UNITED REPUBLIC OF TANZANIA

MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY

UNIVERSITY OF DAR ES SALAAM
DAR ES SALAAM UNIVERSITY COLLEGE
OF EDUCATION

TERMS OF REFERENCE
FOR
PROVISION OF CONSULTANCY SERVICES FOR ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT FOR CONSTRUCTION WORKS OF THE DAR ES SALAAM UNIVERSITY COLLEGE OF EDUCATION

April, 2023

Table of Contents

List of Tables

1.0 INTRODUCTION

Dar es Salaam University College of Education (DUCE) is a semi-autonomous public institution located in Dar es Salaam Region.

Initially, the College was established to offer academic and professional programmes in education. This was a response to the growing demand for teachers after successful implementation of the Primary Education Development Programme (PEDP) and Secondary Education Development Programme (SEDP).

The College inherited infrastructures of the then Dar es Salaam Teachers College which were constructed and cannot support modern technologies due to their small space size and nature. For example, the existing science laboratories were designed to serve a small number of College's students, but now have been improvised to support undergraduate students' practical. These laboratories are not only inadequate in supporting undergraduate studies appropriately, but also not fit for advancing research for postgraduate studies and community related laboratory challenges. Therefore, the College needs state-of-the-art science laboratories, equipment and facilities to support advanced research to contribute to national development.

DUCE has received funding to support its strategic development plans through the Higher Education for Economic Transformation (HEET) Project (P166415). The HEET project is supported by the Government of the United Republic of Tanzania (GoT) through the World Bank financing with a Project Development Objective (PDO) of strengthening the learning environment and labour market alignment of priority programmes at beneficiary higher education institutions and improving the management of the higher education system. Generally, is implemented under seven (7) strategic focus areas namely:

i. Increasing enrolment capacity in degree programmes in priority disciplines
ii. Upgrading Learning Resources and Equipment
iii. Promoting applied Research and innovation capacity
iv. Building functional linkages with private sector/industry
v. Strengthening use of digital technology
vi. Promote self-generated income
vii. Building capacity of academic staff and university leadership

The HEET project is comprised of three main components, which include the following:

(i) ***Component 1: Strengthening the Learning Environments and Labor Market Alignment of Priority Programs.*** This component will focus on strengthening and

building the capacity of 14 public higher education institutions to become high-quality centres of learning, focusing on priority areas.

(ii) ***Component 2: Strengthening the Management of the Higher Education System.*** This component will focus on enhancing the management of the higher education system. Under this component, the key government departments and agencies responsible for the effective oversight and delivery of higher education in Tanzania, including MoEST, the Commission for Science and Technology (COSTECH), the Tanzania Commission for Universities (TCU), and the Higher Education Students' Loans Board (HESLB). It will also help strengthen public-private partnerships (PPPs) in higher education as well as finance quality improvements in select private universities and nonuniversity institutions deemed critically necessary for the strategic management and delivery of quality instruction.

(iii) ***Component 3: Project Coordination and Management*** . This component will build capacity within the MoEST to manage the day-to-day implementation and coordination of the HEET project and monitor and evaluate its impact. It will support the establishment of an efficient National Project Implementation Unit (NPIU), including a project coordinator; deputy project coordinator; financial management (FM) and procurement staff; environmental and social (E&S) safeguards staff; M&E staff; civil engineer, and advisors/coordinators for private sector engagement, infrastructure development, gender mainstreaming, inclusive education, and education technology. It would finance the salaries, where applicable, and capacity building of NPIU staff, as well as the operational costs of project implementation. In addition, this component would provide funds for the NPIU to carry out the following activities: (i) coordination of activities across institutions; (ii) procurement and FM of MoEST-implemented activities; (iii) ensuring compliance with and monitoring the implementation of E&S safeguards provisions; (iv) M&E including impact evaluation efforts/analytical studies/surveys; (v) establishing and operating a grievance redress mechanism (GRM) for the project; and (vi) audits of project financial statements and all financial documents.

In strengthening the learning environments and labour market orientation of programmes in priority disciplines the University plans to focus on seven strategic focus areas under HEET project. However, two strategic focus areas (Increasing enrolment capacity in degree programmes in priority disciplines and developing options for self-generating income) will involve construction projects. The following are infrastructure projects to be implemented under HEET on increasing enrolment capacity in degree programmes in priority disciplines and developing options for self-generating income.

Infrastructure development through construction is among the activities that will be implemented under the HEET project. In order to implement the infrastructure works in the project, DUCE is required to engage a consultant to undertake environmental and social impact assessment (ESIA) for the construction and sites proposed for Bank support in accordance with Environmental and Social Framework with Environmental and Social Standards

At DUCE, the HEET project will finance the design review and construction of two major buildings, including:

a) ***A Postgraduate building with Science Research Laboratory.*** This is a multipurpose building which will host different services including: lecture rooms, conference rooms, research centres, postgraduate centres, multipurpose halls, high-tech science rooms, science workshops, staff offices, seminar rooms and examination rooms, science laboratories (chemistry lab including storage, preparation rooms and ablution rooms, chemistry lab extension- organic and inorganic labs, workshops, offices, main biology lab including storage, preparation rooms, main physics lab including storage, preparation rooms, biology lab extension- botany and zoology labs including storage, preparation rooms and physics lab extension- energy and material labs including storage, nuclear and dark rooms, preparation rooms, landscaping and access roads) and other supporting facilities.

b) ***Faculty of Humanities with Lecture Rooms and Rooms for Students with Special Needs.*** The building will be used for Special Education unit, lecture rooms, language laboratory, seminar rooms, solar room, GIS lab, IT room, archive, pantry, examination room, floor service facilities, offices and conference room as specified in section 1.0 of these Terms of References

Construction of the aforementioned buildings are likely to be associated with environmental and social risks and impacts. Therefore, before the commencement of construction, the College intends to engage a registered Environmental and Social Impact Assessment (ESIA) Consultant to assess the environmental and social impact that the projects might cause during mobilization, construction, implementation and demobilization phases. The consultant shall thereafter recommend mitigation measures to prevent or minimize adverse impacts and develop tools such as ESMP, whose recommendations will inform the design and execution of the proposed activities/works.

