

ETHIOPIAN ELECTRIC POWER



TERMS OF REFERENCE /TOR/

FOR

**CONSULTANCY SERVICE TO CONDUCT ENVIRONMENTAL AND
SOCIAL MANAGEMENT PLAN /ESMP/ FOR NORTH OPGW
RESTORATION PROJECT**

ENVIRONMENTAL AND SOCIAL AFFAIRS OFFICE

March, 2026

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ACRONYMS	
AFD	Agence Française de Développement
EEP	Ethiopian Electric Power
EPA	Environmental Protection Authority
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
Km	Kilometer
kV	Kilo Volt
KWh	Kilowatt-hour
PAHs	Project Affected Households
OHS	Occupational Health and Safety
RP	Resettlement Plan
SEP	Stakeholder Engagement Plan
ToR	Term of Reference

1. Introduction

1.1. General

Ethiopia's 2020–2030 development plan targets universal electricity access through the expansion of generation capacity, distribution networks, and increased per capita power consumption. In support of this objective, Ethiopian Electric Power (EEP) is undertaking initiatives to modernize and expand the transmission system to ensure a reliable and sustainable electricity supply. EEP also manages more than 15,000 km of OPGW/optical fiber infrastructure installed along high-voltage transmission lines, serving as a backbone for digital communication.

In response to Ethiopia's recent political and security situation and the need for post-conflict rehabilitation of the damaged North OPGW network, Agence Française de Développement (AFD) has provided grant funding to the digital sector. This support aligns with its portfolio as well as the priorities of the European Union Delegation to Ethiopia and other development partners, thereby financing the supply of OPGW cables and related accessories for the rehabilitation project.

In addition, Ethiopian Electric Power has allocated a budget to cover the Environmental, Social, Health and Safety (ESHS) activities and the deployment works, including the subsequent live-line OPGW installation scope.

Furthermore, in accordance with Ethiopia's Environmental Proclamation No. 1371/2025, any existing project that has not undergone environmental and social assessment is required to prepare an Environmental and Social Management Plan (ESMP).

Therefore, Ethiopia Electric Power (EEP) committed to conduct the required Environmental and Social Management Plan (ESMP) for North OPGW Restoration Project as per the proclamation No. 1371/2025.

In addition, the ESMP will be prepared in alignment with the World Bank Environmental and Social Framework (ESF), as well as applicable national regulations and Agence Française de Développement (AFD) requirements. The ESMP will reference relevant Environmental and Social Standards (ESS), focusing on applicable mitigation, management, and monitoring measures

1.2. Purpose of the ToR

The Ethiopian Electric Power (EEP) intends to hire a qualified consulting firm to undertake an Environmental and Social Management Plan (ESMP) study for the North OPGW Restoration Project. The consulting firm will be responsible for conducting a comprehensive ESMP study for all identified project sites in accordance with national regulations and applicable international environmental and social standards.

The main purpose of this Terms of Reference (ToR) is to define the scope of services, responsibilities, deliverables, and implementation arrangements required to prepare an effective ESMP that will:

- ❖ identify and assess the potential environmental and social risks and impacts associated with the North OPGW Restoration Project;
- ❖ propose appropriate mitigation, enhancement, and monitoring measures to manage identified impacts during construction and operation phases;
- ❖ ensure compliance with relevant Ethiopian environmental and social legal frameworks, World Bank Policy and applicable international best practices;
- ❖ Develop a consultation/stakeholder engagement plan, including an analysis of interested and affected parties, detailing documentation requirements, and dissemination of information about the project;
- ❖ Define how environmental, social, health, and safety (ESHS) requirements will be integrated into contractor obligations, technical specifications, and bidding documents;
- ❖ Provide practical and implementable ESMP tools, including monitoring indicators, reporting formats, and clear implementation procedures to support effective execution and supervision; and
- ❖ Propose institutional and implementation arrangements to ensure the project is executed in an environmentally sound, socially responsible, and sustainable manner.

This ToR provides guidance for the consulting firm to develop a high-quality, practical ESMP that serves not only as an assessment document but also as an operational management tool for EEP and the project contractors to effectively manage environmental and social risks throughout the project implementation.

