



**THE REPUBLIC OF UGANDA**

**MINISTRY OF WATER AND ENVIRONMENT**

**INTEGRATED WATER MANAGEMENT AND DEVELOPMENT  
PROJECT (IWMDP)**

---

**TERMS OF REFERENCE**

**FOR**

**ENVIRONMENTAL AND SOCIAL AUDIT (ESA) OF IMPLEMENTATION OF  
WATER RESOURCES MANAGEMENT MEASURES, WATER SUPPLY SYSTEMS,  
AND SANITATION FACILITIES UNDER THE IWMDP**

**SEPTEMBER 2023**

# TABLE OF CONTENTS

List of Acronyms/Abbreviations.....	5
<b>1. INTRODUCTION.....</b>	<b>7</b>
1.1 Background.....	7
1.2 Project Components.....	8
1.2.1 Component 1: Water Supply and Sanitation (WSS) in Small Towns and Rural Growth Centers (RGCs) and Support to Districts Hosting Refugees .....	8
1.2.2 Component 2: WSS in Large Towns and Support to a District Hosting Refugees.....	8
1.2.3 Component 3: Water Resources Management.....	9
1.2.4 Component 4: Project Implementation and Institutional Strengthening.....	9
1.3 Project Location.....	9
1.3.1 Lists of Subproject under IWMDP .....	12
<b>2. RATIONALE OF THE ENVIRONMENTAL AND SOCIAL AUDIT CONSULTANCY....</b>	<b>14</b>
2.1. Objective of the Environmental and Social Audit .....	15
2.2. Specific Objectives .....	15
2.3. Scope of Work .....	15
<b>3. ORGANIZATION OF THE ASSIGNMENT.....</b>	<b>17</b>
3.1 Qualification of the Firm.....	17
3.2 Nature of the Contract for the Assignment .....	17
3.3 Logistical setup and staffing .....	17
3.3.1 Key personnel for the consultancy.....	18
<b>4. DURATION OF THE ASSIGNMENT .....</b>	<b>20</b>
<b>5. REPORTING AND MEETING REQUIREMENTS.....</b>	<b>20</b>
5.1 Reporting requirements - General.....	20
5.2 Deliverables .....	21
<b>6. DATA, SERVICES AND FACILITIES TO BE PROVIDED .....</b>	<b>22</b>
6.1 Data and Services to be provided by the Client.....	22
6.2 Services and Facilities to be provided by the Consultant .....	22
ENVIRONMENTAL AND SOCIAL POLICY .....	23
3.2 CODE OF CONDUCT .....	23
ANNEX 2: CODE OF CONDUCT .....	25

## **TABLES**

<i>Table 1: Details of Sub projects for E&amp;S Audits .....</i>	<b>12</b>
<i>Table 2: Key Personnel for the E&amp;S Audit .....</i>	<b>18</b>
<i>Table 3: Deliverables.....</i>	<b>21</b>

**FIGURES**

*Figure 1: Map of Uganda Showing the Districts benefiting from new schemes for Water Supply and Sanitation under IWMDP ..... 10*

*Figure 2: Map of Uganda Showing Districts covered under Catchment Management Plans and Implementation of Priority Measures ..... 11*

*Figure 3: Proposed organogram for ESA..... 20*

## List of Acronyms/Abbreviations

<b>CMP</b>	Catchment Management Plan
<b>CESMP</b>	Contractor’s Environmental and Social Management Plan
<b>EHS</b>	Environmental Health Specialist
<b>ESA</b>	Environmental and Social Audit
<b>ESHS</b>	Environmental, Social, Health & Safety
<b>ESIA</b>	Environmental Social Impact Assessment
<b>ESMF</b>	Environmental and Social Management Framework
<b>ESMP</b>	Environmental and Social Management Plan
<b>FSTP</b>	Feacal Sludge Treatment Plant
<b>GBV</b>	Gender Based Violence
<b>GoU</b>	Government of Uganda
<b>IEC</b>	Information, Education, Communication
<b>IWMDP</b>	Integrated Water Management and Development Project
<b>LG</b>	Local Government
<b>MoU</b>	Memorandum of Understanding
<b>MWE</b>	Ministry of Water and Environment
<b>NEMA</b>	National Environment Management Authority
<b>NRMS</b>	Natural Resources Management Specialist
<b>NWSC</b>	National Water & Sewerage Corporation
<b>PBs</b>	Project Briefs
<b>PDO</b>	Project Development Objective
<b>PIM</b>	Project Implentation Manual
<b>PST</b>	Project Support Team
<b>RHCs</b>	Refugee Host Communities
<b>RGC</b>	Rural Growth Centre
<b>RPF</b>	Resettlement Policy Framework
<b>SC</b>	Supervising Consultant
<b>SDS</b>	Social Development Specialist
<b>SEA</b>	Sexual Abuse and Exploitation

