

THE GAMBIA ELECTRICITY RESTORATION AND MODERNIZATION PROJECT

TERMS OF REFERENCE

For the Development of One Environmental and Social Impact Assessment for Two 30 kV MV Transmission Lines with Associated MV T-Offs and Distribution Networks for CRR and URR

BACKGROUND

The Republic of The Gambia together with the support of the International Development Association (IDA), European Investment Bank (EIB), and European Union (EU), collectively the “Lenders”), is implementing an energy project to improve the power generation and transmission capacity in the country. The Gambia Electricity Restoration and Modernization Project (GERMP) will increase the generation capacity through renewable sources, reinforce the transmission infrastructure in the Greater Banjul Area, and in the provinces across the country.

The development objective of the project is to improve the operational performance of the National Water and Electricity Company (NAWEC), and its capacity to dispatch variable renewable electricity. The Gambia Electricity Restoration and Modernization Project (GERMP) will improve the power generation capacity and efficiency of NAWEC’s transmission network to increase access to electricity for socio-economic development. This objective is in line with the Gambian National Development Plan (NDP-2018-2021), the Gambia Electricity Sector Roadmap (2017) and the National Energy Policy (2014-2018), among other national policies which promote the extension, reliability, and quality of the Government’s energy supply, as well as diversifying energy sources to include renewables.

The GERMP consists of the following three components:

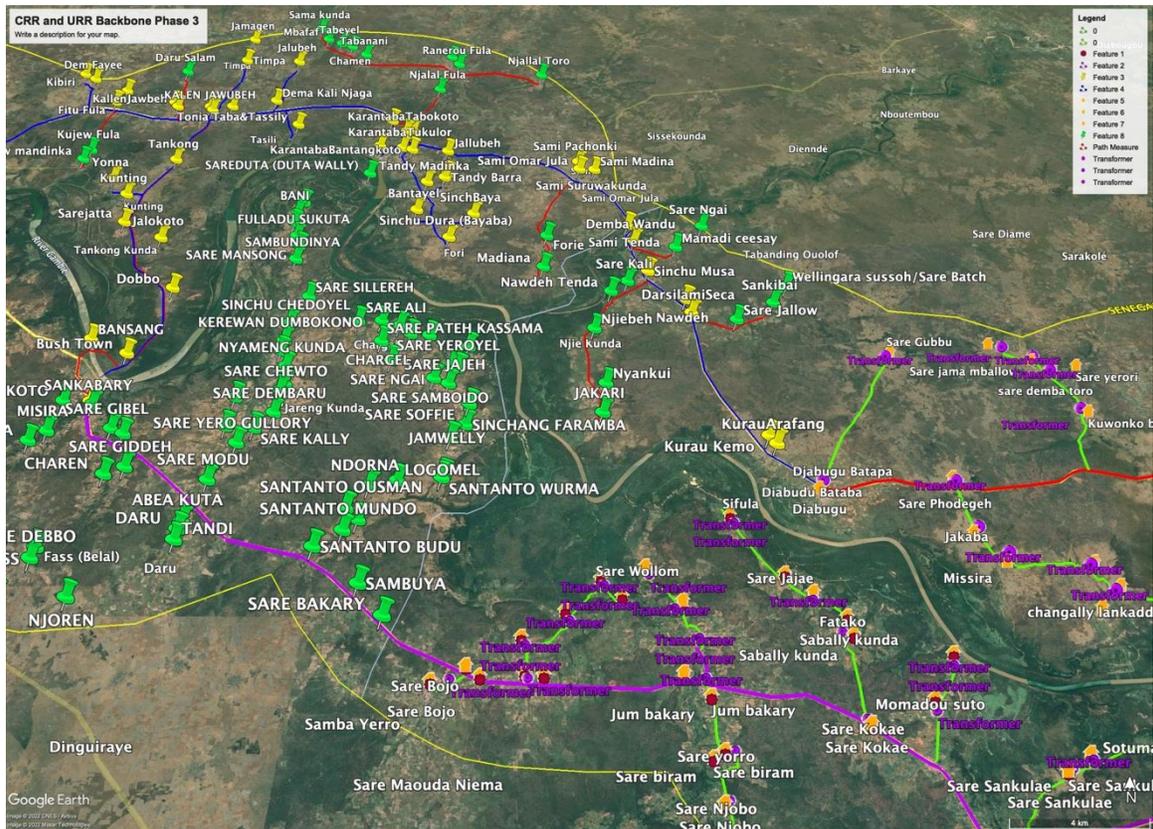
1. **On-grid solar PV with storage:** This component comprises the development of a 20MW solar PV Plant in Jambur village in the Greater Banjul Area. The component will include battery backup to minimize grid absorption concerns.
2. **Transmission and distribution (T&D) restoration and modernization:** This component will include upgrades of the Transmission and Distribution 225 kV line to: (i) absorb the additional generation capacity; (ii) prepare for future capacity expansion including OMVG, other pipeline projects and 30kV MV Backbone lines; (iii) reduce T&D losses; and (iv) make future grid extensions possible. This component also includes activities such as emergency communications campaigns, LED bulbs to replace incandescent bulbs in government offices and replacement of streetlights as part of demand side management initiative, and urgent equipment rehabilitation.
3. **Urgent institutional support for sector turnaround:** This component will involve institutional strengthening, capacity building and project implementation support related to improved operational performance of NAWEC. Institutional strengthening includes 1) twinning with the University of The Gambia for cross-learning; 2) study tour to review environmental and social management systems in other power utilities; and 3) the

participation of NAWEC social and environmental specialists in a short-term course on environmental and social management.

II. PROJECT SITE

This is part of the component 2 of the GERMP focusing on Transmission and distribution (T&D) restoration and modernization in the provinces to link the isolated communities to the national grid called the backbones. This is the backbone phase 3, the Project site will cover mainly two regions (see map below): the Central River Region and the Upper River Region. This Project will cover communities not covered by other NAWEC projects to reach the universal access. Additional short lines will be covered in NBR and LRR as well.

The total distance of the MV lines for this assignment shall be approximately 310km.



Map of the areas impacted by the Transmission Lines in CRR and URR

Two lines will be constructed affecting URR and CRR:

The first 30kV MV line will be from Bansang to Sarre Bojo in CRR and URR

The line will start from Bansang in CRR goes along communities like Sambundinya, Ndorna, Bani, Kerewan Dumbokono, Sinchu Samba Jawo, Sare Ngalleh and finish at Sare Bojo.