1.3. Main objectives of the ESMP consultancy

- a. To prepare a comprehensive Environmental and Social Management Plan (ESMP) for the proposed project in accordance with applicable national environmental and social regulations and relevant development partner safeguard requirements, including the development of standardized implementation tools such as ESMP templates and monitoring checklists.
- b. To identify and assess the potential environmental and social risks and impacts associated with the proposed project activities.
- c. To define practical and feasible mitigation and enhancement measures that can be effectively implemented at the contractor level and implementing agencies to avoid, minimize, mitigate or compensate for adverse environmental and social impacts.
- d. To establish institutional arrangements, roles and responsibilities, and monitoring and reporting mechanisms, including the definition of performance indicators and reporting requirements for effective ESMP implementation.
- e. To assess capacity and training needs and propose measures to strengthen the ability of implementing agencies to manage environmental and social issues.
- f. To estimate the costs and identify resources required for the effective implementation, monitoring, and reporting of the ESMP.

1.4. ESMP Methodology

The ESMP shall be prepared using the following methodology:

- i. Detail desktop review of relevant project document, policies, legal and institutional frameworks of national and AFD environmental and social requirements, including applicable international best practices and development partner safeguard standards;
- ii. Review of project description and proposed activities, including location, design, construction and operational components;
- iii. Site visit and baseline data collection and review of existing environmental and social conditions within the project area;
- iv. Stakeholder consultation and public participation, including engagement with affected communities and relevant institutions, with documented consultation processes and disclosure mechanisms;

- v. Identification and assessment of potential environmental and social impacts of the proposed project activities;
- vi. Analysis of alternatives and design options, where relevant, to avoid or minimize adverse impacts;
- vii. Development of practical, feasible, and contractor-implementable mitigation and enhancement measures for identified environmental and social risks and impacts;
- viii. Preparation of the Environmental and Social Management Plan, including standardized tools such as ESMP templates, monitoring checklists, monitoring indicators, clearly defined performance indicators, responsibilities, schedules, and reporting arrangements;
- ix. Institutional capacity and training needs assessment for ESMP implementation;
- x. Cost estimation and budgeting for implementation of mitigation and monitoring measures; and
- xi. Validation of findings and incorporation of stakeholder inputs into the final ESMP, ensuring alignment with implementation requirements and contractor obligations.

2. Project Description

Ethiopian Electric Power (EEP) manages over 15,000 km of OPGW/optical fiber infrastructure installed along high-voltage transmission lines. In response to damage caused by the conflict in the northern part of Ethiopia, the Government of the Federal Democratic Republic of Ethiopia and the French Development Agency signed a grant agreement on April 23, 2023 to support the reconstruction and repair of the affected OPGW network. The grant finances the procurement and importation of OPGW cables and related materials.

Under this ESMP assignment, the Consultant shall build on available project information and relevant environmental and social studies (where applicable) to define the project's "Area of Influence," including direct and indirect impact zones, and cover all associated and ancillary facilities (such as access roads, storage areas, and temporary work sites) for the purpose of implementing mitigation, monitoring, and management measures.

The subsequent installation of Optical Ground Wire (OPGW) will be undertaken under "live-line" conditions, whereby transmission circuits remain energized at their rated voltage. The

works are expected to comply with the latest revision of the IEEE Std 524, along with all applicable safety procedures for live-line operations and fiber optic cable handling.

Accordingly, the ESMP shall focus on translating identified environmental and social risks into practical, site-specific mitigation, monitoring, and management measures, including procedures to address risks associated with live-line works, access limitations, and prevailing security conditions in the post-conflict context, consistent with ESS4 requirements, to ensure the safety of workers, affected communities, and project assets during implementation.

2.1. Project location and area of influence

The project crosses several zones, districts and kebeles in Tigray and Amhara regions. It mainly involves the installation of a total of ~621.83 km of OPGW Cable on the following overhead power lines. A diagram showing the above-mentioned high-voltage lines is provided below.



Figure 1: Project location

2.2. Project components and activities

2.2.1. Project Components

This project mainly involves the installation of ~621.83Km of OPGW Cable on the above-mentioned overhead power lines and includes the following major works: -

- ✧ Survey and Design Works
- ✧ Replacement of existing Earth Wires on existing overhead power lines with Live Line Fiber Optic Grounding Cables (OPGW Cable)
- ✧ Optical Fiber Splicing Works

The table below shows Transmission line route, Voltage level and length to be replaced with New OPGW

2.2.1. Table indicates: Transmission line route, Voltage level and length (Km)

No	Description (Transmission line route)	Voltage Level (KV)	Estimated Length to be replaced with new OPGW (Km)
1	Adwa To Axum	132	8.83
2	Almata To Ashegoda Wind	230	54.76
3	Almamata To Combolcha 2	230	58.30
4	Almata To Gashena	230	81.26
	Gashena To Nifasmewcha		
	Nifasmewcha To Bahirdar 2		
5	Alamata To Mehoni	230	17.67
6	Mehoni To Mekele	230	33.57
7	Axum To Shire	230	21.20
8	Axum To Tekeze	230	61.83
9	Mekele To Adwa	132	35.33
10	Mekele To Mesobo	132	3.53
11	Mekele To Tekeze	230	17.67
12	Shire To Humera	230	44.16
13	Shewarobit To Kemise	132	58.30
14	Kemise To Combolcha 2	132	24.73
15	Tekeze To Shire	230	61.83
16	Mekele To Wukro	132	38.86
	Wukro To Adigrat		
TOTAL			621.83

