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Ministry of Water and Energy

Memorandum

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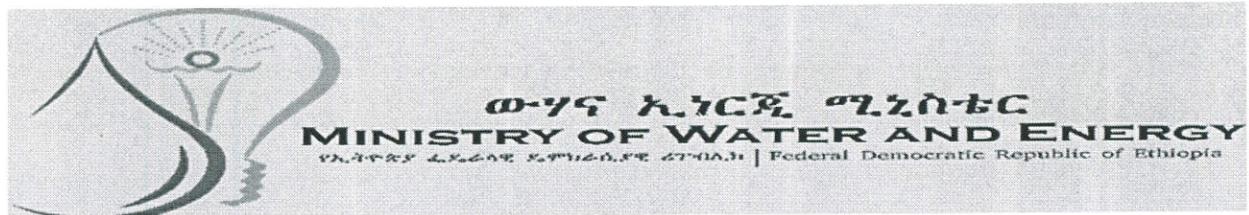
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TERMS OF REFERENCE

Consultancy Services for Independent Verification of
DLR # 7.5 (Strengthen safeguards systems) Results of the
Additional Financing for Ethiopia Electrification Program (AF- ELEAP P178895)

JUNE, 2024

ADDIS ABABA, ETHIOPIA

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ACRONYMS

AF	Additional Financing
BoLSA	Bureau of Labor and Social Affairs
CCC	Community Care Collations
CEO	Chief Executive Officer
COC	Code of Conduct
CRGE	Climate Resilient Green Economy
CSA	Central Statistical Agency
DLI	Disbursement Linked Indicator
DLR	Disbursement Linked Result
DoE	Directorate of Electrification
EA	Environmental Assessment
ECCD	Environment and Climate Change Directorate
EEU	Ethiopian Electric Utility
EHS	Environment, Health and Safety
EHSS	Environment, Health, Social and Safety
EHSSD	Environment, Health, Social and Safety Directorate
EIA	Environmental Impact Assessment
ELEAP	Ethiopia Electrification Program
EPA	Environmental Protection Authority
E&S	Environmental and Social
ES	Environmental and Social
ESCCD	Environment, Social and Climate Change Desk
ESHS	Environment, Social, Health and Safety
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
ESMS	Environmental and Social Management Systems
ESMSG	Environmental and Social Management Systems Guideline
ESRS	Environmental and Social Review Summary
ESSA	Environmental and Social Systems Assessment
FCV	Fragile, Conflict and Violence
FDRE	Federal Democratic Republic of Ethiopia
FGD	Focus Group Discussion
GAP	Gender Action Plan
GBV	Gender Based Violence
GHC	Grievance Hearing Committee
GHG	Green House Gas
GoE	Government of Ethiopia
GRS	Grievance Redress Service
H&S	Health and Safety
HH	Household
HIV	Human Immunodeficiency Virus
HR	Human Resources



HV	High Voltage
ID	Identification
IFC	International Finance Corporation
KII	Key Information Interview
MVL	Low Voltage
MOLS	Ministry of Labor and Skills
MoWE	Ministry of Water and Energy
MTR	Mid-Term Review
MV	Medium Voltage
NDF	National Defense Force
OHS	Occupational Health and Safety
NEP	National Electrification Program
NDF	National Defense Force
PCB	Polychlorinated biphenyl
PCRs	Physical Cultural Resources
PfORR	Program for Results
PDO	Program Development Objectives
PMO	Program Management Office
POM	Program Operation Manual
PPE	Personal Protective Equipment
PPMD	Project Portfolio Management Directorate
Proc.	Proclamation
Reg.	Regulation
Row	Right of Way
RSG	Resettlement System Guideline
SAS	Stand-Alone Solar
SRASM	Security Risk Assessment and Security Management Plan
SH	Sexual Harassment
SRRA	Security Risk Assessment
STD	Sexually Transmitted Diseases
STI	Sexually Transmitted Infections
SWOT	Strength, Weakness, Opportunity, and Threat
UEAP	Universal Electricity Access Program
WB	World Bank
WBG	World Bank Group

