THE UNITED REPUBLIC OF TANZANIA

MINISTRY OF WORKS

TANZANIA TRANSPORT INTEGRATED PROJECT (TanTIP)

TERMS OF REFERENCE

FOR

CONSULTANCY SERVICES TO CARRY OUT AN ENVIRONMENTAL AND SOCIAL AUDIT FOR THE LUSAHUNGA–RUSUMO ROAD REHABILITATION PROJECT AND CERC INTERVENTIONS.

AUGUST, 2026

1. General Information

The Government of Tanzania has received financing from the International Development Association (IDA Credit No. 7117-TZ) for the Tanzania Transport Integration Project (TanTIP), whose development objectives of the project are to improve the safety, climate resilience and capacity of key road corridors and regional airports, and improve the capacity of relevant transport sector institutions to plan for and manage the sector. The Project's total cost is in the amount of SDR 397.9 million (US$550 million equivalent).

The Project has four (4) components, including: (i) Upgrading and Rehabilitation of Trunk and Regional Roads; (ii) Upgrading and Rehabilitation of Regional Airports; (iii) Institutional Support and Capacity Building in the Transport Sector; and (iv) Contingent Emergency Response. The total cost of the project is estimated at US$ 647.11 million, including US$550 million International Development Association (IDA) credit and US$97.11 million GoT counterpart funding as outlined below.

Component 1: Upgrading and Rehabilitation of Trunk and Regional Roads (estimated cost US$512.85 million equivalent, including US$431.36 million IDA and US$81.49 million GoT funding). This component will finance the upgrading and rehabilitation works of about 510 km of roads, selected by TANROADS as part of their ongoing road rehabilitation and upgrade process which is identifying key links that are critical for the good operation of the road network and that constitute bottlenecks due to climate vulnerability. These roads include the Mtwara-Mingoyo-Masasi, Lusahunga-Rusumo, Rutukila-Songea and Iringa-Msembe roads. The roads will be rehabilitated and upgraded to integrate climate resilience measures to enhance resilience and adaptation of these roads and of the road network. The roads will then receive routine and periodic maintenance, observing climate resilience requirements, from TANROADS through its Regional Manager's offices throughout their life span. Road maintenance is mostly funded by GoT own funds allocated through the Road Fund Board. This component will also support (i) community-based ancillary social infrastructure along the project road corridors, (ii) the associated construction supervision consultants, (iii) road user satisfaction survey consultants to carry out baseline, midterm, and end-stage user satisfaction surveys, and (iv) land acquisition, and resettlement and rehabilitation. It is envisaged that the World Bank will be now financing the upgrading of these 512km roads under Tanzania Transport Integrated Projects (TanTIP)

Component 2: Upgrading and Rehabilitation of Regional Airports (US$102.15 million, of which IDA US$86.53 million and GoT US$15.62 million). This component will finance the rehabilitation and upgrading of three priority regional airports that are exposed and vulnerable to climate change impacts, out of the eleven airports identified for upgrading under the TSSP. The interventions include addressing asset damage caused by climatic events and the further enhancement of climate resilience, energy efficiency, and safety of the airports. The capacity of the airports will also be enhanced to be able to address the demand projected for the medium to long terms, in climate resilient airports that offer international standards of safety. The designs and feasibility studies of all the eleven airports were carried out and the most feasible airports that could provide medium to long term climate resilient services have been chosen for upgrading. The three regional airports proposed for rehabilitation and upgrading are Lake Manyara, Iringa and Tanga Airports and the objective is to meet the air traffic demands for the design life of 20 years to address the potential demand from tourism and commerce activities. This component will also support (i) air navigation facilities, (ii) meteorological facilities, (iii) the associated construction supervision consultants, and (iv) land acquisition, and resettlement and rehabilitation.

The credit will finance the construction cost of climate resilient works, deployment of energy efficiency measures, and construction supervision consultants, while costs of land acquisition, and resettlement and rehabilitation will be financed through government funds. TANROADS will be responsible for the overall implementation of works related to this component. A working group consisting of staff from TANROADS, TAA, TMA and TCAA will be established for the purpose of implementing various activities related to this component. TCAA and TMA will provide and review project specifications and requirements concerning air navigation and meteorological facilities to ensure that they comply with the international standards. This information will be provided to TANROADS and TAA who will be responsible for reviewing the contract documents to ensure that technical and operational assets requirements are met for the terminal building and for all works related to pavement design and construction as well as proposed mechanical facilities and systems for handling baggage and passengers including security and safety at the airports. It is envisaged that the World Bank will be now financing the upgrading of three (3) Airports under Tanzania Transport Integrated Projects (TanTIP)

Component 3: Institutional Support and Capacity Building in the Transport Sector (US$32.12 million, fully IDA funded). This component will finance activities aimed at (i) continued development of institutional capacities including on climate risk management and safety, (ii) encouraging gender balancing with inclusion and career development for women, and (iii) supporting project implementation and monitoring of the project and key institutional support activities. Although the beneficiaries for the activities under this component includes **TANROADS, TAA, TMA, TCAA and the MoW, TANROADS** will be responsible for managing all procurement activities and fund flow as elucidated under procurement and financial management sections.

