
Terms of Reference (TOR)
For
Consultancy Service of Environmental and Social
Performance Audit of Ethiopia Flood Management Project
(P 176327)

Prepared By

Tefera Tegegne: Social Safeguard Consultant

Solomon Haileyesus: Environmental Consultant

October, 2024

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ACRONYMS

DRM	Disaster Risk Management
EDRMC	Ethiopian Disaster Risk Management Commission
EFY	Ethiopia Fiscal Year
EMI	Ethiopia Meteorology Institute
E&S	Environmental and Social
ESIA	Environmental and Social Impact Assessment
ESF	Environmental and Social Framework
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESPA	environmental and social performance Audit
ESS	Environmental and Social Standards
ET-FMP	Flood Management Project
GBV	Gender Based Violence
GoE	Government of Ethiopia
ISO	International Standardization Organization
GRM	Grievance Mechanism
MoWE	Ministry of Water and Energy
PAD	Project Appraisal Document
PAPs	Project Affected Persons
PIU	Project Implementation Unit
PMU	Project Management Unit
RP	Resettlement Plan
RF	Resettlement Framework
SEA/SH	Sexual Exploitation and /Abuse Sexual Harassment
SEP	Stakeholder Engagement Plan
SRAMP	Security Risk Assessment and Management Plan
TOR	Terms of Reference
VAC	Violence Against Children
WB	World Bank
WBG EHSG	World Bank Group Environmental Health and Safety Guideline

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1. Introduction

Ethiopia Flood Management Project (ET-FMP) is an Investment Project Financing (IPF) for an International Development Association (IDA) grant of US\$200 million and implemented by Ministry of Water and Energy in cooperation with Ethiopian Disaster Risk management commission (EDRMC), Ethiopia Meteorology Institute (EMI) and other relevant sectors. A formal agreement between the Government of Ethiopia (GoE) and the World Bank (IDA) was signed on January 21, 2023, marking a significant milestone in the country's disaster risk management efforts. The project became effective on April 14, 2023, initiating the implementation phase. The project period is five-years (2023-2028) and comprises four main components: with some of the activities in each component posing varying degree of environmental and social impacts/risks. It aims to support the Government of Ethiopia in its efforts to reduce poverty through quality growth and build longer-term disaster and climate resilience by strengthening the institutional and technical foundation to operationalize and mainstream disaster risk management as well as to plan and implement flood risk reduction and management activities. The activities include leveraging physical investments in flood risk reduction and early warning, strengthening institutional DRM capacities at the federal and regional level, and enhancing financial preparedness and disaster risk financing.

ET-FMP is also expected to fill the critical gaps of disaster Risks and flood risk management. It will basically be implemented in three priority basins (Awash River Basin, Rift Vally Lakes Basin and Omo Gibe River Basin and Four strategic study Basins (Abbay, Baro-Akobo, Wabi-Shebele, and Genale-Dawa).

The project has four major components: **Component 1:** Strengthening Institutional and Coordination Capacity for DRM. It aims to strengthen institutional and coordination capacity among federal level agencies and between federal and decentralized levels of the Government for improved DRM. Under this component, Sub-component 2.1: Basin-level Flood Risk Reduction Investments will support the following activities: (a) the production or refinement of feasibility studies; (b) detailed design studies; (c) the provision of bidding document; (d) the supervision of civil work; (e) implementation of civil work; and, (f) Technical Assistance (TA) and capacity building activities for flood risk management and to ensure the sustainability of the physical investment.

Component 2: Accelerating Flood Risk Management (estimated amount: US\$ 268

million) that focuses on physical investments to reduce flood risks and technical assistance and capacity development to facilitate integrated flood risk management. The component will also implement strategic studies for future physical investments and provide technical assistance for operationalization and sustainability of physical investments.

Component 3: Contingent Emergency Response (estimated amount: US\$ 0 million) which intends to emergency response and reconstruction. The last component; **Component 4** is Project Management and Implementation Support (estimated amount: US\$ 12 million) will support strengthening the institutional capacities for Project management and implementation support as well as operating costs incurred by implementing agencies on technical, environmental and social, fiduciary, gender, citizen engagement, monitoring and evaluation aspects of Project activities.

