
UNIVERSITY OF DAR ES SALAAM



MKWAWA UNIVERSITY COLLEGE OF EDUCATION

**TANZANIA HIGHER EDUCATION FOR ECONOMIC
TRANSFORMATION (HEET) PROJECT (P166415)**

TERMS OF REFERENCE (ToR)

FOR

**CONSULTANCY SERVICES OF UNDERTAKING
ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT (ESIA)**

NOVEMBER, 2022

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1.0 COLLEGE BACKGROUND INFORMATION

1.1 Genesis of MUCE

Mkwawa University College of Education (MUCE) is a semi-autonomous public institution located in Iringa Region. The College was established on 1st September 2005 as a Constituent College of the University of Dar es Salaam (UDSM) following the transformation of the former Mkwawa High School into a University College. Its establishment was in accordance with Section 55(1) of the UDSM Act No. 12 of 1970, published on 22nd July 2005 in Government Notice No. 203. The College operates in accordance with MUCE Charter and Rules of 2009.

Initially, the College was established to offer academic and professional programmes in education. This was a response to the growing demand for teachers after successful implementation of the Primary Education Development Programme (PEDP) and Secondary Education Development Programme (SEDP). The College has grown in terms of its staffing from 123 in 2006/2007 to 304 in 2020/2021, and student enrolment from 853 in 2006/2007 to 5827 in 2020/2021. MUCE offers seven educational programmes, namely, Bachelor of Education in Arts (B.Ed. Arts); Bachelor of Education in Science (B.Ed. Science); Bachelor of Arts with Education (B.A. Education); Bachelor of Science with Education (B.Sc. Education); Postgraduate Diploma in Education (PGDE) offered by Faculty of Education; Master of Science with Education [M.Sc. (Ed.)] in Biology and Chemistry Streams offered by Faculty of Science; Master of Arts with Education [M.A. (Ed.)] in Geography Stream offered by Faculty of Humanities and Social Sciences; Master of Science in Applied Zoology; Master of Science in Applied Botany; Master of Science in Mathematical Modelling, and Master of Science in Natural Resources and Human Security Studies (M.Sc. NRHSS).

The College inherited infrastructures of the then Mkwawa High School which were constructed in 1950's and cannot support modern technologies due to their small space size and nature. For example, the existing science laboratories were designed to serve a secondary school, but now have been improvised to support undergraduate students' practical. These laboratories are not only inadequate in supporting undergraduate studies appropriately, but also not fit for advancing research for postgraduate studies and community related laboratory challenges. Therefore, the College needs state-of-the-art science laboratories, equipment and facilities to support advanced research to contribute to national development.

MUCE has received financial support from the World Bank (WB) through the Ministry of Education, Science and Technology (MoEST) under the project named Higher Education for Economic Transformation (HEET). Specifically, under this project the College intends to use part of funds received to construct four buildings which are Science Building, Multimedia and Special Needs Education Building, Students' Hostel Building and Physics Laboratory Building. These buildings will be

constructed within MUCE premises in Plot Number 391, Block E- Mtwivila at Iringa Municipality.

However, before undertaking these activities, The Bank will require Borrowers to conduct environmental and social assessment of projects proposed for Bank support in accordance with Environmental and Social Framework with Environmental and Social Standards.

It should be noted further that according to the Environmental Management Act of 2004 of Tanzania, before undertaking these activities project developers are required to carry out an Environmental and Social Impact Assessment (ESIA) prior to project implementation. Environmental clearance should also be obtained through an Environmental Audit (EA). It should be noted that, the environmental Assessment and Audit Regulations of 2005 guide the EIA process and administration in Tanzania. The Regulations give mandate to the National Environmental Management Council (NEMC) to oversee the EIA and EA process toward award of an Environmental Certificate/Permit (EP).

