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Ministry of Water and Energy

Memorandum

ለ: ኢነርጂ ዘርፍ ሚኒስቴር ደራሲ

ከ: ኤሌክትሪክስና ኢነርጂ መረጃ መሪ ስራ አስፈጻሚ

ቀን: 28/02/2017 ዓ.ም

ጉዳይ:- የግዥ TOR ይመለከታል

ከአለም ባንክ በተገኘው ፋይናንስ የኢትዮጵያ ኤሌክትሪክስና ፕሮግራም ተቀርጾ የተለያዩ ስራዎች እየተሰሩ መሆኑ ይታወቃል ::

በዚሁም መሰረት ፕሮግራሙ ከሚያከናውናቸው ተግባራት መካከል በ DLR 7.6 የተሰሩ ስራዎች ውጤትን የሚያረጋግጥ የአማካሪ ድርጅት(IVA) ግዥ ለመፈጸም በእርሰዎ በኩል ለግዥ ስራ አስፈጻሚ አቅጣጫ እንዲሰጥልን የሰራውን ዝርዝር ተግባራት የያዘ TOR ከዚህ ማስታወሻ ጋር አባሪ በማድረግ ልከናል::

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Ministry of Water and Energy

Memorandum

ለ: ግዥ ስራ አስፈጻሚ

ከ: ኤሌክትሪሪቲና ኢነርጂ መረጃ መሪ ስራ አስፈጻሚ

ቀን: 27/02/2016 ዓ.ም

ጉዳዩ:- የግዥ TOR መላክን ይመለከታል

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TERMS OF REFERENCE

Consultancy Services for Independent Verification of

DLR # 7.6 (Strengthen safeguards systems) Results of the

Additional Financing for Ethiopia Electrification Program (AF- ELEAP P178895)

Nov, 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 Informant Interview
LV	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
NEP	National Electrification Program
OHS	Occupational Health and Safety
PAP	Program affected People, Program Action Plan
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
SRASMP	Security Risk Assessment and Security Management Plan
SH	Sexual Harassment
SRA	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 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 BEUs 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, implementation has not been consistently effective in the areas of environment and social screening and the creation of environment and social instruments, implementation of the



instruments and action plans (particularly related to occupational and community health and safety), program field supervision, timely compensations, and program operation related GRM at district/operation site levels.

For FY 25 (DLR 7.6), MoWE and EEU are responsible for ensuring adequate ESMS implementation with a focus on appropriate subproject screening, including subprojects with land acquisition; on natural habitats and Physical Cultural Resources (PCRs) risks and approving screening report, updating and endorsing the ESMSG and RSG at Federal and Regional level and distributing and implementing them at all levels, providing ESMSG and RSG training, preparing and implementing instruments, conducting end-of-fiscal-year independent monitoring, conducting biannual performance reviews, and implementing other recommended measures. Therefore, this ToR is prepared to hire an independent verification agency that confirm the result associated with DLR 7.6 of Environment and Social Management System (ESMS) activities.

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





¹International Development Association, World Bank
²Directorate of Electrification
³Program-for-Results

The objective of this consultancy is to conduct an independent verification of the results of Strengthening Safeguards Systems under Development Objective 7.6 (DLR 7.6) for the Additional Financing for the Ethiopia Electrification Program (AF-ELFAP P178895). The verification will assess the compliance with Environmental and Social Safeguards identify any gaps or challenges, in the current Program implementation period/fiscal year (Jan 8, 2024 to January 7, 2025 of the calendar year) and provide recommendations for improvement for the next FY program implementation.

1.2. Objective of the Assignment

carried out on an annual basis.

acceptable to the World Bank to verify the achievement of DLI results. Verification will be MoWE will retain independent verification agencies (IVAs) on terms of reference (ToRs) three months of the end of each fiscal year. In line with the World Bank's policy for ³P-for-R, the achievement of the DLIs. The ²DoE will present the Program RVR to the World Bank within submission, to the World Bank, of the IVA's Program Results Verification Report (RVR) on the well as the Program Operation Manual. ¹IDA Credit proceeds will be disbursed against Technical requirements for achieving the DLIs have been included in the Program Action Plan as

3) Strengthen sector capacity and institutional reform.

