

TERMS OF REFERENCE
KAKONO HYDROPOWER PLANT PROJECT
ENVIRONMENTAL AND SOCIAL TECHNICAL ASSISTANCE TO TANESCO

I. THE PROJECT AND ITS CONTEXT

The Government of Tanzania through the Tanzania Electricity Supply Company Limited (TANESCO) has received funding from the French Development Agency (AFD), the African Development Bank (AfDB) and the European Union (EU) to build the Kakono hydropower plant (87.8 MW) and construct a 220kV transmission line (TL) from the planned Kakono hydropower plant (HPP) to 220kV/132kV/33kV Kyaka substation in Missenyi District, Kagera Region. The project development objective is “to increase on-grid energy production from least cost renewables to address the electricity deficits in north-western Tanzania.

Kakono HPP is located on the Kagera River, in Kagera Region in the Northwestern corner of Tanzania near the border with Uganda, approximately 90 km west of Bukoba Municipality. The project has been designed to be a run-of-river type and develops the hydropower potential through a reservoir ($V = 150 \text{ Mm}^3$), extending about 28 km upstream from the dam. The Project will entail the construction of a concrete-faced rockfill dam (about 42 m high and 1,380 m long) and a gravity roller-compacted concrete dam (about 61 m high and 284 m long) producing a hydropower potential exploited through an outdoor powerhouse at the toe of the dam.

The dam will create a small reservoir with a live storage volume of 90 million cubic meters allowing the option of daily or weekly regulation of the river flow when necessary. The plant, with an envisaged installed generation capacity of 87.8 MW, will normally operate as a run-of-the-river facility producing about 524 GWh annually corresponding to a plant factor of 68 percent. The energy will be transported through a 38.5 km long 220 kV transmission line to the existing substation at Kyaka..

AFD and AfDB require all financed project to comply with their environmental and social policies and standards. For hydropower projects, this implies the application of the following standards, referred here after as the “international policies and standards”:

- (i) The African Development Bank’s Integrated Safeguard System (ISS), 2023
- (ii) The World Bank’s Environmental and Social Standards (ESS); for the case of AFD
- (iii) The IFC’s Good Practice Note regarding Environmental, Health, and Safety Approaches for Hydropower Projects;
- (iv) The Good Practice Handbook for Environmental Flows for Hydropower Projects of the World Bank Group.

The Project is located on an international river. Relevance of potential effects of the Project shall be understood and reviewed against the the African Development Bank’s Integrated Safeguard System (ISS), 2023 and World Bank Policy on international rivers (i.e. OP7.50 - Projects on International Waterways¹).

¹ http://web.worldbank.org/archive/website01541/WEB/0_-1024.HTM

Environmental and Social existing studies

E&S impact assessments have been prepared for both the hydropower project (HPP) and its associated facilities (transmission lines) in September 2014 by Studio Petrangeli, and TANESCO updated the document in September 2017. Eventually, an update of the environmental and social studies has been conducted by SLR in 2021.

The following documentation covers E&S aspects of the Project:

Second round of E&S studies (2020-2023) (made available to the applicants):

- TANESCO, Environmental and Social Impact Assessment (ESIA), June 2022
- TANESCO, Resettlement Action Plan (RAP), June 2022
- SLR, Supplementary Fish Survey Report, April 2022
- SLR, Environmental and Social Management Monitoring Plan, July 2021
- SLR, Environmental Flow Assessment, July 2021
- SLR, Fishway Conceptual Study, March 2021
- SLR, Supplementary Fish Survey Report, April 2022
- SLR, Hydrology & River Morphology Baseline Study, June 2020
- SLR, Terrestrial Ecology Baseline Survey Report, December 2020
- SLR, Aquatic Baseline Survey Report, June 2020
- SLR, Social Baseline Survey Report, June 2020
- SLR, Resettlement Action Plan (RAP), June 2022
- SLR, Environmental and Social Impact Assessment (ESIA) Report, June 2022

First round of E&S studies (2014-2018):