2.2.2. The Project activities

The installation work will be carried out on existing high-voltage power lines without interruption;

- ❖ Heavy vehicles and machinery will be used to carry out the installation work;
- ❖ Potential temporary crop losses during live-line installation, even if the impact should be limited since works will be carried out every 3-4 km (not on all pylons), aerially without laying cables on the ground, using low-impact machinery;
- ❖ Access roads to the installation sites may need to be repaired;
- ❖ There will be scrap metal, including grounding (Earth Wire) cables to be replaced during the installation work;
- ❖ Test commission works
- ❖ The installation activities will involve live-line operations on energized transmission lines, which inherently present occupational health and safety risks such as electrocution, induced voltage, working at height, and potential falling objects from towers;
- ❖ The activities may also expose nearby communities to construction-related hazards, including movement of heavy machinery, restricted access, and proximity to energized infrastructure;
- ❖ The works may give rise to community concerns, particularly related to temporary crop disturbance and land use under high-voltage lines, which may require appropriate compensation and grievance management mechanisms

3. Scope of the Assignment–Tasks of the Consultant

The scope of the required consultancy service is to conduct ESMP studies in order to make the projects environmentally and socially acceptable. It is the responsibility of the consultant to ensure the project complies with the country’s legal guidelines and the AFD environmental and social standards policies and requirements; identifying gaps in compliance, if any.

In general, the Consultant will perform the following key tasks, but not be limited to, the following tasks as part of the Environmental and Social Management Plan (ESMP) study of the project.

The consultant shall be responsible to undertake the following important tasks:

Engage and consult on with high level federal and regional stakeholders such as Federal EPA, MoFED, Tigriy and Amhara regional states. The aim is to ensure that these stakeholders are well-informed the new amended Proclamation and how to implement and actively participate in decision-making processes related to the ESMP, including the valuation and compensation approaches according to the new proclamation 1336/2024. *Especially, the reassignment of responsibility for compensation payments and strong engagement with the Tigriy and Amhara regional state on new proclamation 1336/2024.* The consultation shall be supported by minutes and photograph. These minutes of meeting shall be attached as annex. This involvement will be facilitated through a stakeholder engagement process described in the World Bank's ESS 10. The consultation process will be designed to ensure that the perspectives of women and other vulnerable groups are obtained in a fair and inclusive manner.

- ✓ Prepare the Environmental and Social Management Plan (ESMP) in accordance with the national [ESMP guideline 2002](#) and the World Bank Environmental and Social Framework as well as the approved Terms of Reference.
- ✓ Conduct a desk review of relevant secondary data and documents.
- ✓ Carry out site visits to the project location.
- ✓ Identify and assess the environmental and social risks and impacts associated with the project under operation.
- ✓ Establish appropriate mitigation, prevention and management measures for identified impacts and risks.
- ✓ Review and apply the relevant federal, regional and World Bank Policy and legal and institutional frameworks.
- ✓ Conduct a gap analysis between Ethiopia's legal and institutional framework and the World Bank Environmental and Social Framework (ESF), and propose measures to bridge identified gaps to ensure compliance.
- ✓ Conduct and document stakeholder consultation and public participation throughout the ESMP preparation process, ensuring inclusiveness and proper records.
- ✓ Ensure appropriate information disclosure to affected stakeholders and communities.

- ✓ Prepare an environmental and social monitoring plan, including: monitoring indicators, methods, frequency and responsibilities.
- ✓ Define institutional arrangements, roles and responsibilities for ESMP implementation, supervision, and regulatory oversight.
- ✓ Identify capacity development and training needs for effective ESMP implementation.
- ✓ Prepare a detailed ESMP cost estimation for mitigation, monitoring and management measures, including capacity building.
- ✓ Develop and describe the Grievance Redress Mechanism (GRM) for the project in accordance with national and ESF requirements.
- ✓ Prepare the implementation schedule for mitigation and monitoring measures and management actions.
- ✓ Prepare and submit the final ESMP report to the client, Bank and authorities (EPA) for review and approval (including draft and final submissions).
- ✓ Revise the ESMP report based on comments from the regulatory authority and stakeholders, including the Client, and financing agencies, as required.
- ✓ Ensure that the ESMP is prepared in a manner that is clear, technically sound, and suitable for review and approval.

