

Ethiopian Roads Administration (ERA)

Road Sector Support Project (RSSP)



Draft Terms of Reference

for preparing

Environmental and Social Impact Assessment (ESIA) for the Detailed Design of Sawla - Maji Road Corridor

July 2025

Addis Ababa

Contents

1. Introduction	1
2. Objective.....	2
3. Scope of the work	2
4. Approach and Methodology	3
5. Scope of the Service	3
a. Description of the Project.....	4
b. Assessment of Legal and Institutional Frameworks	4
c. Establish Baseline Conditions	6
d. Stakeholder Consultations	7
e. Identification of Environmental and Social Risks and Impacts	8
f. Mitigation and Enhancement Measures	10
g. Alternatives Analysis.....	10
h. Environmental and Social Management Plan (ESMP).....	11
i. Environmental and Social Monitoring Plan	11
j. Items for Inclusion in Design, Procurement and Contract Documents	12
k. Estimate of E&S Management and Monitoring Costs	12
6. Public Disclosure.....	12
7. Duration of the Services	13
8. Reporting and Deliverables	13
9. Key Personnel and Resources.....	14
10. Language.....	16

1. Introduction

The Ethiopian Roads Administration (ERA) is implementing the design of Sawla – Maji Road Project as a technical assistance under the Road Sector Support Project (RSSP). The RSSP is financed by the International Development Association (IDA) of the World Bank. The RSSP aims to improve connectivity and facilitate the movement of goods and people along key inter-regional corridors, particularly those with high agricultural potential, while enhancing road safety and sustainability.

As part of the Sawla – Maji Road Project, Environmental and Social Impact Assessment (ESIA) required to be developed in compliance with both Ethiopian legislations and the World Bank's Interim Guidelines on the Application of Safeguard Policies to Technical Assistance (TA) Activities in Bank-Financed Projects and Trust Funds Administered by the Bank on environment and social assessment. The ESIA will be a site-specific safeguard instrument of the Sawla – Maji Road project and its components. This ESIA will be prepared by an independent consultant which is not part of an engineering design consultancy firm and will be conducted in parallel with the engineering design service.

The Environmental and Social Impact Assessment (ESIA) is a crucial component for all road projects of which Sawla – Maji Road Project is the one, administered by the Ethiopian Roads Administration (ERA) with funding from the International Development Agency (World Bank). This assessment aims to identify and mitigate potential environmental and social impacts associated with the project, ensuring compliance with national regulations and international best practices.

As part of the broader Ethiopia Road Sector Development Program, the Sawla – Maji Road Corridor Project seeks to enhance transportation efficiency, reduce costs, and improve access. Given the project's significance in promoting economic growth and connectivity, the ESIA will serve as a vital tool in facilitating sustainable development. The ESIA process will encompass comprehensive data collection, stakeholder engagement, and impact analysis, addressing both positive and negative effects on the environment and local communities. By involving stakeholders throughout the process, the ESIA aims to foster transparency and address community concerns effectively.

Ultimately, the ESIA will provide strategic recommendations for mitigating adverse impacts, promoting environmental protection, and ensuring that social equity is upheld. This introduction sets the stage for a detailed exploration of the ESIA process.

2. Objective

ESIA shall be carried out during the engineering design stage so that the engineering design is considered in the ESIA, and design recommendations made by the ESIA are integrated in the engineering design and procurement documents. The purpose of ESIA is to provide:

1. All the necessary information for ERA, Regulatory bodies, and Financiers to assess the proposed project in environmental and social terms.
2. Details of environmental and social impacts, mitigation measures and costs required for the feasibility, design and construction phases

The specific objectives of the ESIA for the Sawla – Maji Road Project are to identify and assess the specific environmental and social impacts related to the road project. This includes

- i. Describe the planned project including its various components, ancillary facilities, resources requirement, waste generation, etc.
- ii. Assess the legal and institutional framework against which the project is implemented.
- iii. Assess the baseline conditions, i.e., the receiving biophysical and socio- economic setup of the project area of influence.
- iv. Define the direct and indirect impact zones.
- v. Identify direct, indirect, and cumulative E&S risks and impacts of the project and propose mitigation measures with operational details.
- vi. Conduct public and stakeholder consultations and develop a disclosure plan.
- vii. Evaluate site, design, technology, and other alternative options from the E&S perspective.
- viii. Develop E&S management and monitoring plans.
- ix. Develop a grievance redress mechanism.
- x. Estimate cost for management and monitoring of the E&S measures.
- xi. Prepare design measures that should be integrated in the engineering design.
- xii. Prepare E&S measures that should be included in works procurement and contract documents.