- STUDIO PIETRANGELI, Kakono HPP and 132 kV Transmission Line, Inception report (Final), June 2018
- TANESCO, Draft Resettlement Action Plan, September 2017
- TANESCO, Environmental impact assessment for Kakono Hydropower Plant (87 MW) in Kagera Region, September 2017
- TANESCO, Environmental impact assessment for Kakono Transmission Line (220k V) in Kagera Region, September 2017
- NORPLAN, Kakono Hydropower Project, Environmental and social impact assessment - Draft final report, November 2014
- NORPLAN, Kakono Transmission Line Project, Environmental and social impact assessment - Draft final report, November 2014

The conducted studies and their updates aim to have the project compliant with AFD's and AfDB's environmental and social safeguard standards. Findings from these studies have shown the project is anticipated to have key impacts on environmental and social which are principally related to:

- (i) Impact on fish and ecological continuity of the Kagera River: where the installation of a fish pass and fish friendly turbine is required to ensure upstream and downstream migration of fish, with commitment of local stakeholders to conduct routine monitoring of reservoir fish to control invasive species
- (ii) Loss, fragmentation and degradation of natural habitats and flora for dam construction facilities and quarries and inundation

- (iii) Safety risks related to Project construction worksites, and hazardous materials stored and handled
- (iv) Impact on Land acquisition and resettlement; a total of 85 households will be affected by economic displacement and 8 households will be affected by physical displacement.

The ESMMP included in 2022, ESIA report precisely describes measures under the responsibility of EPC Contractor, TANESCO and Governmental Agencies. The EPC Contractor will develop its own Construction Environmental and Social Management Plan (C-ESMP) which will deliver the commitments made in the ESMMP. In order to be compliant with these requirements, TANESCO has decided to recruit a Firm of Expert to provide an Environmental and Social Technical Assistance (E&S TA). The required technical assistance will support TANESCO in implementing all measures fall under TANESCO as specified in 2022, SLR ESIA report and to supervise and coordinate all other measures under EPC Contractor and Government Agencies. The Technical Assistance Team will include experts as described in chapter VIII – Minimum profile of key personnel, and be hereafter referred to as the “Environmental and Social Technical Assistants” or “E&S TA”.

II. OBJECTIVES OF THE ASSIGNMENT

In general, the E&S Technical Assistance TA will be responsible for supporting TANESCO on the optimal implementation of the project’s Environmental and Social Management and Monitoring Plan (ESMMP) and RAP activities, supervision of EPC Contractor as well as coordination with other government agencies on the implementation of ESMMP. In doing so, the Technical Assistants will ensure compliance of the project to the World Bank standards as well as AfDB, AFD and IFC standards.

The work will include three components:

- Component 1 – Supervision of social aspects and RAP implementation;
- Component 2 – Support to the Supervision of the C-ESMP
- Component 3 – ESMMP implementation

The first component will be implemented before the beginning of construction works at site – 12 months, while the second component will be performed throughout the construction period – 72 months, and the third component will cover the operation phase – 12 months.

Component 1 – Supervision of social aspects and RAP implementation

On social aspects, the objectives of this assignment are to: -

- Implement the Resettlement Action Plan and Livelihood Restoration Plan in accordance with the stakeholder engagement process developed for the project;
- Facilitate the social acceptance of the project and the adherence of all PAP categories to involuntary but necessary displacement;
- Build trust between TANESCO and PAPs;
- Facilitate the implementation of the RAP through a participatory and inclusive approach;

- Provide social support to PAPs for an effective release and for adequate and sustainable resettlement;
- Collect, respond to, and escalate PAPs questions to owner;
- Set up and operationalize a Grievance Redress Mechanism (GRM);
- Assist local residents in the formulation of projects and social support measures;
- Conduct socio-economic surveys to determine the vulnerability of PAPs to assist those who are most vulnerable and who may have particular difficulties during displacement and resettlement;
- Measure the satisfaction of the PAPs thus accompanied to anticipate possible disputes and direct, if necessary, complainants to the complaint management mechanism;
- Verify the compliance of the overall RAP process and results with the World Bank's standards;
- Prepare progress and monitoring reports of activities carried out in a weekly and monthly basis
- Supervise implementation of Vulnerable Group Assistance programmes
- Assist PAPs on Gender Based Violence (GBV) and Sexual Harassment (SH) issues. Identify service providers that they can report in case there is such an incidence.