The second 30kV MV line will be from Kujew Fula to Konko Duma

The line will start from Kujew Fula in CRR goes along communities like Daru Salam, Ranerou Fula, Tabanani, Mbafaf, Forie, Sare Ngai, Nawdeh Tenda, Sankibai, and finish at Konko Duma. The additional short MV lines shall be from Soma to Toniataba and and Soma to Missira in LRR. The other line will be from Kerewan to Suwareh Kunda in NBR.

The implementation of this sub project will include the following activities:

- a) Erection of approximately 400km of medium voltage (30kV) overhead line and underground cable, using steel poles and concrete foundations
- b) Erection of pole-mounted transformers for communities
- c) Erection of nearly 310km low voltage (400V) networks to bring supply points close to potential consumers
- d) Construction of temporary yards and storage facilities for project materials during the construction phase.

These activities involve environmental and social impacts in the regions where this work will be implemented. The main negative impacts will be:

- Loss of plant resources due to deforestation and pruning
- Wildlife disturbance
- Loss of assets, property, and sources of income/livelihoods
- Pollution of the environment by construction waste
- Risk of conflicts related to the employment of the workforce and working conditions
- Exclusion risks of project benefits (especially employment of women and persons with disabilities)
- Occupational accidents/incidents risks and miscellaneous damage
- Disruption of water and electricity distribution
- Disruption of the mobility of people and degradation of traffic routes
- Social conflicts between local populations and site personnel
- Risk of degradation of remains discovered by chance during the work
- Development of work-related diseases, increased transmission communicable diseases such as COVID-19, and STI/HIV/AIDS infections due the presence of project workers
- Gender-based violence, SEA/SH, VAC due to presence of labor influx
- Noise pollution

III. SCOPE OF SERVICES (See Annex B for further details on what is to be included in the ESIA)

- **Objective of Assignment**

To undertake the Environmental and Social Impact Assessment (ESIA) for the identified sites which will include screening, scoping, defining baseline scenarios, predicting impacts, and developing robust and applicable management and monitoring plans to avoid, mitigate or remedy significant potential and enhance benefits, including addressing impacts/risks and benefits for vulnerable and disadvantaged individuals and groups, and undertaking consultations with project affected communities and other stakeholders related to sharing project information regarding

design, risks, impacts and benefits and receiving feedback from them and incorporating their views into the ESIA (see Annex B for outline of the ESIA).

Task 1: ESIA Study:

The consultant will undertake a detailed qualitative and quantitative ESIA study and development an ESMP for the three feeders including all ancillary infrastructure and works. The ESIA study shall follow international best practice for the screening, scoping, environmental and social baseline definition, impact assessment and management for impacts and benefits on the environment and people, as well as undertaking consultations with both direct and indirect stakeholders.

1. Review of Existing Information

Conduct initial information gathering from all available resources. The scoping work will be based on the known design features of the infrastructure and possible alternatives based on the approved design (or even if design has not been finalized). The consultant shall provide, at the end of the assignment, the updated KML line route for the MV Lines.

2. Baseline Data Gathering, Site Visits and Stakeholder Consultations and Disclosure of Project Information

The Consultant shall visit all project sites to collect social and environmental field data and information and will clearly list all affected communities and identify impacts/risks for all affected communities. The consultant is required to undertake consultations with project-affected communities, including independent, sex-segregated consultations with women (to discuss sensitive issues such as sexual exploitation and abuse/sexual harassment or SEA/SH risks) that are undertaken by an experience women gender based violence facilitator in a safe and confidential space and in a culturally appropriate format and language, and independent consultations with other vulnerable groups as needed to ensure their views are taken into consideration, especially as they relate to risks and how they will be addressed in the project. Aspects related to loss of plant resources due to deforestation and pruning, wildlife disturbance, pollution of the environment by construction waste, Occupational Health and Safety risks and miscellaneous damage, disruption of water and electricity distribution, noise pollution will be also discussed during the consultations.

Consultations shall note questions, suggestions, concerns, views of project-affected communities, and responses given by the consultant. Other indirect stakeholders shall also be consulted, such as government agencies, NGOs (representing or advocating for the interests of the environment, youth, women, and others), and other organizations to help identify other project stakeholders and help provide inputs into risks/impacts and project design. Consultations with direct and indirect stakeholders will inform primary and help supplement secondary data. Consultations will also discuss with stakeholders' arrangements for continued meetings and communications, as well as preferences for an accessible, culturally appropriate, transparent, and inclusive grievance mechanism. The summary of consultations shall be included in the ESIA in the form of a matrix of the key issues and concerns and views of stakeholders (broken down by location/date/number of participants per consultation including gender disaggregation) and a column outlining what the consultant team said in response and if any follow up is required.

The Consultant shall collect biodiversity, environmental, and socioeconomic data and confirm the plan for ongoing communications and engagement with the community about the project, especially with vulnerable groups or persons like women, widows, women heads of household, persons with disabilities, informal workers, the landless, those dependent on natural resources for their livelihoods, persons with low or no literacy skills, children, youth, elderly, religious/ethnic/linguistic minorities and others. If quantitative data does not exist (or is very dated, such as census data and other official data) on health baseline, education levels or literacy rates, the consultant shall supplement this data with community consultation information (as well as local educators and health workers). The consultant shall also ascertain information related to how information is obtained by stakeholders (i.e., newspapers, local radio, places of workshop, marketplace, etc.).

The Consultant shall also conduct an environmental baseline data gathering as required to adequately describe the existing environmental and social context relevant for each of the design options for the proposed project sites (see Annex B for detailed summary of baseline data):

- Topography, climate change and natural hazards profiles, erosion potential
- Meteorological data: wind, swell, current, tide, rainfall
- Other geographic data: relief, climate, hydrology
- Data on land occupation: population, fauna, flora, waterways, wetlands, protected areas
- Collection of socio-economic data information, including cultural heritage, safety and security context, state of and access to basic infrastructure and social services, gender norms and cultural practices, prejudice towards vulnerable groups, prevalence data related to gender-based violence (GBV), including sexual exploitation and abuse (SEA) and sexual harassment (SH), land tenure, access to educational and economic opportunities for marginalized populations, and labor conditions for workers;
- Analysis of socio- economic data
- Collection of environmental and social data and information; and
- Analysis of environmental and social data

It should identify the interrelationships and dependencies between people and the environment, vulnerable species or habitats, any potential physical, cultural resources, and other significant features of each area. Potential climate change impacts should also be assessed (excessive rainfall patterns, flooding etc.). Potential climate change impacts should also be assessed (excessive rainfall patterns, flooding etc.).