In consideration the World Bank ESF requirements and Government of Ethiopia's (GoE) legal frameworks; relevant ESF procedures, different instruments have been prepared for Environment and Social (ES) management and institutions to support its implementation and enforcement. The approved applicable Environmental and Social instruments of ET-FMP shall implement. These are Environmental and Social Commitment Plan, Environmental and Social Management Framework (ESMF) including a Social Assessment (SA) with Social Management Plan (SMP), Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plan (ESMP), Resettlement Framework (RF), Resettlement Plan (RP), Labor Management Procedures (LMP), Stakeholder Engagement Plan (SEP), and SEA/SH Risk Assessment, and Prevention and Response Action Plan and SRAMP. To ensure environmental and social sustainability, an Environmental and Social Impact Assessment (ESIA) Audit is required in accordance with national regulations and World Bank requirements.

2. Purpose of the Audit

The purpose of the environmental and social audit is to improve decision making and ensure that the subprojects will be implemented the way in which environmental and social risks and impacts will be addressed in the assessment, development, and implementation of the project in compliance with the WB ESF and the relevant national E&S legal frameworks.

The rationale is to check the environmental and social performance of ET-FMP, including project implementing entities (EMI and DRMC). The consulting firm will

conduct environmental and social audit on implemented project activities which includes consultancy services and flood reduction Works that were /are being implemented. In 2017 EFY, ET-FMP had implemented 5 Fast Track Flood Reduction works in Lower, Middle and Upper Awash. Moreover, 12 flood risk reduction works are being conducted in Awash and Rift Valley in 2017. Currently, flood reduction works are being implementing in Lower Omo Basins (Dasenech).

3. Objective of the Assignment

The main objective of the E&S Implementation Performance Audit is to:

- Evaluate the implementation and effectiveness of environmental and social mitigation measures outlined in the ESF instruments of the project including site specific instruments such as ESIAs and ESMPs and the Dredging Management Plan (DMP).
- Assess the project's compliance with national environmental laws and World Bank Environmental and Social Standards (ESS).
- Identify any unforeseen environmental or social impacts that may have arisen during implementation.
- Recommend corrective actions and E&S capacity strengthening and improvement measures to ensure continued environmental and social compliance and sustainability.

Specific Objectives of the safeguard performance audit of ET-FMP are

- identify cases of compliance, partial or non-compliance in terms of institutional set up and safeguard compliance performance of ET-FMP
- to recommend appropriate corrective actions if cases of non or partial compliance are identified and justifies appropriate measures and actions to mitigate the areas of concern, estimates the cost of the measures and actions, and recommends a schedule for implementing them; and
- To make recommendations for strengthening the institutional systems for the preparation, implementation and monitoring of safeguard instruments. Based on audit findings, gap-filling and enhancement measures with agreed action plans will be recommended for the project going forward.

4. Scope of the Services

The audit will focus on the implementation of safeguard compliance in the three priority basins (Awash, Omo and Rift Valley Lakes) and all flood reduction investment projects. The consulting firm will visit priority basins where flood reduction subprojects works are conducted in priority and strategic study basins. The audit will focus on identifying the non-compliance with adhering to national and WB legal requirements, evaluating environmental and social changes brought about by ET-FMP, and assessing the implementation and effectiveness of proposed mitigation measures against the Project ESMF. In line with the scope of the 1st environmental and social audit of ET-FMP, the audit will cover the following key components of consultancy service.

Task I Develop a broad audit plan: The Audit plan will confirm the consultant's understanding of the audit objective, scope, methodology/approach and schedule and prepare an audit checklist that will cover meetings at the PMU and PIU levels, relevant sub-national government agencies, community facilitators, PAPs, contractors, and supervision engineers. The detailed methodology and audit checklist templates shall be reviewed by ET-FMP/PMU and the World Bank. The audit plan shall incorporate field visits to selected project locations. This assignment will be part of the inception report.

Task II Site Selection: Select sites, Basins, Woredas, zones and region of detail assessment in consideration of clear and agreed criteria, volume and extent flood reduction Works.