Component 2 – Support to the supervision of Construction-ESMP

The objectives of this assignment are to:

- Review and approve the Construction-ESMP for the project
- Review and approve the CV of Contractor ESHS key personnel as required by the Contract
- Review and approve ESHS-related documents (Contractor Risk Assessment reports, ESHS risks in detailed design, ESHS documents prepared by the contractor and all other documents submitted by Contractor include design reports etc.). If required, the Technical Assistants will directly contribute to the writing of E&S documents to ensure compliance with World Bank, AfDB and IFC standards;
- Carry out frequently inspections of construction sites and all other project associated facilities;
- Perform a quality control of the Contractor's reporting through reviewing of all report submitted by the Contractor;
- Organizing frequently meeting with project E&S key personnel as well as external stakeholders
- Support TANESCO and the Contractor in their relations with the stakeholders;
- Develop and implement awareness-raising and training actions on ESHS topics to TANESCO's project management teams.
- Propose best mitigation measures against adverse impacts at construction phase

Component 3 – ESMMP implementation

The Technical Assistants will assist TANESCO in implementing the mitigation measures that are under its responsibility and coordinate the implementation of other measures under Government Agencies. ESMMP implementation covers whole of construction phase and the of the operation phase. The objectives of the assignment are to:

- Writing the Environmental and Social Management System (ESMS) procedures.
- Revise and update the ESMMP prepared in 2022 taking into account potential evolutions of the context. At the beginning of the operation phase, update on the lessons learnt from the construction period. Adjust the management actions to the baseline situation post commissioning as well as to TANESCO organization at that time.
- Preparation of the scope of work for supporting partner NGOs, research institutions or consultants required for the development of the detailed management plans described in the ESMMP for the construction and operation phase.
- Assistance in the selection, then in contract management and supervision of these specialists.
- Implementation of the monitoring activities, with procurement for resources (equipment, reagents) for tasks undertaken directly by TANESCO (e.g. water quality) or for outsourcing for specialist surveys (e.g. fish monitoring).
- Preparation of annual work plan and resource scheduling.
- Coordination of the stakeholder engagement process, setting up and management of the grievance redress mechanism.
- Liaise with the governmental agencies involved in the ESMMP monitoring supervision from TANESCO E&S team, (NEMC), the Kagera River management (Lake Victoria Basin Water Board), Tanzania Wildlife Research Institute (TAWRI), Tanzania Fisheries Research Institute (TFRI) among others as well as liaise with the Districts Commissioners and village authorities.
- Preparation of weekly and monthly E&S Compliance report for the Lenders as well as the Six-monthly E&S Performance reports disclosed to the Public.
- Training of the TANESCO E&S personnel on all the above, to strengthen internal capacity on E&S management training to be conducted both in Tanzania and home county of the Environmental and Social Technical Assistants

Regarding mitigation measures under the direct responsibility of TANESCO, the Technical Assistants will define in details the expected support and adapt to the specific requirements of the project owner.

III.DETAILED ACTIVITIES

The Head of Assignment will be responsible for the management of the expert's team, including coordination of all activities, quality assurance of all deliverables produced and reporting to TANESCO. His/her activities will encompass all components.

Component 1 – Supervision of Social aspects and RAP implementation

During the preparation, implementation and monitoring phases of the Resettlement Action Plan, the Socio-economist (with the support of Social Communication Expert and the Community Facilitators) will perform the following tasks, in particular:

- Carry out all preparatory activities for the relocation and resettlement of population impacted by the project in the best conditions. To this end, the Socio-economist must, at the start of its activities:
 - Take note of all Resettlement Action Plan (RAP)-related documents (2014, 2017, 2022), the updated Valuation Report, the Livelihood Restoration Plan (LRP),

Grievance Redress Mechanism, the Stakeholder Engagement Plan and all other documents essential to the achievement of their mission;

- Ensure all affected PAPs are compensated;
- Operationalize the mechanism in place for the settlement of compensation grievances, as well as the social mediation of conflicts and claims in accordance with the recommendations of the RAP report and the stakeholder engagement process;
- Develop a dynamic communication strategy and support for the population concerned;
- Monitoring the RAP-NGO on the implementation of livelihood restoration activities and resettlement assistance measures.