Component 4: Contingent Emergency Response Component (CERC) (US$200 million). This component is designed to provide swift response in the event of an eligible crisis or emergency, by enabling GoT to request the World Bank to reallocate project funds to support emergency response and reconstruction, in accordance with an applicable CERC Manual that has been be prepared. Following an eligible crisis or emergency, the Borrower may request the Bank to re-allocate project funds to support emergency response and reconstruction. With no allocation at appraisal, this component would draw from the uncommitted resources under the project from other project components to cover emergency response. As part of such possible response, GoT is required to carry out the component in accordance with acceptable environmental and social instruments. Under this component the Bank is financing the emergency works on 69 roads infrastructures that have been affected by El- Nino rainfall in 2024/2025 seasons the affected infrastructures includes; *drainages; bridges and culverts,* the CERC project are implemented in 21 regions with duration of 15months, hence needs to be undergone E&S Auditing to access the safeguards compliance requirements of the WB- TANTIP.

1.1 Project Proponent and Overview

TANROADS is an Executive Agency under the Ministry of Works (MoW), established under section 3(1) of the Executive Agencies Act (Cap 245) and came into operation in July 2000. The Agency is responsible for the maintenance and development of the trunk and regional road network in Tanzania Mainland Classified Road Network. The total classified road network in Tanzania Mainland is estimated to be 36,760 km based on the Road Act 2007.

The Ministry of Works through TANROADS is managing the national road network of about 36,760 km comprising 12,223 km of trunk and 23,846 km of regional roads together with three (3) Regional Airports. Its vision is to have sustainable, safe and environmentally friendly all-weather trunk and regional road network to support the social economic development of Tanzania.

In order to fulfil the Tanzania E&S legal requirements and the TanTip Environmental and Social Commitment Plan (ESCP) mandatory requirements, TANROADS is required to engage an independent Consultant to conduct the Annual Environmental and Social Audit for the upgrading/rehabilitation of Lusahunga -Rusumo road project (92km) which is under Construction since October, 2023 as well as undertaking of E&S Auditing for 69 CERC constructed projects ***(Drainages, Bridges and Culverts)*** which are implemented in 21 regions under TANTIP emergency funding with duration of 15months of completion. The CERC projects is under component 4 of TANTIP.

1.2 Project Location and Description

The Lusahunga – Rusumo road section (92 Km), forms part of the T3 (Central Corridor Highway) which connects the Dar es Salaam port with the land locked neighboring countries of Rwanda and Burundi. The project road starts at Lusahunga centre through Nyakasanza and ends at Rusumo Border (Tanzania and Rwanda). The Lusahunga – Rusumo road was upgraded in 1985 to bitumen standard for a design life of 15 years. The road consists of 27 box culverts 52 steel pipe culverts and 8 reinforced concrete culverts. Out of 92 Km of the project road 63 Km are located in Biharamulo district and the remaining 29 Km are located in Ngara District.

The Project road traverses through four villages in Biharamulo district namely Lusahunga, Kikoma (Lusahunga Ward), Ngararambe and Nyabugombe, (Nyakahura ward) while on the Ngara district side there are two villages of Kasulo (Kasulo ward) and Rusumo (Rusumo ward). The Lusahunga – Rusumo road was upgraded in 1985 to bitumen standard for a design life of 15 years. The road consists of 27 box culverts 52 steel pipe culverts and 8 reinforced concrete culverts. Currently, the road has deteriorated drastically due to pavement aging despite the efforts that are carried out by TANROADS - Kagera Regional Manager, to maintain and repair. Typical defects include severe potholes, rutting deformation, corrugations, extensive cracking (alligator cracks) and depressions. Generally, the road condition is from fair to bad.

Similarly, the CERC projects are scatted into 21 regions *(Dodoma, DSM, Morogoro, Arusha, Singida, Mwanza, Njombe, Mbeya, Simiyu, Tanga, Manyara, Kigoma, Rukwa, Sumbawanga, Iringa, Mtwara, lindi, Ruvuma, Coast, Mara and Geita)*; most of CERC projects that are implemented includes; construction of road embarkments, bridges and culverts with drainage ystem which was affected by El-NiNo rainfall occurred in FY 2024/2025. The construction of CERC projects *(road embarkments, bridges and culverts with drainage system)* are rated to have minimum E&S impacts to the surrounding environmental and social set-up, hence the remedial measures under emergency scenarios were designed to each CERC subprojects to minimize the adverse impacts under emergency response in order to provide the roads transport access which was affected in most part of the country. Therefore, in order TANROADS to comply with the WB -ESF requirement and ESCP under emergency response mechanism, the engagement of Consulting firm to undertake the E&S Auditing is hereby required to assess the magnitude of the E&S impacts during the implementation of the CERC sub-projects and assess compliance requirements in order to recommend on the way-forwards to any future similar events. The E&S Auditing shall be undertaken and completed by march 2026.

1.3. The Purpose of undertaking Annual Environmental and Social Audit

The annual Environmental and Social Audit seeks to ascertain compliance of the construction activities implemented under this project including; how the communities/workers along the road as well as state of environment being affected/effect the road project through construction process, project facilities and operations in relation to compliance of national environmental laws and regulations as well as World Bank safeguard requirements standards in order to plan for corrective measures to enhance the mitigation on place or introduce more measures for safeguarding the environmental and community from ESHS risks for smoothly construction of Lusahunga – Rusumo road.

The E&S Auditing undertaking will focus to ensuring the assessment of the implementation of E&S risks management against the safeguards tools prepared for the road project including; ESIAs, RAPs, ESMPs and other E&S subplans under WB TaNTip project; and, if applicable, identify gaps and corresponding remedial measures and cost estimates for their implementation with clear timeframes and responsibilities for implementation and specifically for ongoing Lusahunga - Rusumo road project and ongoing 69 CERC sub-projects which are scatted in 21 regions.