Task III: Review of Project Documents

The consulting firm will conduct an Environmental & Social Risk Management Performance Audit on the ET-FMP in accordance with the Ethiopian and World Bank relevant environmental and social legal frameworks. The basis for evaluating the Project will be in terms of national environmental policies such as- the Environmental Policy of Ethiopia (EPE), Environmental Impact Assessment (Proclamation No, 299/2002), Hazardous waste management and control proclamation (Proclamation No. 1090/2018), Environmental Pollution Control (Proclamation No. 300/2002), Expropriation of Landholdings for Public Purposes and Payment of Compensation Proclamation No. 1161/2019, Payment of Compensation for Properties Situated on Landholdings Expropriated for Public (Regulation No.472/2020) and the WB ESF.

The World Bank Group Environment, Health and Safety Guideline (WBG EHSG) shall also be applicable as deemed necessary. In addition, the Audit Report is expected to give detailed insight into the implementation of the ESMF and RPF, along with some other project specific impacts and mitigation measures listed within the ESIA's, ESMPs, DMP and RPs). The audit firm will review original environmental & social screening documents and project specific environmental and social management plan, resettlement plan (if applicable), environmental and social commitment plan, stakeholder engagement plan, environmental permits and approvals, monitoring reports & third-party audits, and contractors & supervision reports.

The environmental and social audit will use all available documents prepared during the preparation and implementation of the program. These documents will be organized and provided to the consultant in the preparation phase of the Environmental and Social audit. Relevant reference documents may include but not limited to:

- ET-FMP Program Document (PAD),
- ET-FMP Program Operational Manual (POM),
- ET-FMP ESMF, RPF documents and social assessment
- ET-FMP Labor Management Procedures (LMP),
- ET-FMP Stakeholder Engagement Plan (SEP)
- ET-FMP Security Risk Assessment and Management Plan (SRAMP)
- Annual and quarter Implementation Reports
- Joint Implementation support and Review Mission Aide memoires
- WBG EHSG

Task IV: Review and assess the adequacy of stakeholders' identification, analysis and engagement: The assessment includes adequacy the sub-projects' stakeholder identification, analysis and engagement progress as part of the Environmental and Social Assessment (ESA) tasks and assess current and planned stakeholder engagement activities as outlined in the project's ESMF and RPF.

Task V: Conduct an environmental and social performance audit: As per the audit program this audit will assess compliance with the ESMF/RPF requirements (including preparation of screening and site specific instruments, their approval, proper documentation, consultations, disclosure, etc.) and relevant legislation and regulatory requirements, including environmental permitting and land acquisition legislation. The audit will assess whether a system for environmental and social management as stipulated in the ESMF/RF has been duly followed and fully functional. These include effectiveness of the institutional arrangements, resource adequacy, environmental and social management processes for screening, environmental and social assessments, considerations of alternatives, risk mitigation and oversight, reporting and documentation, Feedback and Grievance Redress Mechanism (GRM), incident/accident recording and management.

Assess the implementing agencies' capacities and resources to implement environmental and social management measures. This covers assessment of institutional capacities of the federal and regional PMU and PIU, including the Woreda and Basin development level implementing entities project consultants, contractors, Environmental and Social Safeguard Specialists etc. in implementing, monitoring and reporting the overall ESMF and RPF requirements. Key areas of concerns include management of all relevant environmental and social risk mitigation measures of subprojects operations of ET-FMP in particular, specific E&S risks that are identified in the ESMF and sub-project environmental and social assessments and availability of requisite resources to do so. The assessment shall include feedback on the quality of the environmental and social risk instruments, its implementation, management reporting, including related reviewing and approving activities, risk management, plans; as well as examining the implementation of mitigation measures and established mechanisms. Further elaboration of roles and responsibilities of the implementing units under the project to inform this assessment can be referenced in the ESMF.

Task VI: To Assess Capacity: Assess the capacities and resources of project consultants, contractors, Environmental and Social Safeguard Specialists and supervision engineers in implementing and addressing all relevant environmental and social risks and impacts of sub-project activities, specific E&S risks that were

identified in the ESMF and sub-project environmental and social assessments. The assessment shall include feedback on the quality of the environmental and social management reporting, including project monitoring reports, as well as compliance with the national legislation and permitting process and implementation of mitigation measures and established mechanisms. Subject to any continued restrictions on travel and public gatherings, site visits to sub-projects/activities and focus group discussions with stakeholders shall be conducted to verify the findings.