In the process of implementing the project, Environmental and Social Impact Assessment Studies will be conducted by Consultants in compliance with the existing Environmental regulations and other regulations of the Country. The study will be an integrated approach and it will cover:

- i. Screening and Scoping;
- ii. Impact Prediction of the Project;
- iii. Suggestion of mitigation measures;
- iv. Prepare Environmental and Social Management Plan (ESMP); and
- v. Health and Safety Management Plan (HSPM).

The Terms of Reference (ToRs) are hereby provided to guide the Consultants to conduct ESIA Study, develop Environmental and Social Management Plan (ESMP), including Health and Safety Management for the proposed activities, prepare and submit ESIA report to NEMC and World Bank.

2.0 OBJECTIVE OF THE ASSIGNMENT

2.1 General Objective

To conduct the Environmental and Social Impact Assessment (ESIA) studies for proposed construction of four buildings at MUCE namely:

- i. Science Building;
- ii. Multimedia and Special Needs Education Building;
- iii. Students' Hostel Building; and
- iv. Physics Laboratory Building

The purpose of the ESIA study is to foresee the environmental and social risks and impacts of the proposed project activities before their actual implementation. The

study therefore shall address the social, economic, environmental and health and safety issues associated with the project activities. The study will also provide a relevant Environmental and Social Management Plan (ESMP), including Health and Safety Management to prevent or minimize and mitigate adverse risks and impacts through project design, implementation and operational phases. The study will also identify organizational capacity and competence needed and monitor the ESMP's effectiveness.

2.2 Specific Objectives

The specific objectives of the assignment are as follows: -

- i. To carry out environmental screening and scoping study to identify social and environmental risks and impacts in the project site and nearby environment;
- ii. To identify, analyse and assess environmental and social risks and impacts of the proposed construction project;
- iii. To describe the pertinent regulations and standards governing; environmental quality, health and safety, protection of sensitive areas, protections of endangered species and land use control at international, national regional and local levels;
- iv. To recommend cost-effective measures for minimizing or eliminating adverse impacts of the proposed design, construction, operation and maintenance of the project; and
- v. To prepare Environmental and Social Management Plan, including and Health and Safety Management for design, construction, operation and maintenance phases of the Project.

3.0 DESCRIPTION OF THE PROPOSED ASSIGNMENTS

The main objective of the consultancy services is to prepare ESIA, development of the Environmental and Social Management Plan (ESMP), including Health and Safety Management for the proposed construction of Science Building, Multimedia and Special Needs Education building, Students' Hostel Building and Physics Laboratory Building.

The ESIA should comply must comply with the World Bank Environmental and Social Framework with Environmental and Social Standards (ESS) and the environmental regulations of Tanzania as per the provisions of the Environmental Management (Environmental Impact Assessment and Audit) Act No. 20 of 2004 and (Amendment) Regulations of 2018. Mkwawa University College of Education intends to engage an ESIA Consultant to assess the impact on social and environment that might be caused by the projects during construction and after construction thereafter recommend mitigations measures to prevent or minimize adverse impacts as well as developing ESMP including health and safety management whose recommendations will be used to inform the design of the proposed activities/ work.

4.0 SCOPE OF THE WORK

The Consultant shall carry out the consultancy in accordance with this ToRs inline World Bank Environmental and Social Frameworks requirements and the applicable National Legislations. .

Therefore, the ESIA and development of ESMP and other relevant tools will be in line with the requirements of:

- i. The HEET Environmental and Social Management Framework (HESMF)
- ii. The World Bank Environmental and Social Framework - Environmental and Social Standards
- iii. The Environmental Management Act Cap 191 of 2004
- iv. The Lands Act (1999) and Village Land Acts (1999);
- v. Occupational Health and Safety Act (2003);
- vi. HIV and AIDS (Prevention and Control) Act No. 28/08 (2008);
- vii. ;
- viii. ESIA and Audit Amended Regulations of 2018;
- ix.);
- x. The HEET Stakeholders Engagement Plan (2021);
- xi. Employment and Labour Relations Act, 2004;
- xii. Urban Planning Act, 2007
- xiii. Engineers Registration Act and its Amendments 1997 and 2007;
- xiv. Contractors Registration Act, 1997;
- xv. Architects and Quantity Surveyors Registration Act, 1997;
- xvi. Public Health Act, 2009;
- xvii. Fire and Rescue Act, 2007;
- xviii. The Workers Compensation Act No. 20 of 2008; and
- xix. Mining Act, 2010