➤ Carry out all communication, facilitation and support activities in the context of resettlement implementation. These include:

Social communication

- Take the project to the impacted people;
- Identify and train local relays in liaison with the localities concerned;
- Launch a campaign to raise awareness and explain the RAP and its objectives in favors of PAPs, through general assemblies of information in the neighborhoods crossed by the Project and any other means deemed appropriate;
- Ensure the identification and involvement of influential people at the local level and other opinion leaders; and organize them as a support committee or committee of elders for greater social acceptability of the Project;
- Refer PAPs to the agencies and supporting partners (such as local NGOs, on-going development projects, technical public services for agriculture, etc.) responsible for accompanying them towards professional conversion or training for livelihood restoration.
- Build the capacity of GRC's at village and ward levels
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Assistance with payment of compensation and handling of complaints

- Assist the PAPs in the preparation of individual files;
- Prepare memoranda of understanding indicating the affected property, its financial estimate and the compensation modalities as well as the individual file of the PAP;
- Ensure the signing of memoranda of understanding;
- Attend conciliation committees;
- Provide assistance in handling complaints;
- Collect, centralize, verify and analyze all complaints before transmitting them to TANESCO;
- Provide necessary explanations of the RAP principles;
- Prevent and resolve any complaints amicably;
- Assist populations and households in their displacement and resettlement and provide moral comfort through ongoing awareness of the benefits of the operation for the entire community.
- Update GRM Register

Organization and social support of PAPs

- Train PAPs on financial literacy before compensation payment for proper use of compensation packages
- Organize PAPs and participate in securing compensation by convincing them of the merits of opening bank accounts;
- Explain the proposed measures to increase income (e.g. improved farming techniques, etc.);
- Liaise with local banks and support PAP in opening bank account;
- Monitor transfer of money on bank account;
- Assist PAPs in the search and acquisition of land;
- Assist PAPs in dismantling affected facilities and assets;
- Undertake livelihood restoration for PAPs as per validated RAP and LRP documents;
- In case of deceased owners of land, assist PAPs in the creation of complex individual files such as inheritances;
- Work closely with the support partners for the delivery of training to support PAPs seeking professional conversion.

Social support for local populations

- Sensitize the local population with a view to adopting good practices such as those defined in the E&S clauses of the ESMP (health and safety practices, protection of biodiversity, management of waste, use of reservoir, etc.), during the works and in the operation phase of the dam;
- Initiate behavior change communication campaigns²;
- Set up information committees on the Project, structures composed of leaders recognized by the community;
- Involve local residents in the process of transforming their environment such as improvement of agricultural practices to limit shore erosion and solid waste management;
- Carry out social survey to evaluate impacts of RAP and LRP on PAP income and living standards.

➤ Assist TANESCO in conducting specific assistance to vulnerable PAPs.

Assistance to vulnerable PAPs

- Verify reliability of the socio-economic database allowing a homogeneous codification of all PAPs;
- Identify PAPs that meet the vulnerability criteria defined in the RAP;
- Assist vulnerable PAPs in the efficient use of financial compensation;
- Assist vulnerable households in displacement and relocation operations;
- Determine any type of support needed for vulnerable PAPs contributing to adequate and serene resettlement.

² Details can be found in ESMP, examples are: Fight against STD, waterborne diseases, safety related to traffic and use of road, access restrictions, risk downstream due to sudden change in the rate of flow...)

➤ Take into account gender integration

The Project gives an important place to the consideration of Gender through the actions carried out for the attention of PAPs and local communities. Indeed, ignoring the differentiated impacts on women and men can increase discrimination against women.

Gender Mainstreaming

Concerning the integration of the Gender approach, the Socio-economist will implement activities related to:

- Knowledge of the situation of men and women in community activities (functions held, working conditions/ action, etc.);
- Analysis of the causes of imbalances;
- Promoting the economic empowerment of women, girls and people with disabilities;
- The fight against gender-based violence, particularly during the work phase; define the measures to be taken to combat violence against women in the case of the project.

Stakeholder Engagement Plan

In order to achieve effective engagement, project stakeholders were identified in order to understand their needs, concerns and expectations in terms of participation, as well as their priorities and objectives. The stakeholders sometimes refer to individual or groups who may have difficulties participating and those who may be affected unevenly or disproportionately by the project, due to their marginalized situation.

