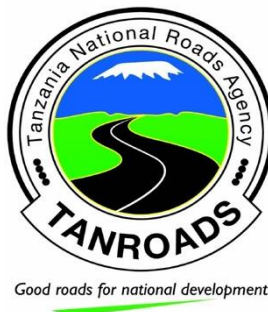


THE UNITED REPUBLIC OF TANZANIA

MINISTRY OF WORKS



TANZANIA TRANSPORT INTEGRATION PROJECT (TanTIP) -P165660

TERMS OF REFERENCE

FOR

CONSULTANCY SERVICES FOR ENGAGEMENT OF MONITORING OF GENDER-BASED VIOLENCE (GBV/SEA/SH) UNDER THE TANZANIA TRANSPORT INTEGRATION PROJECT (TANTIP) SUB PROJECTS

AUGUST 2026

1.0 INTRODUCTION

The Government of the United Republic of Tanzania is implementing the Tanzania Transport Integration Project (TanTIP) with the objective of improving transport connectivity, safety, and efficiency through the development and rehabilitation of transport infrastructure. Given the scale and geographic coverage of the project, TanTIP has the potential to generate both positive and adverse social impacts.

One of the key social risks associated with large-scale transport infrastructure projects is Gender-Based Violence (GBV), including Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH). Such risks may arise due to labor influx, power imbalances, community-worker interactions, and inadequate awareness or enforcement of codes of conduct.

In line with national laws and policies of Tanzania, and applicable Environmental and Social Frameworks (including World Bank ESF where applicable), TanTIP has committed to the prevention, mitigation, and response to GBV risks. To ensure effective implementation of GBV risk mitigation measures, regular and systematic monitoring of GBV-related actions and outcomes is required. TanTIP is financed in part by the World Bank and is therefore subject to the World Bank Environmental and Social Framework (ESF). The ESF requires Borrowers to identify, assess, and manage environmental and social risks and impacts in a manner consistent with Environmental and Social Standards (ESSs).

Tanzania Transport Integration Project comprises of rehabilitation of Mtwara – Mingoyo – Masasi road (200 km), Rutikira – Songea road section (100 km), Lusahunga – Rusumo road (92 km) and Upgrading of Iringa – Msembe road (104 km), Rehabilitation and Improvement of Regional Airports of Tanga, Iringa and Lake Manyara and intends to apply part of the proceeds of this credit to eligible payments under the Contract to engage consultant for monitoring of GBV/SEA/SH as set out in the TanTIP Environmental and Social Commitment Plan (ESCP) and related TanTIP project documents.

This Terms of Reference supports compliance with the following ESF standards:

- i. **ESS1:** Assessment and Management of Environmental and Social Risks and Impacts

- ii. **ESS2:** Labor and Working Conditions
- iii. **ESS4:** Community Health and Safety
- iv. **ESS10:** Stakeholder Engagement and Information Disclosure

The monitoring assignment is a key instrument for implementing the GBV Action Plan, Labor Management Procedures (LMP), Stakeholder Engagement Plan (SEP), and project-level Grievance Redress Mechanism (GRM) under TanTIP

2.0 PROJECT DESCRIPTION

The Tanzania Transport Integration Project is a strategic national initiative aimed at developing an efficient, sustainable, and interconnected transport system to support economic growth, regional integration, and social development in Tanzania. The project seeks to improve connectivity across road, rail, maritime, and air transport networks while enhancing logistics efficiency, safety, and environmental sustainability.

Tanzania's geographic position as a regional gateway to landlocked countries in East and Central Africa presents a unique opportunity to strengthen trade corridors and improve mobility for people and goods. However, existing transport infrastructure faces challenges including congestion, limited intermodal coordination, aging assets, and vulnerability to climate impacts. The Tanzania Transport Integrated Project addresses these challenges through an integrated, multimodal approach aligned with national development priorities and regional transport frameworks.

