



STATE UNIVERSITY OF ZANZIBAR

**TANZANIA HIGHER EDUCATION FOR ECONOMIC
TRANSFORMATION (HEET) PROJECT (P166415)**

TERMS OF REFERENCE (ToR)

FOR

**CONSULTANCY SERVICES OF UNDERTAKING ENVIRONMENTAL
AND SOCIAL IMPACT ASSESSMENT (ESIA)**

OCTOBER, 2022

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1. BACKGROUND INFORMATION

The State University of Zanzibar (SUZA) was established by Act No. 8 of 1999 of the Zanzibar House of Representatives, amended by Act No. 11 of 2009, and further re-amended by Act No. 7 of 2016. The amendment has justified SUZA to merge with other Zanzibar higher learning institutions; these are the then Zanzibar Institute of Financial Administration (ZIFA), College of Health Sciences (CHS) and the Zanzibar Institute of Tourism Development (ZIToD).

Currently, SUZA consists of seven campuses found at equally beautiful but different locations within the islands. Six campuses are in Unguja and one campus in Pemba Island. Tunguu is the main SUZA campus located about 12 km away from Zanzibar town. The campus is huge and brand new, decorated with a green field that offers a cutting-edge infrastructure of the World standard. It gives students a local alternative to some of the world's attractive learning environments.

As a public, academic institution, SUZA commits to delivering quality education to transform society to be well educated, acquire responsible leadership and practical entrepreneurial skills, and adopt a democratic citizenry. Most importantly, SUZA fully contributes to preparing and shaping future leaders of the country, both in the private and public sectors. SUZA aims to elevate its reputation even higher. In addition to its reputation in offering quality education, SUZA strengthens its research to contribute globally in generating new knowledge and thus, answering difficult questions that puzzle the world today.

The University has received funding to support its strategic development plans through the Higher Education for Economic Transformation (HEET) Project (P166415). The project is being implemented by the Government of the United Republic of Tanzania (GoT) through funds from the World Bank. The Project Development Objective (PDO) is to strengthen the learning environment and labour market alignment of priority programmes at beneficiary higher education institutions and improving the management

of the higher education system. One of the components of the project is Infrastructure development that includes civil works. To implement the civil works of the project, the State University of Zanzibar is required to engage consultant/s to undertake environmental and social impact assessments on three (3) sites, at Tunguu campus as follows:

- i. New building for School of Agriculture at Tunguu campus that host both teaching theatres and laboratory
- ii. New building for laboratory complex at Tunguu Campus to host basic teaching labs for science subjects.
- iii. 2 hostel blocks with the capacity of 1000 students (500 male and 500 female) at Tunguu campus in place

To sustain the long list of benefits of the HEET project and aligning with the Environmental and Social Management Framework of the project as per the World Bank safeguards policies, the subproject involving huge civil works acquires Environmental and Social Impact Assessments (ESIA). The World Bank Environmental and Social Framework (ESF), specifically the Environmental and Social Standard One (ESS1) on the Assessment and Management of Environmental and Social Risks and Impacts requires the borrower to carry out an environmental and social assessment of the project to assess the environmental and social risks and impacts of the project throughout its life cycle. Other requirement related to this work prescribed in ESS4, ESS5, ESS6 and ESS10). Similar is required by the Zanzibar Environmental Management Authority (ZEMA). The Environmental Management Act of 2015 of Zanzibar requires all projects specified under the section 40 to be preceded with an Environmental and Social Impact Assessment (ESIA), which is guided by the Environmental Impact Assessment Regulations of 2019. The regulations give the mandate to the Zanzibar Environment Management Agency (ZEMA) to oversee the ESIA and Environmental Audit (EA) processes toward the award of an Environmental Certificate/Permit (EP). The regulations require that the Environmental and Social Impact Assessment studies should be conducted by a Consulting Firm. The assignment will identify environmental and social impacts to manage the risks and

impacts of a project, and improve their environmental and social performance, through a risk and outcomes based approach.

The Terms of Reference (ToRs) are hereby provided to guide the Consultants to conduct ESIA Study, develop Environmental and Social Management Plan (ESMP), and Health and Safety Management Plan (HSMP) for the proposed activities, prepare and submit ESIA report to ZEMA and World Bank.