Table 1: Summary of HEET Infrastructure Projects at DUCE

S/n	Infrastructure Project (s)	Area (sqm)	No of Storeys
1.	Postgraduate building with Science Research Laboratory	5400	Six(6)
2.	b) Faculty of Humanities with Lecture Rooms and Rooms for Students with Special Needs	4500	Six(6)

1.1 Legal Guidelines for Construction Works

The Environmental Management Act of 2004 of Tanzania requires all projects specified under the Third Schedule [(Section 81 (1)] to be preceded with an Environmental and Social Impact Assessment (ESIA), which is guided by the Environmental Impact Assessment and Audit Regulations of 2005 and the Environmental Management (Environmental Impact Assessment and Audit) (Amendment) Regulations of 2018. The regulations give the mandate to the National Environment Management Council (NEMC) to oversee the ESIA and Environmental Audit (EA) processes toward the award of an Environmental Certificate/Permit (EP). In addition, the regulations require that a registered firm conduct Environmental and Social Impact Assessment studies.

Similar provisions and directives are included in the World Bank Envronmental and Social Framework (ESF) standards *1: Assessment and Management of Environmental and Social Risks and Impacts.* In particular, ESS1 requires borrowers to assess, manage and monitor environmental and social risks and impacts associated with each stage of the project supported by the World Bank through investment project financing. This is done in order to achieve environmental and social outcomes consistent with environmental and social standards (ESSs).

1.2 National Guidelines for undertaking ESIA

The ESIA study shall be conducted in accordance with the requirements of the Environmental Management Act No 20 of 2004 and Environmental Impact Assessment and Audit Regulations (2005). The consultant shall also consult the World Bank Policy requirements and other important legal provisions which provide guidance on environmental issues pertaining to construction activities. These will include:

i. The Constitutional of the United Republic of Tanzania (1977) as amended

ii. The Environmental Management Act Cap 191; (2004)

iii. The Lands Act (1999) and Village Land Acts (1999)

iv. HIV and AIDS (prevention and Control) Act No. 28/08 (2008)

v. Occupational Health and Safety Act (2003)

vi. The World Bank Operational Policies - Environmental and Social Safeguard Policies

vii. The EASTRIP (Tanzania) Environmental and Social Management Framework (ESMF)

viii. Environmental Impact Assessment and Audit Guidelines for Tanzania of 2005 and its amendment of 2018

Guiding Environmental Legal Framework for ESIA, The Environmental Management Act (EMA) of 2004 and Audit Regulations (2005) of Tanzania requires all projects specified under the Third Schedule [(Section 81 (1)] to be preceded with an Environmental and Social Impact Assessment (ESIA), which is guided by the Environmental Impact Assessment and Audit Regulations of 2005 and the Environmental Management (Environmental Impact Assessment and Audit) (Amendment) Regulations of 2018. The ESIA provides the institution responsible for environment (NEMC) sufficient information to justify on environmental, social and community development grounds, the acceptance, modification or rejection of the project and its implementation. Moreover, the ESIA is targeted to provide the basis for guiding subsequent actions of the project life cycle in which through management and monitoring plan - will ensure that the proposed project is carried out considering the environmental, socio-economic issues, and resettlement initiatives identified along with requirements for compliance throughout the project's life cycle. The regulations give mandate to the National Environment Management Council (NEMC) to oversee the ESIA and Environmental Audit (EA) processes toward the award of an Environmental Certificate/Permit (EP).

The scope of work for ESIA covers the following components:

(i) Conduct screening

(ii) Undertake scoping for clear development of ESIA terms of reference,
(iii) undertake impact identification, prediction and evaluation to determine their significance,
(iv) Undertake stakeholder's consultation and accommodation of their views
(v) Determine the prevalence of Gender Based Violence (GBV) and Sexual Exploitation and Abuse (SEA)
(vi) Propose mitigation measures
(vii) Prepare an Environmental Impact Statement (Report) and an Environmental and Social Management Plan (ESMP) for the proposed projects.

Therefore, the terms of Reference (ToRs) are hereby provided to guide the Consultant in conducting the ESIA studies, developing an Environmental and Social Management Plan (ESMP) for each proposed project activity, and preparing and submitting the ESIA report to World Bank and NEMC for the award of environmental certificates.

2.0 OBJECTIVE OF THE ASSIGNMENT

The undertaking should also be in line with the national and World Bank's environmental and social risk management requirements related to HEET project. This consultancy aims to conduct an Environmental and Social Impact Assessment (ESIA) to meet national and world environmental and social requirements related to HEET project. The consultant will be required to foresee the environmental and social impacts of the proposed project's activities before their actual implementation. The studies, therefore, shall address the social, economic and environmental issues associated with the project's activities. The studies will also provide relevant Environmental and Social Management Plan as well as Health and Safety Management Plan (HSMP) order to prevent or minimize adverse impacts, devising how they can be incorporated into project design and implementation plans, identify organizational capacities and competence needed and recommend the means of monitoring the effectiveness of the prepared ESMP.