The project focuses on upgrading and expanding key transport corridors, modernizing ports and logistics hubs, rehabilitating and constructing roads and improving last-mile connectivity to rural and urban centers. It also emphasizes the integration of transport systems through digital solutions, intelligent transport systems (ITS), and improved institutional coordination among transport agencies. In addition, the project incorporates strong components on road safety, climate resilience, and environmental and social safeguards. Capacity building, policy reforms,

and private sector participation are central to ensuring long-term sustainability and effective operation of transport infrastructure.

Through improved transport efficiency and accessibility, the Tanzania Transport Integrated Project will reduce travel time and logistics costs, enhance regional and international trade, create employment opportunities, and promote inclusive economic growth. The project ultimately aims to position Tanzania as a competitive transport and logistics hub in the East African region.

The Tanzania National Transport Infrastructure Project is currently supporting the implementation of several strategic road and airport infrastructure sub-projects aimed at improving connectivity, transport efficiency, and regional integration across the country.

Road Infrastructure Sub-projects

- i. Mtwara -Mingoyo – Masasi road 201km. This sub-project is located in Mtwara and Lindi regions which are in the southern part of Tanzania. The road provides a critical transport link between the port city of Mtwara and the inland districts of Lindi and Masasi, facilitating movement of people, agricultural produce, and goods, as well as supporting cross-border trade with neighboring countries.
- ii. The Rutikira–Songea road section and its Bypass (116km) is situated in the Ruvuma Region and serves as an important corridor connecting rural production areas to Songea Municipality, the regional capital of Ruvuma region. The project aims to improve road conditions, enhance safety, and reduce travel time along the Songea municipal – Makambako trunk road.
- iii. Lusahunga – Rusumo road (92km) section is located in the northwestern part of Tanzania, linking Lusahunga to Rusumo near the Tanzania–Rwanda border. The corridor is strategically important for regional trade and integration within the East African Community, providing access to the Rusumo One-Stop Border Post and facilitating international freight movement as the road section is part of the central corridor from Dar es salaam- Dodoma- Isaka – Kahama – Lusahunga - Rusumo.

- iv. The Iringa–Msembe road (104km) is located in Iringa region the Southern highlands and provides access to Ruaha National Park and surrounding communities from Iringa Town. The upgrading works aim to improve accessibility, support tourism development, and enhance socio-economic activities in Iringa Region; and
- v. Airport Infrastructure Subprojects includes the rehabilitation and improvement of selected regional airports, namely:
 - o **Tanga Airport** (Tanga Region)
 - o **Iringa Airport** (Iringa Region)
 - o **Lake Manyara Airport** (Manyara Region)

These airport subprojects focus on upgrading airside and landside facilities to improve safety, operational efficiency, and service quality thereby strengthening regional and national air transport connectivity and supporting tourism and economic growth.

2.0 PURPOSE OF THE ASSIGNMENT

The purpose of this assignment is to conduct independent and systematic monitoring of Gender-Based Violence (GBV) risks, prevention, mitigation, and response measures under TanTIP, in order to:

- i. Ensure compliance with national regulations and project-specific GBV Action Plans;
- ii. Assess the effectiveness of GBV prevention and response mechanisms;
- iii. Identify gaps, challenges, and emerging risks related to GBV;
- iv. Provide actionable recommendations for strengthening GBV risk management throughout the project lifecycle; and
- v. Continuous improvement of GBV risk management throughout project implementation.

3.0 OBJECTIVES OF THE ASSIGNMENT

The objective of the assignment will be to provide technical support on social safeguards to ensure TANROADS' full compliance with the World Bank Environmental and Social Framework (ESF), as outlined in the Environmental and Social Commitment Plan (ESCP). This includes

supporting the implementation and monitoring implementation of key social instruments such Stakeholder Engagement Plan (SEP), Labor Management Procedures (LMP), Vulnerable Groups Planning Framework (VGPF), Resettlement Planning Framework (RPF), and Environmental and Social Management Framework (ESMF), Social Impact Assessments (ESIAs), Environmental and Social Management Plans (ESMPs), Resettlement Action Plans (RAPs), and the Gender-Based Violence (GBV) Action Plan.