2. OBJECTIVE OF THE ASSIGNMENT

2.1 General Objective

The objective of the ESIA study is to foresee the environmental and social impacts of the activities of the proposed project 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 to prevent or minimize adverse impacts, identify organizational capacities and competence needed and recommend the means of monitoring the effectiveness of the prepared ESMP.

2.2 Specific Objectives

The specific objectives of the assignment are as follows:

- To carry out environmental screening and scoping study to identify social and environmental issues in the project site and nearby environment;
- To identify, analyse and assess environmental and social impacts of the proposed construction project;
- To describe the pertinent regulations and standards governing environmental quality, health and safety, protection of sensitive areas, protections of endangered species and land use control at international, national regional and local levels;

- To recommend cost-effective measures for minimizing or eliminating adverse impacts of the proposed construction, operation and maintenance of the project; and
- To prepare Environmental and Social Management Plan and Health and Safety Management Plan for construction, operation and maintenance phases of the Project.
- To develop an Environmental and Social Management Plan (ESMP), Health and Safety Management Plan for construction, operation and maintenance phases of the Project and monitoring plan for ease of reference during project implementation.
- To describe the pertinent regulations and standards governing environmental quality, health and safety, protection of sensitive areas, protections of endangered species and land use control at international, national regional and local levels;
- To recommend cost-effective measures for minimizing or eliminating adverse impacts of the proposed construction, operation and maintenance of the project; and
- To prepare Environmental and Social Management Plan and Health and Safety Management Plan for construction, operation and maintenance phases of the Project.

3. DESCRIPTION OF THE PROPOSED ASSIGNMENTS

The main objective of the consultancy services is to prepare the Environmental and Social Impact Assessment (ESIA), development of the Environmental and Social Management Plan (ESMP) as well as Health and Safety Management Plan (HSMP) for the proposed construction of new building for teaching theatres and laboratory at Kizimbani, laboratory complex and two hostel blocks with the capacity of 1000 students (500 male and 500 female) at Tunguu campus.

The purpose of this EIA/ESIA is to ensure that development proposal and activities are environmentally sound and sustainable. It should comply with environmental regulations of Zanzibar as per the provisions of the Environmental Management Act No.

20 of 2015 and the requirements of Section 8(5) of the Environmental Assessment Regulations of 2019 of Zanzibar. The fact that, the proposed project funded by World Bank, in addition to the national requirement and regulations the ESIA study must comply with the World Bank Environmental and Social Framework (ESF), specifically the Environmental and Social Standard one (ESS1) on the Assessment and Management of Environmental and Social Risks and Impacts. The State University of Zanzibar intends to engage an Environmental and Social Impact Assessment (ESIA) Consultant to assess the environmental and social impact that might be caused by the projects during mobilization, construction, implementation and demobilization phases. Thereafter, recommend mitigation measures to prevent or minimize adverse impacts as well as developing tools such as ESMP and HSMP whose recommendations will be used to inform the design and execution of the proposed construction works. Therefore, ToR shall be followed by Consultant for preparing the intended EIA/ESIA Report and associated ESMP and HSMP.

4. SCOPE OF WORK

The Consultant shall carry out the consultancy in accordance with the ToRs including the applicable National Legislations as well as World Bank Environmental and Social Framework requirements. Therefore, consultancy shall prepare and submit the detailed Environmental and Social Impact Assessment Report and submit to the Zanzibar Environmental Management Authority (ZEMA) in a format outlined in this ToR. With respect to this aspect, the scope of this work will cover the following aspects:

- Determination of how far the project operation and facilities conform to the Client Environmental and Social Management plan, if any.
- To review the project operation activities to ensure that specified mitigation measures have been properly implemented (where an EMP exists).
- The description of monitoring programs, parameters and procedures in place for control and corrective actions in case of emergencies.
- The study and description of the project site and identification of all the impacts it has on both human and natural environment.

- The description of all the relevant Environmental Legislation and regulatory frameworks on environment, natural resources, health and safety, and relevant National and International Standards.
- The design of an environmental management plan which the client (SUZA) will use to implement the proposed mitigation measures for identified negative impacts in order to improve the environmental quality and sustainable use of natural resources.
- Provide a brief description of the relevant parts of the project roads using maps of appropriate scale where necessary.
- Assembling, evaluating, and presenting baseline data on the relevant physical, environmental, and social characteristics of the study area.
- Making consultation with Government agencies, local communities and the private sector operating in the villages affected by the project road.
- Reviewing of relevant policies, legislation, standards and regulations governing environment at international, regional and local levels with respect to the type and nature of the activity/project.
- Identification and evaluation of key and potential environment and social impacts and risks resulting from the project development.
- Describing alternatives that were examined while developing the proposed project and identify other alternatives, which would achieve the same objectives
- Developing an Environmental and Management Plan (EMSP) and Health and Safety Management Plan (HSMP) detailing actions and responsibilities for impacts mitigation and monitoring.
- Description of public participation and stakeholder engagement activities carried out to date.

