------------------|--|-----------------------|--|---|
| 55 | Kenneth Latim | Driver | Ministry of Public Service | Total 17-8 adults, 9 children | 3Bedrooms, Sitting Room, Kitchen, Store, Toilet, Bathroom, 2 Rooms Servants Quarters | Electricity and water | Maize, Beans, Cassava, Jackfruit | 6 years Allocation letter available (1999) |
| 56 | Hellen Dhugira Okumu | Principal Nursing Officer | Mulago Hospital | Total 10-7 adults, 3 children | 3Bedrooms, Sitting Room, Kitchen, 2 Stores, Bathroom and Toilet | Electricity and Water | Cassava, Maize, 10 clusters of sugar cane, Mangoes, Pawpaw, Bananas and Vegetables | 16 years Allocation letter available (November, 1989) |

The table above also indicates that the 7 heads of households earn their livelihoods in the formal sector and are mainly employed by government. The assets of the 7 households mainly include furniture (chairs, tables and beds), mattresses, cooking and dining utensils. The households do not have fixed structures or assets that could be lost as a result of relocation.

The losses by the families are valued at market rates for both similar housing as the families have been occupying in government houses and crops harvested every season. The rental cost for the single bedroom house is equivalent on average to Uganda shillings 250,000, while the three bedrooms houses are at Uganda shillings 350,000. Similarly, the value of harvested crops per annum is Uganda shillings 100,000. The types of loss therefore for accommodation and crops, and their entitlement include six months rent, one year value for the crops and coverage of full cost for total transport expense.

Consultations with the PAPs

During the month of October 2005, consultations were carried out with the PAPs, and the information on PAPs reconfirmed in November 2005. The affected persons indicated a clear understanding that they had to vacate the houses at some point in time, and know that a building is to be constructed by Ministry of Public Service on the plot where the 7 houses are. The only issues raised by the affected persons were: a minimum of three months notice and compensation for their crops.

Ministry of Public Service together with Ministry of Finance, Planning and Economic Development are responsible for effecting the resettlement of the 7 households. This includes further explanation of the project objectives, the need and timing of their vacating the premises and their entitlement rights. The responsibility of finding rental accommodation in Kampala or

any other area lies with the individual PAPs. The compensation package allows the PAPs to locate new accommodation on their own.

Implementation and Grievance redress

A compensation committee consisting of the Project Coordination Unit in MOPS, Ministry of Finance, Planning and Economic Development and representatives of the PAPs have reviewed the assets of the PAPs and established a compensation plan for each affected household.

Accordingly, each household will receive Uganda shillings 1,800,000 which is equivalent to six months rent at a rate of shillings 300,000 per month, and a relocation allowance of Uganda shillings 100,000 which includes transportation of their belongings to their new rental houses. In addition, each family that had crops in its back yard will receive an additional Uganda shillings 100,000. The compensation rate is in line with the established rates in Uganda. The compensation will be paid for the 7 households before effectiveness of the project. If the affected persons are not satisfied with the implementation of the resettlement, they are free to take the matter to the Uganda Courts of Law.

Cost Coverage and Budget

The costs will be covered by Ministry of Public Service and all costs associated with the relocation as mentioned above. The total cost for the 7 households amounts to Uganda shillings 13,800,000. This includes rent at shs.1,800,000 for 7 families; relocation allowance 100,000 for 7 families; and compensation for the crops 100,000 for 5 families(see table above).

Time line

Physical relocation will take place as soon as the PAPs find reasonable accommodations as compared to their current residence after payment of their compensation has been effected.

Monitoring and Reporting

The Project Coordination Unit (PCU) in Ministry of Public Service is responsible for monitoring and reporting the progress of the resettlement plan.