The assessment should also include the socio-economic profile and the resilience of the community to withstand the influx of workers, including as this relates to risk of SEA/SH, and be able to provide labor and other services. The value and significance of the existing and proposed transport infrastructure.

The data will include the pre-construction activities as well as land clearances, excavations, dredging, construction of infrastructure, sources of construction materials, laydown areas, work camps, transportation and ship-to-shore operations for all imported equipment and materials and all waste materials and equipment, waste management, and infrastructure such as buildings, roads, and spoil disposal areas.

Task 2: Legal and Institutional Framework

- Description of legislative and institutional norms, systems and environmental licensing requirements, and other necessary requirement for the implementation of the Project/Investment
- Description of any specific and applicable local regulations and requirements relating to the energy sector and other pertinent sector/sub-sectors, and in respect of issues such as water sector, solid waste, wastewater, air pollution, labor, gender, protections against violence against women and girls, social welfare, child welfare, protection health, as well as community health and safety. In addition, the consultant will include a description of the requirements, which are applied for the activities of the Project/Investment, of other institutions such as the World Bank (WB).
- Identify compliance required in accordance with the relevant Operational Principles of the WB.

Policies and Good Practice Notes (GPN) of the WB, such as the GPN on Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works (SEA/SH GPN) to identify risks of SEA and SH, and the GPN on Non-Discrimination and Disability¹, compliance with policies of access to information, Disaster Risk Management, gender in development, social inclusion, and Involuntary Resettlement.

- Identify **relevant** international and regional legislation, policies, norms, standards, guidelines, and current initiatives relating to social and environmental impacts, including those specific issues outlined above, in the energy and related sectors, in The Gambia and ascertain how these legislative tools, policies, norms, standards, guidelines and initiatives relate **and apply to the activities proposed/envisaged for the Project/Investment**.
- Describe, if applicable, mechanisms of public/civic engagement, especially for vulnerable persons and groups, and consultation to include information related to public consultation processes and citizen participation as requirements for the construction and operation of the Project/Investment.
- Examine the extent to which implementation of environmental and social safeguards and controls might be hindered (for example policy overlaps). This will provide an overview of the existing environmental and social management regimes and the extent to which these are applicable to this proposed undertaking Project.
- Assess the executing entities capacity to manage the environmental and social safeguard requirements of the Project/Investment, including aspects related to gender and protections for women and children; and

¹ For example:

- **Guidance Notes for Borrowers** to assist in the development of CGES, PMPP, PGMO : [https://www.worldbank.org/en/projects-operations/environmental-and-social-framework/brief/environmental-and-social-framework-resources#guidance notes](https://www.worldbank.org/en/projects-operations/environmental-and-social-framework/brief/environmental-and-social-framework-resources#guidance-notes)
- **The guidelines for Environment, Health and Safety** can be viewed at the following link: https://www.ifc.org/wps/wcm/connect/multilingual_ext_content/ifc_external_corporate_site/about-ifc-fr
- **Note on Good Practices Combating sexual exploitation and abuse as well as sexual harassment in the context of the financing of investment projects involving major civil engineering works** : <http://pubdocs.worldbank.org/en/215761593706525660/ESF-GPN-SEASH-in-major-civil-works-French.pdf>
- **Note of Good Practices for Non-Discrimination and Disability** : <http://pubdocs.worldbank.org/en/366051548972401439/ESF-Good-practice-note-disability-french.pdf>
- **Gender Good Practice Note** <http://pubdocs.worldbank.org/en/158041571230608289/Good-Practice-Note-Gender.pdf>

- Assess the capacities of the stakeholders to support and carry out identified arrangements to deliver the envisioned benefits or mitigate negative impacts. Where constraints are identified and characterized, the ESIA shall describe measures to develop the capacities/capabilities of the stakeholders.

Task 3: Stakeholder Consultation and Engagement

The Consultants shall support NAWEC to undertake inclusive and participatory consultations. For budgeting purposes, the Consultant shall plan for at least one community-consultation sessions during the ESIA to present the draft findings of the impact assessment phase. The Consultant shall prepare relevant consultation information in a form/format that is meaningful, accessible and acceptable to the groups to be consulted, particularly, women and other vulnerable groups (e.g., using local language, non-technical language, relevant imagery, sex-segregated groups with female facilitators in safe and enabling spaces for consultations with women, sensitive to persons who may be illiterate, avoiding direct personal and sensitive questions in women's consultation groups which may result in adverse personal impacts and ensuring appropriate service referrals as needed). The social baseline shall collect information about access to technology and how communities obtain information to enable the project to properly and effectively communicate with project affected people, especially with vulnerable groups such as women and elderly (i.e., the extent vulnerable groups have access to information technology such as radio, mobile, TV and by what method they obtain information from such as VDC, religious institutions, family, newspapers, TV, internet, etc.).

Radio announcements, social media, text alerts and posters can be used to disseminate information and obtain comments and feedback. Face-to-face consultations shall be undertaken at times and locations to suit the needs, cultural norms, and vulnerability of stakeholders. For example, separate sessions may be required for women (as noted above, in safe and enabling spaces in sex-segregated groups with female facilitators), or evening sessions may be required for people who work during the day. All consultation shall be adequately documented including lists of attendees (name, gender, role / job if relevant), key issues discussed, key outcomes, and photos (with the exception of photos of women-only consultations where faces are visible). The Consultants will be responsible for keeping records of all consultation for the ESIA phase. The final report will provide details of consultation held during the ESIA stage, details of communications methods, attendee details, key discussion points and outcomes, photos, and compendium of consultation materials. Consultation notes shall not contain identifying information about project affected people in relation to their remarks. Comments should be aggregated, especially for consultations with women and/or other vulnerable groups where sensitive topics are discussed, and responses from the consultation team/project shall be noted.

Task 4: Impact Assessment

Impact assessment shall, include direct and indirect impacts, the connections between primary, secondary, and tertiary impacts, cumulative impacts, and cover the entire project area of influence, and consider and analyze of alternatives.