3. Scope of the work

The scope of the ESIA for the Sawla – Maji Road Project includes a detailed project description, assessment of baseline environmental and social conditions, identification of potential impacts during all project phases, and development of mitigation measures. It involves stakeholder engagement, and review of relevant legal and policy frameworks. Additionally, a monitoring and evaluation framework will be established to follow mitigation effectiveness, with findings compiled into a comprehensive ESIA report for approval. The ESIA spatial and temporal scope should be:

- **Spatial Scope** - the road's RoW, ancillary facilities (camps, material sites, plant sites, access roads, detours, storage areas, spoil areas, etc.), other road components, the bio-physical zone of impacts may extend considerably outside of the RoW (for instance within 5 km corridor)
- **Temporal Scope** - pre-construction, construction, operation, and decommissioning periods, define the envisioned operation life of the road which could be in line with the design period.

The preliminary and alternative routes of Sawla – Maji Road Project would be identified by the already identified Engineering Firm where the subject individual Consultant will base its envisioned work. In this regard, the required information and relevant data of the captioned project will be shared with the individual Consultant through ERA.

4. Approach and Methodology

The consultant is expected to devise realistic and acceptable approaches and methodologies that incorporate both qualitative and quantitative techniques. This should include but not limited to project description, assessment of legal and institutional framework, baseline description, impacts identification and proposal of mitigation measures, analysis of alternatives which include various location/alignment, alternatives to the proposed road design, and the 'no project case', mapping of project stakeholders; conducting meaningful consultations; and assessment on capacity development and training need. The ESIA consultant shall use secondary data through desk study, field surveys/investigations, stakeholder consultation, and other tools based on the necessity and local contexts.

The Consultant shall review the relevant policies, regulations, proclamations and legislation in Ethiopia governing environmental and social management. The Consultant should establish what policies; regulations, proclamations and legislation pertain to the construction and operation of the project road and describe how the size and type of the project falls within certain schedules and categories.

The Consultant will also take account of the route selected and its findings with respect to environmental and social issues. The consultant shall also review any previous environmental and social assessments and reports made available to him by ERA.

5. Scope of the Service

The scope of the ESIA includes the following key activities. The ESIA consultant shall complement these activities depending on the specific features of the project.

a. Description of the Project

The ESIA consultant is expected to describe the planned project in coordination with the design Consultancy firm or assigned design team. All project components including the RoW, ancillary facilities (camps, material sites, plant sites, access roads, detours, storage areas, spoil areas, etc.), other project components, resources need (water, energy, material) for construction and operation, expected construction and operation workforce, equipment, machinery and plants to be used, waste generated by both the construction and operation activities (solid, wastewater, hazardous), project cost estimate, implementation schedule, etc. should be described in detail.

b. Assessment of Legal and Institutional Frameworks

Assess and incorporate the relevant national legal frameworks and institutional arrangements that directly or indirectly impact the Environmental and Social Impact Assessment (ESIA). These include identify and apply the financier's operational policies, national and international laws, proclamations, regulations, and standards that govern environmental and social impact assessments, mitigation measures, and project implementation.

Understand the roles and responsibilities of governmental and non-governmental institutions involved in the ESIA process. This includes agencies responsible for approving, monitoring, and enforcing environmental and social safeguards. Ensure these legal and institutional frameworks are integrated into the ESIA preparation process as needed. This will support the development and implementation of effective mitigation measures and ensure compliance with regulatory requirements.

The main legal and institutional framework to be reviewed include:

Applicable national policies and strategies for roads, environmental, and social management including (but not limited to):

- The Climate Resilient Green Economy (CRGE)
- The Environmental Policy of Ethiopia
- Other relevant sector specific policies

Applicable national legislation (proclamation, regulations, directives and guidelines) for roads, environmental and social management including (but not limited to):

- The Constitution of the FDRE (Proc. No. 1/1995)
- The Water Resource Management Proclamation (Proc. No. 197-2000)
- The Research and Conservation of Cultural Heritage Proclamation (Proc. No. No. 209-2000)
- The Environmental Protection Organs Establishment Proclamation (Proc. No. 295-2002)
- The Environmental Impact Assessment Proclamation (Proc. No. 299/2002)