4.1 TASK TO BE PERFORMED

Tasks 1: Description of the proposed project

The Consultant shall provide a brief description of the relevant parts of the project 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 2: Description of the Physical, Biological and Socio-economic and Cultural Environment of the project area

The consultant shall evaluate and present baseline data on the relevant environmental/socio/economic/cultural characteristics of the study area and compare the situation before the project construction and the present. The characteristics should be based on:

- ***Physical environment***, which could include the followings: geology; topography; soils; climate and meteorology; ambient air quality; surface and groundwater hydrology; coastal and oceanic parameters; existing sources of air emissions; existing water pollution discharges; and receiving water quality. The built environment should also be evaluated to determine if the existing market contain

asbestos or any other hazardous waste that would require specific management measures.

- **Biological environment**, which could include any or all of the following: flora; fauna; rare or endangered species; ecologically important or sensitive habitats, including parks or reserves, and significant natural sites; species of commercial importance; and species with potential to become nuisances, vectors, or dangerous (of project site and potential area of influence of the project).
- **Social-cultural environment**, which could include any or all of the following: University teaching and learning environment, enrolment, performance and working conditions in relation to occupational health and safety, public health (including in relation to HIV/AIDs and other communicable diseases, as well as COVID-19); vulnerable groups and people and institution living nearby the campuses; and customs, aspirations, and attitudes.
- **Gender Based Violence (GBV)**, including sexual exploitation and abuse and workplace sexual harassment environment. The consultant shall assess the GBV risks at district and the project level in relation to the proposed construction work;
- **Consultations regarding GBV** shall be conducted only with key stakeholders (NGOs, CBOs, governmental authorities). Stakeholder consultations should never directly ask about individual experiences of GBV. Rather, they should focus on gaining an understanding of the experiences of women and girls in the project location/area, including wellbeing, health and safety concerns;
- **The consultant shall propose GBV** mitigations measures in relation the labour influx and construction related issues at HEET; and
- The Consultant shall also assess the project related risks and include in ESIA information of poverty levels in the intervened area, potential risks of labor influx (in terms of absorption capacity of external workers to the in the project area and ratio of influx of workers vis a-vis community members/resident of the project area, amount of works and difficulties to supervise.

Task 3: Public Consultation and Stakeholder's engagement

The Consultant shall propose a thorough program of consulting the public and relevant institutions during the study as per national and ESS10 requirement. The purpose of the program is to gather stakeholders' views about the project to be considered in the EIA/ESIA Report. Specifically, the consultant shall propose an effective, comprehensive public and institutional consultation strategy, which include at least:

- A list of stakeholders to be consulted. Such list should ensure that project-affected parties that include students, academic staff, supporting staff, people and institutions in the vicinity of both Kizimbani campus and Tunguu main campus, members of disadvantaged or vulnerable groups, including women, persons with disabilities, youth, and the elderly and interested parties.
- A description of methods of reaching stakeholders. Such methods shall include specific measures to ensure meaningful participation of members of women, vulnerable/disadvantaged groups, and issues or concerns raised. For instance, specific measures could be the provision of free means of transport to attend the consultation, the holding of separate consultation only for women, the holding of individual meetings at their home for those significantly impaired etc. Consultants advised to adhere with ESS10 requirement in the selection of the best methodology for stakeholder engagement.
- A detailed planning of the consultation activities, and
- How consultation efforts will be analyzed and provide a record of meetings, communications and comments, and an explanation on the retroaction mechanism e.g. how concerns/comments raised during consultations will be responded to and factored into project preparation and related decision-making.
- 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 4: Policies, Legislative and Regulatory Framework

The consultant shall describe policies, legislations, regulations, and standards governing environmental quality, health and safety, protection of the area, marine and coastal environment, and protection of endangered species and those have an implication to the project. The consultant shall undertake a review of policies, legislation and administrative framework within which the environmental management of the proposed construction of the projects will be carried out. This Section will also describe all the relevant World Bank Environmental and Social Standards (ESSs) as described in the Environmental and Social Framework (ESF). Apart from the ESF the consultant will describe the requirement of the World Bank Environmental, Social, Health and Safety Guidelines (ESHS) relevant for the construction projects.