- 2) increase access to off-grid electricity and
- 1) increase access to on-grid electricity in areas covered by the power grid,

achieved. There are three results areas:

The Program applies the Program for Results Instrument, which disburses funds based on results the introduction of a new DLI in support of enhanced utility performance and revenue collection. other key DLIs to incentivize investments around Program priorities and action-taking; and (c)

2. Overview of DLI 7.6: Strengthen E&S Safeguards Systems

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

EEU 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 subprojects screened, appraised, approved, implemented and monitored. In addition, it should also include performance review on environment, social, and safety audit along with measures identified to 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 7.6: Strengthen E&S Safeguard System

This section outlines the specific actions and corresponding indicators to be verified under Disbursement Linked Indicator (DLI) 7, which aims to strengthen the Environmental and Social (E&S) Safeguard System. The verification focuses on the establishment, operationalization, and maintenance of an Environmental and Social Management System (ESMS) across various levels of the project implementation hierarchy: national, regional, and district levels. The key actions and requirements are detailed as follows:

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





relevant authorities before any sub project activities can proceed.

- **Preparation of Safeguard Documents and Measures:** The preparation of safeguard documents, including Environmental and Social Impact Assessments (ESIAs) or Environmental and Social Management Plans (ESMPs), should be conducted systematically for each subproject. These documents must outline specific mitigation

- **E&S Screening for MV Lines:** An E&S screening process must be conducted for all MV lines (as per the screening checklist), specifically addressing risks associated with land acquisition, impacts on natural habitats, and the presence of **Physical Cultural Resources** (PPCRs). The screening process must be comprehensive and approved by the

The operationalization of the ESMS requires that a series of actions and systems be put into place to ensure that the environmental and social safeguards are adequately integrated into the project implementation process. These actions are as follows:

2.1.2. ESMS Operationalization at National, Regional, and District Levels

subprojects adhere to safeguard standards.

- **District Level:** At the district level, an **E&S focal person** should be designated to ensure that environmental and social issues are effectively addressed at the local level and that respective regions.

- **Regional Offices of EEU:** In addition to national level staffing, each regional office of the Ethiopian Electric Utility (EEU) must appoint at least one **Environmental and Social Safeguards Specialist** to manage the implementation of the ESMS within their standards.

- **National Level:** At the national level, an **Environmental and Social Safeguards Specialist** (minimum of one) and an **Occupational Health and Safety Specialist** (minimum of one) must be appointed. These specialists are responsible for overseeing the overall implementation of the ESMS and ensuring compliance with relevant safeguards

Specifically, the following staffing requirements must be met:

The establishment of the ESMS requires the recruitment of qualified specialists at different levels to ensure effective management and oversight of environmental and social safeguards.

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systematically for each subproject. These documents must outline specific mitigation Environmental and Social Management Plans (ESMPs), should be conducted documents, including Environmental and Social Impact Assessments (ESIAs) or

- **Preparation of Safeguard Documents and Measures:** The preparation of safeguard relevant authorities before any sub project activities can proceed.

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- **National Level:** At the national level, an **Environmental and Social Safeguards Specialist** (minimum of one) and an **Occupational Health and Safety Specialist** (minimum of one) must be appointed. These specialists are responsible for overseeing the overall implementation of the ESMS and ensuring compliance with relevant safeguards standards.
- **Regional Offices of EEU:** In addition to national level staffing, each regional office of the Ethiopian Electric Utility (EEU) must appoint at least one **Environmental and Social Safeguards Specialist** to manage the implementation of the ESMS within their respective regions.
- **District Level:** At the district level, an **E&S focal person** should be designated to ensure that environmental and social issues are effectively addressed at the local level and that subprojects adhere to safeguard standards.

The establishment of the ESMS requires the recruitment of qualified specialists at different levels to ensure effective management and oversight of environmental and social safeguards. Specifically, the following staffing requirements must be met:

measures, ensure compliance with safeguard requirements, and provide a framework for managing potential environmental and social risks.

- **Timely Implementation of Safeguard Recommendations:** Once safeguard documents are prepared, the recommendations and measures outlined in those documents must be implemented in a timely and systematic manner. This includes taking corrective actions where necessary to address any identified risks or impacts during the project's lifecycle.
- **Grievance Redress Mechanism (GRM) Operational:** A functioning **Grievance Redress Mechanism (GRM)** must be in place and operational to allow stakeholders, including affected communities, to raise concerns or grievances related to the project. The GRM should be transparent, accessible, and provide a clear process for addressing complaints and resolving issues in a timely manner.
 - a. Revised and endorsed ESMSG and RSG at Federal and Regional level; ESMSG and RSG are distributed and implemented at all levels; Provided training on ESMSG, RSG, Safe work Procedure manuals and relevant E&S safeguard instruments preparation and application throughout the program implementation period.
 - b. Subprojects with AF-ELEAP MV lines subjected to screening, including subprojects with land acquisition; on natural habitats and PPCRs (Physical Cultural Resources) to identify environmental and social risks (as per the screening checklist provided in POM Annex 1-ESMSG and Annex 1 RSG) and the screening report should be approved. Furthermore, appropriate safeguard instruments (ESIA/PESIA/ESMP, A/RAP) should be prepared, implemented and monitored;