- The Environmental Pollution Control Proclamation (Proc. No. 300-2002)
- The Solid Waste Management Proclamation (Proc. No. 513-2007)
- The Persons with Disability Proclamation (Proc. No. 568-2008)
- The Classification of Cultural Heritage Proclamation (Proc. No. No. 839-2014)
- The Federal Civil Servants Proclamation (Proc. No. 1064-2017)
- The Forest Development Conservation and Utilization Proclamation (Proc. No. 1065-2018)
- The Hazardous Waste Management and Disposal Control Proclamation (Proc. No. 1090-2018)
- The Labor Proclamation (Proc. No. 1156/2019)
- The Expropriation of Land Holdings for Public Purposes, Payments of Compensation and Resettlement of Displaced People Proclamation (Proc. No. 1161/2019)
- Proclamation No. 1336-2024 Expropriation of Land holdings for Public Purposes Payments of Compensation and Resettlement (Amendment) Proclamation
- The Electrical and Electronic Waste Management and Disposal Regulation (Reg. No. 425/2018)
- The Expropriation and Valuation, Compensation and Resettlement Council of Ministers Regulation (Reg. No. 472/2020)
- The Environmental Impact Assessment Procedural Guidelines.

Applicable relevant regional and international conventions and protocols (ratified by Ethiopia)

Applicable regional agreements, cooperative frameworks, guidelines, etc. including road sector and associated environmental and social management

The relevant World Bank Operational Policies (OPs) include:

- Environmental Assessment OP/BP 4.01
- Natural Habitats OP/BP 4.04
- Forests OP/BP 4.36
- Physical Cultural Resources OP/BP 4.11
- Involuntary Resettlement OP/BP 4.12

Applicable guidelines from the World Bank Group's Environmental, Health, and Safety (EHS)

Guidelines include:

- The General EHS Guidelines (environmental, occupational health and safety, community health and safety, and construction and decommissioning)

ERA's policies and guidelines.

Under the institutional framework, the following institutions shall be assessed:

- Ministry of Urban and Infrastructure

- Ethiopian Roads Administration (ERA)
- Federal Environment Protection Authority (EPA)
- Regional environmental agency(ies)
- ERA's ESHOS Directorate
- Ministry of Labor and Skills
- Ministry of Women and Social Affairs
- Regional Labor and Social Affairs Bureau(s).

c. Establish Baseline Conditions

The ESIA Consultant shall establish the baseline data on the environmental and social characteristics of the study area and also assess the legal and institutional framework of the financier and the Ethiopian government. It shall be a compilation of existing data and studies on the bio-physical and socio-economic environment. These shall also include information on any changes anticipated before the project commences. The following elements will be reviewed for the study area and specific information provided:

Physical Environment

Within the spatial zone of impacts that will be affected by the proposed permanent and temporary construction and operation describe the existing conditions for:

- Project boundaries and extent of proposed permanent and temporary construction areas
- Land use adjacent to project area
- Infrastructure services in and around the project area
- Transport patterns
- Topography/terrain relief
- Geology and geomorphology
- Soils
- Water resources and quality including the hydrogeology in the project zone of impacts.
- Drainage pattern
- Ambient air condition
- Climate
- Ongoing and planned activities that may affect implementation
- Water supply and water resources utilization, including waterways and surface and ground water hydrology and water quality upstream and downstream

Biological Environment

Within those areas that will be affected by the proposed permanent and temporary construction describe the existing conditions for:

- Flora and fauna types

- Rare or endangered species
- Significant natural sites and sensitive habitats including parks and reserves
- Natural species of commercial importance (medicinal plants, fish, and others that may be uncovered during the assessment) and reliance of the local people on these resources.

Socio-economic environment

Within the area of influence of the project road, describe the existing conditions for:-

- Gender disaggregated economic state of local population, extent of poverty
- Existing livelihoods and employment disaggregated by gender
- Health issues, prevalence of major diseases such as HIV/AIDS and likely trends, availability of health centers and likely trends
- Education issues, prevalence and availability of primary and secondary schools and likely trends
- Physical cultural resources defined as movable or immovable objects, sites, structures, groups of structures, and natural features and landscapes that have archaeological, paleontological, historical, architectural, religious, aesthetic, or other cultural significance. Physical cultural resources may be located in urban or rural settings, and may be above or below ground, or under water.
- Land tenure systems and holding sizes
- Human settlements and patterns of new settlements
- Existence of any indigenous peoples
- Existence of any vulnerable group
- Control over allocation of resource use rights

d. Stakeholder Consultations

The purpose of the consultation process on environmental and social aspects is to ensure the views of all the key interested and affected parties and public communities are heard, so that these views can be considered where appropriate during the design of the project. The views shall influence the mitigation measures and the formulation and design of any complementary social measures and activities that will be included in the tender documentation.