2.1 Specific Objectives

The specific objectives of the ESIA are as follows:

(i) To carry out an environmental scoping study to identify social and environmental issues on each project site and the nearby environment.
(ii) To identify, analyze and assess the proposed construction projects' environmental and social impacts.
(iii) To describe the pertinent regulations and standards governing environmental quality, health, and safety, protection of sensitive areas, protection of endangered species and land use control at international, national, regional and local levels.
(iv) To recommend cost-effective measures for minimizing or eliminating the project's adverse environmental and social impacts at mobilization, construction and demobilization phases.

(v) To prepare an Environmental and Social Management Plan for each mobilization, construction, operation, maintenance and demobilization phases of each Project.

2.2 COMPLIANCE TO THE STANDARDS AND GUIDELINES

The ESIA should comply with environmental regulations of Tanzania as per the provisions of the Environmental Management (Environmental Impact Assessment and Audit) Act No. 20 of 2004 and (Amendment) Regulations of 2018. In addition, the ESIA study must comply with the World Bank Environmental and Social Framework which sets out the World Bank's commitment to sustainable development, through a Bank Policy. The ESF provides a set of Environmental and Social Standards that are designed to support Borrowers' projects, with the aim of ending extreme poverty and promoting shared prosperity. DUCE intends to engage an Environmental and Social Impact Assessment (ESIA) with compliance to the related World Bank Environmental and Social Standards including but not limited to **ESS 1-**Assessment and Management of Environmental and Social Risks and Impacts; **ESS 4**: Community Health and Safety; **ESS 5**: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement; and **ESS 6**: Biodiversity Conservation and Sustainable Management of Living Natural Resource. The consultant shall assess the impact on social and environment that might be caused by the project during construction and after construction, thereafter recommend mitigations measures to prevent or minimize adverse impacts as well as developing tools such as ESMP, HSMP whose recommendations will be used to inform the design of the proposed activities/works.

3.0 DESCRIPTION OF THE PROPOSED ASSIGNMENTS

The consultancy services is to prepare the ESIA and to develop the Environmental and Social Management Plan (ESMP) for each of the proposed construction sites described in section 1.0 of these Terms of Reference. The ESIA should comply with the environmental regulations of Tanzania as per the provisions of the Environmental Management (Environmental Impact Assessment and Audit) Act No. 20 of 2004 and (Amendment) Regulations of 2018. In addition, the ESIA study must comply with the World Bank Environmental and Social Framework (ESF).

4.0 SCOPE OF THE WORK

The Consultant shall carry out the consultancy following the ToRs, including the applicable National Legislations and World Bank Environmental and Social Framework

requirements. Therefore, the ESIA and development of ESMP will be in line with the requirements of:

i. The Environmental Management Act Cap 191 (2004);
ii. The Environment Impact Assessment and Audit Regulations (2005) and The Environmental Management (Environmental Impact Assessment and Audit) (Amendment) Regulations (2018);
iii. The Lands Act (1999) and Village Land Acts (1999);
iv. Occupational Health and Safety Act (2003);
v. Urban planning Act (2007)
vi. Employment and Labour Relations Act, No. 6 of 2004
vii. Occupational Health and Safety Act (2003)
viii. The Occupational Health and Safety (First aid and Welfare Facilities) Rules, 2015.
ix. Public Health Act (2009)
x. Fire and Rescue Act (2007)
xi. The Standard Act (2009)
xii. HIV and AIDS (Prevention and Control) Act No. 28/08 (2008);
xiii. National Plan of Action to End Violence against Women and Children in Tanzania 2017/8-2021/2 (NPA-VAWC 2017/18 – 2021/22),
xiv. The World Bank Environmental and Social Framework (ESF)
xv. World bank, Good Practice Note Addressing Gender-Based Violence in Investment Project Financing. Relevant World Bank Environmental and Social Standards (ESS) for HEET as stipulated in the environmental and social framework (ESF) and other guiding tools such as Environmental and Social Management Framework (ESMF), Resettlement Plan Framework (RPF) and Stakeholder Engagement Plan (SEP).
xvi. Abide to project' policy and tools such as the Environmental and Social Management Framework (ESMF), Resettlement Policy Framework (RPF) and Stakeholder Engagement Plan (SEP).
xvii. Engineers Registration Act and its Amendments 1997 and 2007;
xviii. Contractors Registration Act, 1997;
xix. Architects and Quantity Surveyors Registration Act, 1997;
xx. The Workers Compensation Act No. 20 of 2008; and
xxi. Mining Act, 2010

Task 1: Registration and Preparation of the Project Brief

i. The consultant shall prepare a Project Brief and register as required by the National Environment Management Council (NEMC) on behalf of the client. The Consultant should prepare the Scoping Reports as set out in the Third Schedule of the Environmental Impact Assessment and Audit (amendment) Regulations (2018) stating the following:

a. Nature of the Project

The nature of the project; the proof of land ownership including location of the project and the physical area that may be affected by the project's activities; the activities that shall be undertaken during the project construction, operation and decommissioning phases and the design of the project. Also, nature of the project describe a site layout plan; the materials to be used and source, products and by-products, types and source of waste to be generated by the project and its management; the potential environmental impacts of the project and the mitigation measures to be taken during and after implementation of the project. An action plan to ensure the health and safety of the workers and neighboring communities during the project's life cycle and a declaration that the proposed project is not within or near sensitive ecosystem must also be included. Further; nature of the project will include Environmental and Social Management Plan (ESMP) and Monitoring Plan; the economic and socio-cultural impacts to the local communities and the nation at large; the project budget; how the scoping was undertaken; identification of issues and problem; synthesis of results of the scoping including details of potential negative and positive impacts. The nature of the project will also detail the stakeholder groups identified and how they were involved in the scoping; spatial, temporal and institutional boundaries of the project; project alternatives; and any other relevant information, which the Council may require.

b. Scoping Report

The scoping report prepared by the consultant shall be submitted to Project Environmental and Social Experts from DUCE for review to ensure they abide to the ToRs. The Consultant shall submit final Scoping Report, Terms of Reference and evidence of service as required by the National Environment Management Council (NEMC) on behalf of DUCE for registration of the project and approval of terms of reference. Thereafter, the consultant shall follow up on the decision made by NEMC and issuance of certificate.

ii. The Consultant shall determine the content and extent of the matters which should be covered in the environmental information to be submitted to Project environment experts to ensure they abide to ToR.