Qualitative impact assessment shall be conducted. The methodology for impact assessment shall be described by the Consultant in detail in the proposal. The anticipated outcomes of mitigation and monitoring measures shall also be analyzed for any new impacts and benefits before they are confirmed in the ESIA. The preliminary results of impact assessment shall be shared with PIU and the design team; particularly any potential high-risk issues and / or issues that may alter design or delay the project.

- **See Annex B for further details on what is to be included in the ESIA; however, in general, it should:**
- Address any national regulatory issues related to the environmental and social assessment of the project, for example, the license permits from the national regulator.
- -Identify, describe, and assess all potential environmental and social, direct, and indirect, short, and long-term, temporary, and permanent impacts, indicating their importance level and their probability of occurrence. The importance level may be assessed based on the nature, extent, intensity, and duration of the impact, as well as on the sensitivity of the concerned environmental and social components and perceptions of the public. All impact statements should apply a gender lens to show the differentiated scope of the impact on men, women, boys, and girls.
- Include a socio-economic baseline that includes relevant information about the project area that includes, but is not limited to, information related to livelihood activities, division of labor of livelihood/household use activities (i.e. firewood and water collection) that rely on natural resources near or on where works will take place, levels/access to electricity and energy sources, levels of literacy, education attainment rates (disaggregated by gender), access to health services, access to information and communication technology, how community members (including women and elderly) obtain information and what their preferences are, population demographics (gender/age disaggregated), land tenure and access to land for women, and other social information, including prevailing cultural and gender norms and practices, as well as GBV prevalence data and information on available survivor care, that would be pertinent to identifying risks (including exclusion risks as well as risks of SEA/SH) and impacts on the project affected persons/communities, including those who are vulnerable and disadvantaged (see Annex B). This information can be obtained consolidating data/information received from community consultations (not only necessarily obtained by questionnaires).²
- Highlight all impacts including irreversible or unavoidable impacts, including land take needs and possible physical and economic displacement. Cumulative and scale effects shall also be addressed considering ALL planned activities or actions in the project area.
- Include detailed maps of the project sites and area and note important biological/environmental and social importance relative to expected project activities.

² If questionnaires are used, questions about personal issues such as GBV or health status, should be avoided. General questions about the kinds of health issues can be raised in consultations in a general sense and by speaking with local health services.

- Identify, describe, and assess impacts on the biodiversity of surrounding areas, including:
 - protected areas proximate to the sites
 - risk of genetic invasion and its impacts on the native vegetation, biodiversity, and ecological services; and
 - assess, against national and international standards, the air quality, and emissions.
- The identification and evaluation of socio-environmental impacts must be based on the characterization of the area of influence. This characterization outlines the general conditions of the area without the effects of the Project/Investment and constitutes the basis for analyzing how the Project/Investment will impact the area.
- The assessment of the environmental and social impacts should be done by identifying and describing impacts and overall impact by the proposed investment on the environment as a result of the interplay between the different stages and activities as well as with other projects and facilities.
- Describe the evaluation method used, indicating the criteria for assessment, and pointing out its limitations, according to the environmental characteristics of the area of influence of the Project/Investment and its activities. Such assessment should have their respective categories to facilitate the qualitative and quantitative weighting of impacts.
- Recommend methodologies for the assessment of the risks and impacts and the significance criteria and definition.

Task 5: Assessment of Alternatives

The analysis of alternatives is therefore an essential step in the scoping and assessment of impacts. Important factors in the analysis of alternatives are:

- Lines and sites location and project footprint orientation
- Alternative lines, poles' position, and ancillary services
- Construction methodology
- Operations; and
- The 'without project' scenario.

A summary of the analysis and the findings will be provided in the ESIA document.

Task 6: Disaster Risk Assessment and Disaster Risk Management Plan [DRMP]

This must involve the identification and evaluation of potential natural and manmade Project/Investment risks that can occur in the context of the Project/Investment. This Disaster Risk Assessment (DRA) shall require the preparation of a Disaster Risk Management Plan (DRMP) that will cover the management of the disaster risks identified in the Project/Investment design, construction, and operation. This DRMP will be integrated into the Environmental and Social Management Plan.

Task 7: Environmental and Social Management Plan (ESMP)

Measures specific to each MV transmission line must be highlighted.

The process shall include consideration of management measures, following the hierarchy to avoid, mitigate, remedy, offset then compensate. Benefits should be identified and methods to protect and enhance them shall be developed. Each phase of the project shall be considered – preconstruction, construction, and operation.

The construction-phase management shall include clear expectations of the level of mitigation required by the NAWEC PIU and its Contractors, for significant aspects and impacts, such as: The requirement for the Contractor to prepare a management plan such as Health and Safety Plan, Community Health and Safety Plan, C-ESMP, and SEA/SH Prevention and Response Action Plan (SEA/SH AP), including application of a code of conduct among other measures, to mitigate the risk of SEA/SH or Violence Against Children (VAC) (in alignment with the WB SEA/SH GPN).

- Community health and safety – Preparation of protocols for worker-local interactions, health services, HIV/AIDS/communicable disease awareness (including COVID-19), development of appropriate and ethical measures to address SEA/SH risk, including adequate response to potential SEA/SH incidents, both on work sites and within surrounding communities (as to be outlined under the SEA/SH AP), prohibiting access to work sites, workers camp design and management, community engagement and grievance mechanism (which will also be adapted to address SEA/SH complaints), maintaining access to fishing and harvesting grounds etc. This may include a shipping management or traffic management plan, depending on the nature of risks.
- Economic impacts and benefits – options for jobs and provision of food and services by host communities (men, women, youth), protocols and process for transparent and inclusive local hiring to ensure nondiscrimination, application of gender-equitable recruitment practices, and access to employment for women. Managing the reliance on local services and facilities to avoid overwhelming the communities.
- Emergency plans for spills and other incidents
- Worker health and safety, labor influx and child labor, including risks related to SEA/SH
- Waste management – the removal of all waste from the island for safe recycling or disposal; spoil management.
- Training, staffing, resources and budgeting requirements for the Contractor, Supervising Engineer, PIU and other stakeholders.
- The operational phase of the ESMP shall include procedures to avoid environmental, social, health and safety incidents and accidents during operation, and how these will be operationalized. It should include procedures for avoiding and managing impacts during repairs and maintenance.
- Given the risk of having labor influx into the project affected communities, a strategy to mitigate risk of SEA/SH and VAC should be put in place with codes of conduct for contractors, managers, and workers, as to be outlined in the SEA/SH AP mentioned above.