These marginalized groups are people who, by virtue of their gender, ethnicity, age, physical disability, economic disadvantage or social status, have limited participation in consultations. The Environmental and Social Technical Assistants will ensure that these people are duly represented, and if necessary, will be consulted as part of the management of their common environment.

➤ Carry out any other measures provided for in the RAP, including capacity building, as identified in the RAP.

The Socio-economist will document all his/her activities by proposing, if necessary, knowledge capitalization tools and will keep them at the disposal of TANESCO. The overall report will include the main results enriched by practical recommendations.

Component 2 – Supervision of activities on ESHS aspects

During the entire implementation period of the Kakono project, the ESHS Expert and the Biodiversity expert (with the support of Social Communication Expert and the Community Facilitators) will perform the tasks detailed hereafter.

➤ Review and approve ESHS-related documents

Verification of ESHS aspects in the design of the Kakono HPP project

Participation in the review of the final detailed designs, and in case of modification of the initial design of the project, alert TANESCO on the consequences in terms of ESHS risks and non-compliance with TANESCO's ESHS commitments.

Support TANESCO for the approval of final ESHS specifications.

Review and approval of the Construction-ESMP

Review and approve the Construction-ESMP, accompanied by its implementation program and the Worksite Environmental Protection Plan (WEPP) (including quarries, storage areas, life base, etc.), established by the Contractor during the site preparation phase.

Advice to the Contractor to ensure that its Construction-ESMP and its WEPP are operational (mapping locating WEPP main issues, synthetic procedures describing the procedures to be followed for activities and high-risk ESHS work, etc.).

Review of the updates of Construction-ESMP and of WEPPs during the performance of the works contract (updates proposed by the Contractor or at the request of TANESCO project manager).

Review and approval of ESHS documents prepared by the Contractor before starting any operation at site

As provided for in the ESHS specifications of the works contract, for example:

- Specific and complementary ESHS assessments established to obtain work permits (for example, the opening of quarries, the operation of concrete plants, etc.);
- Accreditation documents on ESHS aspects: For example, E&S risk management measures for final deposits of surplus materials, description of base-camps or other works sites (special attention to site selection, water drainage, sewage treatment, workshop areas, storage of hazardous materials, fueling area, sanitary conditions, etc.).

➤ Carry out inspections of construction sites

Inspections of construction sites

Carry out sites inspection in accordance with the ESHS specifications:

- Carrying out a weekly ESHS inspection of the sites, together with the ESHS manager of the contractor, to verify the proper implementation of the Construction-ESMP and the SEPP and the difficulties encountered, and to identify solutions to be implemented, specifying the deadline;
- Drafting E&S site visit reports setting and documenting the non-conformities found (in relation to the requirements of the current regulations, the ESHS specifications of the works contract, the ESMP and the Construction-ESMP of the Contractor, or in relation to international best practices);
- Unannounced visits with or without the ESHS manager of the contractor and / or the representative of TANESCO may be carried out in addition.

During these inspections, control Contractor's ESHS documents, to ensure compliance with the ESHS specifications:

- ESHS section of the construction log;

- Contractor's ESHS inspection reports;
- Contractor's register of non-conformities;
- Register of recruitment of staff, to check female employment rate and employment rate of the local communities on the site;
- Register of internal claims of the Contractor;
- Waste tracking register;
- Maintenance books for the fleet of vehicles, machinery and equipment;
- Any other document as provided in the ESHS specifications of the works contract.

During these inspections, on-site verification of the conformity of the environmental works with the technical specifications of the works contract and verification of their effectiveness:

- For example, planting trees of local species along the road. Have the trees been planted? Are the species local? Is the health status of the plants satisfactory? Have the technical methods of plantation been respected (pits of plantation, density of plantation, guardians, protections, etc.)?

During these inspections, management of non-conformities detected in accordance with the ESHS specifications and the works contract:

- Identification and categorization of Contractor ESHS nonconformities (level 0 / observation of a minor nonconformity, level 1 to 3 depending on the severity of the risk and / or the damage caused by the nonconformity);
- Establishment of compliance notifications or reports of non-compliance depending on the seriousness of the non-compliance;
- Application of the appropriate sanctions: automatic transfer to the higher level of an unresolved non-compliance within the given deadline, suspension of payments in the event of level 3 non-compliance, decision to suspend work if the situation so requires;
- Validation of remediation actions, the timetable for their implementation, and monitoring of these actions (with closing report, once the non-compliance is resolved).