Task 2. Environmental and Social Impact Assessment:

The consultant will be required to undertake environmental and social impact assessment on behalf of DUCE in accordance with Environmental Impact Assessment, and Audit (amendment) Regulations (2018), World Bank Environmental, and Social Standards (ESS1) and should be confined only to the specific project site/area.

The consultant shall undertake impact identification, prediction and evaluation of impact significance following a variety of appropriate techniques and approaches as specified in accordance to ESIA. In doing this the Consultant shall ensure that concerns and views from stakeholders are fully taken into account during the assessment of impacts. In

addition, the consultant will ensure that all possible alternatives and impacts and recommends most appropriate options are assessed accordingly.
The consultant shall prepare the ESIA report and submit to the DUCE for review before submission to the National Environmental Management Council (NEMC) and World Bank. The consultant shall attend to the comments from NEMC and World Bank and Submit the final ESIA report to NEMC. Upon submission of the reports to NEMC, the consultant shall follow up on the certificate issuance by NEMC on behalf of client.

Task 3.1: Description of the Proposed Project/Project Background
The consultant shall provide a brief description of the relevant parts of the projects using maps of appropriate scale where necessary and include the following information:

(i) Project justification;
(ii) Project objectives;
(iii) Description of the location of the project;
(iv) General site layout, size, and capacity of buildings to be constructed;
(v) Area of influence of the infrastructure works;
(vi) Pre-construction activities;
(vii) Construction activities;
(viii) Schedule of project activities;
(ix) Staffing and support;
(x) Facilities and services;
(xi) Operation and maintenance;
(xii) Activities to be executed;
(xiii) Building life span; and
(xiv) Decommissioning.

Task 3.2: Description of the Physical, Biological and Socio-economic and Cultural Environment of the Project Area
The consultant shall gather, evaluate and present baseline data on the proposed study area's relevant environmental and social characteristics. These shall include information on any changes anticipated before the project commences, during project implementation, demobilization period and after ending the construction project. This information shall include:

i. **Physical environmental:** This shall cover geology; topography; soils; climate and meteorology; ambient air quality; surface and groundwater hydrology; noise level, existing sources of air emissions; passive ventilation, existing water pollution discharges; and receiving water quality; adherence to green building concerning using environmentally friendly materials during construction; water harvesting during building use; low maintenance cost;

ii. **Biological environment:** Flora; fauna; rare or endangered species; ecologically important or sensitive habitats, including parks or reserves, significant natural sites; species or commercial importance; and species with the potential to become nuisances, vectors, or dangerous to the environment (of the project site and potential area of influence of the project).

iii. **Socio-economic and cultural environment:** This shall include but not be limited to population; land use; planned development; activities, community structure; employment; distribution of income, goods and services; recreation; public health; gender gaps; the prevalence of HIV/AIDS; and cultural/historic properties.

iv. **Gender, Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA), and workplace sexual harassment environment:** This should stipulate gender relations during the construction process and GBV prevalences at the project site and vicinity. Special attention should be given to understanding gender-related issues, GBV, SEA in relation to the proposed construction work by situating it in the country context and proposing mitigation measures in relation to the labour influx and construction-related issues. In addition, the gender specialist should asses how the proposed project activities will likely impact children within the project area.

v. **Risks:** The consultant shall also assess the project-related risks and include them in ESIA. Information of poverty levels in the intervened area, potential risks of labour influx (in terms of absorption capacity of external workers in the project area) and the ratio of the influx of workers visa vs community members/residents of the project area, amount of works and difficulties to supervise.

vi. The consultant should provide a guide to be used during the design stage in the implementation of circulation within designed building structures to cement student's concentration and lessen harassment and bullying of students.

vii. The consultant shall analyse and guide the impact of circulation and movement in the project area and surroundings to ensure that students are safe to move to and from designated classes and accommodation areas.

Task 3.3: Legislative, ESF and Administration Framework

In undertaking ESIA, the consultant will be required to describe and clarify the relevance of pertinent acts, regulations and standards governing environmental quality, health and safety, protection of sensitive areas, local population and land use control at national and local levels. Furthermore, the consultant shall undertake a review of ESF and its Environmental and Social Standards (ESSs), legislation, and administrative framework within which the environmental management of the proposed construction of the projects will be carried out. In addition, the Consultant shall make consideration to the project document, including Project Appraisal Document (PAD), Environmental and Social Management Framework (ESMF), Resettlement Policy Framework (RPF), Labour Management Plan (LMP), and Stakeholder Engagement Plan (SEP).

The consultant must adhere to the World Bank ESFs, particularly the ESS and the relevant tools to this project, including the Environmental and Social Management Framework, Resettlement Policy Framework and Stakeholder Engagement Plan in relation to the implementation of the project activities and undertakings. This will include describing the applicable ESSs and the reason for them being relevant. The consultant shall clearly describe the linkage between the functions of the relevant institutional or administrative frameworks in Tanzania and the proposed project undertakings. The consultant shall assess the project implementing entities' capacity to manage environmental and social issues under the project. On the social side, the consultant shall assess the institutional arrangements for dealing with child abuse protection, SEA and GBV, the different stakeholders involved and their roles and responsibilities.