The ESMP shall follow the format of World Bank Safeguard Policy 4.01 Environmental Assessment, while also covering the national environmental requirements.

The ESMP shall clearly articulate the procedures for preparing the safeguards aspects of the bidding documents for the Contractors, following World Bank procurement guidelines and Safeguards Policies, which will include provisions to address SEA/SH risk both in the bidding documents and the vendor's contract. The bidding documents shall be clear that the Contractor

must comply with the ESMP, must have their own environmental and social safeguards specialists, and prepare their own Contractor's ESMP, including a SEA/SH AP, which will articulate in detail how the Contractor will ensure compliance with the tasks for which they are responsible.

Mitigation and monitoring shall consider the capacity of the PIU, the communities, the Contractor and third parties such as NEA, NGOs and the amount and source of funding required for implementation. Institutional arrangements (who is responsible for what), supervision responsibilities, capacity strengthening (training, recruitment, equipment) and budgets shall be included in the ESMP.

The EMSP shall also include a Grievance Mechanism (GM) that allows for complaints and grievances to be reported and managed in culturally appropriate ways and that will be inclusive and accessible, consistent with World Bank policies.

The ESMP will include the following points:

- positive and negative impacts
- the mitigation and improvement measures
- the monitoring and control program
- emergency plan for spills and other accidents
- appropriate mitigation measures outlined under the SEA/SH AP, including an accountability and response framework to ensure application of codes of conduct, a GM sensitive to SEA/SH, training and awareness-raising activities, and response protocol, among other actions
- methodology to be employed, and frequency of monitoring
- public consultations and community participation
- socio economic studies and analysis
- complementary initiatives
- responsibilities and institutional arrangements
- GM, which will likewise be adapted to ensure the ethical and confidential treatment and resolution of SEA/SH complaints, including a response protocol for the timely referral of survivors to appropriate services
- the estimated cost (that includes cost of operating the GM, including sitting fees, sensitization, and communication costs, as well as implementation of other SEA/SH-related risk mitigation measures)
- Need for capacity building
- the timetable for implementing the ESMP

A summary matrix of the ESMP will be developed at the end of this stage.

IV. EXPECTED OUTPUTS & DELIVERABLES

- The study will be conducted within a period of ninety working days (90) after signature of the Contract. The consultants shall deliver the following outcomes:
- An Inception Report to be submitted within two (2) weeks of contract signing that includes a Workplan with timelines for completing the assignment.

- Draft Environmental and Social Impact Assessment (ESIA) for the Proposed Project in CRR and URR 30 kV MV line with their t-offs and distribution network within four weeks after approval of inception report for review to the NAWEC PIU.
- Final Environmental and Social Impact Assessment (ESIA) Reports within four weeks, incorporating suggestions and feedback from the Project core team and World Bank Environmental and Social Safeguards team during the review of the draft, and including an executive summary that highlights the most important findings (maximum 10 pages).

This document is one of the principal outputs of the Assignment and shall provide a basis for future decision making in respect of the project. It is required to be comprehensive and based on the scope of works and specific activities outlined and must conform to the following minimum requirements:

- a. A document that can be used in non-technical discussions with potential partners, the wider society public and private sector officials, service providers and others to prove/provide evidence of the feasibility/viability of and obtain support for the development of the project.
- b. It must/should contain a time-bound roadmap/blueprint for pursuing recommendations emanating from the assignment.
- c. Data and information in the report must be presented in an analytical manner and address the issues highlighted above.
- d. The final report should be reviewed and validated nationally by the NEA and an approval granted following the incorporation of comments emanating from the review and validation workshop by the ESIA technical working group. The World bank will also review the final report.

V- CONSULTANT PROFILE

The study will be conducted by a firm which must propose four key consultants, each of whom responds to the following profile:

1) ENVIRONMENTAL SPECIALIST

Qualification and Skills

- Must hold a master's degree or equivalent in Environmental Science or Environmental Engineering
- Good command of information technology and communication tools
- Fluent in English with excellent written and spoken skills. Working knowledge of one or more local languages will be an advantage
- Excellent written, presentation and reporting skills

Experience

- At least 15 years of working experience in environmental activities particularly in Environmental Impact Evaluation for infrastructure projects.
- Have been involved in at least in two (2) Environmental Impact Evaluation studies on power project specifically in grid extension or reinforcement projects or electrification projects HTA/BTA/BT or Power generation in the last five (5) years

2) SOCIAL SPECIALIST

Qualification and Skills

- Must hold a master's degree or equivalent in the Social Sciences (i.e., sociology, political science), Human Science or equivalent
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- Good command of information technology and communication tools
- Proficient in undertaking inclusive and participatory community and stakeholder consultation, especially with vulnerable populations
- Fluent in English with excellent written and spoken skills. Working knowledge in one or more local languages will be an advantage
- Excellent written, presentation and reporting skills

Experience

- At least 10 years of working experience in social activities, including assessment of social risk and impact, particularly in public consultation on infrastructure projects, especially with vulnerable or traditionally marginalized groups.
- Experience with conducting inclusive and participatory stakeholder consultations, gender disaggregated collection, understanding of including vulnerable groups in social assessments is an asset.
- At least one year of experience with gender and/or GBV prevention and response programming as well as with the guiding principles for the ethical collection, management, and sharing of data related to GBV is required.
- Have been involved in at least in two (2) Social Impact Evaluation studies on power project specifically in grid extension or reinforcement projects or electrification projects HV-MV-LV or Power generation in the last five (5) year.

3. OCCUPATIONAL HEALTH AND SAFETY SPECIALIST

The specialist should possess at least a university degree in fields such as civil engineering, environmental management, public health or environmental health or environmental engineering. He or she must possess post graduate training in occupational health and safety. Experience of five years in conducting ESIA for similar assignment is a pre-requisite.

4. ENERGY SPECIALIST

- This expert should possess a bachelor's degree (Master Level) in Electrical Engineer or equivalent, with at least ten (10) years of experience in the conduct of electrical power distribution works and having participated in at least two (2) medium voltage transmission line projects studies, including 30 kV power lines studies over the last five (5) years.