Task 1: Registration, Preparation of the Project Brief and scoping

- i. Project registration and submission of scoping report to the NEMC on behalf of the Client.
- ii. The Consultant shall determine the content and extent of the matters which should be covered in the environmental information to be submitted to Project Environment experts to ensure they abide to ToRs.

Task 2. Environmental and Social Impact Assessment

2.1 Description of the Proposed Project/Project Background

The Consultant shall provide a brief description of the relevant parts of the project using maps of appropriate scale where necessary and include the following information:

- i. Project justification;
- ii. Project objectives;
- iii. Description of the location of the project;

- iv. General site layout, size, and capacity of buildings to be constructed;
- v. Area of influence of the Infrastructure works;
- vi. Pre-construction activities;
- vii. Construction activities;
- viii. Schedule of project activities;
- ix. Staffing and support;
- x. Facilities and services;
- xi. Operation and maintenance;
- xii. Activities to be executed;
- xiii. Building Life span; and
- xiv. Decommissioning

2.2 Description of the Physical and Biological Environment of the project area

The Consultant shall gather, evaluate, and present baseline data on the relevant environmental characteristics of the proposed study area. These shall include information on any changes anticipated before the project commences, during project implementation and after ending the construction project. This information shall include:

- i. **Physical environment:** This shall cover geology; topography; soils; climate and meteorology; ambient air quality; surface and groundwater hydrology; noise level, existing sources of air emissions; existing water pollution discharges; and receiving water quality; and
- ii. **Biological environment:** flora; fauna; rare or endangered species; ecologically important or sensitive habitats, including parks or reserves, significant natural sites; species of commercial importance; and species with potential to become nuisances, vectors, or dangerous (of project site and potential area of influence of the project).

2.3 Description of Socio-economic and Cultural Environment of the project area

- i. **Socio - economic and cultural environment;** this shall include but not limited to population, status of land acquisition and suitability of the location; planned development activities community structure; employment; distribution of income, goods and services; recreation; public health, gender specific needs including special needs to the disadvantaged groups; prevalence of HIV/AIDS, and cultural/historic properties;
- ii. **Gender Based Violence (GBV), including sexual exploitation and abuse and work place sexual harassment environment.** The Consultant shall assess the GBV risks at country, district and the project level in relation to the proposed construction work;

- iii. **Consultations regarding Gender Based Violence (GBV) and Group Regularity Model (GRM) shall be conducted only with key stakeholders (NGOs, CBOs, governmental authorities).** Stakeholder consultations should never directly ask about individual experiences of GBV. Rather, they should focus on gaining an understanding of the experiences of women and girls in the project location/area, including wellbeing, health and safety concerns;
- iv. The consultant also shall propose Grievance Redressing Mechanism (GRM) to help address concerns and grievances, mediate conflicts and cut down lengthy litigations which delays such infrastructural projects;
- v.
- vi. **The Consultant shall propose GBV mitigations measures in relation labour influx and construction related issues at HEET;**
- vii. **The Consultant shall also assess the project related risks** and include in ESIA information of poverty levels in the intervened area, potential risks of labour influx (in terms of absorption capacity of external workers in the project area and ratio of influx of workers visa vis community members/resident of the project area, amount of works and difficulties to supervise;
- viii. The consultant should provide a guide to be used during design stage in the implementation of circulation within designed buildings structures to cement student's concentration and lessen harassment and bullying of students; and
- ix. The consultant shall analyze and guide the impact of circulation and movement in the project area and surroundings to ensure that students are safe to move to and from designated classes and accommodation areas.