Task 3.4: Conduct stakeholder consultation

The consultant shall engage all the project stakeholders per the SEP prepared per ESS 10: Stakeholder Engagement and Information Disclosure for the HEET project. The consultant shall conduct stakeholder consultations which must be preceded by stakeholders mapping. The consultation will aid in gathering the stakeholders' opinions, views, and concerns about the proposed project interventions and their impacts on society, which will be incorporated in the ESIA report(s). All the projects' interested and/or affected stakeholders shall have the opportunity to present their concerns regarding the proposed construction(s), and the public's views shall be solicited and incorporated in the main ESIA report.

The consultant shall identify and consult all the relevant stakeholders at the national, regional, district and local levels. These include, among others the District and Local Government Authoritu, Government Agencies, local NGOs, College Management, Student's Government, Deans' Office, Duce Gender Center, University of Dar es Salaam Academic Staff Association (DUCE –UDASA), Tanzania Higher Learning Trade Union (THTU), and other interested parties to obtain their views regarding the proposed construction(s) *(See the suggested list of stakeholders).* In addition, the consultant shall pay particular attention to the disadvantaged groups such as people with disabilities, the elderly and women affected by the proposed project.

On the GBV, no consultations will ask about personal experiences of GBV should be undertaken; the focus should be on gaining an understanding of the experiences of women and girls in the project location, including wellbeing, health and safety concerns. Furthermore, before commencing with consultation, the consultant should be prepared with information related to those providing services to survivors in a project location so that if a person discloses GBV, s/he can be immediately referred to them. All consultations undertaken for this ESIA studies/study at all levels should be documented and presented

in the Environmental Impact Statement (EIS) including the methodology used for those consultations. Photographs, minutes of the conducted meetings, names and signatures of consulted people shall be provided in the ESIA reports. In reporting stakeholders' issues, the consultant will be required to provide an exhaustive list of stakeholders consulted, the date, the topic of discussion, stakeholder's views, comments, and/or observation on how each concern will be addressed in a matrix table.

Grievance Redress Mechanism Measures

The consultant should solicit the existing Grievance Redress Mechanism Measures, including Nature and types of grievances, the procedures for filling grievances, parties involved in grievance handling, feedback provision to the complainant(s) , grievances that will be potentially caused by construction related activities. The consultant shall suggest grievance redress mechanism specifically for the project.

All consultations undertaken for this ESIA study /studies at all levels should be documented and presented in the Environmental Impact Statement (EIS) including the methodology used for those consultations. Photographs, minutes of the conducted meetings, names and signatures of consulted people shall be provided in the ESIA

Task 3.5: Identification, Analysis and Assessment of Potential Impacts

The consultant shall identify, evaluate, and assess environmental and social risks and impacts of the proposed construction and operation of the building. The consultant shall distinguish between positive and negative impacts, direct and indirect impacts, and immediate and long-term impacts and identify unavoidable or irreversible impacts. Wherever possible, describe impacts quantitatively, in terms of environmental components affected (area, number), environmental and social costs and quality of available data, explaining significant information deficiencies and any uncertainties associated with the predicted impacts.

The significance of impacts of the proposed construction of the projects shall be assessed, and the basis of this assessment shall be specified. The consultant should consider existing bylaws, national and international environmental standards, legislation, treaties, and conventions that may affect the significance of identified impacts. The consultant shall use the most up-to-date data and methods to analyse and assess environmental and social impacts. Uncertainties concerning any impact shall be indicated. Therefore, the consultant has to identify, assess, and provide possible mitigation measures for the project's potential adverse or negative environmental and social impacts, and provide guidance on environmental and social management. To protect the project workers during construction, the consultant shall analyze all occupational health and safety issues likely to arise due to the construction and operations of the proposed buildings.

Task 3.6: Mitigation Measures

The consultant shall suggest cost-effective measures for minimizing or eliminating adverse impacts of the proposed construction and operation of the projects. The costs of implementing these measures shall wherever possible be estimated and presented. If compensation is recommended as one form of mitigation, the consultant shall identify all the names, identification card and physical addresses of people to be compensated. Proposed mitigation measures and cost estimates shall be grouped in separate Bills of Quantities (BOQ) for the projects. They should also include the cost of supervision for the implementation of mitigation measures (if any). A draft report supporting this implementation activity shall be prepared timely and submitted for filing.

Task 3.7: Environmental and Social Management Plan (ESMP)

The Environmental and Social Management Plan (ESMP) focuses on three generic areas; implementation of mitigation measures, institutional strengthening and training, and monitoring and evaluation. The consultant shall prepare an Environmental and Social Management Plan, including the proposed work programme, budget estimates, schedules, staffing and training requirements and other necessary support services to implement the mitigation measures. Institutional arrangements required for implementing this management plan shall be indicated. Finally, the cost of implementing the monitoring and evaluation must be specified, including staffing, training, and institutional arrangements.

The consultant shall prepare detailed arrangements to monitor the implementation of mitigating measures and the impacts of the projects during construction and operation. The plan should include an estimated capital and operating costs (budget) and a description of other required inputs. In addition, the following should be included in the Environmental and Social Management Plan (ESMP):

(i) A brief description of mitigation measures for the identified impact with a timeline for its implementation, responsibilities for executing measures, indicators for measuring successes and budgetary requirements.
(ii) Occupational health and safety plan/ template
(iii) Community health and safety plan
(iv) Traffic management plan
(v) Labour management plan/procedure
(vi) GBV and SEA issues
(vii) Construction camps management plan
(viii) Construction waste and trash disposal plan
(ix) Community safety plan

Task 3.8 Prepare Health and Safety Management Plan (HSMP)

The Health and Safety Management Plan must demonstrate the Contractor understands of how to manage safety and a commitment to providing a workplace that enables all work activities to be carried out safely. The Health and Safety Management Plan must

detail reasonably practicable measures to eliminate or minimise risks to the health, safety and welfare of workers, contractors, visitors, and anyone else who may be affected by the operations. The Health and Safety Management Plan must be prepared in accordance with the World Bank Group EH&S Guidelines.