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

- *Minimum one environment and social safeguards specialist and minimum one occupational health and safety specialist is maintained at the national level and in EEU's regional offices;*
- *Minimum one ES focal person is maintained at a district level;*





effectiveness of the program's safeguard and safety management efforts.

The E&S performance review reports and safety audit documentation are subject to review by the World Bank to ensure compliance with required standards and to evaluate the overall development partners.

MoWE, EEU, Water and Energy Bureaus (WMEBs), the World Bank, and other with the active participation of key program stakeholders, including representatives from performance review and the biannual technical review meetings. These meetings are planned fully responsible for ensuring the completion and proper documentation of the annual Both the Ethiopian Electric Utility (EEU) and the Ministry of Water and Energy (MoWE) are environmental and social safeguard standards.

reports. These documents provide a comprehensive overview of the program's adherence to monitoring report by the TPM is produced, in addition to biannual performance review actions documented in detailed reports. At the end of each fiscal year, an independent Supervision and monitoring activities are systematically carried out, with all findings and social (E&S) audits are developed to facilitate objective evaluations of safeguard practices.

Reference (ToRs) for independent Third-Party Monitoring (TPM) for environmental and aligned with best practices, and that any issues are promptly addressed. The Terms of management and environmental and social safeguards are being properly implemented, impacts associated with the program's implementation. This review ensures that safety well as safety management activities, is conducted to identify and mitigate potential risks and An annual performance review and assessment of environmental and social safeguards, as

2.1.3. Supervision & Monitoring Undertaken, and Reports Documented

- Percentage of subprojects under the Program screened, including subprojects with land acquisition; on natural habitats and PPCRs (Physical Cultural Resources)
- Percentage (100%) of safeguards documentation completed;
- Percentage (100%) of actions according to prepared safeguards documents prepared.

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

- *Number of technical review meetings conducted and documented evidence;*
- *Number of independent /TPM Monitoring, biannual performance review reports are documented at the end of fiscal year.*
- *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 7.6 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 and implementation 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.





- ✓ 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;
- ✓ Conduct internal safety supervisions

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

■ Number of quarter ES progress reports, including ESMG and RSG implementation documented and reported to the World Bank.

Progress indicators for this action item include:

- Timely submission of the quarterly and annual performance reports.
- Documentation of accident/incident reports in compliance with POM guidelines.
- Alignment of report content with the approved ESMG and RSG formats.
- Feedback from the World Bank on the quality and completeness of the reports submitted.

The progress of this action will be tracked through the submission and review of the **quarterly progress reports**. These reports must include detailed information on the implementation of the ESMG and RSG, highlighting the status of environmental, social, and health and safety activities. Key indicators for monitoring progress include:

Progress Indicator:

- ✓ Timely incident/accident reporting and response
- ✓ Use of signs, code of conduct, rigorous monitoring/ supervision, etc. at program/ sub-projects implementation sites, etc.

➤ **Community consultation and awareness:**

- ✓ EEU should plan and implement training, and briefings for communities affected by the Program's subproject activities on social, environmental, and safety impacts at all levels, throughout the Program implementation period.
- ✓ Aware and consult communities on the available project induced employment opportunities, often for unskilled local labor requirement, as well as associated employment layouts steamed as a result of program/ sub-project interventions;
- ✓ Aware and consult communities on the designed program GRM and ensure its accessibility and transparency;

➤ **Strengthen the Program Grievance Redress System**

- ✓ GRM committee should be established at all levels (in each AF-ELEAP implementation Woreda), to receive, review, and address complaints regarding loss of livelihood, income or assets, dissatisfaction of the services, and other program related grievances. The Committee will be headed by the Woreda Administrator, with members from Woreda justice office; Woreda Women and Children Affairs, EEU representative, PAPs representatives, representatives from elders/ religious leaders and other members;
- ✓ In addition, GRM guidelines should be developed for the off-grid activities and updated for the on-grid activities followed by orientation for implementers, in line with EEU's customer service manual. Based on EEU's complain handling procedure, customers can submit their complaints on the spot at district level for customer services focal person, using call centers and at the regional grievance offices. Public forum is also used as one mechanism to share complaints. EEU district offices have customer policies and procedures manual that includes complaint handling section;
- Maintain the Grievance Register Logbooks at the sites to document all complaints received from the local communities and ensure these are regularly reviewed and action points discussed. Summary of grievances logged/recorded, and their resolution status should be reported on quarterly and annual basis.