Task 5: Identify and Assess Potential Impacts of the proposed project (include all stages of the project/constructions)

The consultant shall identify, predict and evaluate the potential environmental and social impacts, both negative and positive of the project at all stages (e.g., planning, construction, operational and decommissioning). The identified impacts must be profiled to assess and evaluate the magnitude and significant of the impacts using recognized methodologies. The report should outline the uncertainties in impact prediction and outline all positive and negative, short- and long-term impacts. Identify impacts that are cumulative and unavoidable if any. The ESIA should also demonstrate viability, value for money and affordability.

Task 6: Analysis of alternatives of the project

The consultant shall describe alternative options, which will examine in the course of designing the project and identify other alternatives that would achieve the same objectives. The concept of alternatives extends to:

- Appropriate technology in different operational units.
- Operating and maintenance procedures.
- Operating cost.

- Suitability and local conditions; and
- To the extent possible quality costs and benefit of each alternative, incorporating the estimated cost of any associated mitigation measures.

Task 7: Development of Mitigation and Enhancement Measures

The consultant shall recommend feasible and cost-effective mitigation measures to avoid, prevent or minimize/reduce any significant negative impacts (physical, biological, chemical, economic, social including GBV and cultural) to acceptable levels and to maximize or enhance positive impacts. Estimate the impacts and costs of those measures and of the institutional and training requirements to implement them. Consider compensation to affected parties for impacts that cannot be mitigated. If compensation is recommended as one form of mitigation, the consultant shall identify all the names and physical addresses of people to be compensated. Furthermore, mitigation measures addressed should include social mitigation such as grievance redress mechanism.

Proposed mitigation measures and cost estimates shall be grouped in a separate Bills of Quantities (BOQ) for the projects and should also include cost of supervision for the implementation of mitigation measures (if any).

Task 8: Development of Environmental and Social Management and Monitoring Plan

The consultant shall prepare an Environmental and Social Management Plan (ESMP) including proposed work programs, budget estimates, schedules, staffing and training requirements and any other necessary support services to implement the mitigation measures. The ESMP focuses on three generic areas: 1) Mitigation measures; 2) Institutional strengthening and capacity building and; 3) Monitoring. The emphasis on each of these areas depends on the context-specific project needs. With regards to Mitigation.

i. Mitigation measures

- The consultant shall recommend feasible and cost-effective measures to prevent or reduce significant negative impacts to acceptable levels. This must cover all project's phase e.g., the design phase, site preparation and construction, operation and maintenance and decommissioning. Furthermore, mitigation measures addressed should include social mitigation such as grievance redress mechanism.
- Quantify the impacts and estimate the costs of the mitigation measures. Consider compensation to affected parties for impacts that cannot be mitigated. The plan should include proposed work programs, responsible party, budget estimates, schedules/frequency, staffing and capacity building and training requirements, and other necessary support services to implement the mitigation measures.
- The recommended mitigation measures must be specific and described in quantitative terms to a detailing level which allows for inclusion of the mitigation measures into the Bill of Quantities for the project. Describe residual impacts after incorporation/implementation of the recommended mitigation measures.
- Summarizes the environmental impacts and mitigation measures using a map and diagrams. Responsible party of each mitigation measures must be clearly identified.

ii. Institutional strengthening and capacity building

- The consultant shall also identify institutional needs to implement environmental assessment recommendations, which include capacity building to Environment and Social safeguards staff of the constructions firms. The consultant also expected to review the authority and capability of institutions at local, provincial, regional, and national levels and recommend how to strengthen the capacity to implement the environmental and social management and monitoring plans. The recommendations may cover such diverse topics as new laws and regulations, new agencies or agency functions, inter-sectoral arrangements, management procedures, capacity building, staffing, operation and maintenance, budgeting, and financial support.

iii. Monitoring Plan

- The consultant shall prepare detailed arrangements to monitor the implementation of mitigation measures and the impacts of the project during construction and operation. Include in the plan an estimate of capital and operating costs and a description of other required inputs (e.g., capacity building and institutional strengthening). Responsible party of each of the monitoring actions must be clearly identified.