3.1 SPECIFIC OBJECTIVES OF THE ASSIGNMENT

The specific objectives of the GBV monitoring are to:

- i. Assess the implementation and effectiveness of GBV prevention and mitigation measures under TanTIP;
- ii. Monitor adherence to Codes of Conduct by contractors, consultants, and project workers;
- iii. Evaluate the functionality, accessibility, and survivor-centeredness of GBV grievance redress mechanisms (GRMs);
- iv. Assess community awareness and perceptions regarding GBV risks, reporting mechanisms, and available support services;
- v. Identify trends, risks, and systemic issues related to GBV, SEA, and SH within project areas; and
- vi. Provide evidence-based recommendations to improve GBV risk management and survivor support.

4.0 SCOPE OF WORK

The monitoring assignment shall cover, but not be limited to, the following activities:

4.1 Objectives

The general objective of this position is to support GBV, SEA and SH Risk Management Requirements including risks identification, prevention, mitigation, and response to GBV specifically SEA/SH risks generated/exacerbated by the project's activities, related to project implementation.

4.2 Key tasks of the GBV Expert

4.1 Review of Documentation Review relevant project documents, including the following:

- i. GBV Action Plans;
- ii. Environmental and Social Management Plans (ESMPs);
- iii. Labor Management Procedures (LMP);
- iv. Codes of Conduct;
- v. GBV-related sections of contracts and bidding documents; and
- vi. Grievance Redress Mechanism procedures and records (with confidentiality safeguards).

4.2 Field Monitoring and Verification

- i. Conduct site visits to selected project locations, including construction sites and affected communities;
- ii. Observe workplace and community-level GBV risk mitigation measures; and
- iii. Verify availability and visibility of GBV information, referral pathways, and reporting channels.

4.3 Stakeholder Engagement

Conduct consultations and interviews with:

- i. Project Implementation Team (PIT) staff;
- ii. Contractors and supervising consultants;
- iii. Workers (male and female);

- iv. Community members, including women, youth, and vulnerable groups;
- v. Local leaders and service providers (health, legal, psychosocial support); and
- vi. Ensure consultations are conducted in a safe, ethical, and survivor-centered manner.

4.4 Monitoring of GBV Response Mechanisms

- i. Assess the functionality and effectiveness of GBV-sensitive GRMs;
- ii. Review referral pathways and coordination with local GBV service providers;
- iii. Assess confidentiality, survivor safety, and timeliness of responses;
- iv. Put in place the monitoring and evaluation plan for activities relating to the prevention and management of SEA/SH cases, in coordination and with the support of the World Bank, together with performance indicators and their target values;
- v. Support the monitoring of indicators relating to the functioning of the SEA/SH GM, in particular concerning the reporting and follow-up of SEA/SH complaints related to the project (in accordance with the SEA/SH GM manual and GBV core guiding principles);
- vi. Based on the information collected directly and provided by the supervision consultants, keep up to date and share periodically a monitoring tool (e.g., table) summarizing the information relating to the contracts of service providers or consultants relating to SEA/SH, signing of Code of Conducts (CoCs) by project personnel's, including training dates for project personnel's and workers in the companies; and
- vii. Document the good practices or success stories experienced following the implementation of SEA/SH risk mitigation measures.

4.5 Data Collection and Analysis

- i. Collect qualitative and quantitative data related to GBV risks and mitigation;
- ii. Analyze trends, gaps, and compliance levels;
- iii. Ensure that no personally identifiable information of survivors is collected or disclosed;

- iv. Evaluate project activities to assess the adequacy with national and World Bank requirements in terms of prevention and management of SEA/SH cases;
- v. Analyze key gaps between achievements and targets and make any appropriate recommendations to improve SEA/SH risks mitigating measures;
- vi. Propose adjustments to Project activities for the prevention and management of SEA/SH risks;
- vii. Evaluate project activities to assess the adequacy with national and World Bank requirements in terms of prevention and management of SEA/SH cases;
- viii. Analyze key gaps between achievements and targets and make any appropriate recommendations to improve SEA/SH risks mitigating measures; and
- ix. Propose adjustments to Project activities for the prevention and management of SEA/SH risks.