The firm must possess experience developing and implementing safeguard instruments for project financed by the World Bank or other international financing institutions.

Having experience working in the Gambian context is an asset

The firm must have worked on similar energy project in The Gambia or in the Sub-Saharan Africa in the last 5 years at least.

Annex A: List of villages affected by the Project

Additional Villages – Backbone Phase 3

No	Name	Coordinates	Region
1	Kujew Fula	532913.43 m E 1498622.82 m N	CRR
2	Kejew mandinka	532750.59 m E 1497944.83 m N	CRR
3	Daru Salam	535838.77 m E 1505010.55 m N	CRR
4	Njalal Fula	548738.08 m E 1503600.45 m N	CRR
5	Ranerou Fula	549523.83 m E 1505794.24 m N	CRR
6	Njallal Toro	553743.68 m E 1504916.76 m N	CRR
7	Ranerou Wollof	549100.99 m E 1506444.51 m N	CRR
8	Tabanani	544651.35 m E 1506634.90 m N	CRR
9	Chamen	543829.22 m E 1507376.23 m N	CRR
10	Tabeyel	543221.85 m E 1507680.27 m N	CRR
11	Mbafaf	542476.79 m E 1508099.19 m N	CRR
12	Sama kunda	541948.45 m E 1509150.26 m N	CRR
13	Forie	554302.45 m E 1492825.80 m N	CRR
14	Madiana	554200.43 m E 1490910.19 m N	CRR
15	Mamadi ceesay	559804.69 m E 1492169.43 m N	URR
16	Sare Ngai	561006.58 m E 1493520.32 m N	URR
17	Sare Kali	557698.49 m E 1490090.35 m N	URR
18	Nawdeh Tenda	557008.21 m E	URR

		1489495.17 m N	
19	Njiebeh	556315.26 m E 1487405.06 m N	URR
20	Nyankui	556736.38 m E 1484571.47 m N	URR
21	Jakari	556598.02 m E 1483170.33 m N	URR
22	Sare Jallow/Sare malang	562012.12 m E 1487930.25 m N	URR
23	Sankibai	563582.81 m E 1488887.85 m N	URR
24	Wellingara sussoh/Sare Batch	564234.90 m E 1489861.79 m N	URR
	Kujuwo		
	Konko Duma		

Bansang to Sarre Bojo

	Villages	Coordinates	
1	SAMBUNDINYA	543780.40 m E	1491284.68 m N
2	SAREDUTA (DUTA WALLY)	546132.00 m E	1497006.00 m N
3	SINCHANG GELANJO	543303.87 m E	1493589.40 m N
4	SARE YEROYEL	550826.65 m E	1485486.24 m N
5	JAMWELLY	551061.26 m E	1481960.41 m N
6	LOGOMEL	549357.33 m E	1480070.31 m N
7	SANTANTO JABEL	548200.68 m E	1478453.91 m N
8	NDORNA	548403.54 m E	1479843.69 m N
9	SANTANTO OUSMAN	547713.84 m E	1478924.54 m N
10	SARE DEMBARU	544444.00 m E	1483062.00 m N
11	SARE PATEH JAWO	535738.75 m E	1476679.60 m N
12	BELAL FASS	537658.54 m E	1477318.59 m N
13	SARE GIDDEH	539660.00 m E	1480590.00 m N
14	SANTANTO BUDU	546848.13 m E	1477387.80 m N
15	SAMBUYA	548556.99 m E	1476017.09 m N
16	SINCHANG FARAMBA	551554.72 m E	1482548.61 m N
17	BANI	543324.71 m E	1494299.44 m N
18	SAMBA TACKO (NDIKIRI KUNDA)	542874.71 m E	1483782.83 m N
19	NYAMENG KUNDA	544463.32 m E	1485336.08 m N
20	LIBRASS	544140.35 m E	1486114.49 m N
21	KEREWAN DUMBOKONO	544156.76 m E	1486661.58 m N
22	SINCHU CHEDOYEL	544198.49 m E	1487610.17 m N
23	FULLADU SUKUTA	543563.01 m E	1492730.51 m N
24	SARE SILLEREH	544716.66 m E	1489083.03 m N
25	SINCHU SAMBA JAWO	546914.26 m E	1487736.10 m N
26	CHARGEL	547972.48 m E	1486650.30 m N
27	SARE SABO	547847.82 m E	1487754.90 m N

28	SARE ALI	548587.96 m E	1487488.79 m N
29	SARE SAWADI	549064.13 m E	1487052.45 m N
30	SARE NGALLEH	549816.93 m E	1486982.88 m N
31	SARE JAJEH	550779.09 m E	1484503.89 m N
32	SARE SOFFIE	551632.60 m E	1483523.27 m N
33	SARE GAI	548475.84 m E	1485650.89 m N
34	CHA KUNDA	550934.30 m E	1480310.48 m N
35	SANTANTO WURMA	550901.48 m E	1480201.67 m N
36	SANTANTO MUNDO	547749.16 m E	1478038.38 m N
37	DARU	542174.47 m E	1478039.36 m N
38	SANKABARY	537648.99 m E	1483409.98 m N
39	TANDI	542171.15 m E	1477622.06 m N
40	ABEA KUTA	542251.39 m E	1478358.73 m N
41	SARE TAMANSO	536966.97 m E	1475525.75 m N
42	SARE CHEWTO	544468.21 m E	1484136.16 m N
43	SARE YERRO YOBA	544589.81 m E	1484461.51 m N
44	CHAREN	539014.87 m E	1480275.92 m N
45	NJOBEN KARIM	535408.42 m E	1476083.73 m N
46	SARE YERO GULLORY	543375.40 m E	1481662.62 m N
47	SARE MODOU	542714.29 m E	1480051.52 m N
48	MANNEH KUNDA	539182.92 m E	1482059.63 m N
49	NJOREN	539261.85 m E	1475471.25 m N
50	SARE DEBBO	537610.22 m E	1476897.72 m N
51	MABALLY KUTA	535854.59 m E	1481735.91 m N
52	MABALLY KOTO	536523.00 m E	1483574.00 m N
53	MISIRA	536378.36 m E	1482167.74 m N
54	SARE GIBEL	538673.38 m E	1482295.56 m N
55	SARE BAKARY	549489.13 m E	1474878.45 m N
56	SARE KALLY	543859.87 m E	1482338.39 m N
57	SARE PATEH EBANDAN	542815.95 m E	1482405.78 m N
58	SARE MANSONG	543785.88 m E	1492118.37 m N
59	SINCHANG SAMBA MBERRY	543500.57 m E	1494955.18 m N
60	SARE DEMBA SOWE	551077.63 m E	1485289.12 m N
61	SARE PATEH KASSAMA	551399.00 m E	1486397.15 m N
62	SARE SAMBOIDO	550192.93 m E	1484762.49 m N

Annex B: OUTLINE OF AN ESIA/ESMP

(a) Executive Summary

- Concisely discusses significant findings and recommended actions (including budget – that includes budget for grievance mechanism, SEA/SH Prevention and Response Action Plan, consultation, monitoring, sensitization sessions, etc.)