The ESMP is expected to include, where potential impacts warrant extra attention, a waste management plan, traffic management plan, social management plan inclusive of actions to address gender-based violence (between project workers and project affected communities), a labor influx management plan, an occupational health and safety plan (including specific measures for COVID-19) and physical cultural resources plan. The ESMP will also include provision for the selected contractor (s) to develop a Code of Conduct for the workers. The following issues should also be captured by the consultant in this section. As part of the management plan, the consultant will also prepare health and safety management plan as an annex to the ESIA report to guide the contractor during construction works.

5. DESCRIPTION OF THE ESIA REPORT

The consultant shall prepare the final ESIA Report in word format and submitted to Zanzibar Environmental Management Authority (ZEMA) in the form of one electronic copy (on Compact Disk) and twelve (12) original bound hard copies for each cluster.

The structure of the report should include:

- i. A non-technical executive summary in both English and Swahili. The summaries shall be short but clear. It should include description of the proposed project, methodologies involved, resources required, and outcomes/benefits, major significant impacts with their mitigation/enhancement measures, recommendations, and conclusion.

- ii. Introduction including objectives of the study, rationale, outline of the report, description of methodologies and data sources used in the assessment.
- iii. Description of the proposed activity including its location; size; components; scope of services and production; a rough quantification of resources used; emissions and wastes generated; analysis of alternatives; and decommissioning.
- iv. Description of the baseline conditions at the site and affected area, including relevant socio-economic, biophysical, heritage and cultural aspects.
- v. Stakeholder's engagement in the process including perceptions about the proposed activity, views, concerns, and recommendations.
- vi. Description of the Policies, Legal and Institutional context of the activity, including relevant environmental and socio-economic safeguards that apply and their implications for the activity.
- vii. Assessment of potential impacts from socio-economic, biophysical, heritage and cultural perspective for different phases of development.
- viii. Consideration of alternatives and rationale for proposing the preferred alternative.
- ix. Mitigation measures considered and an evaluation of their effectiveness in addressing impacts identified and rationale for proposing measures.
- x. The environmental and social (including GBV/SEA and GRM), management plan, including institutional arrangements, responsibilities, and budgets needed.
- xi. The decommissioning or closure plan.
- xii. Conclusion and recommendations.
- xiii. Annexes which shall include a reference list, list of the experts involved with their Curriculum Vitae, maps, drawings, list of stakeholders consulted (including photos during consultation with public), proceedings of stakeholders meeting if any.

6 RECORDS OF MEETINGS

The consultant shall provide record of the names of stakeholders including organizations, government and departments and individuals whose views will be

obtained. The record will also provide description of views and information that will be obtained. The record should also indicate how comments obtained from stakeholders have been incorporated in the ESIA report.

7.DUTIES AND RESPONSIBILITIES OF THE CLIENT

The State University of Zanzibar shall be responsible for the following:

- (i) To provide relevant data or information required by the consultant to facilitate the preparation of the ESIA report (s).
- (ii) To attend the site verification when required by ZEMA.
- (iii) To attend the Technical Advisory Committee (TAC) meeting for evaluation of the draft ESIA report (s).
- (iv) To make all necessary arrangements for facilitating the work of the consultant and to provide access to project sites, introducing consultant to relevant government authorities, projects' sites and other project stakeholders if need arises.
- (v) Monitor timely execution, delivery and quality of services offered by the ESIA consultant.
- (vi) Any other information to facilitate the consultant to carry out the assignment.

8.TIMEFRAME FOR CONDUCTING ESIA

The assessment will begin on the date of signing the contract which will be after the State University of Zanzibar receive the no objection letter from ZEMA on the EIA Firm or expert selected by Proponent. The total duration of the ESIA studies will be three (3) months. The ESIA detailed implementation plan shall be discussed between the State University of Zanzibar and the Consultant.