2.4 Legislative, Administration Framework

Describe the pertinent regulations and standards governing environmental quality, health and safety, protection of sensitive areas, protections of endangered species and land use control at international, national regional and local levels. The Consultant shall undertake a review of, legislation and administrative framework within which the environmental management of the proposed construction of the projects will be carried out.

The World Bank Environmental and Social Standards described under the Environmental and Social Framework (ESF) which are relevant to this project as defined in the project's ESMF.

Furthermore, the Consultant shall clearly describe the linkage between the functions of the relevant institutional or administrative frameworks in Tanzania and the proposed project undertakings. The Consultant shall assess the capacity of the

project implementing entities on the management of environmental and social issues under the project. On the social side, the Consultant shall assess among others the institutional arrangements for dealing with child abuse protection and gender-based violence, the different stakeholders involved and their roles and responsibilities.

2.5 Conduct Stakeholder Consultation

The consultant shall identify and carry out series of consultation meetings. To ensure meaningful consultations the consultant will be required to reach out all the relevant stakeholders at national, regional, district and local levels (within the university communities and outside – surrounding communities as well as the communities using/surrounding the materials borrow sites). Stakeholders at national, regional and LGAs level will include the Government Agencies, local NGOs, affected groups and other interested parties in order to obtain their views regarding potential impacts expected from the proposed construction(s) activities and propose mitigation measures. The consultant shall incorporate the collected information in the ESIA report.

The consultant shall pay particular attention to the needs from various special groups including the users (university students), disadvantaged groups such as people with disabilities, expecting female students, that may be affected by the proposed project.

On the GBV, consultant will elicit level of problem prevalence in order to come up with workable suggestions for mitigations. However, precaution should be taken not to search about personal past experiences of GBV; the focus should also be on gaining the general understanding of the experiences of women and girls in project locations including wellbeing, health and safety concerns. Consultant should gather information on existing GBV handling system within the University and parties involved including organizations or agencies that attend survivors within the University or existing organizations outside the university that provides services to a person who discloses GBV and referred to them for assistance.

The consultant should solicit the existing Grievance Redress Mechanism (GRM), including Nature and types of grievances, the procedures for filling grievances, parties involved in grievance handling, feedback provision to the complainant(s), grievances that will be potentially caused by construction related activities. Suggest grievance redress mechanism specifically for the project.

All consultations undertaken for this ESIA studies/study at all levels should be documented and presented in the Environmental Impact Statement (EIS) including

the methodology used for those consultations. Photographs, minutes of the conducted meetings, names and signatures of consulted people shall be provided in the ESIA.

2.6 Identification, Analysis and Assessment of Potential Impacts

The Consultant shall identify, analyse and assess environmental and social impacts of the proposed and construction buildings and operation in the MUCE premises. The Consultant shall distinguish between positive and negative impacts, direct and indirect impacts, and immediate and long-term impacts. Identify impacts that are unavoidable or irreversible. Wherever possible, describe impacts quantitatively, in terms of environmental components affected (area, number), environmental and social costs and quality of available data, explaining significant information deficiencies and any uncertainties associated with the predicted impacts.

The significance of impacts of the proposed construction of the projects shall be assessed, and the basis of this assessment shall be specified. The Consultant should take into consideration existing bylaws, national and international environmental standards, legislation, treaties, and conventions that may affect the significance of identified impacts. The Consultant shall use the most up to date data and methods of analysing and assessing environmental and social impacts. Uncertainties concerning any impact shall be indicated. Therefore, the consultant has to identify, assess and provide possible mitigation measures for potential negative environmental and social impacts of the project, and to provide guidance on environmental and social management.

In addition, to minimize impact to the environment and for the project to be environmentally friendly, the Consultant has to propose green elements or futures of building green design to be incorporated in the building design or in construction and after construction phases of the project. The Consultant shall analyse all occupational health and safety issues likely to arise as a result of the construction and operations of the proposed buildings.