Task 1 – Desk review

Collect and review all available and relevant secondary documents, including:

- ✓ project operational information;
- ✓ project design documents and scope of works;
- ✓ national and regional policies, proclamations, regulations, directives and [ESMP Guideline 2022](#) relevant to the project;
- ✓ World Bank Environmental and Social Framework (ESF) and relevant international safeguards and standards where applicable.
- ✓ Review the applicable environmental and social legal and institutional frameworks at federal levels.
- ✓ Review existing information on:
 - ✧ Environmental Baseline Conditions;

- ✧ Socio-Economic Conditions of The Project Area;
- ✧ Complaints, Grievances or Compliance Records (If Available).

Task 2 – Site visit and field assessment

- ✓ Conduct site visits to the project location
- ✓ Observe and document:
 - ✧ Operational Activities and Processes;
 - ✧ Waste Generation, Handling and Disposal Practices;
 - ✧ Emissions, Effluent and Discharges;
 - ✧ Storage Of Hazardous and Non-Hazardous Materials;
 - ✧ Occupational Health and Safety Practices including live-line working conditions and safety practices;
 - ✧ Surrounding Land Uses and Sensitive Receptors including vegetation management and right-of-way (ROW) conditions.
- ✓ Verify the actual project footprint and boundaries, including tower accessibility conditions and constraints.
- ✓ Identify environmentally and socially sensitive areas within and around the project site.
- ✓ Collect field observations to support and validate the baseline description and impact identification, including risks related to tower accessibility constraints.

Task 3 – Stakeholder consultation and public participation

- ✓ Identify relevant Stakeholders, Including:
 - ✧ Affected Communities;
 - ✧ Local Administrations;
 - ✧ Sectoral Offices;
 - ✧ Community-Based Organizations;
 - ✧ Women And Vulnerable Groups Where Relevant.
- ✓ Conduct participatory consultations and focus group discussions to:

- ✧ Inform Stakeholders About the Project and Its Activities;
 - ✧ Collect Views, Concerns, Expectations and Recommendations;
 - ✧ Identify Existing Social Problems, Complaints and Conflicts Related to the Project.
-
- ✓ Document consultation methods, participants, key issues raised and responses including consultation timing across project phases (pre-construction, construction, and operation).
 - ✓ Prepare a structured Stakeholder Engagement Plan (SEP) as part of the ESMP.
 - ✓ Integrate consultation outcomes into impact identification and mitigation measures.

Task 4 – Description of project and operational context

The consultant shall; prepare a detailed description of the project, including:

- ✧ Location And Size of the Project;
- ✧ Maps Showing the Project and Its Components;
- ✧ Scope Of Works and Operational Activities;
- ✧ Objectives Of the Project;
- ✧ Legal And Technical Basis for the ESMP.

Task 5 – Baseline environmental and Socio-economic conditions

- ✓ Describe the existing environmental conditions, including:
 - ✧ Climate, Soil, Geology, Hydrology and Topography, including screening for sensitive habitats and biodiversity features along the corridor.;
 - ✧ Flora And Fauna;
 - ✧ Sensitive Habitats and Natural Resources.

- ✓ Describe the socio-economic conditions, including:
 - ✧ Population And Demographic Characteristics;
 - ✧ Livelihoods And Economic Activities;
 - ✧ Infrastructure And Services;
 - ✧ Cultural And Historical Resources;

- ◇ Land Use and Land Tenure including identification of sensitive receptors such as schools, health centers, and settlements near transmission lines.
- ✓ Use available secondary data and field observations to establish baseline conditions.

Task 6 – Identification and assessment of environmental and social impacts and risks

- ✓ Identify environmental, social, economic and cultural impacts arising from project pre-construction, construction (including live-line works), operation, and decommissioning.
- ✓ Identify the types, magnitude, extent and frequency of impacts for each project phase.
- ✓ Identify risks related to:
 - ◇ Public Health And Safety;
 - ◇ Occupational Health and Safety (clearly differentiated from community safety risks);
 - ◇ Climate Change and Disaster Risks;
 - ◇ Gender And Social Vulnerability Issues.
 - ◇ Cumulative and indirect impacts.
- ✓ Assess The Significance of Identified Impacts and Risks including cumulative and indirect effects.