1. Background

Energy is one of the most important areas for Ethiopia's economic growth and development, and it is predicted to grow significantly over the medium term. Ethiopia's energy sector has seen a major turnaround over the last decade. The Ethiopian government (GoE) has made significant progress in improving its generation capacity. Already, the available generation capacity, primarily based on hydropower, has reached more than 5,200 MW. The GoE wants to become East Africa's electricity export powerhouse. Power exports to Sudan, Djibouti, Kenya, and Tanzania are expected to improve the country's export revenue potential by the end of the decade, reaching up to US\$ 600 million per year. Meanwhile, the country's current hydroelectric systems have been producing below their capacity in compared with the demands of the country. In the context above, the Government of Ethiopia, with the World Bank's support has launched in November 2017 the National Electrification Program (NEP), a comprehensive plan to reach universal access to electricity by 2025 through grid and off-grid solutions, and 96 percent on-grid access by 2030. The Program was approved on March 1, 2018, for an original amount of US\$375 million equivalent, with a closing date of July 7, 2023, to achieve this, the NEP takes a coordinated approach combining both grid and off-grid solutions, with a focus on last-mile service delivery to consumers.

The Government of Ethiopia (GoE) has requested Additional Financing (AF) in the amount of SDR 188.2 million (US\$250 million equivalent) to increase the Program's development impact on the ground on the letter dated February 24, 2023. Based on it, the Executive Directors approve an additional credit of SDR 188.2 million (equal to US\$250 million) for the continuation of the Ethiopia Electrification Program (ELEAP, P160395) project. The AF builds the strengths of the parent Program focusing on enabling more on-grid connections and strengthening the capacity of the sector by investing in the critical need to strengthen capacity to supervise and monitor the social and environmental impacts of the Program. The parent program aimed to improve the EEU's existing ESMS and deploy it at the regional and national levels. According to the Environment and Social Systems Assessment (ESSA), the country has a reasonable legislative and regulatory framework, as well as institutions, to assure compatibility with the six basic principles of PforR's environment, social, and health standards. However,



conducting biannual performance reviews, and implementing other recommended measures. Therefore, this TOR is prepared to engage an independent verification agency that confirm the result associated with DLR 7.5 of environment and social management system (ESMS) activities, while for DLR 7.6 and DLR 7.7, this TOR will be updated based on the AF-ELAII verification protocol requirement of the respective DLR.

district/operation site levels.

1.1. Program Description

The parent National Electrification Program (NEP) had been financed by a combination of government and customer contributions, as well as US\$375 million in World Bank support under the Ethiopia Electrification Program ("the Program"), which was approved by the World Bank's Board of Directors on March 1, 2018, and signed between the Federal Democratic Republic of Ethiopia and the World Bank on March 9, 2018. ELEAP is one of the largest electrification programs in Sub-Saharan Africa and the first PforR in the energy sector in Ethiopia. The parent Program has achieved remarkable results to date in provision of grid and off-grid connections, as well as in sector capacity strengthening. To scale up the existing DLI an additional finance agreement has been reached with the Ethiopia Electrification Program (ELEAP) Program-for-Results (PforR), in accordance with the financing agreements. The PforR ELEAP is structured by a Regular IDA Credit (US\$200 million) and an IDA Scale-Up Facility (SUF) Credit (US\$175 million), deemed by the Association to be on non-concessional terms, and supplemented with an additional credit of US\$250 million approved in March 2023 with an effectiveness date of November 8, 2023. The AF will help finance expenditures associated with: (a) an increase in grid connections to support the universal electricity target of the NEP; (b) the expansion and result modification (in response to lesson learnt during parent Program implementation) across other key DLIs to incentivize investments around Program priorities and action-taking; and (c) the introduction of a new DLI in support of enhanced utility performance and revenue collection. The Program applies the Program for Results Instrument, which disburses funds based on results achieved. There are three results areas:

- 1) increase access to on-grid electricity in areas covered by the power grid,
- 2) increase access to off-grid electricity and
- 3) Strengthen sector capacity and institutional reform.