2.7 Social mitigation including Gender Based Violence (GBV) and Group Regularity Model (GRM)

The Consultant shall identify stakeholders' paternally relevant for GBV and GRM and suggest cost effective measures for minimizing or eliminating adverse impacts of the proposed construction and operation of the projects. The costs of implementing these measures shall wherever possible be estimated and presented. If compensation is recommended as one form of mitigation, the Consultant shall identify all the names and physical addresses of people to be compensated.

The proposed mitigation measures and cost estimates shall be grouped in a separate Bills of Quantities (BOQ) for the projects and should also include the cost of supervision for the implementation of mitigation measures (if any).

The consultant also shall provide Grievance Redress Mechanism (GRM) which will help to address concerns and grievances, mediate conflicts and cut down lengthy litigations which delays such infrastructural projects. A draft report supporting this implementation activity shall be prepared timely and submitted for filing.

2.8 Environmental and Social Management Plan (ESMP)

The Environmental Management Plan focuses on three genetic areas: implementation of mitigation measures, institutional strengthening and training, and monitoring. The Consultant shall prepare an Environmental and Social Management Plan, which will include proposed work programme, budget estimates, schedules, staffing and training requirements and other necessary support services to implement the mitigation measures. Institutional arrangements required for implementing this management plan shall be indicated. The cost of implementing the monitoring and evaluation including staffing, training and institutional arrangements must be specified.

The Consultant shall prepare detailed arrangements to monitor the implementations of mitigating measures and the impacts of the projects during construction and operation. The Consultant shall include in the plan an estimate of capital and operating costs and a description of other required inputs.

In addition the following should be included in the Environmental and Social Management Plan (ESMP):

- i. A brief description of mitigation measure for the identified impact with timeline for its implementation, responsibilities for executing measures, indicators for measuring success and budgetary requirement;
- ii. Occupational health and safety plan,
- iii. Community health, safety plan;
- iv. Traffic management plan;
- v. Labour management plan/procedure
- vi. Construction camps management plan;
- vii. Construction waste and trash disposal plan; and
- viii. Community Safety Plan

6.0 DUTIES AND RESPONSIBILITIES OF THE CLIENT/EMPLOYER

Mkwawa University College of Education shall be responsible for the following:

- i. To appoint the College focal person for coordinating ESIA study;
- ii. To introduce Consultant into the project site through the MUCE Estates and Works Management Unit;
- iii. To provide relevant data or information required by the Consultant, so as to facilitate preparation of the ESIA Report;
- iv. To monitor timely delivery and the quality of services offered by the ESIA Consultant;

- v. To attend the site verification when done by NEMC;
- vi. To review the scoping report and Environmental Impact Statement for improvement or comments before being submitted to NEMC;
- vii. To attend Technical Advisory Committee (TAC) on ESIA Report Evaluation;
- viii. The College will provide the relevant materials which will include the relevant safeguards documents (Environmental and Social Management Framework, HEET Stakeholders Engagement Plan and The World Bank Environmental and Social Frameworks), project appraisal document, and other background information;
- ix. The College will provide relevant background documentation and studies;
- x. Make all necessary arrangements for facilitating the work of the Consultant and to provide access to Project sites, introducing Consultant to relevant government authorities if a need arises, and other Project stakeholders;
- xi. Monitor timely execution of ESIA study by the ESIA Consultant; and
- xii. Any other information to facilitate the Consultant to carry out the assignment.

7.0 IMPLEMENTATION SCHEDULE FOR CONDUCTING ESIA STUDY

ESIA process and reporting will follow the provision of Environmental Guidelines for Tanzania of 2005 and its amendment of 2018, the Environmental Act and the World Environmental Safety and Environmental Guidelines requirements (OP.4.10.) The total duration of the ESIA study will be three months. The ESIA detailed implementation plan showing key activities to be conducted are presented in Table 1.