The Consultant shall identify and consult with all the key interested and affected parties and public communities, including:

- Environmental Protection Authority (EPA)
- Local, regional and national representatives from agencies responsible for environmental protection, agricultural development, land management, water management, cultural heritage, archaeology, infrastructure and service provision
- Local community leaders and community representatives (including government, non-government, civil society organizations and Vulnerable groups in project area)

The Consultant shall ensure full participation by carrying out a program of awareness about the proposed project and road construction. He shall take views from representatives of project affected persons and indirectly affected persons.

The Consultant shall keep a written record of all minutes of the meetings, and ensure they reflect an accurate and true reflection of discussions. He shall analyze the views and concerns expressed, and provide a summary of these, indicating where and how these have been taken into account.

e. Identification of Environmental and Social Risks and Impacts

Project Environmental and Social Risks and Impacts

For the physical and biological environments, the Consultant shall identify the potential impacts likely as a result of the construction of the road.

The Risks and Impacts should also be categorized as to whether they are resulting from:

- Environmental risks and impacts
- Occupational health and safety risks and impacts
- Community health and safety risks and impacts
- Social risks and impacts
- Risks arising from ancillary facilities

The Impacts should be also categorized as follows:

- Pre-construction,
- Construction and closeout of works,
- Operation and maintenance, and
- Decommissioning phases.

The Consultant shall:

- Assess the magnitude and likely severity of impacts
- Describe the location and extent of impacts
- Indicate whether predictions, judgments and assessments of significance have been made based on expert opinion, standards, models, case studies, stakeholder perceptions or personal experience and judgments. An assessment of risk or likelihood of the impact occurring and shall be provided
- Identify and assess impacts resulting from cumulative impacts of the proposed project when added to past or foreseeable future proposals
- Identify potential accident or hazard scenarios covered in the assessment and the impacts that might arise from non-standard operating conditions
- Clearly identify which impacts are significant and need to be mitigated against and monitored, and which are not likely or only marginally likely to be affected and do not need to be considered further

The environmental and social risks and impacts to assess include (but not limited to):

Environmental Risks and Impacts

- Impact on water resources (both quantity and quality)
- Impact on soil and land including soil erosion, contamination, and land degradation
- Impact of landscape alteration
- Impact on ambient air and potential GHG emissions and climate change
- Impact of noise and vibration
- Impact due to waste generation (solid, wastewater, hazardous wastes)
- Impact due to resources utilization (water, energy, materials, etc.)
- Impact of vegetation clearance
- Impact on biodiversity, natural, and critical habitats
- Impact due to invasion of alien species
- Etc.

Social Risks and Impacts

For the social environment, the Consultant shall identify the potential impacts on the local community within the area of influence of the road, as a result of the construction of the road. The Consultant will assess the positive and negative impacts on the aspects listed below, with a view to what measures can be taken to enhance the positive impacts and mitigate the negative impacts:

- Permanent and/or temporary loss of immovable assets such as land. House, commercial establishment, etc.
- Impact on current livelihoods and resultant impact on economic state of the affected persons
- Rise in Major diseases such as HIV/AIDS, Malaria and others within the local and transiting community
- Loss and/or loss of access to community properties such as health centers; schools, market, source of livelihood, archaeological, historical, architectural, religious or sites of other cultural significance. Impact on vulnerable communities if any, especially women,
- Impact on health and safety of the workforce
- Impact on the local population due to a large influx of labour force such as SEA/SH

Impact on OHS can be highlighted separately including:

- Physical hazards including risks from (i) rotating and moving equipment/machineries, (ii) noise and vibration, (iii) electrical hazard, (iv) eye hazards due to flying debris, (v) hazards from hot works, (vi) traffic accidents from the site traffic and offsite movements of vehicles/trucks, (vii) work-at-height, (viii) excavation hazards, (ix) ergonomics,

repetitive motion, manual handling, (x) working environment temperature and illumination, (x) poor housekeeping, slip, trip, fall

- Chemical hazards including (i) poor air quality, (ii) fire and explosions, (iii) hazardous chemical
- Biological hazards including (i) exposure to wastewater, (ii) transmittable diseases/infections
- Special hazard environments such as (i) confined space, (ii) lone and isolated worker

Community health and safety risks include:

- Structural safety of project structures such as bridges, flyovers, interchanges, retaining walls
- Security risk
- Traffic and road safety
- Risk from hazardous materials
- Transmittable diseases
- Sexual Exploitation and Abuse / Sexual Harassment
- Emergency events including natural disasters (flooding, severe drought, spread of diseases, etc.).