Technical requirements for achieving the DLIs have been included in the Program Action Plan as well as the Program Operation Manual. 1IDA Credit proceeds will be disbursed against submission, to the World Bank, of the IVA's Program Results Verification Report (RVR) on the achievement of the DLIs. The 2DoE will present the Program RVR to the World Bank within

¹International Development Association, World Bank

² Directorate of Electrification





EU must ensure that ESMs performance reports need to include information and documentation during implementation of the program activities/ sub-projects, which reflects a functioning safeguards system; such as, the procedure followed, and percentage of sub-projects screened, appraised, implemented and monitored. In addition, it should also include complainant-handling mechanism.

Activities, the implementation of recommended safeguards measures, and the functioning of the EU will ensure adequate implementation of the ESMs, including the screening of program subsequent years, the Ministry of Water and Energy (MoWE) and the Ethiopia Electric Utility regional and national levels and the adoption of E&S safeguards management guidelines. In agreed to establish the ESMs, including recruitment/assignment of safeguards personnel at the regional and district levels. During the first year of the parent program implementation, EU System (ESMs) in EU required to be improved and needs to be implemented at the national, regional and national levels and the adoption of E&S safeguards management at the national, regional and district levels. During the first year of the parent program implementation, EU During program preparation, it was agreed that the Environmental and Social Management

2. Overview of DL1 7.5: Strengthen E&S Safeguards Systems

The objective of this consultancy is to conduct an independent verification of the results of Strengthening Safeguards Systems under Development Objective 7.5 (DLR 7.5) for the Additional Financing for the Ethiopia Electricity Program (AF-EEP P178895). The verification will assess the compliance with environmental and social safeguards, identify any gaps or challenges, and provide recommendations for improvement for the current Program implementation period/fiscal year (July 8, 2023 to January 7, 2024 of the calendar year).

1.2. Objective of the Assignment

three months of the end of each fiscal year. In line with the World Bank's policy for 3P-for-R, the MoWE will retain independent verification agencies (IVAs) on terms of reference (ToRs) acceptable to the World Bank to verify the achievement of DL1 results. Verification will be carried out on an annual basis.

address shortcomings, if any. The ESMS performance report should also include information on training and awareness creation activities for communities affected by the Program's sub-projects on social, environmental, and safety impacts and measures taken in line with the E&S management guidelines.

2.1 Focus Areas for AF-ELEAP Verification Protocol on DLI 7.5 Strengthen E&S Safeguard System

The following section provides information on the descriptions of actions and aligned indicators to be verified under DLI 7- Strengthen E&S Safeguard System.

2.1.1. ESMS Established and maintained at National, Regional and District Levels (EEU)

- According to the adopted guidelines, ESMS being established includes the recruitment of environmental and social safeguards specialist (minimum 1) as well as occupational health and safety specialist (minimum 1) at national level and EEU's regional offices. Additionally, assign E&S focal person at district level.
- ESMS being operational means: (a) developing ES screening checklist for the AF-subprojects with MV lines, (b) ES screening undertaken for MV lines in respect to land acquisition; natural habitats and PPCRs (Physical Cultural Resources) risks and approved; (c) systematic preparation of safeguards documents and measures; (d) systematic and timely implementation of recommendations; and (e) GRM operational.
- Subprojects under AF-ELEAP should be screened to identify environmental and social risks (as per the screening checklist provided in POM Annex 1-ESMSG and Annex 1 RSG) and thus appropriate safeguard instruments (ESIA/PESIA/ESMP, A/RAP) should be prepared, implemented and monitored;
- Training on the preparation and application of relevant E&S safeguard instruments (periodically refreshing staffs on ESMSG, RSG, POM, as well as Safe work Procedure manuals) throughout the program implementation period.



audit documentation shall be reviewed by the World Bank.