Table 1. ESIA study Implementation Schedule of Deliverables

S/N	Activities Planned	Time (Days)
1.	Signing date of contract to carryout ESIA study	1day
2.	Preparation of Registration Forms, Scoping Report and TOR for carrying out detailed study	14 days
3.	Comments by Client on the scoping report and filling the NEMC registration Form	4 days
4.	Effecting comments from the Client	1 day
5.	Decision by NEMC	14 days
6.	Preparation & Submission of Draft ESIA Report to Client including ESMP and Detailed Monitoring Framework	30 days
7.	Comments by Client on the Draft of the ESIA report	3 days
8.	Effecting the comments from the Client	1 day
9.	Submission of Draft ESIA Report to NEMC and World Bank	1 day
10.	ESIA report revision by NEMC (NEMC will also conduct site verification and organize Technical Advisor Committee to be attended by Consultant and Client	30 days
11.	Revision of the Report (Addressing NEMC and TAC comments)	4 days
12.	Comments from Client	2 days
13.	Effecting comments from the Client and the World Bank	1 day
14.	Submission of final ESIA report to NEMC client including	1 day

	ESMP and detailed monitoring framework. The final report will also be submitted to the World Bank for clearance.	
15.	Decision by the Ministry after having received report from the Client.	14 days
16.	Issue of Certificate	1 day

8.0 ESTIMATED TIME OF KEY INPUT BY STAFF PERSONNEL

The estimated total staff input shall not exceed four (4) staff months. Estimated input of Key Experts time input. The Consultant is expected to propose optimum number of person days. The desirable distribution of professional Person- Days is presented in Table 2.

Table 2. Distribution of Professional Person-Days

S/N	Key Personnel staff (Positions)	No. of staff	Person-days
1.	Team Leader	1	67
2.	Environmental Engineer	1	30
3.	Sociologist	1	25
TOTAL (days)			122

9.0 CONSULTANT REPORTING OBLIGATION

The Environmental and Social Impact Assessment (ESIA) reports should be concise and limited to significant environmental Issues. The Main text should focus on findings, conclusions, and recommended actions supported by summaries of the data collected and citations for any references used in interpreting data. Detailed or uninterpreted data are not appropriate in the main text and should be presented in appendices or separate volume.

Upon review and approval of the Scoping Report, NEMC will advise that an ESIA study be undertaken. The ESIA study will entail a systematic investigation of all impact areas as identified in the scoping report, taking care to document the current baseline environment, resource exploitation patterns and ecological pressure points. It will include but not limited to;

Reporting structure:

- i. A description of key components of the proposed project, the implementing agents, a brief history of the project and its justification;
- ii. Baseline Information; Baseline environmental information comprising physical, biological and socioeconomic conditions of the site to be assembled and evaluated;
- iii. A description of the pertinent legislation, regulations and standards, as well as relevant World Bank safeguards documents (Environmental and Social Management Framework, HEET Stakeholders Engagement Plan and

- The World Bank Environmental and Social Frameworks) applicable to the proposed project and the appropriate authority jurisdictions;
- iv. Identification of impacts related to project elements and an analysis of severity and duration of impacts;
 - v. Prescription of mitigation measures and development of an environmental management plan to neutralize the effects of negative impacts;
 - vi. Development of a monitoring plan to ensure that the proposed mitigation measures are implemented and the desired remediation effects achieved; and
 - vii. Public consultation and documentation of stakeholder views.

It is mandatory for the ESIA study to undertake public consultation with all stakeholders in the project's area of influence. The ESIA Consultant has to adhere to the format shown in Table 1 in submitting the reports as per Table 3.