Task VII: Assess Labor, Occupation and community health, Gender and Security

Related Impacts: To Assess risks related to labor influx, covering Occupational, Health and Safety (OHS) and community, health and safety. Assess the management of such risks at the project and sub- project levels, including whether a system is in place and functions to address risks related to Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH), including Gender-Based Violence (GBV) and Violence Against Children (VAC) in line with the project's ESMF (Appendix 11), and the World Bank's Good Practice Note on SEA/SH (which also covers GBV/VAC).

Assess security situation including restrictions in place on travel and public gatherings, the consultant shall propose alternative solutions to data verification in the field. Such alternative approaches, including stakeholder engagement tools in lieu of site visits shall be reviewed and approved by the PMU and the World Bank. On a sample basis, assess the availability and implementation of Constructors' Environmental, Health and Safety Management Plan (EHSMP) prepared by the contractors and assess whether the function of supervision engineers, particularly mitigation of environmental impacts on sensitive areas, sedimentation and storm water run-off, hazardous wastes management, occupational health and safety practices, and traffic management.

Task VIII: To Assess Resettlement and Land Acquisition Issues: Assess implementation of specific risks related to implementation and practices in land acquisition and relocation/resettlement processes of project affected persons. Key aspects cover consultations, compensation processes, grievance handling, management of risks related to informal land claims and vulnerable groups and use of security forces. Assess the implementation practices and the satisfaction of the PAPs, of the Resettlement Plan (RP) in all the sample Woredas and sub- projects.

Task IX: To Assess functionality of Grievance Redressing Mechanisms: Assess the effectiveness of the project's Grievance Redress Mechanism (GRM) for subprojects in terms of its accessibility, credibility, effectiveness in resolving grievances, resourcing, etc. Specific attention needs to be paid to the assessment of GRM for SEA/SH and focus will be on understanding whether the system is functioning and protocols and practices established are in line with the World Bank's Good Practice Note on SEA/SH. Cautions and utmost care of data handling in relation to SEA/SH are needed to ensure protection of victims and confidentiality.

Task X: Presentation of Audit Findings to Stakeholders: Present audit findings and recommend gap-filling and enhancement measures for the overall environmental and social management, with Corrective Action Plan (CAPs) agreed by the Ministry of Water and Energy (MOWE). Audit results shall be analyzed to identify key issues and gaps to be addressed as part of the Project implementation and recommendations shall propose clear actions needed to address technical and capacity building gaps.

The draft ESPA is expected to be delivered to MoWE and shall be presented to all relevant stakeholders. This includes a validation workshop to discuss the findings of the ESPA and collect valuable information for ESPA finalization.

The final deliverable shall include extensive visual and graphic documentation including photographs of field conditions (including timestamps and geo-tagged reference points). The E&S audit team will submit audit reports to the MoWE/PMU and discuss a mutually agreed timeframe for the implementation of proposed follow-up actions. MoWE/ ET-FMP/PMU will submit all final audit reports to the World Bank for review/record. The audit will be deemed as closed only after this review and confirmation on action plans have been obtained.

5. Methodology

The Environmental and Social Performance Audit of the Ethiopia Flood Management Project (ET-FMP) will be conducted through a combination of desktop review and field assessment, ensuring a comprehensive understanding of both the documented and actual conditions of project implementation.

5.1. Desk Review

A detailed review of relevant project documents will be carried out to provide context and inform the selection of sites for field visits and the design of data collection tools, these documents includes:

- ❖ Environmental and Social Management Frameworks (ESMF),
- ❖ Sub-project Environmental and Social Impact Assessments (ESIAs),
- ❖ Environmental and Social Management Plans (ESMPs),
- ❖ Safeguards instruments,
- ❖ Monitoring reports,
- ❖ Grievance redress records, and
- ❖ Project implementation progress reports

5.2. Field Assessment

Field assessments will be conducted at a representative sample of sub-project sites within priority river basins, identified with support from the project's safeguard experts. These assessments will involve:

- ❖ Site observations to verify compliance with environmental and social safeguards
- ❖ Semi-structured interviews with key informants at the Federal, Regional, Woreda, and community levels
- ❖ Consultations with stakeholders, including: basin development Office Environmental and Social Focal Persons, woreda-level implementing agencies, affected community members and Local leaders and community-based organization