<b>SH</b>	Sexual Harassment
<b>SPP</b>	Source Protection Plan
<b>TL</b>	Team Leader
<b>UNRA</b>	Uganda National Roads Authority
<b>VAC</b>	Violence Against Children
<b>WSS</b>	Water Supply System

# 1. INTRODUCTION

## 1.1 Background

The Ministry of Water and Environment (MWE) and National Water & Sewerage Corporation (NWSC) is implementing a World Bank financed Integrated Water Management and Development Project (IWMDP) on behalf of the Government of Uganda (GoU). The Project Development Objective (PDO) of the IWMDP is to improve access to Water Supply and Sanitation (WSS) services, integrated water resources management, and operational performance of water and sanitation service providers in Project areas. The project also provides support for the long-term sustainability of investments through planning and implementation of various water resources catchment management measures including source protection.

The IWMDP is financed by the World Bank/International Development Agency (IDA), with co-financing from the Government of Uganda (GoU) for compensation and resettlement of the Project Affected Persons (PAPs) in accordance with the Resettlement Action Plan (RAPs) which were/are approved by the Chief Government Valuer (CGV).

The ESMF and RPF for the IWMDP were prepared and are included in the Project Implementation Manual (PIM). A number of site specific ESIA reports and RAPs for the various schemes or sub-projects which are already completed and approved, and those still under preparation are shown in the table 1 below.

The ESIA Reports and RAPs were approved or will be approved by the World Bank, the National Environment Management Authority (NEMA), and Chief Government Valuer (CGV) respectively. The Environmental and Social Management Plans (ESMPs) for each scheme/sub-project were prepared as part of the respective ESIA Report. The ESMPs are implemented in accordance with the approval conditions of the ESIA set by NEMA, and in line with the World Bank's Environment and Social Safeguards Policies. Environmental and social monitoring is being undertaken to ensure that the mitigation measures outlined in the ESIA are implemented. In addition, environmental and social monitoring enables response to new and developing concerns and compliance with Environmental, Health and Safety (HSE) requirements by the Contractors and Sub-Contractors. Activities and indicators for monitoring are well documented in the respective ESIA.

Water Source Protection Plans (SPPs) were prepared for the all the WSS projects in table 1 below to ensure long term sustainability of the Water Supply Systems. The implementation of SPPs will contribute to availability of good quality and quantity of water during the operation and maintenance phases. Control measures for protection of the water source were identified, among which include; demarcation of buffer zones, tree planting, sanitation improvement and sensitization of communities living near, and within the buffer zones/protection zones. Emphasis was made on creation of awareness of the prohibited human activities within the zones and promote those with positive impacts, most especially better farming practices such as soil and water conservation measures, among others. This aims to ensure sustainability of the constructed Water Supply Systems in terms of water quality and quantity.

## **1.2 Project Components**

The IWMDP has four (4) components, namely: (1) WSS in Small Towns and RGCs and Support to Districts Hosting Refugees; (2) WSS in Large Towns and Support to a District Hosting Refugees; (3) Water Resources Management and; (4) Project Implementation and Institutional Strengthening.