Further, the cumulative impacts should also be assessed.

f. Mitigation and Enhancement Measures

The Consultant shall provide a categorized table listing all the impacts, with proposed mitigation or enhanced measures against each impact. Measures shall follow the risk mitigation hierarchy of avoidance, reduction, mitigation, and compensation/offset. Also, the mitigation measures should include operational details to enable implementation. Where impacts are minor and do not require any measures, the Consultant should categorize these as not significant. Indicate the significance of any residual or unmitigated impacts and justify why these impacts are not being mitigated.

Indicate where negative impacts may be reduced through design revisions and how these will be done. Measures must be specific and take into account the cost and views of stakeholders. Where possible, measures should be targeted at preventing/minimizing impacts before they occur or eliminating an actual impact over time by incorporating appropriate maintenance measures during the life of the project.

Identify potential weaknesses and risks in the effectiveness of proposed mitigation measures.

g. Alternatives Analysis

The ESIA consultant shall systematically compare feasible alternatives to the proposed project alignment, design, technology, and operation, including the “without project” option, in terms of

their potential environmental and social risks and impacts. Also, assesses the feasibility of mitigating the anticipated environmental and social risks and impacts for each alternative considered; the capital and recurrent costs of alternative mitigation measures; their suitability under local conditions; and the institutional, training, and monitoring requirements for the alternative mitigation measures. Further, for each of the alternatives, the ESIA consultant shall quantify the environmental and social risks and impacts to the extent possible, and attaches economic values, where feasible.

h. Environmental and Social Management Plan (ESMP)

To prepare an Environmental and Social Management Plan (ESMP) in accordance with the Ethiopian EPA (regulation no 299/2002, Environmental impact assessment) and World Bank policies (specifically OP 4.01, Environmental Assessment; begin with a thorough understanding of relevant regulations. The plan should include the potential environmental and social benefits and impacts resulting from project implementation (identified in the earlier exercise); type, extent, and significance of the benefits and impacts; recommended enhancement measures for the beneficial/positive impacts; recommended mitigation measures for the adverse impacts to enable the sustainable implementation and operation of the project; location of the mitigation measures within the project setup; frequency of mitigation or measures implementation timeframe; success indicators for the mitigation measures; institutional responsibility for implementation of the enhancement or mitigation measures; capacity building recommendations for the institutions; and estimate of measures implementation budget.

The ESMP shall clearly define roles and responsibilities for implementation, establish a reporting system, and create a grievance mechanism for stakeholder concerns. Finally, ensure capacity building through training, making the ESMP adaptable to project changes while maintaining ongoing stakeholder engagement and regulatory compliance.

Based on the categorized table of mitigation and enhancement measures, the Consultant shall prepare a draft environmental and social work plan. The work plan will identify the task/activity, responsibility and timing for each task, and shall include tasks for monitoring, auditing and continuing public consultation during construction. Human and material resources should be assessed and indicated.

The ESMP shall also include specific plans such as the Occupational Health and Safety (OHS) Plan, Community Health and Safety Plan, and Ancillary Facilities Management Plan. These plans shall be presented as an annexure to the ESIA.

i. Environmental and Social Monitoring Plan

A detailed plan shall be prepared to monitor the implementation of mitigating measures, and the impacts of the proposed road works during construction and after completion. The consultant shall define a few indicators of environmental performance that can be monitored on a regular basis. The consultant shall prepare a checklist of items to be monitored by the public sector. The

document should reflect minimum of the followings:-

- Potential environmental and social benefits and impacts resulting from project implementation (identified in the earlier exercise)
- Recommended enhancement and mitigation measures
- Key project parameters or aspects to monitor
- Specific and measurable indicators
- Monitoring location, if applicable
- Measurement methods and/or equipment
- Frequency of monitoring
- Responsible institutions/parties for monitoring
- Monitoring budget.

j. Items for Inclusion in Design, Procurement and Contract Documents

The Consultant shall prepare a list of all items for environmental and social mitigation and enhancement measures that need to be included in the performance standards. The lists shall be formatted, numbered and titled for immediate inclusion in the relevant parts of the Tender Documents. The ESIA shall list all design mitigation measures that need to be integrated into the engineering design. Examples can be runoff protection structures (checks, drains, etc.), wildlife/animal crossings (if needed), pedestrian crossings, speed bumps, rumble strips, guardrails, etc.

k. Estimate of E&S Management and Monitoring Costs

The Consultant shall prepare an estimate of cost for all the environmental and social mitigation and enhancement measures, as well as monitoring costs. This estimate will be used for the assessment of costs during the Feasibility Study and managing the Environmental and Social related impacts during project implementation and operation. An estimate of costs for resources relating to the mitigation and enhancement measures for implementing agencies shall also be provided.