(b) Legal and Institutional Framework

- Analyzes the legal and institutional framework for the project, within which the environmental and social assessment is carried out, including for considerations related to gender as well as protections for vulnerable groups, such as women and children.
- Compares the Borrower’s existing environmental and social framework and the Bank’s Ops and identifies the gaps between them and how they will be addressed.
- Identifies and assesses the environmental and social requirements of any co-financiers.

(c) Project Description

- Concisely describes the proposed project and its geographic, environmental, social, and temporal context, including any offsite investments that may be required (e.g., dedicated pipelines, access roads, power supply, water supply, housing, and raw material and product storage facilities), as well as the project’s primary suppliers.
- Through consideration of the details of the project, indicates the need for any plan to meet the requirements of national law and the Bank’s OPs.
- Includes a map of **sufficient detail**, showing the project site and the area that may be affected by the project’s direct, indirect, and cumulative impacts.

(d) Baseline Data

- Sets out in detail the environmental and social baseline data that is relevant to decisions about project location, design, operation, or mitigation measures. This should include a discussion of the accuracy, reliability, and sources of the data as well as information about dates surrounding project identification, planning and implementation.
- Identifies and estimates the extent and quality of available data, key data gaps, and uncertainties associated with predictions.
- Provide baseline data on the following, including but not limited to: (i) threats to human security through the escalation of personal, communal or inter-state conflict, crime or violence; (ii) information around infrastructure and social services, including public health and access to the full range of sexual and reproductive health services, especially for women and girls; (iii) risks that project impacts fall disproportionately on individuals and groups who, because of their particular circumstances, may be disadvantaged or vulnerable;^[OBJ] (iv) any prejudice or discrimination toward individuals or groups in providing access to development resources and project benefits, particularly in the case of those who may be disadvantaged or vulnerable; (v) negative economic and social impacts relating to the involuntary taking of land or restrictions on land use; (vi) risks or impacts associated with land and natural resource tenure and use;^[OBJ] including (as relevant) potential project impacts on local land use patterns and tenurial arrangements, land access and availability, food security and land values, and any corresponding risks related to conflict or contestation over land and natural resources; (vii) cultural, gender,

and social norms and practices, particularly those which are harmful to women and girls and would be exacerbated as a result of project implementation, including power dynamics, division of labor and participation in decision-making processes in both professional and private spheres; (viii) existing data regarding gender-based violence (GBV), including data on partner/non-partner sexual violence and physical violence, sexual exploitation and abuse and sexual harassment (SEA/SH), intimate partner violence, family violence, early marriage, and harmful traditional practices, especially those particularly at risk of being exacerbated by project implementation,³ and data on availability and accessibility of safe and ethical GBV response services, including medical care, psychosocial services, legal aid, protection services and livelihood opportunities⁴; (ix) data regarding access to employment, educational and economic opportunities for traditionally marginalized populations, especially women and girls; (x) impacts on the health, safety and well-being of workers and project-affected communities, including work site labor conditions and associated risks of SEA/SH and other forms of abuse; and (xi) risks to cultural heritage.

- Each dimension of the human or social environment baseline shall include gender analyses and take into account the impact of local customs and practices and social norms. Particular attention should be placed on cultural practices in relation to women, including prevalence and effects of SEA/SH as well as the infrastructure or social services that are accessible to women.
- Where the ESIA identifies specific individuals or groups as disadvantaged or vulnerable, the Borrower will propose and implement differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable, and they are not disadvantaged in sharing any development benefits and opportunities resulting from the project.
- Based on current information, assesses the scope of the area to be studied and describes **relevant** physical, biological, and socioeconomic conditions⁵, including any changes anticipated before the project commences.
- Considers current and proposed development activities within the project area but not directly connected to the project.

³ Potential sources of this information include data from the Demographic and Health Surveys for The Gambia and from the Gender Sustainable Development Goals.

⁴ GBV services should be aligned with the standards outlined by national and international guidelines and good practices, including the WHO Guidelines for the Clinical Management of Rape and GBV Quality Assurance Tool, guidelines for the Clinical Care of Child Survivors of Sexual Assault (UNICEF and IRC), the Inter Agency Guidelines for GBV Case Management and UNFPA Minimum Standards for GBV Prevention and Response.

⁵ Socio-economic conditions can include relevant information about composition of communities (age, gender, disadvantaged groups); education attainment rates (especially relevant if project is close to schools where child labor and risks to children can be a risk; and to better understand literacy rates); ethno-linguistic groups; access to information technology (do women/men get their information from newspapers/TV/radio/internet/religious or other leaders, etc.); key religions; key livelihoods (including women's livelihoods and those of other vulnerable groups); use of nearby natural resources and who collects natural products for household or livelihood use; access to health services, ethically obtained information about health status of community (not to be obtained in surveys but consult local health centers), access to electricity/WASH, banking, land rights/tenure, etc. Gender disaggregate social baselines provide information about possible risks and impacts to women/girls as well as gathering information about other vulnerable groups. Consultations to discuss issues related to SEA/SH with women/girls should be conducted by a woman with expertise in SEA/SH and conducted in a safe environment (no pictures) and documentation should not identify individual persons.

(e) Environmental and Social Risks and Impacts

- Takes into account all relevant environmental and social risks and impacts of the project. This will include the environmental and social risks and impacts specifically identified in the OP 4.01 and any other environmental and social risks and impacts arising because of the specific nature and context of the project.
- The social analysis shall include an evaluation of risks and the potential adverse impact of the project to exacerbate GBV, including SEA and SH, or promote harmful gender, social or cultural norms. All impact statements should apply a gender lens to show the differentiated scope of the impact on men, women, boys, and girls.