### **1.2.1 Component 1: Water Supply and Sanitation (WSS) in Small Towns and Rural Growth Centers (RGCs) and Support to Districts Hosting Refugees**

The component is implementing activities to improve water supply and sanitation in selected Small Towns and Rural Growth Centers (RGCs) spread across the country. Key activities include: (i) construction and rehabilitation of water supply and sanitation facilities, as well as provision of associated services, including engineering, environmental and social studies and supervision of construction activities; (ii) preparation and implementation of sanitation plans in selected Small Towns; (iii) strengthening the capacity of the Umbrella Water Authorities in the areas of operational and financial management, including the establishment of a remote monitoring system for rural water systems; and (iv) carrying out of environmental and social management activities to protect water sources and sensitize communities.

Other activities being undertaken include improvement of water supply and sanitation in Districts Hosting Refugees, said activities to consist of: (i) construction and rehabilitation of water supply and sanitation facilities, as well as provision of associated services, including engineering, environmental and social studies and supervision of construction activities; (ii) preparing and implementing of sanitation plans; (iii) preparation and implementation of micro catchment management plans; (iv) strengthening the capacity of Umbrella Water Authorities in the areas of operational and financial management, including the establishment of remote monitoring system for rural water supply systems; (v) carrying out of environmental and social management related activities to: (A) protect water sources and sensitize communities; and (B) address specific needs of host communities and refugees; and (vi) strengthening the capacity of the MWE to develop and carry out water supply and sanitation sector policies and programs promoting more sustainable and efficient service delivery at refugee settlements.

### **1.2.2 Component 2: WSS in Large Towns and Support to a District Hosting Refugees**

The core focus of the component is to improve water supply and sanitation, activities to consist of: (i) construction and rehabilitation of water supply and sanitation infrastructure in the municipality of Mbale, (ii) construction of water supply facilities for the municipality of Gulu; (iii) undertaking construction supervision activities and engineering and environmental studies, including the Augmented Water Supply Study; (iv) strengthening the capacity of the NWSC in the areas of operational and financial management to support improved performance in the Project supported areas; and (v) carrying out of environmental and social management activities to protect water sources and sensitize communities. The component also undertakes activities to improve water supply and sanitation in Adjumani District, consisting of: (i) constructing and rehabilitating water supply and sanitation facilities, as well as providing associated services, including engineering, environmental and social studies and supervision of construction activities; (ii) preparation and implementation of sanitation plans; and (iii) carrying out of environmental and social management activities to protect water sources and sensitize communities.