4.6. Methodology of undertaking

The monitoring shall adopt a mixed-methods approach, including:

- i. Desk review of project documentation;
- ii. Key informant interviews;
- iii. Focus group discussions (where appropriate and safe);
- iv. Direct observations; and
- v. Use of ethical and survivor-centered GBV monitoring tools.

All activities shall comply with ethical guidelines for GBV research and monitoring, including informed consent, confidentiality, and “do no harm” principles.

4.7 Reporting

The GBV Expert will prepare quarterly and Bi-annually reports of the SEA/SH monitoring. These reports will take stock of the achievements of the quarter, or Bi -annual; will present the main issues raised and the solutions provided, together with the strengths and weaknesses of the actions carried out. The said reports will be due on quarterly bases.

5.0 QUALIFICATIONS AND EXPERIENCE

The desired attributes for the monitoring position are as follows:

- i. A College/University degree, in Social Sciences, Anthropology, Gender, Social work, or related discipline;
- ii. A Master's degree in the social sciences related to the above disciplines, or a related field, is an advantage;
- iii. He/She must have at least eight (8) years of cumulative experience in addressing social, resettlement, or gender issues;
- iv. He/She must have at least five (5) years' working experience in infrastructure projects, preferred projects funded by International Financing Institutions involving supervising GBV prevention and response activities, conducting awareness campaigns on women's rights, gender equality, GBV, and/or reproductive health, considered an asset;
- v. Excellent knowledge of the guiding and ethical principles that govern work with survivors of GBV and good practices in the implementation of activities to prevent and address GBV;
- vi. Proven experience working on infrastructure or transport projects;
- vii. Demonstrated knowledge of Tanzania's legal and institutional framework on GBV;
- viii. Experience with donor-funded projects and Environmental and Social Frameworks;
- ix. Strong skills in ethical GBV data collection and reporting;
- x. Practical experience with the World Bank's safeguard policies and their application in similar projects is considered an added advantage;
- xi. The GBV Expert must be computer literate with competency in word processing, spreadsheets, and slideshow/PowerPoint program, Internet and Intranet;
- xii. Must have working experience of at least three (3) years in developing countries; and

- xiii. Proficiency in written and spoken English is mandatory, and with Excellent command of Swahili language and local dynamics is an advantage.

6.0 FACILITIES TO BE PROVIDED BY THE EMPLOYER

- i. TANROADS will provide the GBV Expert with facilities that will enable him/her to perform his/her duties efficiently. These will include, but not be limited to, a furnished office and facilities, documents and,
- ii. When the GBV Expert will be on travel out of his/her duty station for official duties, his/her per-diem rate shall be in accordance with applicable rates for TANROADS regular staff for an equivalent position.

7.0 DURATION AND LOCATION OF ASSIGNMENT

7.1 Duration

The duration of the assignment will be 12 Months, renewable based on satisfactory performance of the Consultant and Project needs.

7.2 Performance Review

- i. Notwithstanding Sub-Section 7.1 above, succession of the Services from one year (12 months) to another will be subject to satisfactory performance of the Consultant; and,
- ii. To enable decision making under Sub-Section 7.2.(1) above, TANROADS will undertake a transparent performance review of the Consultant at the end of every one-year (12 months).

7.3 Termination

Notwithstanding Sub-Section 7.2 above, the Contract may be terminated before expiry of the duration of the assignment, in accordance with provisions of Employment and Labour Law Act No. 6 of 2004 of the United Republic of Tanzania.