World Bank; and other development partners. E&S performance review reports and safety Program stakeholders, including MoWE, EU, Water, and Energy Bureaus (WMEBs); annual technical review meetings that are planned to be conducted with the participation of ensuring the completion and proper documentation of the annual performance review and undertaken and reports documented. EU and MoWE shall take full responsibility of (Third Party Monitoring) for anE&S audit is developed. Supervision and monitoring management, environmental and social safeguards practices. ToRs for independent/TPM impacts of the program implementation as well as to confirm sound implementation of safety management activities is conducted to minimize and avoid the potential risks and safety

Annual performance review and assessment on environmental and social safeguards and

» Annual performance review and assessment on environmental and social safeguards and

» Supervision & monitoring undertaken and reports documented

■ Minimum one ES focal person is assigned at a district level;
■ EU's regional offices;
■ Minimum one environmental and social safeguards specialist and minimum one occupational health and safety specialist is maintained at the national level and in
■ Progress indicators for this action item include:
<ul style="list-style-type: none">■ Minimum one environmental and social safeguards specialist and minimum one EU's regional offices;■ Minimum one ES focal person is assigned at a district level;■ Progress indicators for this action item include:

» Progress indicators for this action item include:

➤ Progress indicators for this action item include:

- Number of technical review meetings conducted and documented evidence;
- Number of ToRs prepared for the E&S independent Third Party monitoring /TPM/ and Third Party Audit /TPA/; Number of supervision and monitoring undertaken and documented evidence/reports.
- WB Reviewed performance review reports.

3. Prepare and implement Safe Work Procedures manual

The Program should give high priority to implementation of Health and safety aspects and during the implementation of DLI 7.5 EEU needs to ensure the preparation of safe work procedure and manual.

In addition, any contract is procured for AF-ELEAP activities/ sub-projects, EEU should ensure that detail health and safety considerations/articles are incorporated or considered in the contact agreements, and carefully follow up its application during implementation;

Progress indicators for this action item include:

Percentage (100%) of contract agreements with full consideration of health and safety regulation or articles; Preparations of safe work procedure manual;

3.1. Quarterly progress report including implementation of ESMSG and RSG documented

EEU and MoWE need to implement the Program activities and report the implementation of environmental and social issues including the implementation of health and safety aspects to the WB. The ES implementation needs to be as per the approved program ESMSG and RSG. Annex- 7 of the ESMSG (Format of an Annual/quarterly Environmental and Social Safeguard and Health and Safety Performance Report). Moreover, accident/incident report should be reported on time and should also be documented as per the guidance in the POM.

➤ **Health and Safety Awareness and use of PPE:**

- ✓ The Program should give high priority to the availability of safety materials and tools and PPE for all staff and laborers at all levels before the beginning of the construction to ensure no or minimum safety impacts during Program implementation.
- ✓ Proper use of PPE in all AF-ELEAP activities/ subprojects implementation sites need be inspected including surprise visits;
- ✓ Conduct regular safety training for construction workers prior to beginning of work;

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should be reported on quarterly and annual basis.

points discussed. Summary of grievances logged/recorded, and their resolution status received from the local communities and ensure these are regularly reviewed and action maintained in the Grievance Register Logbooks at the sites to document all complaints

procedures manual that includes complaint handling section;

Maintain the Grievance Register Logbooks at the sites to document all complaints mechanism to share complaints. EU district offices have customer policies and using call centres and at the regional grievance offices. Public forum is also used as one submit their complaints on the spot at district level for customer services focal person, customer service manual. Based on EU's complaint handling procedure, customers can for the on-grid activities followed by orientation for implementers, in line with EU's

In addition, GRM guidelines should be developed for the off-grid activities and updated representatives, representatives from elders/ religious leaders and other members; justice office; Woreda Women and Children Affairs, EU representative, PAs Committee will be headed by the Woreda Administrator, with members from Woreda or assets, dissatisfaction of the services, and other program related grievances. The Woreda), to receive, review, and address complaints regarding loss of livelihood, income GRM committee should be established at all levels (in each AF-ELEAP implementation

Strengthen the Program Grievance Redress System

accessibility and transparency;

Aware and consult communities on the designed program GRM and ensure its employment layouts steamed as a result of program/ sub-project interventions; opportunities, often for unskilled local labor requirement, as well as associated Aware and consult communities on the available project induced employment throughout the Program implementation period.

Program's subproject activities on social, environmental, and safety impacts at all levels, EU should plan and implement training, and briefings for communities affected by the

Community consultation and awareness:

projects implementation sites, etc.