6. Public Disclosure

The Consultant will present the Environmental and Social Impact Assessment (ESIA) to the Ethiopian Roads Administration (ERA) in a format acceptable to World Bank and Ethiopian Environmental Protection Authority so that the final version of ESIA shall be disclosed using various channel which includes ERA's Website and World Bank's External sites.

7. Duration of the Services

The Consultants should deliver all the required services within the **Four (4) months** of commencement of the Service and the deliverables should be submitted based on the time frame set in accordance with the TOR. However, the Consultant shall make the necessary revisions of the finally submitted documents based on the comments of the Employer even after the final submission. Besides, he shall assist the Employer in giving clarifications and presentations during the bidding period of the works contract.

8. Reporting and Deliverables

The deliverables to be provided by the Consultant shall be of a high standard, presented in the appropriate format, neatly bound and clearly labeled with the project title, procurement number and date.

In addition to the paper copies of reports, all material shall be submitted in suitable electronic format on re-writable CDs. The CDs must be clearly labeled with the project name and procurement number, and the covering CD cases will be labeled correspondingly and include a clear index of the contents of the CDs. The CDs should be set out in such a way to be user-friendly and enable the Client to locate and open files with ease.

Deliverable documents

Reports and deliverables shall be submitted as indicated below. All reports shall use the standard reporting formats of the ERA Quality Manual.

I. No.	Report Title/Deliverable	No. of paper copies	No. of CD copies	Weeks for ERA Comments	Submission Timing
1	Inception Report (Draft)	3	1	1	2 Weeks after Commencement of the service
2	Inception Report (Final)	3	2		1 Week after receipt of comments from ERA
3	Draft Environmental & Social Impact Assessment	5	1	1	12 weeks after Commencement of the service
4	Final Environmental & Social Impact Assessment	5	2		1 Week after receipt of comments from ERA
5	Completion Report	3	2		At completion of the services

Notes:

- All the key staffs should sign on the reports they participated.
- All CDs to be professionally labelled and presented.

To this end, the Consultant shall be aware that the “*Comment Period by the Client (Weeks for ERA Comment)*” applies only for those indicated under the Reporting Schedule Table; whereas deliverables to be submitted to World Bank may take additional time to review & comment; and to be incorporated in the Final Submission. Hence, the Consultant shall adhere to the comments and feedback given from the World Bank and other authorized government institutions which may ultimately push the Final Deliverable Submission beyond the anticipated Duration of the Services.

All reports that are to be submitted in draft and final version shall be signed by all key staffs that are involved directly or indirectly.

The consultant shall conduct monthly meetings among all the Consultant team so as to discuss the project status, problems and possible solutions during execution of the service and officially submit corresponding minutes of meeting together with progress report.

9. Key Personnel and Resources

The Consultant shall provide competent personnel for the services, who shall be managed by the Team Leader and who will represent the Consultant in performing the services. At the commencement of project, all team members shall confirm that they have read and understood the ERA Code of Professional Conduct and Ethics, and that they will strictly follow the articles of this Code in the performance of the services for this project.

All the Consultant’s personnel shall be fluent in the full use (i.e. the writing, reading and speaking) of the contract language, which is English.

At the commencement of the project, all team members shall confirm that they have read and understood the ERA Code of Professional Conduct and Ethics, and that they will strictly follow the articles of this Code regarding the performance of the services for this project. The Code of Professional Conduct and Ethics, and the form by which the team members confirm their reading and understanding of the code are attached as ANNEX-A of the Terms of Reference.

Qualification Requirements of Key Professional Experts

The following Tabular Matrix shows the qualification requirements which includes the “**General Qualification**” (i.e. Education and overall experience), and “**Adequacy for the assignment**” required **Relevant** professional practice certificates.