5.3. Stakeholder Engagement

Meaningful consultations will be held with a wide range of stakeholders to ensure their concerns and feedbacks are reflected in the audit findings. Engagement will include:

- ❖ Focus Group Discussions (FGDs) disaggregated by gender, age, and vulnerability status (e.g., men, women, youth, and underserved groups)
- ❖ Key Informant Interviews (KIIs) with local authorities and implementing partners
- ❖ Community consultations during site visits to understand on-the-ground perspectives

5.4. Use of Audit Checklist

An audit checklist will be developed to guide data collection and ensure consistency across sites. It will cover:

- ❖ Compliance with safeguard requirements
- ❖ Effectiveness of mitigation measures
- ❖ Functionality of grievance mechanisms
- ❖ Community satisfaction and involvement
- ❖ Any environmental or social risks or issues observed

5.5. Mapping and Site Documentation

The consultant will:

- ❖ Document the condition of each assessed site
- ❖ Include maps with GPS coordinates and location of key features
- ❖ Take photographic evidence where appropriate
- ❖ Provide narrative descriptions of environmental and social conditions

6. Team Composition

The audit team should include the following Specific qualifications and experiences of the desired experts are outlined below:

Table 1 *Qualifications and Experience required for the audit*

#	Role/Expertise	Main Responsibilities	Minimum Qualification and experience	Notes
1	Team Leader / Audit Lead (Env. & Social)	Overall coordination of audit; ensures integration of environmental, social, and technical aspects; liaises with client, stakeholders; quality assurance of reports.	<ul style="list-style-type: none"> — Shall have a BSc degree or above in environment science background or relevant interdisciplinary studies such as environmental health, public health, natural resource management, environmental management, environmental engineering, environmental sociology, and economics/environmental economics, industrial engendering, etc. — Minimum of 3 years for PhD; 6 years for MSc/MA or 8 years for BA/BSc in relevant expertise/study — Working on audits / ESIA / ESMP / RAP etc., especially in infrastructure / flood / water sector. Good leadership, report writing, stakeholder engagement. — shall have relevant experience and professional training to conduct the audit — Shall have strong organizational skills, leadership abilities, communication skills, and report writing abilities. 	
2	Environmental Specialist	<ul style="list-style-type: none"> — Examine water quality, soil, sediment issues; pollution from construction; waste management; air quality; noise; contamination issues; ensure environmental permits and compliance. — Identify and assess ecological impacts (flora, fauna); aquatic ecology (rivers, wetlands), terrestrial; evaluate habitat loss or fragmentation; advise mitigation/enhancement. — Workers' health & safety; risks to 	<ul style="list-style-type: none"> — A university degree (MSc/BSc) degree in Environmental Science, Environmental Health, Environmental Engineering, Public health, Environmental Management, Ecology, environmental biology, Natural resource management, or related fields; — At least 2 year for PhD; 6 years for MA/MSc or 8 years for BA/BSc professional experience in environmental management, with a strong focus on ESIA, Environmental audits of post-disaster reconstruction and rehabilitation projects, particularly in the Water, Sanitation, and Hygiene (WaSH) sector, flood related and other infrastructure-related projects, — Shall have relevant experiences in environmental auditing, monitoring, impact assessment, project management, etc. 	

		<p>nearby communities; emergency preparedness (e.g. flooding incidents, construction accidents); ensure safety protocols, PPE, first-aid etc.</p>	<ul style="list-style-type: none"> — knowledge of international and national OHS standards — At least 3 - 5 years specific experience directly related to environmental auditing or assessments in infrastructure or flood-related projects, — Proven experience with monitoring & mitigation of pollution during infrastructure projects; knowledge of relevant legislation / standards in compliance with national and World Bank and other international development partners, — experience in ecological surveys, habitat assessment, flora/fauna surveys, and water quality monitoring — Knowledge of local/regional species; with mitigation/offsets, — Familiarity with national and World Bank environmental regulations — Working knowledge of protected species legislation, habitat classification schemes, and habitat restoration and species conservation planning — Experience with OHS risk assessments for large-scale civil works (e.g., flood protection, dams, irrigation, drainage systems) — Certification in Environmental Impact Assessment (EIA) certification or training, ISO 14001 (Environmental Management Systems) certification, Health, Safety, and Environment (HSE) training, Familiarity with World Bank ESF is an advantage — Fluency in English is required 	
3	Social Development Specialist	<ul style="list-style-type: none"> — Assess social impacts: displacement or resettlement, loss of livelihoods, impacts on vulnerable groups (women, indigenous peoples etc.); stakeholder engagement; grievance redress mechanisms; socio-economic data collection. — Ensure meaningful consultation; 	<ul style="list-style-type: none"> — A university degree (MSc/BSc) degree in Social science, Sociology, Social Anthropology, Community Development studies, or a related social science field. — At least 2 year for PhD, 6 years with MSc 8 years with BSc or, preferably in social risk management in infrastructure projects, post-disaster reconstruction and rehabilitation and community development and stakeholder engagement, particularly in the Water, Sanitation, and Hygiene (WaSH) sector, flood related and other infrastructure-related projects — Minimum of 3 - 5 years of specific experience working on World Bank or other internationally financed projects, with a 	