Provisions should be made to provide health and safety orientation training to all new employees to ensure they are apprised of the basic site rules of work at/on the site and of personal protection and preventing injury to fellow employees. Training should consist of basic hazard awareness, site-specific hazards, safe work practices, and emergency procedures for fire, evacuation, and natural disaster, as appropriate.

Visitors to worksites must be provided with a site induction prior to entering and must be escorted at all times while on site. This induction must include details of site hazards, provision of necessary PPE and emergency procedures. Visitors are not permitted to access to areas where hazardous conditions or substances may be present, unless appropriately inducted.

Personal Protective Equipment (PPE) provides additional protection to workers exposed to workplace hazards in conjunction with other facility controls and safety systems. PPE is considered to be a last resort that is above and beyond the other facility controls and provides the worker with an extra level of personal protection. The table below presents general examples of occupational hazards and types of PPE available for different purposes. Recommended measures for use of PPE in the workplace include: active use of PPE if alternative technologies, work plans or procedures cannot eliminate, or sufficiently reduce, a hazard or exposure; identification and provision of appropriate PPE that offers adequate protection to the worker, co-workers, and occasional visitors, without incurring unnecessary inconvenience to the individual; proper maintenance of PPE, including cleaning when dirty and replacement when damaged or worn out. Proper use of PPE should be part of the recurrent training programs for Employees; and selection of PPE should be based on the hazard and risk ranking described earlier in this section, and selected according to criteria on performance and testing established.

5.0 DUTIES AND RESPONSIBILITIES OF THE CLIENT

The Dar es Salaam University College of Education shall be responsible for the following:

(i) Provide a formal introduction of the Consultant to the college administration and community,

(ii) To provide relevant data or information required by the consultant to facilitate the preparation of the ESIA report (s).

(iii) To appoint the focal person for coordinating the ESIA study.

(iv) To attend the site verification when required by NEMC.

(v) To review the scoping report and Environmental Impact Statement for improvement or comments before submission to NEMC.

(vi) Attend the Technical Advisory Committee (TAC) meeting to evaluate the draft ESIA report (s).

(vii) To make all necessary arrangements for facilitating the work of the consultant and to provide access to project sites, introducing the consultant to relevant government authorities, projects' sites and other project stakeholders if need arises.

(viii) Monitor timely execution, delivery and quality of services offered by the ESIA consultant.

(ix) Any other information to facilitate the consultant to carry out the assignment.

6.0 IMPLEMENTATION SCHEDULE FOR CONDUCTING ESIA STUDY

ESIA process and reporting will follow the provision of the Environmental Management Act of 2004 of Tanzania, the Environmental Impact Assessment and Audit Regulations of 2005 and its the Environmental Management (Environmental Impact Assessment and Audit) (Amendment) Regulations of 2018 and the World Bank Environment, Health and Safety Guidelines (WB –EHSG). The total duration of the ESIA studies will be three (3) months. The ESIA detailed implementation plan showing key activities to be conducted is presented in Table 1.

Table 1 ESIA study Implementation Schedule of Deliverables

S/N	Activities Planned	Time (Day(s))
1.	Signing date of Contract to carryout ESIA study	1
2.	Preparation of Registration Forms, Scooping Report and TOR for carrying out detailed study	7
3.	Comments by Clients on the scooping report and filling the NEMC registration Form	4
4.	Effecting comments from the Client	1
5.	Decision by NEMC	14
6.	Preparation & Submission of Draft ESIA Report to Client including ESMP and Detailed Monitoring Framework	21
7.	Comments by Client on the Draft of the ESIA report	3
8.	Effecting the comments from the Client	1
9.	Submission of Draft ESIA Report to NEMC and World Bank	1
10.	ESIA report Revision by NEMC (NEMC will also conduct site verification and organize Technical Advisor Committee to be attended by Consult- ant and Client.	21
11.	Revision of the Report (Addressing NEMC and TAC comments)	4
12.	Comments from Client	2
13.	Effecting comments from the Client and the World Bank	1

14.	Submission of final ESIA report to NEMC client including ESMP and detailed monitoring framework. The final report will also be submitted to the World Bank for clearance.	1
15.	Decision by the Minister	14
16.	Issue of Certificate	1

7.0 ESTIMATED TIME OF KEY INPUT BY STAFF PERSONNEL

The estimated total staff input shall not exceed 85 person-days. However, the Consultant is expected to propose an optimum number of person-days. The desirable distribution of professional Person- Days is as proposed in Table 2.