Required professionals and their qualification for environmental and social Firms as per the Ethiopian Environmental protection authority guideline

Table: level 1 Firm

I/N	Lists of required professionals	Required Educational Qualification	Required year of experience	Required competency	No of professional
1	Economic affair analysis expert	Degree in economics, Environmental Economics, Agricultural Economics or Related Fields	PHD with 3 years, M. Sc. With 5 Years, and B. Sc. with 8 years	Medium level Advisor	1
2	Social affair analysis expert	Degree in Sociology, Social Study, Social work, Social Anthropology or Related Fields	PHD with 3 years, M. Sc. With 5 Years, and B. Sc. with 8 years	Higher level Advisor	1
3	Environmental health analysis expert:	Environmental health, Environmental Science, Occupational Health and safety or related fields	PHD with 3 years, M. Sc. With 5 Years, and B. Sc. with 8 years	Higher Advisor	1
4	Biodiversity and ecosystem analysis expert (Team Leader)	Degree in Biodiversity Plant Science, Biology, Agronomy or a related field.	PHD with 3 years, M. Sc. With 5 Years, and B. Sc. with 8 years	Higher Advisor	1
5	Water resource management specialist	Degree in Water Resource Management, Natural Resource Management, Water Engineering, Geology or Related Field	PHD with 3 years, M. Sc. With 5 Years, and B. Sc. with 8 years	Medium Advisor	1
6	Environmental Pollution analysis expert	Degree in Climate Change, Environmental Science, Chemistry, Environmental Study, Environmental Health or Related Fields	PHD with 3 years, M. Sc. With 5 Years, and B. Sc. with 8 years	Higher Advisor	1
7	Green House Gas emission analyst	Degree in Environmental Engineering, Chemical Engineering, Environmental Management, Environmental Science, Chemistry or Related Fields	PHD with 3 years, M. Sc. With 5 Years, and B. Sc. with 8 years	Medium Advisor	1

Note:

Consultants must possess a renewed level 1 license from the Environmental Protection Authority (EPA) for the company and the experts involved in conducting environmental and social consultancy services, including the preparation of Environmental and Social Impact Assessments (ESIA) should possess the required license in line with the EPA's

firms and professional practitioners. Proof of these licenses must be included in the bid submission.

10. Language

All documents and correspondence shall be in English.

Annex-1

Minimum Elements of ESIA

The ESIA report should include the following items:

- a) Executive summary. Concisely discusses significant findings and recommended actions.
- b) Project description. Concisely describes the proposed project and its geographic, ecological, social, and temporal context, including any off-site investments that may be required (e.g., dedicated pipelines, access roads, power plants, water supply, housing, and raw material and product storage facilities) for instance, Indicates the need for any resettlement plan.
- c) Policy, legal, and administrative framework. Discusses the policy, legal, and administrative framework within which the ESIA is carried out. Explains the environmental requirements of any co-financiers. Identifies relevant international environmental agreements to which the country is a party.
- d) Baseline data. Assesses the dimensions of the study area and describes relevant physical, Biological and socioeconomic baseline conditions, including any changes anticipated before the project commences. Also takes into account current and proposed development activities within the project area but not directly connected to the project. Data should be relevant to decisions about project location, design, operation, or mitigatory measures. The section indicates the accuracy, reliability, and sources of the data.
- e) Environmental and social risks and impacts and mitigation measures. Predicts and assesses the project's likely positive and negative impacts, in quantitative terms to the extent possible. Identifies mitigation measures and any residual negative impacts that cannot be mitigated. Explores opportunities for environmental enhancement. Identifies and estimates the extent and quality of available data, key data gaps, and uncertainties associated with predictions, and specifies topics that do not require further attention.
- f) Analysis of alternatives. Systematically compares feasible alternatives to the proposed project site, technology, design, and operation—including, the “without project” situation.
- g) Public and stakeholder consultation
- h) Grievance Redress Mechanisms (GRM)
- i) Environmental and Social Management Plan
- j) Environmental and Social Monitoring Plan
- k) Conclusion and Recommendations
- l) Appendixes
- m) List of ESIA report preparers—individuals and organizations.

- n) References—written materials, both published and unpublished, used in study preparation.
- o) Records of interagency and consultation meetings, including consultations for obtaining the informed views of the affected people and local nongovernmental organizations (NGOs). The record specifies any means other than consultations (e.g., surveys) that were used to obtain the views of affected groups and local NGOs.
- p) Tables presenting the relevant data referred to or summarized in the main text.
- q) List of associated reports (e.g., resettlement plan).
- r) Specific plans such as the Occupational Health and Safety (OHS) Plan, Community Health and Safety Plan, and Ancillary Facilities Management Plan.