		<p>ensure women, marginalized groups are included; ensure grievance redress; social inclusion; gender assessments; ensure no one is left behind.</p> <p>— Labor and working conditions Workers' health & safety; risks to nearby communities; emergency preparedness (e.g. flooding incidents, construction accident; ensure safety protocols, PPE, first-aid etc.</p>	<p>solid understanding of the World Bank ESF</p> <p>— Proven experience in the preparation and implementation of resettlement Action Plans (RAPs), Stakeholder Engagement Plans (SEPs), Social Impact Assessments (SIAs), Indigenous Peoples Plans (IPPs), Skilled in facilitating community consultations, promoting gender inclusion, and addressing impacts on vulnerable groups, including persons with disabilities and Indigenous Peoples;</p> <p>— Experience in participatory methods; gender studies / social sciences; strong communication skills; knowledge of social inclusion norms and gender mainstreaming; preferably field experience,</p> <p>— Familiarity Labor Management Procedure including labor influx management, worker accommodation and OHS and is an advantage</p> <p>— Experience in grievance redress mechanisms, community and stakeholder consultation</p> <p>— Experience in conducting social audits and reviews of social risk management practices, including compliance with World Bank ESS and national frameworks.</p> <p>— Certification in environmental and social safeguards, resettlement, gender studies, stakeholder engagement, or monitoring and evaluation.</p>	
4	Hydrology / Flood Risk Specialist	<p>Assess flood hazard: hydrological and hydraulic modeling; review design versus flood risks; evaluate floodplain interactions; precipitation, runoff, drainage analyses.</p>	<p>— A university degree in water resources engineering, hydrology, civil engineering;</p> <p>— 1 year for PhD, 4 years for MSc or 6 years for BSc preferably experience in flood hazard assessment, review flood risk design,</p> <p>— experience in flood modeling, river/levee systems, storm water drainage; preferably local/regional knowledge of watershed behavior</p> <p>— Minimum of 3 - 5 years of specific experience working on World Bank or other internationally financed projects, with a solid understanding of the World Bank ESF,</p> <p>— Fluency in English is required</p>	

7. Duration for the assignment

The team of consultants conducts the field work and is expected to be completed within 2 months (eight weeks) from contract signed. An inception report will be expected within 1 weeks of contract signing, a draft E&S audit will be within 5 weeks. After the Client and World Bank will review within 2 weeks, the final E&S Audit report that has been updated based on the comments received will be delivered within 1 week and it will be finalized.

8. Deliverables and timeframe

Table 2 Timeframe of Deliverables

#	Output/deliverables	Timeframe	Notes
1	Inception Report	An Inception Report shall be submitted within 1 week after the contract agreement of the assignment	MoWE/ET-FMP will arrange a half day Meeting with Environmental and Social safeguard team Office and Project PIU safeguard experts, the World Bank safeguard specialists, and the consultant to discuss the proposed methodology and plan to accomplish the task prior to submitting an Inception Report. The report shall reflect Methodology, auditing techniques, sampling strategy & selected sites, draft audit checklist & interview guides and an outline of the proposed contents of the Environmental and Social Performance Audit Report.
2	Draft Environmental and Social Audit Report	The report will be submitted within 5 weeks after the field assignment is completed.	Draft Environmental and Social Audit Report should consider the annexed indicative outline including an Executive Summary A copy of the draft report shall be sent to MoWE and the World Bank country office for review & comments
3	Final Environmental and Social Audit Report	Final Report shall be submitted within 7 weeks	The final report shall have an Executive Summary, a consolidated section for all selected woredas and kebeles with relevant recommendations and the way forward to effective environmental and social management of future projects by incorporating comments and suggestions made on the draft final Environmental and Social Performance Audit Report. Pictures and maps shall support the report, and meeting minutes, letters, and other documents shall be attached/annexed to the draft and final report