Table 2: Proposed Person-days

S/N	Key Personnel staff (Positions)	No. of staff	Person-days
1	Team Leader	1	25
2	Environmental Engineer	1	35
3	Sociologist/ Gender/GBV Specialist	1	25
TOTAL			**85**

8.0 CONSULTANT REPORTING OBLIGATION

8.1 Contents

The Environmental and Social Impact Assessment (ESIA) reports should be concise and limited to significant environmental and social issues. The main text should focus on findings, conclusions and recommended actions supported by summaries of the data collected and citations for any references used in interpreting data. Detailed or uninterrupted data are not appropriate in the main text and should be presented in appendices or separate volumes. NEMC will advise that an ESIA study be undertaken upon review and approval of the scoping report. The ESIA study will systematically investigate all impact areas as identified in the scoping report, documenting the current baseline environment, resource exploitation patterns and ecological pressure points. The ESIA study will include but is not limited to:

(i) A description of key components of the proposed project, the implementing agents, a brief history of the project and its justification;

(ii) Baseline environmental information comprising physical, biological and socio-economic conditions of the site to be assembled and evaluated;

(iii) A description of the pertinent legislation, regulations and standards, as well as environmental and social standards applicable to the proposed project and the appropriate authority jurisdictions;

(iv) Identification of impacts related to project elements and analysis of severity and duration of impacts;
(v) Prescription of mitigation measures and development of an environmental management plan to neutralize the effects of negative impacts;
(vi) Development of a monitoring plan to ensure that the proposed mitigation measures are implemented and the desired remediation effects achieved; and
(vii) Public consultation and documentation of stakeholder views.

The ESIA study must undertake public consultation with all stakeholders in the project's area of influence as indicated in annex 1.

8.2 Report Structure

The contents and the structure of the Environmental and Social Impact Assessment report should be in accordance with the Environmental Impact Assessment and Audit Regulations as stipulated by the relevant authority and should be confined only to the specific project site/area.
The Report shall be presented as per the format stipulated in Regulation 18 (2) while the Executive Summary should reflect Regulation 18 (3) requirements. The Non-Technical Executive Summary should be a brief, stand-alone document in English and Kiswahili, showing the main findings, conclusions and recommendations as required by Regulation 19 (2). All reports shall be written in English and submitted in hard and soft copy initially as a draft which shall be finalized to accommodate clients' and Stakeholders' comments.
t is recommended that ESIA Report should contain the following chapters:

i. Introduction
ii. Project Background and Description
iii. Existing conditions
iv. Project activities based on phases of the project life cycle (mobilization/pre-construction, construction, demobilization, operation and decommissioning phases.
v. Policy, Legal and Administrative Framework
vi. Baseline or existing environmental Conditions
vii. Stakeholders Consultations and Public Participation
viii. Identification and analysis of Impacts
ix. Mitigation Measures
x. Resources Evaluation or Cost Benefit analysis
xi. Environmental and Social Management Plan
xii. Action Plan for Management of impacts
xiii. Environmental and Social Monitoring Plan
xiv. Action plan for Auditing
xv. Contingency Plan

xvi. Decommissioning/demobilization Plan
xvii. Summary and Conclusions
xviii. References
xix. Appendices

ESIAs will address direct, indirect, induced and cumulative impacts. ESIA will have to be submitted to NEMC and the World Bank for approval and obtaining appropriate certification. In this regard, environmental procedures (from registration, scoping, to the preparation of ESIA, review, to issuing of an EIA certificate) as provided by NEMC will apply. Apart from adhering to report structure and content, the ESIA shall have an attachment on a summary of public consultations carried out, Terms of Reference, which guided the preparation of an ESIA and drawings for the project component. In addition, the ESIA consultant must adhere to the format of reports provided by the online system at NEMC, as presented in Table 3.

Table 3: Reporting Format

SN	TYPE OF REPORT	REPORT FORMAT	No. OF HARD COPIES PER SITE	SOFT COPIES
1	Project	i. A4 (MS word/Excel)	3	1
2	Scoping Report	i. A4 (MS Word/Excel) ii. A3 Technical Drawings	3	1
3	Draft Environmental and Social Impact Statement (EIS).	i. A4 (MS Word/Excel) ii. A3 Technical Drawings	17	1
4	Final Environmental and Social Impact Assessment Report after incorporating WB and NEMC	i. A4 (MS Word/Excel) ii. A3 Technical Drawings	3	1

8.3 Communication Requirement

All official communications regarding the project work shall be addressed to the Project Coordinator at DUCE.

9.0 QUALIFICATIONS AND EXPERIENCE OF THE CONSULTING FIRM

The firm should be registered with NEMC or other professional board as Environmental expert and should have at least ten (10) years' experience in conducting EIA/EA/ESIA studies. The firm must have undertaken at least three (3) Environmental Impact

Assessment as assignment in the last ten (10) years and above. The firm should produce as evidence at least three sample reports accepted by NEMC related to the construction of buildings.

HEET project comprises of various projects in different parts of the country. The project will be designed (where applicable) and supervised independently, hence entailing concurrent activities. Consultant firm or teams are permitted to participate in tendering for any of HEET projects. However, it will be mandatory for each a consulting firm to present sufficient qualified manpower/ professionals with supporting evidence for the project tendered since the projects will run simultaneously. Failure to demonstrate capacity in terms of assigned staff for various projects will lead to disqualification.

The firm must be registered by recognized professional boards and authorities in Tanzania; The Consultant firm must describe in the proposal, the system of quality assurance and how they will support experts on duty with all required logistical support. The Consultant will be required to have applicable specialists to cover all the technical fields included in the project and to make these services available as required during the term of the Contract execution.

The staff to be provided by the Consultant shall be sufficient to cover the services under this contract. There should be some supporting documents for the key staff participation in a specific previous project. Also, it is important to include the actual contract sum (value) of the projects managed by a key staff to ensure that competent members are procured.

The timing and inputs of each professional staff member shall be in accordance with the agreed program for the delivery of services and appropriate to the project. The Consultant shall employ only such key staff whose curriculum vitae or certificates or professional registration have been reviewed and approved by authorizing bodies and thereafter DUCE. Staff employed must be relevant to the project with intended actual participation in the project. There should be a clear breakdown of all staff members that intend to be involved in the projects in terms of man month realistically to the actual individual executing a particular task.