8.0 ACCOMODATION

The GBV Expert shall be responsible for arranging and paying for his/her own accommodation.

9.0 REPORTING

All reports shall be submitted to TANROADS in both hard copy three (3) and electronic one (1) format as follows:

- i. Inception Report: understanding of the assignments, methodology, work plan and tools; One (1) Month after contract signing;
- ii. Periodic GVB Monitoring Reports: Key findings, compliance status, challenges, and emerging risks and Practical recommendations for corrective actions. Quarterly as specified first (1) report after three (3) months after signing; and
- iii. Final GBV Monitoring Report: Summary of findings across the monitoring period, Assessment of effectiveness of GBV mitigation measures, Lessons learned and strategic recommendations. After twelve (12) Months or any other period after Contract Signing.

All reports shall be submitted in English (and Kiswahili summaries where required).

10.0 DUTY STATION

The Duty Station temporary shall be in DODOMA at TANROADS Headquarters though there is possibility to shift to Dodoma as the duty station.

11.0 PAYMENT TERMS

11.1 The GBV Expert shall negotiate with TANROADS and agree on remuneration for carrying out the assignment. Payment to the Consultant shall be as follows;

- i. **20%** of the Acceptable Contract Amount upon submission of acceptable Inception Report
- ii. **70%** of the Acceptable Contract Amount (8 quarter or as specified $70/8 = 8.75\%$) upon submission of acceptable Periodic GBV Monitoring Report in quarterly basis.
- iii. **10%** of the Acceptable Contract Amount to upon submission of Final GBV Monitoring Report.

- 11.2** The agreed remuneration shall cover all the GBV Expert's costs and profits, including social securities, health insurances, pension, as well as any tax obligation that may be imposed
- 11.3** The GBV Expert's remuneration will be fixed for the entire duration of the assignment. If the duration of assignment will be extended, the remuneration will be subject to adjustment due to increase of costs after every 12 months with effect from the remuneration earned in the first calendar month after the end of the initial duration of the assignment.
- 11.4** The adjustment shall apply the following formula and National Consumer Price Indices (NCPI) published by National Bureau of Statistics of Tanzania:

$$R = R_o \cdot \frac{I}{I_o} \quad \text{where,}$$

R = Adjusted remuneration;

R_o = Agreed remuneration rate;

I = Current index for the adjustment month; and

I_o = Base index for the month of the date of the Contract

12. PENALTIES FOR LATE SUBMISSION OF DELIVERABLES OR NON-COMPLIANCE WITH TOR REQUIREMENTS

If the Consultant fails to submit deliverables within the agreed timelines or if the deliverables do not comply with the requirements outlined in these TOR, the Client reserves the right to impose penalties,

a) The penalties shall be calculated as follows:

- i. **Late Submission:** A deduction of **1% of the total payment per deliverable per week** of delay, up to a maximum of 10%;
- ii. **Non-Compliance with TOR Requirements:** A penalty of up to **5% of the total contract amount per occurrence** for failure to meet the quality standards or specifications outlined in the TOR,

- iii. The Consultant shall be given written notice of any identified deficiencies or delays and provided a reasonable period to rectify them before penalties are applied,
- iv. Repeated non-compliance or excessive delays (exceeding four weeks) may result in contract termination as per the terms and conditions of the agreement, and
- v. The imposition of penalties does not absolve the Consultant of their obligation to complete the deliverables as per the agreed timelines and standards.

13.0. Ethical Considerations

All monitoring activities shall adhere to:

- i. Survivor-centered and rights-based approaches;
- ii. Confidentiality and data protection principles;
- iii. Informed consent and voluntary participation;
- iv. “Do no harm” principles.

No direct investigation of individual GBV cases shall be undertaken unless explicitly authorized and supported by appropriate referral systems.

14.0 Confidentiality

All information obtained during the assignment shall be treated as confidential and used solely for the purposes of this monitoring exercise. Any disclosure of sensitive information shall follow approved project protocols.