9. Management and Accountability relationships

MoWE/ET-FMP is the client for this work. In terms of performance and deliverables, the consultant will carry out the assignment under the direction and accountable to ET-FMP/PMU. The consultant will also liaise closely with the project safeguard experts of ET-Safeguard team.

10. Payment

The payment for this audit will be made in three installments.

- The first payment will be 20% upon submission and approval inception report.
- The second payment equivalent to 40% of the agreed contract value will be upon submission and approval of the draft audit report and
- The third payment will be 40% upon submission and approval of the final audit report.

Annex1: Indicative Outline of Environmental and Social Performance Audit

Environmental and social performance audit is an instrument to determine the nature and extent of all environmental and social areas of concern at an existing project or activities and safeguard requirements of the project. The audit identifies and justifies appropriate measures and actions to mitigate the areas of concern, estimates the cost of the measures and actions, and recommends a schedule for implementing them. For certain projects, the environmental and social assessment may consist of an environmental or social audit alone; in other cases, the audit forms part of the environmental and social assessment. The aim of the audit is to identify significant environmental and social issues in the existing project or activities, and assess their current status, specifically in terms of meeting the safeguard requirements.

- ◇ **Executive Summary:** Concisely discusses significant findings and sets out recommended measures and actions and timeframes.
- ◇ **Objectives of the ESPA**
- ◇ **Scope of environmental and social performance Audit (ESPA)**
- ◇ **Composition of environmental and social performance Auditors (ESPA)**
- ◇ **Legal and Institutional Framework:** Analyzes the legal and institutional framework for the existing project or activities, including the issues set out in the WB's ESF and ET-FMP ESMF and RPF, any applicable environmental and social requirements of existing financiers.
- ◇ **Project Description:** Concisely describes the existing project or activities, and the geographic, environmental, social, and temporal context and any Associated Facilities. Identifies the existence of any plans already developed to address specific environmental and social risks and impacts (e.g., land acquisition or resettlement plan, cultural heritage plan, biodiversity plan). Includes a map of sufficient detail, showing the site of the existing project or activities and the proposed site for the proposed project
- ◇ **ESPA Methodology, including site selection criteria**

- ◇ **Environmental and Social Issues Associated with the Existing Project or Activities:** The review will consider the key risks and impacts relating to the existing project or activities. This will cover the risks and impacts identified in the WB's safeguards policies, as relevant to the existing project or activities.
- ◇ **Environmental and Social Analysis:** The audit will also assess (i) the potential impacts of the proposed project (taking into account the findings of the audit with regard to the existing project or activities); and (ii) the ability of the Sub-project to meet the requirements of the WB's ESF, ESMF and RPF.
- ◇ **Capacity assessment and analysis**
- ◇ **Findings Environmental and Social performance Audit:**
 - ◇ Overall Environmental and social performance
 - ◇ Compliance with Requirement
 - ◇ Projects specific implementation Compliance
 - ◇ Based on the findings of the audit, this section will set out the suggested measures to address such findings. These measures will be included in the Environmental and Social Action Plan for the Project. Measures typically covered under this section include the following:
 - ◇ Specific actions required to meet the requirements of the ESMF/RPFs (Legal, institutional and technical)
 - ◇ Corrective measures and actions (action plan) to mitigate potentially significant environmental and/or social risks and impacts associated with the existing project or activities
 - ◇ Measures to avoid or mitigate any potential adverse environmental and social risks or impacts associated with the proposed project.
 - ◇ Suggestions to improve the existing ESMPs
 - ◇ Project Capacity Building and implementation
 - ◇ ESPA implementation Estimated Budget
 - ◇ Annexes
 - ◇ ES Screening checklist
 - ◇ Stakeholder engagement and consultation summary
 - ◇ Samples of evidence
 - ◇ Others