The Consultant must describe in his/her technical proposal the technical and managerial capability of the firm (provide the structure of the organization, general qualifications and number of permanent staff). Also, the Consultant must be capable of providing fully competent expertise in the following disciplines as needed.

Technical and Managerial capability of the firm. (Provide only the structure of the organization, general qualifications and number of key staff. Do not provide CV of the staff. Experts will not be evaluated at the shortlisting stage)

9.1 Team Leader

The Team Leader shall have a minimum of Master Degree in Environment, Natural Resources Management or related field and with at least six (6) years of practical working experience in undertaking ESIA studies in building works or other related projects. In addition, the team leader must be familiar with the Tanzania Government Environmental laws and regulations, and the World Bank relevant safeguards documents (Environmental and Social Management Framework, HEET Stakeholders Engagement Plan and The World Bank Environmental and Social Frameworks) and procedures.

He/she should have demonstrated experience in elaboration of ESIA studies and Environment and Social Management Plans (ESMP) on at least three (3) projects of similar magnitude and complexity in the past ten years, in the donor financed projects, in developing countries The Team Leader must have excellent communication skills, fluent in written and spoken English and should be certified with NEMC, holding a valid EIA/EA/ESIA practicing certificate issued by NEMC. The team leader must present the evidence of ESIA studies undertaken or on going and his contribution or his/her role in the respective projects.

Responsibilities of the team leader include but not limited to;

- Coordinate the day-to-day activities of an assessment team and provide advice, support and direction to deliver
- State significant project assessments and determinations consistent with applicable legislation, policy and procedures.
- State significant projects quickly and effectively to ensure the completion of all assessments with the relevant benchmark period.
- Produce high quality work on a wide range of planning matters, including the preparation of well written reports and effective conditions of consent.
- Identify complex, sensitive and emerging issues, and review and develop policy to improve the assessment process and guide the assessment of the merits of projects.

9.2 Environmental Engineer

The Environmental Engineer must possess a minimum of Bachelor degree in Environmental Engineering or related discipline with at least four (4) years of practical working experience in undertaking ESIA studies in Building works. The Environmental Engineer must have excellent communication skills, fluent in written and spoken English and should be certified with NEMC holding a valid EIA/EA/ESIA Practicing certificate issued by NEMC.

Experience in environment assessment and management issues in tropical countries is mandatory for construction project in order to ensure that the proposed EIA is applicable to construction works in a particular site.

She/he must have served in similar capacity in design of environmental systems and installations in at least two (2) projects of similar magnitude and complexity in the past 10 years. Supporting documents of his/her actual involvement in such projects is necessary. The environmental engineer will be responsible for all matters relating to and will take the leading role in engineer relating issues.

The Environmental Engineers responsibility will include but not limited to;

- Conducting and evaluating Environmental Impact Assessments and Environmental Management Plans ESIA, Development of environmental and social management systems
- Prepare ESMP, within the project site in compliance with local legislation, NEMC and the WB,
- Conducting climate change studies, remediation studies,
- Development of proposals for the Environmental & Social Compliance Team

9.3 Sociologist/ Gender/GBV Specialist

The Sociologist must possess a minimum of Bachelor degree in Sociology or related disciplines (anthropology, sociology, social work, or economics) with at least four (4) years of practical working experience in ESIA development programes/projects and supervising social safeguards and community engagement in building construction works. Familiarity with World Bank Environmental and Social Standards is added advantage. He/She must produce as evidence at least two (2) sample reports related to the construction of buildings which he/she was part of and was accepted by NEMC .

He/She shall have relevant experience working on gender and GBV related issues and with operational experience; He/She shall have relevant work experience on GBV prevention, mitigation and/or response and a good understanding of all areas; experience on case management is an added value. In addition, he/She shall have experience in conducting gender analysis in construction projects.

In his/her capacity, a Gender/GBV specialist will be responsible for mainstreaming and overseeing all risks and impacts related to Gender Based Violence (GBV) and Sexual Exploitation and Abuse (SEA).

The Sociologist must have excellent communication skills, fluent in written and spoken English.

Social and Gender expert’s responsibilities includes but not limited to;

- Identification of potential social economic and cultural impacts

- Providing a stronger assessment of discrimination towards individuals or groups based on age, gender, disability, religion, sexual orientation and gender identity
- Identify and assess various ways of stakeholders and engagement processes, provide recommendation on how to adjust stakeholder engagement to allow effective participation during the project implementation.
- Identify GRM systems and functionalisms and propose measures to ensure that people are not disadvantaged in terms of benefit sharing and impact burden.

10.0 COMMUNICATION AND REPORTING REQUIREMENT

All official communications regarding the project work shall be addressed to the College Principal. However, the Environmental and Social Safeguards Specialist at PIU shall coordinate the Consultancy and will be the contact persons for day to day running of the assignment.

11.0 PAYMENT

The Consultants should clearly indicate the costs of each activity when submitting their financial proposal. Payment to the Consultant will be made by milestone of each activity. Payment shall be effected after submission of report of under mention activities and achievement of mentioned deliverables. All payments will be done as per schedule presented in Table 4.

Table 4. Payment Schedule

S/N	Requirement	Payment (% of the Contract price)
1.	Direct cost (Approved reimbursables)	Lump sum
2.	Project Registration and submission of Scoping Report. As part of the deliverable a NEMC stamped ToRs for conducting detailed ESIA study should be submitted by Consultant to Client.	30%
3.	Draft Environmental and Social Impact Statement (EIS)	40%
4.	Final ESIA Report incorporating WB and NEMC comments. Final payments shall be made after receipt of the EIA clearance certificate issued by NEMC and clearance of the report by the WB.	30%