➤ Perform a quality control of the Contractor's reporting:

Control of the delivery and quality of the Contractor's ESHS reporting. Transmission of the reporting documents to TANESCO for information and archiving.

➤ Support TANESCO and the Contractor in their relations with the stakeholders

Support TANESCO and the Contractor in their relations with the stakeholders through:

- Preparation and participation in meetings with, for example, ESHS national control authorities, local authorities, elected officials, local residents, etc. for their information or on specific subjects;
- Supporting TANESCO in the development, implementation and maintenance of the grievance mechanism and claims register, in connection with the contractor.

- Develop and implement awareness-raising and training actions on ESHS topics to TANESCO's project management teams

ESHS training actions

Verification of the training actions and awareness-raising activities carried out by the Contractor on ESHS topics, with site stakeholders (Contractor staff, subcontractors, local partner, and local communities)

Implement capacity-building actions:

- Training actions - sensitization on ESHS topics to project management teams [to be specified according to the need for capacity building of project management teams on these topics to help the project managers to size their offer]
- Awareness-raising actions on ESHS topics with other project management staff so that all staff are fully involved in their job on site ESHS risk management and compliance with contractual ESHS measures.

Component 3 – ESMP implementation

During the construction phase the E&S Technical Assistance (TA) will be in charge of supporting TANESCO in implementing all mitigation measures as per the approved ESMMP. To do so, the E&S TA will perform the following tasks:

- Set-up of the TANESCO ESMS and update of ESMP

Environmental and Social Management System (ESMS)

Evaluation of the existing ESMS or E&S internal procedure currently applicable in TANESCO. Evaluation of gaps with AfDB ISS and AFD standards, requirements and proposition of actions to strengthen the institutional organization of TANESCO and set up or reinforcement of an Environmental and Social Management System.

Ensure updated internal organization is validated by appropriate level of hierarchy to ensure effective implementation.

Review and update of the ESMMP

Advice to TANESCO to ensure that the ESMMP is operational and propose if required, modifications, with prior approval from the lenders.

- Implementation of the ESMMP

Selection of services providers

Prepare a procurement/engagement plan for the implementation of the ESMMP.

Assist TANESCO in the procurement/engagement process: Prepare terms of reference for selection of NGOs, research institutes and consultants in charge of implementing ESMMP. ToR will include reporting requirement to facilitate monitoring by the Technical Assistants.

Definition of criteria to analyze the bidders' proposal. Review of technical and financial proposals. Advice to TANESCO on the selection of the services providers. Produce reports on the selection process.

Monitoring and reporting

Follow-up and review of the implementation of mitigation measures carried out by NGOs, research institutes and consultants, including review and validation of reports, regular meeting with service providers, on-field missions and data collection to demonstrate that objectives of the mitigation measures are achieved.

Support to TANESCO to fill-in the ESMMP monitoring indicators and prepare the monitoring reports.

➤ Stakeholders engagement

Stakeholders' engagement process

Review, confirm and keep up to date list of stakeholders and their interest and exposition in the project. Identify contact persons. Follow up communication actions (meetings, document sharing, direct contact, etc.)

Liaison with national and regional entities

ESMMP identify different entities that need to be involved in the ESMMP implementation. The Technical Assistants will support TANESCO in establishing contact with national and regional administration and institutions:

- Organizing meeting and field missions with concerned parties;
- Secretariat of meetings with production of agenda, notes, record of decision, etc.;
- Support to the drafting of official documents such as MOU, conventions, etc.

Grievance Redress Mechanism (GRM)

Support to establishment of the GRM.

Follow up of the appointment of the contact persons in charge of liaison with the project management unit to deal with grievance.

Reporting on the GRM implementation.