Task 7 – Development of impact mitigation and management measures

- ✓ Propose practical mitigation and management measures for:
 - ◇ Biophysical Environmental Impacts; And
 - ◇ Socio-Economic Impacts, ensuring measures are specific, measurable, and linked to monitoring indicators.
- ✓ Identify alternative mitigation options where appropriate.
- ✓ Define responsibilities for implementing each mitigation measure, clearly assigning responsible entities for each action..

- ✓ Ensure that mitigation measures are technically and institutionally feasible.
- ✓ Include method statements for high-risk activities (e.g., live-line works, working at height).

Task 8 – Preparation of environmental and social monitoring plan

- ✓ Develop a monitoring plan that specifies:
 - ✧ Indicators to be Monitored (including compliance and performance-based indicators);
 - ✧ Monitoring Methods;
 - ✧ Monitoring Locations;
 - ✧ Frequency And Duration including clear monitoring frequency and reporting responsibilities;
 - ✧ Responsible Institutions and Personnel.
- ✓ Define thresholds or conditions requiring corrective actions (including clear triggers for corrective action).
- ✓ Link monitoring activities with mitigation measures.

Task 9 – Institutional arrangements, roles and responsibilities

- ✓ Define roles and responsibilities for ESMP implementation and regulation at:
 - ✧ Federal Level;
 - ✧ Regional Level;
 - ✧ Sectoral Level; And
 - ✧ Project Level including clear delineation of responsibilities between the Project Implementation Unit (PIU), contractors, and regulatory authorities.
- ✓ Clarify coordination mechanisms between implementing and regulatory institutions.
- ✓ Define minimum staffing requirements for environmental and social supervision within the PIU and contractor teams.

Task 10 – Capacity development and training plan

- ✓ Assess training and capacity gaps for ESMP implementation.

- ✓ Propose job-specific and general environmental, social, health and safety training activities, including training on World Bank Environmental and Social Framework (ESF) requirements.
- ✓ Identify target groups for training (defined training audiences), training topics and delivery mechanisms (including classroom, on-the-job, and toolbox training methods).
- ✓ Include specialized training on live-line safety, working at height, and incident/emergency response procedures.

Task 11 – ESMP cost estimation and budgeting

- ✓ Prepare detailed cost estimates for:
 - ✧ Mitigation Measures;
 - ✧ Monitoring Activities;
 - ✧ Capacity Development and Training, including training, monitoring, supervision, and contingency costs;
 - ✧ Management And Reporting.
- ✓ Present costs in itemized tables.
- ✓ Indicate annual and multi-year budget requirements.
- ✓ Clarify budget allocation responsibilities between the contractor and EEP for each cost item.

Task 12 – Public information disclosure and awareness measures

- ✓ Propose information disclosure and communication mechanisms for workers and communities.
- ✓ Define awareness activities on:
 - ✧ Environmental And Social Impacts;
 - ✧ Labour Rights And Ethics;
 - ✧ Public Health And Safety;
 - ✧ Environmental Protection.

Task 13 – Grievance Redress Mechanism (GRM)

- ✓ Develop a project-specific grievance redress mechanism.

- ✓ Define procedures for:
 - ✧ Receiving, Recording and Registering Complaints;
 - ✧ Investigation And Response;
 - ✧ Resolution And Feedback.
- ✓ Align the GRM with national EIA and ESMP procedures.
- ✓ Include a separate grievance mechanism for project workers in line with ESS2 requirements.
- ✓ Define clear timelines for complaint response and resolution.
- ✓ Allow for anonymous complaints to be submitted and processed, if required.

Task 14 – ESMP implementation schedule

- ✓ Prepare an implementation schedule for all mitigation and monitoring activities.
- ✓ Link the schedule to the overall project operation program.
- ✓ Specify timing, frequency and duration of actions.

Task 15 – Preparation of ESMP report

- ✓ Prepare the ESMP report in accordance with the EPA’s [ESMP Guideline 2002](#).
- ✓ Ensure the report includes all required technical sections, tables and annexes.
- ✓ Ensure the report is clear, technically sound and suitable for regulatory review.

Task 16 – Submission, revision and support to approval process

The Consultant is required to submit final ESMP reports, These ESMP reports must be disclosed of the regulatory approval process. The Consultant must comply with any requested changes from the client, AFD and authorities and continue working until all objections from the AFD are resolved and clearance from the EPA is obtained.

Task 17: Counterpart Staff

The Consultant shall work in close collaboration with counterpart staff assigned by the Client. The Client, through Ethiopian Electric Power (EEP), will assign two (2) staff members from the Environmental and Social Affairs Office to support the assignment.

The Consultant shall be responsible for covering all transportation costs for the two counterpart staff during the execution of the field work assignment.