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





■ Percentage (100%) of PAPs compensated, in accordance to prepared safeguards documents; ■ 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); ■ Percentage (100%) of consultations conducted for stakeholders and PAPs.	
■ Number of quarterly and annual E&S as well as health and safety performance reports, including timely report on incident/accident; ■ Percentage (0%) of incidents reported for lack of PPE and safety materials and tools in subprojects; ■ Percentage (100%) of program affected communities briefed on environmental, social, and safety impact of the subprojects (against EEU's annual training plan). ■ GRM committees established; ■ Percentage (100%) of complaints received/ logged, processed; ■ Percentage (100 %) of cases addressed	

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

- ✓ The program is dedicated to conducting timely consultation with PAPs and ensure 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).

4. Scope of the work

The assignment will be conducted nationwide in all Regions (12) and 2 (two) city administration of the country. That covers the Program activities undertaken from January 8 2024 till January 7, 2025. The consultant shall perform the following tasks:

Review existing Program documentation related to the requirements of DLI 7.6: Strengthen E&S safeguards systems;

- 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
- Include subproject with RAP where there is/are RAPs); Stakeholder's consultations including program affected persons;
- 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 EEU and MoWE;
- Review E& S independent monitoring and E & S audit ToRs
- Produce Program Results Verification Report (RVR) on the achievement of the DLI 7. The verification report shall contain findings substantiated with both quantitative and qualitative data/ information.
- The verification process built into based on project design, helps to integrate monitoring and quality control into the project cycle and triggers disbursements Verification is linked with subsidy disbursement, the IVA can improve service quality and accountability, providing assurance to donors and governments that their funds have been used for the intended purpose
- 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.
- review arrangements for managing environmental and social risks and benefits associated with the Program in a manner consistent with the Bank Policy: Program for Results Financing;





- reviewing Adequate staffing with environmental and Social and OHS specialists at EEU Corporate level, at all EEU's regional and district level offices are assigned before the program starts;
- On time handling of annual environmental, social, Health and safety (ESHS) audit and quarterly ESHS performance review, monitoring and reporting.

5. Timeframe/ Duration

The year of performance is between (January 8, 2024 to January 7 2025 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/EEU based on the achievement deadline for this DLI and related DLRs, as outlined in the POM.

6. 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:

- a) **Team Leader:** holding MSC or above in Environmental Science, Environmental Engineering, Sociology, Anthropology, Development Studies, Economics or related disciplines with scope of the Team Leader will include the following: (i) Liaise with EEU and MoWE with regards to timely preparation of annual progress reports and disbursement linked results (DLRs); (ii) Coordinate inputs from team members as per agreed work program and ensuring deliverables of team members are prepared in a timely and satisfactory manner; (iii) Oversee the verification process as per Program Operational Manual; (iv) Review, revising and up-dating of RVRs prepared by team members; (v) undertake all necessary tasks related to the monitoring and verification of results indicators under the Program. The Team Leader should have at least 15 years of experience in verification and monitoring of result-based programs; preferably World Bank Program-for-Results. The Team Leader must have effective communications and writing skills.

- b) **Environmental Safeguard Specialist:** holding MSC or above in Environmental Science, Environmental Engineering or related disciplines, with at least 10 years of related work experience.
- c) **Social Safeguard Specialist:** with MA or above in Sociology, Anthropology, Development Studies, Economics or related disciplines having at least 10 years of related work experience.
- d) **Health and Safety Specialist:** with MA or above in Occupational Health and Safety, Community Health, or related disciplines having at least 10 years of related work experience.
- e) The IVA may include other complementary and/or supplementary expertise to ensure adequate coverage of the different subjects.

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 DLRs under this guideline. The IVA must confirm the availability of team members with sufficient management procedure and Specialist qualification.