IV. RESOURCES

The contracting structure will be able to consult with TANESCO the documents available on the Project and likely to be useful to it in the performance of its service. Documents that can be consulted include:

- The Resettlement Action Plan (RAP);
- Updated Valuation Report
- Livelihood Restoration Plan (LRP);
- The Stakeholder Engagement Plan (SEP);
- The Biodiversity Action Plan (BAP);
- Environmental and Social Impact Assessment (ESIA);
- The Environmental and Social Management and Monitoring Plan (ESMMP).
- Supplementary Fish Survey Report
- Environmental Flow Assessment Report
- Fishway Conceptual Study

V. EXPECTED RESULTS AND DELIVERABLES

Component 1

- Compensation to all Project Affected Persons (PAPs) as per the valuation report and RAP requirements
- A climate of trust is established between TANESCO and the PAPs because the latter have a complete documentation on the measures and procedures of their support thanks to the accessibility of the offices of the Environmental and Social Technical Assistants;
- The RAP is implemented through a participatory approach at all levels of its implementation in accordance with national regulations and World Bank environmental and social standards;;
- Effective social support is provided to PAPs respectively before the committee meeting, for an effective release and finally for an adequate and sustainable resettlement of PAPs;
- Local populations are assisted and if possible involved in the work;
- Vulnerability investigations are conducted and vulnerable PAPs identified for this purpose are supported;
- Gender mainstreaming comes from the activities of the Environmental and Social Technical Assistants at all levels of implementation;
- Adjustments to planned activities are made based on implementation issues;
- Periodic implementation reports are submitted to TANESCO.

Component 2

- Production of ESHS site monitoring reports [frequency to be indicated, monthly, quarterly, half-yearly, annual depending on the risks]:
 - Description of the progress of the implementation of the ESHS commitments of the Contractor, taken through the reference documents (Construction-ESMP, ESHS specifications of the contract). This report can be in the form of a table summarizing the ESHS commitments of the works Contractor, with a specific column describing the progress, the difficulties encountered, the non-compliances and the measures taken to remedy them (and their time). This report will be illustrated with a map locating the project and the main ESHS issues, and with photographs illustrating good practices and difficulties encountered on the ESHS issues.
 - Description of the progress of the implementation of the ESHS commitments of TANESCO, taken through the reference documents (SEPP, ESMP, RAP, ESSS specifications of the works contract). This report will be in the form of a table summarizing TANESCO's ESSS commitments, with a specific column describing the progress, the difficulties encountered and the measures taken to remedy them. This report will be illustrated with a map locating the ESHS project and main issues, and by photographs illustrating good practices and difficulties encountered on ESHS issues.
- Production of the ESHS end-of-work report.

The project manager will submit, no later than twenty (20) days after the provisional acceptance of the works and after the lifting of any reservations, an end-of-construction report presenting, on the basis of the site ESHS monitoring

reports, a summary of the implementation of the commitments of TANESCO, as well as those of the Contractor, with the difficulties encountered and the measures taken to remedy them. This report will be illustrated by a map locating the project and the main E&S issues, and by photographs illustrating good practices and difficulties encountered on ESSS issues. Sample documents that can be used for other TANESCO projects (ESHS site visit report template, model non-compliance form, claim log template, etc.) will be attached. This report will also include the Consultant's suggestions and recommendations on the technical, human and administrative problems encountered and related to the interpretation of the bidding documents, the works contract, etc. with the aim of continuous improvement of the ESSS supervision practices. This report will be submitted in paper format and in computer format. In particular, the model documents will be in native computer format (Word, Excel ...) so that they can be adjusted and reused for future projects.

Component 3

- The ESMMP is implemented through a participatory approach at all levels of its implementation in accordance with national regulations and World Bank environmental and social standards;;
- Adjustments to planned activities are made based on implementation issues;
- Periodic implementation reports are submitted to TANESCO.
- Production of half-yearly reports on the tasks carried out by the Technical Assistants to implement the ESMMP, indicating achievements, main issues, difficulties and remedial actions.

VI. PROFILE

The Environmental and Social Technical Assistants must meet the following criteria:

- Have carried out at least two similar missions under close socio-cultural conditions;
- Good knowledge of environmental sociology and local languages, including Swahili;
- Have a good knowledge of the local political and institutional context;
- Have a good knowledge of the issues related to the project to build infrastructure of this scale in Tanzania;
- Good knowledge of the World Bank's international environmental and social standards for involuntary resettlement, disclosure and stakeholder engagement, environmental impact management;
- Have the ability to mobilize all human and material resources to complete the mission within the assigned time frame.