Use of signs, code of conduct, rigorous monitoring/ supervision, etc. at program/ sub-

Timey incident/accident reporting and response

Conduct internal safety supervisions

Timely and Appropriate Consultation, Compensation, and Resettlement of PAPs:

- ✓ The program is dedicated to conducting timely consultation with PAPs and ensures timely and appropriate compensation and resettlement handling of PAPs during program implementation.
- ✓ Based on the legal provisions provided in the national and regional laws, and WB OPs, EEU should screen the proposed implementation area using the standard checklist (RSG Annex 1- Subprojects Screening).
- ✓ EEU should utilize the developed guidelines on resettlement that includes grievance handling, protocol on voluntary land contribution, mechanisms to accommodate squatters/informal settlers, and consultation procedures.
- ✓ EEU should document and accordingly report on the process of land acquisition (voluntary and/ or involuntary).
- ✓ IVA shall verify the publishing of the prepared guidelines and safeguards instruments on EEU website (ESIA, A/RAP).

➤ **Progress Indicators for this action item include:**

- | |
|--|
| <ul style="list-style-type: none">▪ <i>Number of quarterly and annual E&S as well as health and safety performance reports, including timely report on incident/accident;</i>▪ <i>Percentage (0%) of incidents reported for lack of PPE and safety materials and tools in subprojects;</i>▪ <i>Percentage (100%) of program affected communities briefed on environmental, social, and safety impact of the subprojects (against EEU's annual training plan).</i>▪ <i>GRM committees established;</i>▪ <i>Percentage (100%) of complaints received/ logged, processed;</i>▪ <i>Percentage (100 %) of cases addressed.</i> |
| <ul style="list-style-type: none">▪ <i>Percentage (100%) of PAPs compensated, in accordance to prepared safeguards documents;</i>▪ <i>Percentage (100%) of training provided for E&S specialists/focal persons on E&S safeguard instruments, including ESMSG, RSG, POM, as well as Safe work Procedure manuals);</i>▪ <i>Percentage (100%) of consultations conducted for stakeholders and PAPs.</i> |



The year of performance is between (July 8, 2023 to January 7 2024 of the calendar year. The independent verification report shall be submitted to MoWE and the Bank within two (2) calendar months of receiving the achievement report from MoWE/EU based on the achievement deadline for this DL1 and related DLRs, as outlined in the POM.

4. Timeline/Duration

Although verification is ultimately focused on outputs, it is ongoing throughout the project cycle, so that shortcomings or obstacles can be identified, and corrective actions based on the feedback are put in place before final verification.

The verification process built into project design, helps to integrate monitoring and assurance to donors and governments that their funds have been used for the intended purpose of subsidy disbursement, the IVA can improve service quality and accountability, providing quality control into the project cycle and triggers disbursements. Verification is linked with quality control reports shall contain findings substantiated with both quantitative and qualitative data/verifications results Verification Report (RVR) on the achievement of the DL1. The program reporting shall include independent monitoring and audit TORs Review E & S independent monitoring and E & S audit TORs.

Review existing Program documentation related to the requirements of DL1 7: Strengthen E&S management system;

The assignment will only cover the Program activities undertaken from July 2023 till January 2024 i.e., DL1 7.5. The consultant shall perform the following tasks:

Field assessment in selected AF-ELEAP implementation sites (Joint selection of sites with proper representation for all the program components/activities. The selection of sampled subprojects includes subproject with RAP where there is/are RAPs); Stakeholder's consultations including Assess quarter, annual, and audit reports, accident and incident reports, ELEAP E & S monitoring reports, E&S progress reports (covering progress under ESMG and RSG/ section 2.1 of this TOR) prepared for the fiscal year by EU and MoWE;

Scope of work

5. Qualifications and Experience of the IVA

To perform the required verification tasks, the IVA will need to demonstrate ability to review DLR 7.5 which covers results on electricity connections (both on-grid and off-grid) and results on strengthening sector capacity and institutional reform. More specifically, the IVA should possess:

- Legal status recognized by the GoE, enabling the Agency to perform the verification process.
- Extensive technical auditing expertise with international and/or local experience
- Extensive experience in examining infrastructure (electricity, water, telecom services, etc.) access, institutional capacity development & sector reform, project implementation records (governance, financial, procurement and technical)
- Knowledge of local formalities and customs in the implementation of audits and surveys, including interviewing rural households and businesses and the ability to obtain all the necessary permissions and permits needed.
- Demonstrated experience in sample design and inferential statistics.
- Ability to clearly communicate, both oral and written, in English and Amharic

This assignment calls for significant time commitment of senior and seasoned Consultant staff capable of operating in a developing country context and interacting effectively with top echelon Central and Regional government officials, including Ministry of Water and Energy, Rural Electrification Fund (REF), Ethiopian Energy Authority (EEA), Development Partners as appropriate; key central and regional agencies for data sourcing and building ownership; and senior management, professional staff and energy service providers for electricity access in the public and private sectors.