Table 1.0 ESIA Study Implementation Schedule of Deliverables

#	<i>Activities Planned</i>	<i>Time (Days)</i>
1	Signing date of Contract to carryout ESIA study and commencement of the study	1 day
2	Preparation of registration forms, and TOR for carrying out detailed study	10 days
3	Effecting comments from the client	5 days
4	Approval of TOR by ZEMA	5 days
5	Preparation & submission of draft ESIA report to client including ESMP and detailed monitoring framework	40 days
6	Comments by client on the draft of the ESIA report	5 days
7	Effecting the comments from the client	2 day
8	Submission of draft ESIA report to ZEMA and the World Bank	60 days after the approval of the ToR
9	Circulate documents to expected reviewers (Technical Review Committee-TRC) (ZEMA will also conduct site verification to be attended by TRC, consultant and client)	14 days
10	Review meeting-Including preparation and submission of the comments document to client and consultant (Further information may be requested)	7 days
11	-Revision of the report (Addressing TRC comments) -Effecting comments from the client and the World Bank	14 days
12	Submission of final ESIA report to ZEMA including ESMP and detailed monitoring framework. The final report will also be submitted to the World Bank for clearance	2 days
13	Decision by	1 day
14	Issue of certificate	1 day

9. QUALIFICATION OF THE CONSULTING FIRM

A. Core business of the firm

The Consulting firm should be registered with ZEMA and should have ten (10) years' experience in conducting EIA/EA/ESIA or other related studies.

B. Relevant similar experience, which should specifically include the below:

- (i) Experience of at least three (3) similar assignments completed in the past 10 years - information to be provided should include name of assignment, name and full contact address of the client, contract value (in equivalent US dollars) and period (dates) of execution of the assignments and the role played in the assignment (Lead or JV partner).
- (ii) Demonstration of experience of working in similar conditions.

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

9.1 Team leader – Environmental Sciences / Environmental Engineer

The Team Leader shall have a minimum of Master Degree in Environment, Environmental engineering, Natural Resources Management or related field and with at least five (5) 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 Zanzibar Government Environmental laws and regulations, and the World Bank's ESSs and procedures. She/he must have at least three (3) projects of which two (2) must be in the past five years of similar magnitude and complexity. The Team Leader must have excellent communication skills, fluent in written and spoken English and should be certified with ZEMA, holding a valid EIA/EA/ESIA practicing certificate issued by ZEMA. The team leader must present supporting documents/ evidence of ESIA studies under taken or ongoing and his contribution or his/her role in their

respective projects. The Team Leader shall coordinates all activities associated with the ESIA including the submission of the final document to competent authority. He/She should ensure effective, high quality and timely environmental assessment of the proposed projects to meet national and IFC standards. The role drives the implementation of best practice and innovative processes to meet the prescribed objective in this ToR.

9.2 Social Scientist (Sociologist)

The Sociologist must possess a minimum of Bachelor degree in Sociology with at least five years of practical working experience in undertaking ESIA studies and supervising social safeguards studies in building construction works. An experiences in preparation / facilitation consultations and in World Bank Projects is will be an added advantage. The Sociologist must have excellent communication skills, fluent in written and spoken English. The main role of sociologist/social analyst is to help integrating the social perception of the impact assessed, and that of the adaptation and mitigation actions. He/She expected to engage stakeholders including PAP as per national and World Bank standards and capture the behavioral perspectives of different stakeholders in the social system concerning the proposed project.

9.3 Gender/GBV Specialist

A holder of Master's degree on development, gender, international relations, sociology, anthropology or any other relevant social science; He/she shall have at least five years of relevant experience working on gender and Gender-Based Violence (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; He/she shall have experience conducting gender analysis for public policies and defining activities to close gender gaps. The role of Gender/GBV specialist is address GBV prevention and mitigation to PAP in the ESIA. He/She expected to highlight GBV issues that may rise as results of the execution of the proposed project. These issues may include legal/justice,

community services, GBVIM, mental health and psycho-social support services, sexual and reproductive health in emergencies.

10. COMMUNICATION REQUIREMENT

All official communications regarding the project work shall be addressed to the Project Coordinator at the State University of Zanzibar.

11. PAYMENT

The consultants shall indicate the costs of each activity when submitting their financial proposal. Payments to the consultant shall be based on milestones. All payments will be done as proposed in Table below unless agreed otherwise during contract negotiation.

Payment Scheduled

ITEM	STAGE OF WORK	PAYMENT
1	Direct cost (Approved reimbursable)	Lump sum
2	Project Registration and submission of Scoping Report. As part of the deliverable a ZEMA stamped ToRs for conducting detailed ESIA study should be submitted by Consultant to Client.	30%
3	Submission of acceptable Draft Environmental and Social Impact Statement (EIS)	40%
4	FINAL ESIA Report incorporating WB and ZEMA comments. Final payments shall be made after receipt of the EIA clearance certificate issued by ZEMA and clearance of the report by the WB	30%