In addition, during high-level regional consultations and discussions to be conducted in the Tigray and Amhara Regions, EEP will assign four (4) additional staff members from relevant offices. The Consultant shall also cover the transportation costs for these staffs members during the regional consultation activities.

Task 18: Workshop

The consultant shall organize a one (1) day workshop to present the Inception Report at the Client's compound, with the necessary facilities provided by the Client. and another one (1) days' workshop to present the Draft ESMP arranged in Hotel, where the convenient venue to be decided latter.

The objectives of the workshops are:

- ✓ *To reach an agreement on approach & methodology or executing the assignment, detail schedule of the work after inception report submission;*
- ✓ *To present draft report, highlighting the conducted stakeholder consultation and key-findings of project, and relevant information on the overall assignment etc.*
- ✓ *To take all stakeholders review comments given on the workshop and address it in the final ESMP reports.*

The participants will be determined by the client. The expected number of workshop participants is approximately twenty (20), subject to the client's approval of the client on execution. All facilitation and hotel venue costs including lunch, coffee breaks with snacks, water, and any other facilities required for the meeting on a daily basis will be covered by the consultant. These costs should be quoted separately under the reimbursable section of the financial proposal.

4. Implementation Arrangement

The Consultant will work closely with the Client project office. The Consultant's team leader will be the principal contact. The Consultant will be responsible for all aspects of performance of services set forth in the TOR.

The Client will be responsible for providing the information and supporting arrangement for the necessary field investigations and consultations. The Client will provide the following facilities and documents:

- ✓ *All the relevant documents;*
- ✓ *The KML Information of the route and substation location;*
- ✓ *Supporting letter for field work, and*
- ✓ *Access to relevant information to the extent of its availability.*

The Consultant shall hold periodic progress review meetings with the Client. Additional meetings shall be scheduled if necessary. The intent of these meetings will be for the Client to provide input and to discuss options for addressing the Client's comments. The Consultant shall fully cooperate with the Client in scheduling and attending such meetings as requested by the Client. The Client will be responsible to prepare meeting minutes during each of these meetings. Minutes will be distributed to participants for review and comment. The consultant is also required to make presentation to higher management of the Project implementing agencies and the AFD as and when necessary.

5. Schedule and work plan

The contract period shall be as indicated in Table-1 below and shall commence from the authorized project start date. Within this ten (10) week period, the Consultant shall work closely with EEP and submit the progress of activities in accordance with the agreed schedule.

The Final reports of the assignment must be submitted in its *completeness and final* form within the given project duration in Table-1 below. **The report is assumed final when the client receives no objections from the AFD and clearance from EPA.**

Table 1: Project Duration to the Submission Documents

S/N	Activity	Milestone
1	Submission of Inception Report from the signing of the contract	Week 1
2	Draft Environmental and Social Management Plan Report submission, from the signing of the contract	Week 6
3	Submission of comments on the draft ESMP by the Client, AFD & EPA, from the signing of the contract.	Week 8
4	Revise and resubmit the final ESMP, from the signing of the contract	Week 9
5	Approval and clearance on the Final ESMP from the EPA and no objection from the AFD .	Week 10

Note: The above timeline does not include the back-and-forth time required for receiving and addressing comments from the Client, EPA, and AFD.

Both the consultant and EEP shall compare the actual project area conditions to what was anticipated in the ToR and make recommendations for any changes to the study schedule and other actions deemed crucial to the project's success. EEP and the consultant must come to an agreement on this.

The consultant should outline the plan for the implementation of the main activities/tasks of the assignment, their content and duration, phasing and interrelations, milestones (including interim approvals by the Client), and tentative delivery dates of the reports. The proposed work plan should be consistent with the technical approach and methodology, showing your understanding of the ToR and ability to translate them into a feasible working plan.

A list of the final documents (including reports) to be delivered as final output(s) should be included here. The work plan shall be submitted in Gant-chart that illustrates all the project activities, as follows:

- ✓ *List the deliverables with the breakdown for activities required to produce them and other benchmarks such as the Client's approvals. For phased assignments,*

indicate the activities, delivery of reports, and benchmarks separately for each phase.

- ✓ *Duration of activities shall be indicated in a form of a bar chart.*
- ✓ *Include a legend, if necessary, to help read the chart.*

6. Qualification of Consultant

6.1. Consultant's Organization and Experience

Submit a brief description of the Consultant's organization and an outline of the recent experience of the consultant that is most relevant to the assignment. For each assignment, the outline should indicate the names of the Consultant's Key Experts who participated, the duration of the assignment, the contract total amount, and the Consultant's role/involvement.