Due to urgent needs and compliance with TANTIP-ESCP, TANROADS is hereby immediately responsible to engage an E&S Consultanting firm that is experienced to undertake a similar assignment of same nature within short time of 5-months to undertake an Annual Environmental and Social Auditing for the ongoing Lusahunga - Rusumo road project as well as ongoing construction of CERC sub-projects in different 21 regions and finally to submit the required Audit reports to the WB by March 2026 for Clearance and Approval as part of TANTIP -ESCP compliance.

1.4. Phases of undertaking Annual E&S Audit Assignment

The Annual E&S Auditing assignment is therefore be conducted along the Lusahunga-Rusumo road 92km ***as well as ongoing construction of CERC sub-projects in different 21 regions***. The annual E&S Audit will cover three main implementation phases as follows:

(i) **Project mobilization phase**:

Project mobilization phase will focus on all activities which have been undertaken since Contractors mobilization phase includes; processes involved on recruitment of project laborers and ESHS staff, preparation of Contractor ESHS working instruments/documents, such as ***ESMP, OHS, TMP, SEP, GRM, GBV/SEA, WMP*** as per ESIAs and ESCP requirements, campsite/workshop facilities construction, site clearance and preparation, acquisition of project working permits and licenses; mobilization and instalment of equipment and plants, materials storage yards, borrow pits and quarry site operation procedures, grievances Redress Mechanism as well as preparation of all required project reports and issuing of approval from Client/WB, Entry training workshop for workers and staff on ESHS issues, identification of sources of construction materials, compensation and availability of RoW, wastes management and disposal as well as useful of ESHS management tools prepared by Contractors.

(ii) **Project Implementation phase:**

Project implementation phases entails the following assessment: Insurance of availability on site and application of mandatory ESHS Instrument/documents, availability of ESHS staff on site, assessment of laborers recruitment procedures and management, assessment of construction activities on site, consideration and application of ESHS tools on site, Workers awareness on ESHS issues on site, management of construction materials on site, assessment and evaluation of Operation and management of Borrow Pits and Quarry sites, Wastes management and disposal aspects on site, reporting the implementation of safeguards issues on site, assessment of ESHS risks/hazardous identification or mitigated from commencement of the project campsite management, stakeholders consultation and engagement, Project grievances handling and managements, equipment/plants operations and management, biodiversity and vegetation management, land degradation and management, Occupational health and safety risks to community and workers, traffic accidents management as well as the overall environmental, social, health and safety performance as per project Contract, ESIA, ESMP and ESCP requirements.

(iii) **Project closure/completion phase**:

The project closure phase entails the following assessments: activity related to demobilization, dismantles of plants and machinery from site, road safety audit, landscaping, vegetation and trees planting along the affected areas along the road, Reinstatement of Borrow pits and query site, campsite dismantle ring and closure process, wastes collection and disposal, workers contract termination, preparation of project Closure reports, final stakeholders consultation and feedback, evaluation on the performance of the implementation of ESIA, ESMP and ESCP for the proposed sub-projects.

1.5: The purpose of the E&S Audit will include but not limited to:

i. Determine how the ongoing construction activities conform to the National legislation and guidelines as well as the World Bank environmental and social requirements.
ii. Assess the implementation of environmental and social impacts and risks management measures along Lusahunga – Rusumo Road (92km) as well as ongoing construction of CERC sub-projects in different 21 regions in accordance with the project Environmental Social Commitment Plan (ESCP).
iii. Provide baseline information for subsequent environmental audits and future monitoring purposes, update identified impacts and risks and proposing

mitigation measures for enhancement of Environmental and Social Management Plan for the respective road project.

iv. To evaluate stakeholder's consultation, involvement and engagement framework that is place and on how they are implemented for smooth project implementation in accordance with SEP, LMP, including operationalization of the grievance redress mechanism.

v. ***Finally, identify any gaps in term of impacts and mitigation measures and corresponding remedial measures and cost estimates for their implementation; and Recommend a schedule for implementing corrective measures.***

1.6 Rationale Annual Environmental and Social Audit

The requirement to conduct an Annual Environmental & Social Audit (ESA) is a mandatory legal obligation for World Bank -TANTiP project as per financial and ESCP requirements; which requires the ***borrowers (TANROADS)*** to undertake as obligation the Annual E&S Auditing for all TanTIp subprojects in order to assesses the ESHS project implementation and recommend the sound precautionary measure and a proactive strategy to the ongoing construction activity in compliance with regulated national and WB environment requirements. The Annual E&S Audit plays a valuable role in encouraging the systematic incorporation in the implementing specific projects under TanTIP. ***Therefore, the annual Environmental and Social Audit assignment is intended to be undertaken by Consulting firm with considerable experience in undertaking the similar assignment for infrastructure projects financed by World Bank*.**

2.0 APPROACH AND METHODOLOGY FOR UNDERTAKING THE ANNUAL E&S AUDIT

The ESA methodology will be subject to the EIA procedures of Tanzania as per Environmental Impacts Assessment and Audit Regulations, 2005 and Regulation 17 of its amendments of 2018 as well as World Bank ESF and these shall include at minimum the following:

i. **Literature review will include; TANTIP ESF documents; the ESIA report and the Environmental and Social Management Plan (ESMP) including contractors adopted TANTIP prepared ESHS subplans** such as ***LMP, SEP, GBV/SEA, GRM, LMP, WMP BPQSMP*** to be used and customized by respective contractors on site for Lusahunga -Rusumo road as well as ongoing construction of CERC sub-projects in different 21 regions. Review relevant World Bank Environmental and Social Framework (ESF) including Environmental and Social Standards (ESS's) as well as review of all relevant existing in-house documentation, including compliance records, complaints' register, progress reports, and historical information.

ii. **Evaluation of the RAP implementation:** The successful bidder shall undertake review and assessment of RAP implementation and ascertain any discrepancies that may have arisen with proposed corrective measures; **NOTE**.