The professionals required with qualification and experience requirement and man-month allocated to accomplish the tasks listed in the table

N o.	Position/Title	Minimum Educational Requirement	No.	Indicative Man-month	Minimum Experience in Years	Required Relevant Experience
1	Team Leader	holding MSC or above in Environmental Science, Environmental Engineering, Sociology, Anthropology, Development Studies, Economics or related disciplines	1	3	15	• Coordinate inputs from team members as per agreed work program and ensuring deliverables of team members in a timely and satisfactory manner; • Oversee the verification process as per Program Operational Manual; • Review, revising and up-dating of RVRs prepared by team members; • Undertake all necessary tasks
2	Environmental Safeguard Specialist	holding MSC or above in Environmental Science, Environmental Engineering or related disciplines,	1	3	10	• 10 years in similar type and nature project as expert • Experience in verification of ESMS activities
3	Social Safeguard Specialist	MA or above in Sociology, Anthropology, Development Studies, Economics or related disciplines	1	3	10	• 10 years in similar type and nature project as expert • Experience in verification of ESMS activities
4.	Health and Safety Specialist	with MA or above in Occupational Health and Safety, Community Health, or related disciplines	1	3	10	• 10 years in similar type and nature project as expert • Experience in verification of ESMS activities





The assignment deliverables shall comprise the following:

7. Deliverables:

a. Inception Report:

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

b. Draft Verification Reports:

These will comprise the draft verification reports of the results

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

8. Consultant's Service Administration

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

9. Budget:

The budget for this consultancy shall cover all costs associated with conducting the verification, including travel expenses, data collection, and reporting.

10. Client's Input for the Service

- ❖ Access to documentation in the Ministry of Water and Energy
- ❖ will assign counterpart staff for the assignment; and
- ❖ Shall send out communications to all stakeholders informing them of the consultant's appointment and requesting them to facilitate the verification in the respective woredas/villages.
- ❖ Arrange a kick off meeting with the project beneficiary stakeholders
- ❖ Support the consulting firm team throughout the performance of the service.
- ❖ The Ministry team (EEILE) of experts for review of the deliverables, for timely feedback and submission of respective final reports by the firm.

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.



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. Minimum one ES focal person is assigned at a district level;	EEU HR data; on spot verification on availability and qualification of assigned specialists; annual reports	Continuous (starting effectiveness of the Program) on annual basis	EEU	Documentation of the maintaining of E&S specialist at national and regional level and Documentation of assigning one E&S focal person at district level.
2	ESMS established and maintained at National, Regional and District Levels	Percentage of subprojects under the program screened, including subprojects with land acquisition; on natural habitats and PPCRs (Physical Cultural Resources) to identify	Completed screening forms; reports; safeguard documents	Continuous (starting effectiveness of the Program) on	EEU	IVA shall verify the publishing of the updated guidelines (ESMSG and





		environmental and social safeguards documentation requirements;	prepared; field assessments, delivered training	annual basis		RSG) and prepared safeguards instruments (ESIA/PESIA/E SMP, and A/RAP on EEU website;
		Percentage (100%) of safeguards documentation completed;				-Developed screening checklist
		updated and approved environmental and social management system guidelines (ESMSG and RSG);				
		Percentage of ES screening for the AF-subprojects with MV lines;				
		Number 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.				
3	Performance review and	1. Number of biannual technical	Review and	January, 7,	EEU	Qualitative data
		Number of quarterly and annual E&S as well as health and safety performance reports, including timely report on incident/ accident.				

		4. Percentage (100%) of complaints addressed	review			
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	

Disbursement Linked Indicator (DLI)	Disbursement Linked Result (DLR)	Definition of Achievement	Further Details	Data Source/ Methodology/ Responsibility	Procedure
DLI#7: Strengthen safeguards systems	DLR #7.6: EEU maintained and enhanced the established ESMS at national, regional and district level by January 7, 2025.	(i) EEU maintained ESMS at the National, Regional and District level no later than January 7, 2025. (ii) EEU to submit Quarterly Performance review report, as stated in the ESMSG, to the WB and MOWE on the implementation of			IV A to verify: (i) ES staffing is maintained at national, regional and District level; (ii) Revised and endorsed ESMSG and RSG at Federal, Regional level; ESMSG and RSG are distributed and implemented at all levels; Trainings



		ESMSG.		on RSG and ESMSG are provided at all levels; (iii) Subprojects with MV lines are ES screened including subprojects with land acquisition; on natural habitats and PPCRs (Physical Cultural Resources) risks and approved. (iv) E&S instruments prepared, implemented, (v) supervision & monitoring undertaken (if required); (vi) end of fiscal year Independent/TPM Monitoring, biannual performance review reports are documented; (vii) Safe work procedures manual prepared, and implemented (viii) quarterly ES progress reports documented.
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