Table 3. Reporting Format

No.	TYPE OF REPORT	REPORT FORMAT	NUMBER OF HARD COPIES	SOFT COPIES
1.	Project Brief/Screening	A4 (MS word/Excel)	3	1
2.	Scoping Report	i. A4 (MS word/Excel)	3	1
3.	Draft Environmental and Social Impact Statement (EIS).	i. A4 (MS word/Excel)	17	1
4.	Final Environmental and Social Impact Assessment Report after incorporating WB and NEMC comments	i. A4 (MS word/Excel)	3	1

10.0 QUALIFICATIONS, EXPERIENCE, ROLES AND RESPONSIBILITIES OF THE CONSULTING FIRM

The firm should be registered with NEMC or other professional board as Environmental expert and should have at least ten (10) years' experience in conducting EIA/EA/ESIA studies. The firm must have undertaken at least three (3) Environmental Impact Assessment as assignments in the last five (5) years and above. The firm should produce as evidence at least three sample reports accepted by NEMC related to the construction of buildings. The firm shall comprise at least the following key personnel with the specialization and experience indicated:

10.1. Team Leader

The Team Leader shall have a minimum of Master Degree in Environment, Natural Resources Management, Environmental Engineering or related field and with at least five (5) years of practical working experience in undertaking ESIA studies in building works or other related projects. In addition, the team leader must be familiar with the Tanzania Government Environmental laws and regulations, and the World Bank Environmental and Social Framework (ESF) and associated Environmental and Social Standards (ESSs), He/she should have demonstrated experience in elaboration of ESIA studies and Environment and Social Management Plans (ESMP) on at least four (4) projects of similar magnitude and complexity in the past ten years, in the donor financed projects, in developing countries The Team Leader must have excellent communication skills, fluent in written and spoken English and should be certified with NEMC, holding a valid EIA/EA/ESIA practicing certificate issued by NEMC. The team leader must present the evidence of ESIA studies undertaken or on going and his contribution or his/her role in the respective projects.

10.2. Environmental Engineer

The Environmental Engineer must possess a minimum of Bachelor degree in Environmental Engineering or related discipline with at least three (3) years of practical working experience in undertaking ESIA studies in Building works. The Environmental Engineer must have excellent communication skills, fluent in written and spoken English and should be certified with NEMC holding a valid EIA/EA/ESIA Practicing certificate issued by NEMC.

10.3. Sociologist

The Sociologist must possess a minimum of Bachelor degree in Sociology, development, gender, international relations, sociology or related disciplines (anthropology, sociology, social work, or economics) with at least Five (5) years of practical working experience in ESIA development programes/projects and supervising social safeguards and community engagement in building construction works. Familiarity with World Bank Environmental and Social Standards is a necessity. He/she shall have relevant work experience on GBV prevention, mitigation and/or response and a good understanding of all areas; experience on case management is an added value . He/She must produce as evidence at least two sample reports related to the construction of buildings which he/she was part of and was accepted by NEMC. The Sociologist must have excellent communication skills, fluent in written and spoken English.

10.5. Communication and Reporting Requirement

All official communications regarding the project work shall be addressed to the College Principal. However, the Environmental and Social Safeguards Specialist at PIU shall coordinate the Consultancy and will be the contact persons for day to day running of the assignment.

11.0 PAYMENT

The Consultants should clearly indicate the costs of each activity when submitting their financial proposal. Payment to the Consultant will be made by milestone of each activity. Payment shall be effected after submission of report of under mention activities and achievement of mentioned deliverables. All payments will be done as per schedule presented in Table 4.

Table 4. Payment Schedule

S/N	Requirement	Payment (% of the Contract price excluding VAT)
1.	Direct cost (Approved reimbursables)	Lump sum
2.	Project Registration and submission of Scoping Report. As part of the deliverable a NEMC stamped ToRs for conducting detailed ESIA study should be submitted by Consultant to Client.	30%
3.	Draft Environmental and Social Impact Statement (EIS)	40%
4.	Final ESIA Report incorporating WB and NEMC comments. Final payments shall be made after receipt of the EIA clearance certificate issued by NEMC and clearance of the report by the WB.	30%