The Consulting Firm must have demonstrated experience in the following below:

1. **Core Business:** Consultancy in the power sector (the firm is a consultant with experience in the power and road sector).
2. **Years in Business:** Eight (8) or more years in business.
3. **Prior experience with assignments of a similar nature** (including the project type and the country/ project area). Besides, completion of at least two projects successfully proving experience of ESMP/ESIA for transmission lines and road projects.
4. **Technical and Managerial Capabilities of the Firm**
Demonstrate technical and managerial capability of the firm including organization and staffing, evidenced by existence of strong and reliable organizational structure and staffing.

6.2. Qualification of Key-Staff

The Consultant shall assemble a team of both key and non-key experts as per the Table-2 below. List of Experts (LOE) and estimates are indicative, and Consultants are free to propose their own LOE to match their methodology and staffing plans, noting any

deviations from the notional LOE as well as the reasons behind them. Additional staff and staffing requirements may be proposed by the Consultant as necessary and based on the Consultant’s proposed methodology and approach that will achieve the objectives of the assignment. Consultant shall provide and maintain all Key Personnel. Once the LOE is approved by the Client, any changes are subject to prior approvals by the Project implementing agencies in accordance with the terms of the contract.

The consultant will be expected to work closely with the client's staff, in particular the EEP ‘s Grid Innovation and Rehabilitation Project office experts and other third parties relevant to the required services, particularly relevant representatives from the Regional and local Governments where those projects are going to be built. Therefore, the consultant will also be expected to have good communication, writing, and analytical skills as well as have a good command of languages, namely English.

The required key staff specific Educational Qualification and Experience shall be as follows:

Table 2: Key Staff Educational Qualification and Experiences

<i>Role</i>	<i>Qty</i>	<i>Required Qualification</i>
<i>Project Manger</i>	1	<ul style="list-style-type: none"> ✓ The project manager Minimum of Master Degree in Environment Science/ Environmental Engineering / Environmental Management/ Natural Resource Management / Ecology with 12 years of professional experience in the related field. ✓ At least similar 4 projects within 5 years’ experience in managing an ESIA/ESMP/RAP in energy & road project as per national requirements, and international financers (WB, AFD, AfDB) Environmental and Social Safeguard Policies.
<i>Senior Environmentalist</i>	1	<ul style="list-style-type: none"> ✓ Minimum of BSc degree in Environmental science/ Environmental Engineering and Related fields/ with at least 10 years general experience ✓ At least similar 2 project within 5 years’ experience in preparing an ESIA/ESMP preferably on energy & road projects.
<i>Senior Sociologist/</i>	1	<ul style="list-style-type: none"> ✓ Minimum of BA degree or equivalent in Rural Development/

<i>Anthropologist</i>		<p>Sociology/Anthropology with at least 10 years of general experience,</p> <ul style="list-style-type: none"> ✓ At least similar 2 project within 5 years' experience in preparing an ESIA/ESMP and/or RP preferably on energy & road projects.
<i>Occupational Health and Safety (OHS) Specialist</i>	1	<ul style="list-style-type: none"> ✓ Minimum of BSc degree or equivalent in Occupational Health & Safety, Environmental Health or related field with at least 8 years general experience. ✓ At least similar 2 project within 5 years experience in preparing an ESMP/ESIA and/or preparation and implementation of Site specific Health& Safety Plans preferably on energy& road projects.
<i>Forestry / Ecologist</i>	1	<ul style="list-style-type: none"> ✓ Minimum of BSc degree or equivalent in forestry/ plant science with at least 8 years general experience. ✓ At least similar 2 project within 5 years experience in preparing an ESIA/ESMP and/or RP preferably on energy& road projects.
<i>Socio economist</i>	1	<ul style="list-style-type: none"> ✓ Minimum of BA/BSc degree in Economics with at least 10 years general experience ✓ At least similar 2 project within 5 years' experience in preparing an ESIA/ESMP preferably on energy & road projects.
<i>GIS Expert/Land use expert</i>	1	<p>Minimum of BSc degree in GIS/Urban Planner/ Rural Development Planner or other relevant field with at least 6 years of professional experience.</p>

7. Deliverables

7.1. General

The consultant shall provide a team of experts with a variety of skills to complete the tasks necessary to produce an ESMP that complies with the demands of the National.

The consulting company will have an advantage if it can provide proof of prior work performing Environmental and Social Impact Assessments (ESIA) and Environmental and Social Management Plan (ESMP) with other management plans for development projects funded by the AFD/WB/ADB. The consulting company must, at a minimum, suggest experts who have experience preparing Environmental and Social Management Plan (ESMP) and Environmental Impact Assessments (ESIAs).