This not applicable for 69 CERC sub-projects under emergence response mechanism.

iii. **Evaluation of existing internal environmental health and safety policies**, strategies and measures in place.

iv. **Evaluation of procedures of handling the grievances related to road project and CERC projects.**

v. **Evaluation of ESHS risks caused by the** ongoing construction project and propose the corrective measures to be taken by both Contractor, Consultant and Client.

vi. **Appraisal of work processes and environmental management systems employed within the road project implementation framework**.

vii. **Physical observation of project site to identifying** key issues and assess environmental and social status and level of compliance. During the site visit, brief meeting with the local authorities will be held followed by the visual inspection of the project sites. Visual records in form of photographs will be taken to include but not limited to visual inspection of waste management, air quality *(in-terms of emissions, dust and noise)*, power/fuel utility and vibrations from heavy dynamic equipment at full load;

viii. **Discussion with Contractor and Consultant** to obtain views and opinions, suggestion and recommendation on the project works undertaken as environmental and social safeguards issues is concerned.

ix. **Assessment of ESMP and other sub-plans management procedures and protocol** in term of strength and weakness and recommend remedial measures for improvement.

x. **Stakeholder consultation and analysis of obtained views,** concerns and suggestions regarding the project operations. Tools to be used during stakeholder's consultation will include use of checklists, questionnaire, public meeting(s) and focus group discussions;

xi. **E&S Auditing shall evaluate and assess** the project undertaking in accordance with ISO 19011:2018(E) Guidelines for auditing Management Systems.

xii. **Scientific assessment of various parameters from collected data such as noise levels, water quality**. Records of any measurements and monitored parameters will also be collected for assessment. Samples of any sort depending on the discoveries at site will be taken to test for relevant non-compliance aspect(s).

3.0 SCOPE OF ANNUAL ENVIRONMENTAL AND SOCIAL AUDIT UNDERTAKING

The Environmental and Social Audit undertaking shall ensure that an appraisal of all the project activities including; Verification of legislative, regulatory, ESMP; ESHS sub-plans and ESCP compliance, Establishment of current practice status; and Identification of improvement opportunities, environmental and social risks mitigations, environmental, social, health and safety measures, stakeholder's engagement and consultation, project grievance management, land and biodiversity managements along the road.

The annual environmental and social audit will focus specifically on the ongoing construction of ***Lusahunga -Rusumo Road and 69 CERC sub-projects*** located in different 21 regions to ascertain the following activities:

- Review of Legislative, Legal and Institutional Framework for Environmental Management. This will widen understanding of World Bank's Environmental and Social Framework as a whole, national policies, legislation and institutional arrangements for environmental management in Tanzania and relevant international procedures to ascertain the optimal management of impacts.
- Review of the ESIA report, ESCP compliance and the Environmental and Social Management Plan (ESMP and Its Sub Plans) for ***Lusahunga -Rusumo road***, ***and 69 CERC sub-projects*** located in different 21 regions and of the relevant World Bank Environmental and Social Framework (ESF) including Environmental and Social Standards (ESSs).
- Audit of the implementation of the ESIA; ESMP and its subplans as well as the application of the ESF and ESSs.
- Review of Tanzania's relevant existing environmental, social and labor legislation and regulations, standards, and permits, as well as the country's occupational health and safety (OHS) legal and regulatory framework.
- Review the ESS2 of the World Bank Standard and specific Employment and Labor Relations Act 2004 revision 2019 of Tanzania.
- Review of all relevant existing in-house documentation, including compliance records, complaint register, progress reports, and historical information.
- Consultation with relevant stakeholders (e.g., relevant communities, workers, government authorities, supervision engineers, RAP implementation and compliance, as well as audit of the implementation of the Stakeholder Engagement Plan (SEP) for road project works.
- Field inspection of the road including off-site and associated facilities (e.g. Quarry, borrow pits, waste disposal sites, etc.).
- Assessment of the implementation of the Grievance Redress Mechanism (GRM) for the road project.
- Establishment of current practice status; and Identification of improvement opportunities
- Audit of the implementation of Gender Based Violence/Sexual Exploitation and Abuse and Sexual Harassment (GBV/SEA-SH) risk mitigation measures.
- Identification of pending environmental, social and OHS issues and concerns related to road project and its related road facilities.
- Provide the baseline information for subsequent environmental audits and future monitoring purposes;
- Identification of environmental, social and economic impacts and risks associated with project operations;

- Identify and propose mitigation measures that TANROADS has to implement in order to enhance Environmental Performance; and
- Assessment of the implementation of the requirement of the Labor Management Procedures (LMP).
- Audit the implementation of the Resettlement Action Plan (RAP), GBV/SEA-SH, Road Safety Management Plan (RSMP), access RAP implementation and identify any gaps that require remedial measures to be implemented to meet the requirements of the RAP and ESF ESS-5.
- Development of remedial actions plan to address all the identified pending environmental, social, labor and OHS issues/concerns, including measures, cost estimates, time schedule for the implementation of the required remediation action plan.