For the execution of the stipulated service, an Independent Verification Agency or a Consulting Firm having the following team members along with their education qualification and years of experience is required. Team members must demonstrate that she/he has the qualification and experience to perform the assignment. Including knowledge on World Bank Safeguards Policies and Ethiopian E&S related policies and legislative requirements in Ethiopia. Key personnel include:

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These will comprise the draft verification reports of the results

b. **Draft Verification Reports:**

This will describe the methodology, scope of verification and work plan with detailed budget.

a. **Inception Report:**

The assignment deliverables shall comprise the following:

6. **Deliverables:**

IVA will submit technical and financial proposal with profile of the organization and staffing structures designed for the service requested in this TOR, and specific to the DLs under this guideline. The IVA must confirm the availability of team members with sufficient management procedure and Specialist qualification.

- Leader must have effective communications and writing skills.
- Monitoring of result-based programs; preferably World Bank Program-for-Results. The Team Program. The Team Leader should have at least 15 years of experience in verification and necessary tasks related to the monitoring and verification of results indicators under the Review, revising and up-dating of RVs prepared by team members; (v) undertake all manner; (iii) Oversee the verification process as per Program Operational Manual; (iv) program and ensuring deliverables of team members are prepared in a timely and satisfactory manner; (ii) Coordinate inputs from team members as per agreed work linked results (DLs); (i) preparation of annual progress reports and disbursement and MoWE with regards to timely preparation of annual progress reports and disbursement and MoWE with regards to timely preparation of annual progress reports and disbursement adequate coverage of the different subjects.
- d) The IVA may include other complementary and/or supplementary expertise to ensure Community Health, or related disciplines having at least 10 years of related work experience.
- c) **Health and Safety Specialist:** with MA or above in Occupational Health and Safety, Studies, Economics or related disciplines having at least 10 years of related work experience.
- b) **Social Safeguard Specialist:** with MA or above in Sociology, Anthropology, Developmental Engineering or related disciplines, with at least 10 years of related work experience.
- a) **Environmental Safeguard Specialist:** holding MSc or above in Environmental Science, Engineering or related disciplines, with at least 10 years of related work experience.

c. Final Verification Reports:

These will contain the detail verification reports with recommendation for the improvements of the results and the amount of grant to be disbursed to grantee off-grid Solar Companies by MoWE. In the final submission of the verification report the consultant is expected to present the finding to relevant stakeholders and the main points to be present are:-

- i. The IVA will present verification findings and ensure objectivity in reporting.
- ii. The IVA will also prepare the minutes of such meetings and ensure that all the findings and recommendations are agreed upon.
- iii. Claims Review Report per Recipient, which will include a financial report and a narrative report with recommendations
- iv. Primary and secondary data collected during the assignment
- v. Power point presentations summarizing the overall verification exercise and IVA findings

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1

Feedback and submission of respective final reports by the third

- ❖ Arrange a kick off meeting with the project beneficiary stakeholders
 - ❖ respecctive woredas/villages.
 - ❖ Support the consulting firm team throughout the performance of the service.
 - ❖ The Ministry team (EEL) of experts for review of the deliverables, for timely

Shall send out communications to all stakeholders informing them of the consultant's appointment and requesting them to facilitate the verification in the

- ❖ Access to documentation in the Ministry of Water and Energy
 - ❖ Shall send out communications to all stakeholders infor
 - ❖ Will assign counterpart staff for the assignment; and

10. Client's Input for the Service

verifications, including travel expenses, data collection, and reporting.

The budget for this consultancy shall cover all costs associated with conducting the

9. Budget:

the assignment period.