Annex – -2-

Ethiopian Roads Administration Code of Professional Conduct and Ethics

Introduction

The Ethiopian Roads Administration (ERA) seeks to ensure that all professional firms and individuals, who provide services and works on its behalf, abide by a Code of Professional Conduct and Ethics that supports the aim of providing a high quality, safe and efficient road network in the interest of the public. ERA now expects all ERA staff and Professional Firms and Individuals who carry out work on behalf of ERA to uphold the Code with professional integrity by adhering to this set of rules.

In straightforward language the rules can be stated as:

Do the right thing, do it the right way and do it at the right time.

Understand the job to be done, and do a good job.

Be committed, be creative, and be proud of what you do.

Take responsibility and care at all times in doing your job.

Article 1: Responsibility to Public, Society and Profession

- i.) Act with integrity and have full regard to the public interest.
- ii.) Act within the laws of the country.
- iii.) Uphold the dignity, standing and reputation of the professions involved.
- iv.) Reject corruption in all forms.
- v.) Neither offer nor accept remuneration of any kind which, in perception, or in effect, either seeks to influence the process of selection or compensation or seeks to affect impartial judgments.
- vi.) Recognize that the lives and safety of the public and workers may be dependent on professional judgments, actions, or lack of actions during the study, design or implementation of a project, and take the necessary actions.

Article 2: Responsibility to Client/Employer

- i.) Apply due skill, care, diligence and accuracy in the services rendered to the Client.
- ii.) Perform services only in areas of one's competence and disclose any limitations of competence that may affect the services rendered.
- iii.) Provide only those professionals with appropriate qualifications, skills and competence and required to undertake the project.
- iv.) Provide services of a high quality that are technically correct, innovative, giving value for money, and support the aims of the Client.

- v.) Approve only those design documents that have been professionally reviewed and are accepted to be within prescribed engineering and professional standards.
- vi.) Inform the Client of any potential conflict of interest that might arise in the performance of the project.
- vii.) Identify, evaluate and where possible quantify risks.
- viii.) Be impartial in the provision of professional advice, judgment or decision, and be truthful in the evaluation of a project.
- ix.) Do not disclose confidential information and commercial matters without the specific consent of the Client/employer.
- x.) Do not accept compensation from third parties in connection with work being undertaken for the Client/employer, unless circumstances are disclosed and fully agreed by all interested parties.
- xi.) Be honest and transparent at all times in the management, control and expenditure of funds allocated by the Client for a project.
- xii.) Cooperate fully with any legitimate investigation or audit which makes an inquiry into the technical or financial administration of any services or works contract.

Article 3: Responsibility for Environment

- i.) Seek solutions that are compatible with the principles of sustainable and safe development.
- ii.) Understand the effects of work on society and the natural environment.
- iii.) Be committed to improving the environment and enhancing quality of life wherever possible.
- iv.) Promote the use of renewable and recycled materials with the least use of natural resources, wherever possible.

Article 4: Responsibility to Professionals

- i.) Promote the concept of selection by ability.
- ii.) Ensure credit and validation for work is given to those to whom it is due.
- iii.) Afford assistance and time for professional development with continued education and training.
- iv.) Neither carelessly nor intentionally do anything to injure the reputation of other firms or individuals.
- v.) Neither directly nor indirectly attempt to take the place of another organization or individual who is already appointed for a specific work.
- vi.) Behave in accordance with appropriate professional conduct, standards, ethics and courtesy in the event of being asked to review the work of another.
- vii.) Maintain knowledge and skills at levels consistent with developments in technology, legislation and management.

Article 5: Adherence and Disclosure

- i.) All individuals and organizations that carry out services and works for ERA shall undertake to abide by the ERA Code of Professional Conduct and Ethics.
- ii.) All individuals within the ERA shall undertake to abide by the ERA Code of Professional Conduct and Ethics.
- iii.) Disclose any violations of the ERA Code of Professional Conduct and Ethics by any other individual or organization. Disclosure of any violations may be to any Director within ERA, who shall bring it to the attention of Senior Management.
- iv.) In the case of any disclosure or report about any individual or organization not following this Code of Ethics, ERA will appoint an Ethics Board to investigate, and where appropriate recommend action or penalties.

Consultant Name: _____

Consultancy Service for: _____

Project Name: _____

Project No: _____

We confirm that we have read and understood the ERA Code of Professional Conduct and Ethics, and that we will strictly follow the articles of this Code in the performance of the services for this project.

Signed: _____

Name: _____

In the Capacity of: _____

Duly authorized to sign the contract for and on behalf of: _____

Dated on _____ of _____ 20_