3.1 Monitoring Parameters

The ESIA and ESMPs document for the ***Lusahunga -Rusumo road and 69-CERC sub-projects*** located in different 21 regions include a monitoring plan based on project phases including relevant monitoring activities to be conducted during construction period. As the periodic activities of the road section are concerned, the E&S Auditor shall discuss with the civil work contractor, and the supervision engineers on relevant monitoring parameters and review the monitoring data along the road section in order to evaluate monitoring data against national and international standards and to verify the environmental status of the project operations. The information and monitoring data to be collected should include but not be limited to the following:

i. Sample water quality along the project area and around the CERC subprojects;
ii. Energy and water use in terms of source and quantities as well as existing alternatives;
iii. Data on solid and liquid waste such as generation rate, amount and disposal systems;
iv. Sound emissions/noise and vibration levels due to operations of power generators and machines;
v. Detailed data and assessment on vegetation and biodiversity management along the Burigi -Chato section along the road;
vi. Details on hazardous materials produced from site's operations based on their types, quantities and management systems along the road and CERC sub-projects;
vii. Documentation of accidents and hazards along the road that have caused fatal, serious injuries, illnesses, damage to the project; and incidences involving evacuation or compensation claims along the road and CERC sub-projects;
viii. Health and Safety issues provided as well as emergency handling and preparedness;
ix. Assessment of Community and workers existing project grievances mechanism, operation, management practices and documentation.
x. GBV/SEA cases documentation and management mechanism on site as per GBV/SEA action plan along the road and CERC projects;

xi. Numbers and categories of consulted and engaged stakeholders along the road, their views and opinion regarding the project.
xii. Number of public awareness, training provided, number of attendees, methodology used.
xiii. Number of compensated PAPs and their settlement, procedures, relocated PAPs current status, challenges faced on land acquisition and compensation.
xiv. Any other data that is relevant in the E&S Audit process;

3.2 Sampling for Testing and Analysis of Data collected from the road and CERC projects

Replicating sampling methodology of data Sampling, testing and analysis as undertaken during ESIA baseline data collection for comparison purposes on the following aspects: -

i. Ambient air quality measurement to establish the current status of air pollution from existing diesel generators on the following parameters: Levels of SOx, NOx, CO2, CO, hydrocarbons and particulate matters (PM10 & PM2.5);
ii. Noise and vibration levels measurements: At source and in the surrounding areas; and
iii. Water quality analysis from water samples undertaken;

3.3 E&S Audit Findings analysis and presentation

Audit Findings will be organized and presented according to the priority levels **A**, **B** and **C** as follows:

- **High priority** "**A**": for regulatory findings to be solved or remediated ESMP and Its Sub Plans, as soon as possible;
- **Medium priority** "**B**": for TANROADS policy findings to be solved within 9 Month; and
- **Low priorit**y "**C**": for environmental and social management practices (ESMP and Its Sub Plans) findings to be solved within 1 Year.

The audit findings will also be described with indication of the strengths and weaknesses of the environmental and social management practices related to road construction project, TANROADS and Contractor existing E&S Management frameworks for road project as per national and ESF requirements. Non-compliance findings will be provided with remedial recommendations - i.e., management response - (actions/measures planned by management, remedial measure costing and date of completion);

4.0 REPORTING

4.1 PREPARING AUDIT REPORT FOR ROAD PROJECT AND 69 CERC SUB-PROJECTS

The Environmental and Social Audit Report shall be presented in accordance to the requirement and format provided in Regulation 52 (2) and (3) of the Environmental Impact Assessment and Audit Regulations G.N. 49 of 2005 as follows:

i. Executive summary;
ii. Project's current status information;
iii. Audit objectives and scope.
iv. Audit protocol, criteria and methodology employed;
v. Stakeholders' consultations;
vi. Findings and observations;
vii. Description of key issues including the discovered project strengths and weaknesses;
viii. Recommended actions, including remedial actions, implementation schedule for the remedial actions, and the associated cost.
ix. Conclusions;
x. References;
xi. Appendices.

5.0 ENGAGEMENT OF ENVIRONMENTAL AND SOCIAL AUDIT CONSULTANT

The audit assignment will be undertaken by competent environmental and social Consulting firm, which have sufficient knowledge and experience on National environmental and Social legal requirement and World Bank's safeguards management aspects including trained on ESF and certification.
The environmental and social Auditor must have necessary auditing skills, experience as well as in-depth knowledge of the environmental and social aspects on the road sector, and competence in preparing environmental and social auditing report. In order to execute the assignment, the work program and a corresponding manning schedule, showing the timing of activities and the corresponding staff input required for execution of the services shall be prepared.

6.0 CONSULTANT'S PERSONNEL

The Consulting firm services shall be carried out under supervision of Team Leader *(Environmental &Social Expert)* together with other relevant E&S experts *(Resettlement expert, Health and safety, Sociologist as well as Biologist/Forestry as support staff*) who's their duties/responsibilities and qualification are indicated below:

i. Environmental and Social Expert (Team Leader)

Environmental and Social expert shall be the Team Leader. She/he will be responsible for the proper conduct of the entire study and shall be principal contact person between the Consultant's team and the Client. He/she will be responsible for conducting environmental and social audit study and ensuring the Auditing procedures and result are presented as per the requirements of relevant environmental policies, laws and guidelines.