The consultant will also be expected to have good communication, writing, and analytical skills as well as have a good command of languages, namely English.

The consultant should also be respectful of the local culture. English must be used for all written correspondence and documentation.

7.2. Report Requirement

To ensure that the results as presented in the draft reports are well known and in line with EEP's and the Bank's expectations when the draft report is issued, the Consultant shall work closely with EEP and the AFD throughout the conducting of ESMP.

The consultant must submit a brief report detailing the tasks completed and any difficulties encountered. The ESMP reports, unless specifically stated otherwise, must be submitted in final draft form for AFD, EEP, and EPA review. **And a final edition of the reports must be prepared and submitted by the consultant following receipt of comments on the final draft documents from the AFD, EEP, and EPA for approval (no objection).**

The required content of these documents must be agreed upon with the client and the bank at the beginning of the study, but it is anticipated that it will include project progress, staff contributions over the course of the period, any problems that need to be fixed, and measures suggested to ensure the project's success.

The final ESMP reports and standalone management plans (if) must be submitted in its completeness within Ten (10) weeks. The consultant work must be completed when the client receives no objections from the bank and EPA following receipt of the comment and clearance of the documents. The ESMP over all process cannot exceed 2 months and 2 weeks (10 weeks).

The ESMP shall be structured in a manner suitable for direct integration into contractor bidding documents and construction contracts, including clear mitigation measures, monitoring requirements, and compliance obligations.

7.3. Reporting Format

All reports, including appendices, drawings, etc., must be submitted both electronically and on paper in the form of editable Excel and/or Word files and PDF files. All reports and documents must be written in English. Executive summaries, a list of the projects affected

and their socioeconomic profiles, maps, meeting minutes, and some relevant photos must be included in all reports (aside from the progress report).

The ESMP report must each be submitted in one main volume (A4 format) and with the appropriate number of appendices, drawings, photographs, and other exhibits in additional volumes, in either A4 or A3 format as needed. Any modifications to the reporting schedule or contents must be brought up and approved in consultation with EEP and the consultant.

The ESMP annexes shall include standardized implementation tools such as monitoring templates, reporting formats, incident/accident log sheets, and inspection checklists.

The consultant must provide the client with the following number of copies:

(A) Inception Report: Two (2) printed copies and Electronic copies of Inception Report shall be submitted, reflecting the agreed methodology, techniques, schedule, deliverables and an outline of the proposed contents of the assignment.

(B) Draft Report: Submit the soft copies of the draft report on optical media (Flash Disk). In a stakeholder workshop, the consultant must present the ESMP report and take feedback into account. Deliveries must be based on the client's priorities.

(C) Final Report: The final with the signature and the consultant stamped ESMP will have four (4) printed copies, in addition to four (4) soft copies on optical media (Flash Disk) that the client can send to the EPA and AFD. All issues brought up during stakeholder engagements, as well as the comments of the EEP, AFD and EPA will be covered in the final report. The final report activity will end once the Client, Bank and EPA have approved it (no objections have been raised).

The consultant must provide the client with an inception progress reports for ESMP. The consultant is required to submit a report outlining the tasks completed as well as any difficulties encountered. Furthermore, there should be constant and simple communication with the client and the bank.

8. Outline of the ESMP

The Consultant shall prepare the ESMP report with, at a minimum, the following sections in accordance with the EPA's [ESMP Guideline 2022:](#) and considering the **World Bank ESMP guideline** as a reference. The Consultant shall follow the outline provided below.

1. Executive Summary

2. Introduction
3. Project Overview
4. Project Description
5. Policy, Legal and Administrative Framework
6. Environmental Compliance Framework
7. Environmental and Socio-Economic Baseline Conditions
8. Environmental and Social Impacts and Risks
9. Impact Mitigation and Management Measures
10. Stakeholder Engagement Plan (SEP)
11. Public Consultation and Information Disclosure
12. Grievance Redress Mechanism (GRM)
13. Labor Management Procedures (LMP), including worker grievance mechanism (ESS2)
14. Occupational Health and Safety (OHS) Procedures
15. Emergency Preparedness and Response Plan
16. Roles and Responsibilities for ESMP Implementation and Regulation
17. Environmental and Social Monitoring Plan
18. Capacity Development and Training Plan
19. ESMP Cost Estimation and Budgeting
20. Resettlement Action Plan (RAP) (where applicable, e.g., access roads and associated facilities)

Annexe:

Reporting and Reviewing structure, content and timing of reporting should be specified