VII. DURATION OF THE MISSION

The duration of the assignment to be entrusted to the Environmental and Social Technical Assistants is estimated at ninety six (96) months (phase 1- Pre construction stage services – 12 months, Phase 2 – Construction stage services – 72 months and Phase 3 – Post construction services – 12 months).

The level of engagement will vary greatly depending on the stages of the project.

VIII. MINIMUM PROFILE OF KEY PERSONNEL

The team will have to master the Tanzanian expropriation and resettlement procedures as well as the environmental and social procedures of the World Bank.

- A Head of Mission who demonstrates managerial ability and professional experience of at least twenty years, including five years in the involuntary displacement of PAPs, and fifteen years in the design and implementation of ESMPs/ESHS in donor funded project (experience in Sub Saharan Africa will be an added advantage);
- A Sociologist with at least ten years of professional experience, including seven years of similar experience requiring the involuntary displacement of persons in Sub Sahara Africa;
- An ESHS Expert with at least ten years of professional experience and 7 years of similar experience requiring the design and implementation of Construction-ESMP/ESHS for hydropower projects.
- A Biodiversity Expert with at least seven years of professional experience, including five years of similar experience within aquatic environment and hydropower plants in Sub Sahara Africa.
- A Social Communication Expert with more than five years of professional experience in public consultation and participatory approach, a good knowledge of the sociology of the environment and good interpersonal sense in Sub Sahara Africa;
- Two community facilitators or stakeholders with skills and experience in implementing a gender sensitive approach (e.g. gender analysis, methodology for facilitation/consultation activities, and training of operational teams). Knowledge on local culture is mandatory.

The head of mission may provide for other profiles that he deems necessary for the success of his mission.

The expert team will make all necessary arrangements to ensure permanent presence and maintain its premises in the area of intervention, as soon as its contract is signed, to be available to PAPs and communities surrounding.

IX. REPORTING

The Environmental and Social Technical Assistants will produce the following reports:

- An inception report indicating its schedule and working tools to comply with the RAP and BAP methodology and the project schedule;
- A monthly report of activities to be submitted by the ten (10) of each month, highlighting, among other things, the progress of activities, the information that is collected and compiled on the various indicators (number of files processed, files pending, management of complaints, etc.), sensitivities identified, situation of conflicts encountered and solutions provided or proposed, meetings held and major decisions taken, etc.

- All ESHS site monitoring reports [frequency to be indicated, monthly, quarterly, half-yearly, annual depending on the risks] as described above] describing the progress of the implementation of the ESHS commitments of the Contractor and TANESCO.
- An ESHS end-of-work report summarizing the implementation of the ESHS-related commitments of TANESCO, as well as those of the Contractor, with the difficulties encountered and the measures taken to remedy them.
- A final report capitalizing the activities of the contract and sanctioning the end of the contract. The final report will incorporate TANESCO's observations, amendments and suggestions for improvement. It will include an evaluation of the results achieved through RAP and LRP implementation as well as the potential need for complementary activities.

The format and content of the reports to be produced will be decided by mutual agreement between TANESCO and the facilitating structure, in line with the modalities provided by the RAP, ESMMP and the BAP for monitoring its implementation.

X. MONITORING-EVALUATION

A monitoring and evaluation grid will be developed by TANESCO and will serve as a framework for the facilitating structure as part of its missions and tasks in these ToRs. The parameters foreseen by the RAP and the BAP for Monitoring and Evaluation will be monitored and evaluated through the monthly reports. This includes reporting:

- Public consultation and awareness efforts on how PAPs are compensated and supported;
- Knowledge of PAPs of resettlement, compensation and income recovery activities and rules;
- PAPs satisfaction levels with various aspects of relocation and compensation will be monitored and recorded; and the functioning of the grievance mechanism, its outcomes and the effectiveness of grievance resolution will also be monitored;
- Any adjustment needs;
- Throughout the implementation of the RAP the standard of living of the PAPs will be observed and questioned, and potential problems in restoring the standard of living will be recorded and reported to TANESCO.