The Environmental expert shall be a holder of a Bachelor's degree or equivalent qualification in any of the following discipline; environmental science or environmental management, environmental engineering or environmental and Climate Change or any other environmental related discipline. A postgraduate qualification in environment related field will be an added advantage. She/he must be registered in Environmental auditing with relevant professional Institutional. She/he must possess at least six (6) years cumulative knowledge experience on environmental studies, initiatives and implementation of mitigation measures on infrastructure development project of similar nature. She/he must have served as an environmental expert and team Leader on undertaking the E&S Auditing on at least three (3) donor related projects. She/he must have at least five (3) years working experience in sub-Saharan African Countries. Proficiency in written and spoken English are mandatory. Swahili knowledge will be an added advantage.

ii. Environmental expert

Environmentalist shall be responsible for supporting the entire study and shall be undertaking the study in coordination to Consultant's team and the Client. He/she will be responsible for conducting environmental and social audit study and ensuring the Auditing procedures and result are presented as per the requirements of relevant environmental policies, laws and guidelines.

The Environmentalist shall be a holder of a Bachelor's degree or equivalent qualification in any of the following discipline; environmental science or environmental management, environmental engineering or environmental and Climate Change or any other environmental related discipline. She/he must be registered in Environmental auditing with relevant professional Institutional. She/he must possess at least five (5) years cumulative knowledge experience on environmental studies, initiatives and implementation of mitigation measures on infrastructure development project of similar nature. She/he must have served as an environmentalist on undertaking the E&S Auditing on at least two (2) donor related projects. She/he must have at least five (3) years working experience in sub-Saharan African Countries. Proficiency in written and spoken English are mandatory. Swahili knowledge will be an added advantage.

iii. Resettlement Expert

The Resettlement expert shall be a holder of a bachelor's degree related in one of the following disciplines; social science, sociology, anthropology, development studies, or any other social science related discipline. She/he must have at least five (5) years cumulative knowledge and experience on resettlement issues in infrastructure implementation projects, participatory social and community surveys. He/she must have involved in resettlement implementation for at least three (3) road development projects within the last five (5) years. In addition, She/He must have participated in the preparation RAP implementation report and action plans for donors funded infrastructure project. She/he must have at least five (3) years working experience in sub-Saharan African Countries. Proficiency in written and spoken English and Swahili languages are mandatory.

iv. Sociologist

The Sociologist shall be a holder of a bachelor's degree in one of the following disciplines; social science, gender studies, sociology, anthropology, development studies, or a related social science discipline. She/he must have at least five (5) years cumulative knowledge and experience in social and gender-related roles, with a focus on stakeholders engagement including integrating gender considerations into project planning, implementation, monitoring, and evaluation across various sectors (e.g., education, health, infrastructure, policy development, advocacy, and capacity building related to gender equality and women's empowerment) in development project.

He/she must have significant experience and familiarity with the World Bank's stakeholder's engagement and gender equality for sustainability, resilient and inclusive future, operational procedures, and reporting requirements. He/she must have been involved in specific analysis of social assessment study for at least three (3) infrastructure development projects within the last five (5) years. She/he must have at least five (3) years working experience in sub-Saharan African Countries. Proficiency in written and spoken English and Swahili languages are mandatory.

v. Occupational Health and safety Expert

The OHS expert shall be a holder of a bachelor's degree in one of the following disciplines; Environmental Science, Environmental Engineering, Geography and environmental Science, Sociology, Social Work, Community Development, or a related discipline. A diploma or professional Certificates in Occupational Health and Safety (NOSHC I&II) or Technical Field Risk assessment; Other related training certificates related to OHS in infrastructure projects will be an added advantage.

He/She must have cumulative five (5) years working experience as an Occupational Health and Safety Expert in demonstrating the knowledge and application of the World Bank ESSs, WBG EHS and OSHA Guidelines for implementation of Occupational Health and Safety Management Plans. He/She must have served in similar capacity for implementation or supervision of Contractors Specific Environmental and Social Management Plan (ESMP); Health and Safety Management Plan (HSMP) and sub-related plans in at least two (2) infrastructure projects of similar nature. She/he must be Proficient in written and spoken English and Swahili languages are mandatory.

7. 0 STAFF INPUTS

The Consultancy Services will be provided over an estimated period of 5 months from commencement date of services with an estimated level of services of about **9.75** Staff -months as indicated in the Table below:

S/N	Key Staff	Staff-Months
1.	Environmental Expert and Team Leader	2.75
2	Sociologist expert	2.0
3	Environmental expert	2.0
4	Social and Resettlement expert	1.5
5	Occupational Health and Safety Expert	1.5
	Total Staff -Months	**9.75**

8.0 REPORTING

8.1 Expected Output for Assignment *(Road project and 69 CERC sub-Projects)*

E&S Auditing Consultant: shall undertake the E&S auditing excises, prepare the findings and submit the required E&S Audit reports in English language as follows; The assignment shall be conducted as one assignment but reporting based on two projects ***(road project and CERC projects).***

(i) E&S Inception report for each project *(Road project and 69 CERC Projects).*

E&S Audit Consultant: shall be required to submit inception report within ***30 days*** after the effective commencement date of the contract. The reports shall be submitted in **three (3) hard copies** and a softy copy **separated for each project**. The Inception report shall give a brief description of activities to be undertaken, methodology to be employed in undertaking the assignment, programs of works for all major activities, summary of initial findings, problems, and details of works to be executed.