The consultant firm is accountable to the Ministry of Water and Energy, The Electricity and Energy Information Lead Executive has responsible to monitor & support the consultant throughout

8. Consultant's Service Administration

The IVA may propose greater or fewer days per team with clear justification.

The expected commencement of this assignment is **September, 2024** for one year, with the possibility of extension. The estimated level of effort is 20-30 days per team member per annum.

7. Indicative Level of Effort

11. Reporting Procedures

IVA will report to MoWE and provide copies of the Annual Results Verification Report (RVR) and the DLR-specific reports. The Ministry will be in charge of follow-up of the activities of IVA.

Remark:-

- All reports are submitted in 3 hard and soft copies in CD.
- The consultant is required to communicate with the Ministry throughout the process.
- The consultant is required to undertake the assignment as per the requirement of this ToR and acceptable verification practices with its entirety.

12. Annex

A1 – Financing Agreement

A2 – Program Paper

A3 – Program Operation Manual

A4- Action Description and Verification Criteria for DLI 7- Strengthen E&S Safeguard System



Action Description and Verification Criteria for DLI 7- Strengthen E&S Safeguard System

No	Action Items	Progress Indicator	Means of Verification	Due Date	Responsible Party	Assumption
1	Maintain positions on environment, social safeguards, and safety at national and regional and assign E&S focal person at district level	Minimum 1 environment and social safeguards specialist and minimum 1 occupational health and safety specialist is maintained at the national level and in EEU's regional offices.	EEU HR data; on spot verification on availability of Program) annual basis and qualification of assigned specialists; annual reports	Continuous (starting effectiveness of the Program) on annual basis	EEU	Documentation of the hiring of E&S specialist at national and regional level and
2	ESMS established and maintained at National, Regional and District Levels	Percentage (100%) of subprojects under the program screened to identify environmental and social safeguards documentation requirements;	Completed screening forms; reports; safeguard documents prepared; field assessments, delivered training	Continuous (starting effectiveness of the Program) on annual basis	EEU	IVA shall verify the publishing of the updated guidelines (ESMSG and RSG) and prepared safeguards instruments (ESIA/PESIA/E

	Percentage (100%) of updated and approved environmental and social management system guidelines (ESMSG and RSG);	Percentage (100%) of ES screening checklist developed for the AF-subjects with MV lines;	Percentage (100%) of training provided for E&S specialists/focal persons on E&S safeguard instruments, including ESMSG, RSG, POM as well as safe work procedure manuals.	Number of quarterly and annual E&S as well as health and safety performance reports, including timely report on incident/ accident.	Review and audit reports and documented evidence.	January, 7 of EEU each year of Program operation, annually	SMP, A/RAP on EEU website, -Developed screening checklist
3	Performance review and environment, social, and safety audit	1. Number of biannual technical review meetings and document.	2. Number of ToRs prepared for the E&S independent /TPM and audit;	3. Reviewed and cleared performance review and audit report	ToR prepared for TPM and E&S audit	ToR prepared for TPM and E&S audit	Qualitative data can supplement findings.



4	Use of safety protection material and tools; PPE	1. Percentage (100%) of contract agreement with full consideration of health and safety regulation or articles 2. Percentage (0%) of incidents reported for lack of PPE and safety materials and tools in subprojects	Contract documents Incident reports	Continuous	EEU
5	Increase community awareness of social, environmental, and safety impacts of subprojects	Percentage of communities briefed on social, environmental, and safety impact of the subprojects	Training and awareness creation reports;	Continuous	EEU
6	Strengthen the GRM	1. Established GRM committee 2. GRM guidelines prepared 3. Percentage (100%) of complaints received/ logged and processed 4. Percentage (100%) of complaints addressed	Functionality of the system Log books review	July annually 7;	EEU
7	Timely and appropriate consultation, compensation, and resettlement for PAPs	1. Percentage (100%) of PAPs compensated, in accordance to the prepared safeguards documents 2. Percentage (100%) / Number of consultations conducted for stakeholders and PAPs	Safeguards instruments prepared, Implementation Reports, field assessment including consultations with PAPs	Continuous; annually	EEU