(f) Mitigation Measures

- Identifies mitigation measures and significant residual negative impacts that cannot be mitigated and, to the extent possible, assesses the acceptability of those residual negative impacts.
- Identifies differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable, including specific mitigation measures to address SEA/SH risk, as to be outlined under the SEA/SH Prevention and Response Action Plan for the project and for the contractor.
- Assesses the feasibility of mitigating the environmental and social impacts; the capital and recurrent costs of proposed mitigation measures, and their suitability under local conditions; and the institutional, training, and monitoring requirements for the proposed mitigation measures.
- Specifies issues that do not require further attention, providing the basis for this determination.

(g) Analysis of Alternatives

- Systematically compares feasible alternatives to the proposed project site, technology, design, and operation—including the “without project” situation—in terms of their potential environmental and social impacts.
- Assesses the alternatives’ feasibility of mitigating the environmental and social impacts; the capital and recurrent costs of alternative mitigation measures, and their suitability under local conditions; and the institutional, training, and monitoring requirements for the alternative mitigation measures.
- For each of the alternatives, quantifies the environmental and social impacts to the extent possible, and attaches economic values where feasible.

(h) Design Measures

- Sets out the basis for selecting the particular project design proposed and specifies the applicable ESHGs or if the ESHGs are determined to be inapplicable, justifies

recommended emission levels and approaches to pollution prevention and abatement that are consistent with GIIP.

(j) Appendices

- List of the individuals or organizations that prepared or contributed to the environmental and social assessment.
- References—setting out the written materials both published and unpublished, that have been used.
- Record of meetings, consultations, and surveys with stakeholders (excluding identifiable information about participants; summarizing key issues discussed, questions raised, and responses given by the consultants/project team), including those with affected people and other interested parties. The record specifies the means of such stakeholder engagement that were used to obtain the views of affected people and other interested parties. Any photos obtained of general consultations (i.e., not with women focus groups) must have prior consent of the community and record of such consent must be included in the consultation record.
- Tables presenting the relevant data referred to or summarized in the main text.
- List of associated reports or plans.

G. INDICATIVE OUTLINE OF AN ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)

An ESMP consists of the set of mitigation, monitoring, and institutional measures to be taken during implementation and operation of a project to eliminate adverse environmental and social risks and impacts, offset them, or reduce them to acceptable levels. The ESMP also includes the measures and actions needed to implement these measures. The Borrower will:

- (i) identify the set of responses to potentially adverse impacts
- (ii) determine requirements for ensuring that those responses are made effectively and in a timely manner; and
- (iii) describe the means for meeting those requirements.

H. The content of the ESMP will include the following:

(a) Mitigation

The ESMP identifies measures and actions in accordance with the mitigation hierarchy that reduce potentially adverse environmental and social impacts to acceptable levels.

The plan will include compensatory measures, if applicable. Specifically, the ESMP:

- i. identifies and summarizes all anticipated adverse environmental and social impacts (including those involving Indigenous Peoples, involuntary resettlement, labor and

working conditions, SEA/SH, stakeholder engagement and grievance mechanism, etc.)

- ii. describes—with technical details—each mitigation measure, including the type of impact to which it relates and the conditions under which it is required (e.g., continuously or in the event of contingencies), together with designs, equipment descriptions, and operating procedures, as appropriate; for SEA/SH, relevant mitigation measures will be outlined in a SEA/SH Prevention and Response Action Plan for the contractor
- iii. estimates any potential environmental and social impacts of these measures; and
- iv. takes into account, and is consistent with, other mitigation plans required for the project (e.g., for involuntary resettlement, or cultural heritage).

(b) Monitoring

- The ESMP identifies monitoring objectives and specifies the type of monitoring, with linkages to the impacts assessed in the environmental and social assessment and the mitigation measures described in the ESMP.⁶
- Specifically, the monitoring section of the ESMP provides (a) a specific description, and technical details, of monitoring measures, including the parameters to be measured, methods to be used, sampling locations, frequency of measurements, detection limits (where appropriate), and definition of thresholds that will signal the need for corrective actions; and (b) monitoring and reporting procedures to: (i) ensure early detection of conditions that necessitate particular mitigation measures, and (ii) furnish information on the progress and results of mitigation. The monitoring should include indicators that ethically track service referrals for survivors of SEA/SH and responsiveness of the project grievance mechanism.

(c) Capacity Development and Training

- To support timely and effective implementation of environmental and social project components and mitigation measures, the ESMP draws on the environmental and social assessment of the existence, role, and capability of responsible parties on site or at the agency and ministry level.
- Specifically, the ESMP provides a specific description of institutional arrangements, identifying which party is responsible for carrying out the mitigation and monitoring measures (e.g., for operation, supervision, enforcement, monitoring of implementation, remedial action, financing, reporting, and staff training).
- To strengthen environmental and social management capability in the agencies responsible for implementation, the ESMP recommends the establishment or expansion

⁶ Monitoring during project implementation provides information about key environmental and social aspects of the project, particularly the environmental and social impacts of the project and the effectiveness of mitigation measures. Such information enables the Borrower and the Bank to evaluate the success of mitigation as part of project supervision and allows corrective action to be taken when needed.

of the parties responsible, the training of staff, including on SEA/SH-related issues, and any additional measures that may be necessary to support implementation of mitigation measures and any other recommendations of the environmental and social assessment.

(d) Implementation Schedule and Cost Estimates

- For all three aspects (mitigation, monitoring, and capacity development), the ESMP provides (a) an implementation schedule for measures that must be carried out as part of the project, showing phasing and coordination with overall project implementation plans; and (b) the capital and recurrent cost estimates and sources of funds for implementing the ESMP. These figures are also integrated into the total project cost tables.

(e) Integration of ESMP with Project

- The Borrower's decision to proceed with a project, and the Bank's decision to support it, are predicated in part on the expectation that the ESMP will be executed effectively. Consequently, each of the measures and actions to be implemented will be clearly specified, including the individual mitigation and monitoring measures and actions and the institutional responsibilities relating to each, and the costs of so doing will be integrated into the project's overall planning, design, budget, and implementation.