(ii) Draft E&S Audit Report for each project *(Road project and 69 CERC Projects)*

The draft E&S Audit report shall be submitted within **2.5month** from the commencement date of services. It shall be submitted in three **(3)** hard copies and a soft copy **separated for each project**. The reports shall include field findings including quantitative and qualitative data, best practices of mitigations from the Contractor as well as challenges from the implementation of ESMP, Sub-Plans as well as all project cleared E&S instruments with reference to the ESCP. The reports shall also make analysis that include environmental and social data related to the baseline data included in the project approved E&S instruments. Attachment of lists of figures and data analysis undertaken, pictures, photos, lists of stakeholders consulted, stakeholders concern and opinion and how they have addressed.

(iii) Draft Final E&S Audit report for each project *(Road project and 69 CERC Projects)*

The Draft final E&S Audit reports shall be submitted within **4.5 months** after commencement date of consultancy services. It shall incorporate all the comments raised by both TANROADS, NEMC and the World Bank from draft E&S report as well as other recommendation from stakeholders during undertaking. The final E&S Auditing reports shall establish final key study findings, strength and weaknesses from the implemented project, Conclusion on key findings and lesson lent for future improvement. Attachment of lists of figures and data analysis undertaken, pictures, photos, lists of stakeholders consulted, stakeholders concern and opinion and how they have addressed. It shall be submitted in three (3) hard copies and soft copy **separated for each project**. Summary of deliverable as shown in the table below;

(iv) Final E&S Audit report for each project *(Road project and 69 CERC Projects)*

The final E&S Audit report shall be submitted within **(5 months)** after commencement date of consultancy services. It shall incorporate all the comments raised by both TANROADS, NEMC and the World Bank from submitted draft final E&S report as well as other recommendation from stakeholders during undertaking. The final E&S Auditing reports shall establish final key study findings, strength and weaknesses from the implemented project as per approved project ESCP outlined instruments as well as the final reports shall provide the recommendations, including the proposed short, medium and long-term remedial actions, the implementation schedule for the remedial actions and the associated cost to Client. Conclusion on key findings and lesson lent for future improvement. Attachment of lists of figures and data analysis undertaken, pictures, photos, lists of stakeholders consulted, stakeholders concern and opinion and how they have addressed. It shall be submitted in five (5) hard copies and soft copy **separated for each project**.

9.0 DURATION AND TIMEFRAME

The following timeframe/schudule (in month) shall be observed on carrying out the assignment and deliverable shall be submitted not later than the date shown bellow;

Signing/effective date of the contract/ commencement of services	**M**
Inception report for each sub-project ***(Road project and 69 CERC Projects)***	30 days
Draft E&S Audit Report for each sub- project ***(Road project and 69 CERC Projects)***	M+2.5
Draft Final E&S Report for each sub-project ***(Road project and 69 CERC Projects)***	M+4.5
Final E&S report for each sub-project ***(Road project and 69 CERC Projects)***	M+5.0

10.0 PAYMENT TO THE CONSULTANT.

The ***E&S Auditing Consultant*** shall quote the cost of his/her staff and other costs as he/she deem to be required the whole assignment. He /she shall summarize his/her total costs to be incurred.

10.1 The costs shall be quoted to cover the E&S Auditor performance and the duties described in accordance with the following or as may be proposed by the bidder as part of the financial proposal:

(a) Remuneration, subsistence and allowances
(b) Transportation to project site
(c) Cost of production and printing reports including secretarial expenses
(d) Local travel expenses
(e) Office expenses
(f) Residential accommodation for personnel and
(g) Other costs which must be specified by the Consultant.

10.2 Payments will be made for undertaking the assignments described in these Terms of Reference to cover fees for proposed agreed professional fees and reimbursable.

10.3 Payment shall be made in Lump sum according to the detailed schedule as follow:

(i) **30% shall** be paid upon submission of acceptable Inception Reports.
(ii) **30%** of Contract Price shall be paid upon submission of acceptable Draft E&S Audit Reports;
(iii) **20%** of Contract Price shall be paid upon submission of acceptable Draft Final of E&S Audit Reports;
(iv) **20**% of Contract Price shall be paid upon submission of acceptable Final E&S Audit Reports;

10.3 The fees will remain fixed for the duration of the Contract if only there will be no change of scope of works.

11.0 OBLIGATIONS OF THE CLIENT

11.1 The Client shall provide the ***E&S Auditing Consultant*** with introductory letter to the site and stakeholders on site, copies of the previous and existing project studies, available project data and performance reports available and considered relevant to the execution of the Consultant's services.

10.2 The Client shall facilitate liaison with other institutions in order to facilitate smooth undertaking of the Consultancy services. The E&S Auditing consultant shall be fully responsible for project data collection and information gathering including that from relevant stakeholders along the project road and other agencies, undertaking the assignment in close follow up with TanTIP E&S staff.

APPENDICES:

Appendix 1A: Environmental and Social Audit Study Checklist

Environmental and Social Audit Study Checklist helps organizations evaluate their impact on both the environment and the surrounding community, ensuring they comply with regulations, best practices, and sustainability goals. comprehensive checklist for conducting an Environmental and Social Audit:

1. Environmental Audit Checklist

A. Legal Compliance

- *Are all required environmental permits and licenses in place?*
- *Are all environmental regulations (local, state, national) being followed?*
- *Is the organization in compliance with international environmental agreements (if applicable)?*
- *Are there any pending or past legal violations or enforcement actions?*

B. Waste Management

- *Is waste generated (hazardous, non-hazardous, and recyclable) being properly segregated and disposed of?*
- *Are there procedures in place to minimize waste generation?*
- *Is waste treated or recycled before disposal?*
- *Are records maintained for waste disposal, and is there evidence of responsible management?*

C. Water Use and Conservation

- *Is water usage being measured and monitored?*
- *Are there strategies in place to reduce water consumption and improve efficiency?*
- *Is water discharged in compliance with local regulations?*
- *Are there any water conservation or reuse practices implemented?*

D. Energy Consumption

- *Are energy usage patterns tracked and reported?*
- *Is the organization utilizing renewable energy sources or pursuing energy efficiency measures?*
- *Are energy-saving technologies or practices in place (e.g., LED lighting, energy-efficient appliances)?*
- *Is there a plan to reduce energy consumption or carbon emissions?*

E. Pollution Control and Air Quality

- *Are there measures in place to control emissions from operations (e.g., air pollution, water pollution, noise)?*

- *Are regular monitoring and maintenance schedules in place for pollution control equipment?*
- *Is air quality regularly monitored, and are limits being adhered to?*
- *Does the organization have a plan for minimizing its carbon footprint?*

F. Hazardous Materials Handling

- *Are hazardous materials properly stored, handled, and disposed of?*
- *Is there a spill response plan in place?*
- *Are workers trained to handle hazardous materials safely?*

G. Environmental Social Impact Assessment (ESIA)

- *Has an EIA been conducted for significant projects or operations?*
- *Are the results of the ESIA used to make operational decisions?*
- *Are mitigation measures implemented for any adverse environmental impacts identified in the ESIA?*

2. Social Audit Checklist

A. Labour Practices

- *Are labour standards in line with national and international labour laws (e.g., minimum wage, working hours)?*
- *Does the organization have a policy against child labour, forced labour, and discrimination?*
- *Are workers provided with safe and fair working conditions?*
- *Are employee benefits (healthcare, pensions, etc.) provided as per regulations?*
- *Are there grievance mechanisms available for workers?*

B. Employee Health and Safety

- *Are workplace hazards identified and controlled to prevent accidents?*
- *Is the organization compliant with workplace health and safety regulations?*
- *Are there emergency response plans for accidents, fires, and other incidents?*
- *Is regular safety training provided for employees?*

C. Community Engagement

- *Does the organization engage with the local community in meaningful ways?*
- *Are there programs or initiatives that contribute to the social well-being of the community?*
- *Does the organization actively listen to community feedback and address concerns?*

D. Human Rights

- *Does the organization have a human rights policy in place?*
- *Is there evidence of the organization respecting human rights in its operations?*
- *Is there a clear policy regarding discrimination, harassment, and equal opportunity?*
- *Are workers' rights to unionize respected?*

E. Fair Business Practices

- *Does the organization comply with anti-corruption and anti-bribery laws?*
- *Is there transparency in business operations and financial reporting?*
- *Are there measures to ensure ethical business conduct (e.g., supply chain audits*)?

F. Stakeholder Impact

- *Are all stakeholders (employees, suppliers, customers, community) considered in decision-making?*
- *Does the organization track its social impact, both positive and negative, on the community and employees?*
- *Does the organization support diversity, equity, and inclusion in its workforce and operations?*

G. Consumer Protection and Product Responsibility

- *Are products/services safe, reliable, and responsibly marketed?*
- *Are there procedures to manage product recalls, if necessary?*
- *Are consumers' data privacy and security respected?*

H. Cultural Sensitivity and Inclusiveness

- *Does the organization consider the cultural diversity of the communities it operates in?*
- *Are products and services tailored to respect local cultural values and sensitivities?*

3. Documentation and Reporting

- ***Environmental Data:*** *Ensure data collection for all major environmental metrics (energy use, waste production, emissions, etc.) is complete and up-to-date.*
- ***Social Data:*** *Record employee welfare data, community engagement activities, stakeholder feedback, etc.*
- ***Audit Reports:*** *Are previous audit results and action plans documented? Are any corrective actions from previous audits implemented?*
- ***Transparency:*** *Does the organization provide regular reports on environmental and social performance, including any areas of improvement?*

4. Risk Management

- ***Environmental Risk:*** *Are potential environmental risks (e.g., extreme weather, pollution, resource scarcity) identified and addressed?*
- ***Social Risk:*** *Are there risks related to labour disputes, public opinion, or social unrest that could affect operations?*
- ***Crisis Response Plans:*** *Are there contingency plans in place for environmental or social crises?*

5. Continuous Improvement

- *Does the organization regularly review and update its environmental and social policies?*
- *Are there goals set for continuous improvement in sustainability practices?*
- *Is employee and community feedback used to improve environmental and social programs?*

6. Resettlement related issues as checklist

- *Does the RAP implement as per action plan?*
- *The PAPs were consulted as per SEP and RAP recommendation?*
- *The PAPs were compensated on time, fairly and promptly?*
- *GRM were formulated prior effecting compensation as per RAP?*
- *Does the LGAs be involved during operationalization of GRM?*
- *The project GRM is currently operational?*
- *Community and PAPs how much aware of the GRM system on site?*
- *How many grievances received, solved or pending to date along the project?*
- *How many PAPs have been compensated and relocated to date along the project?*