### **1.2.3 Component 3: Water Resources Management**

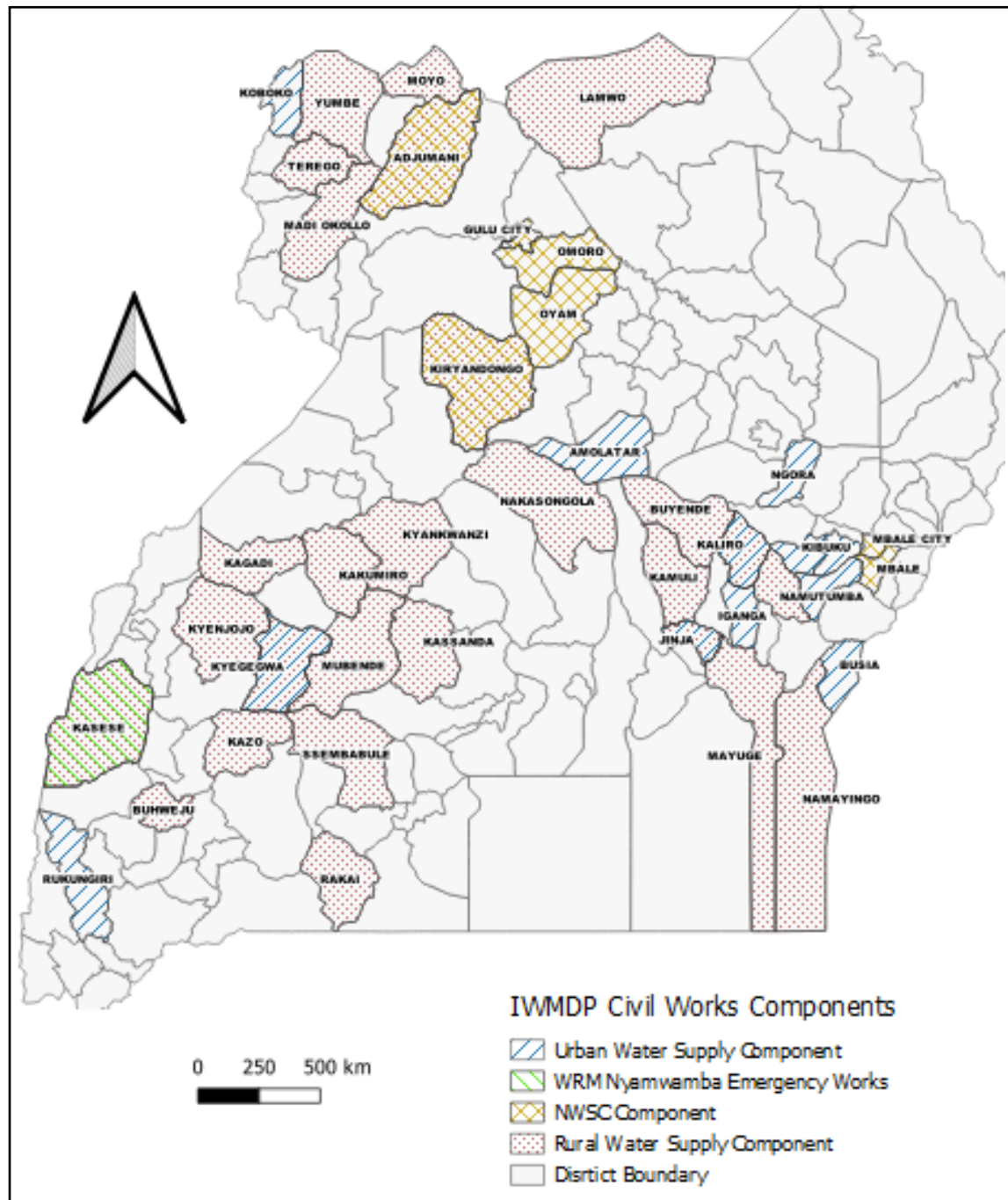
The component is carrying out catchment management and restoration activities in Sub-Catchments, activities consist of: (i) undertaking catchment management measures, including soil and water conservation, riverbank protection and restoration; and (ii) providing alternative livelihoods for affected communities. Secondly, the component is supporting integrated water resource management (IWRM) in the water and environment sectors, planned activities include: (i) preparing a water resources strategy for the Albert Water Management Zone (WMZ); (ii) preparing catchment management plans and related technical studies for Priority Sub-Catchments; (iii) undertaking a national groundwater management study; and (iv) strengthening water resource monitoring and information systems, including (A) the installation of the Water Information System (WIS) at the national and Water Management Zone levels; (B) the installation of hydrologic monitoring stations; and (C) equipping of the Regional Water Quality Laboratories.

### **1.2.4 Component 4: Project Implementation and Institutional Strengthening**

The major function of component 4 is overall coordination of IWMDP implementation and support to the project implementation departments of MWE and the NWSC including (i) overall coordination, planning, monitoring, reporting and supervision of the Project; (ii) providing training to MWE and NWSC on financial management, procurement, environmental and social policies and procedures; and (iii) establishing a Project Support Team (PST) composed of individual specialists. This component also implements institutional strengthening activities, including strengthening of MWE's regulatory functions at the regional level.

## **1.3 Project Location**

The WSS activities under the IWMDP cover 43 Districts of Uganda (refer to Figure 1 below).



**Figure 1:** Map of Uganda Showing the Districts benefiting from new schemes for Water Supply and Sanitation under IWMDP

However, there are other critical studies that include ground water study, catchment management plans and implementation of priority catchment management measures across the country under the Water Resources Component. The catchment management plans (CMPs) and implementation of priority measures covers 47 Districts as indicated in the figure 2 below.



### 1.3.1 Lists of Subproject under IWMDP

The table 1 below shows the component specific sub-projects for which an Environmental and Social Audit will be undertaken under the two project implementing agencies/entities i.e., Ministry Water & Environment (MWE) and the NWSC, most specifically:

- 1) Ministry of Water & Environment (Department of Urban Water and Sanitation Development, Department of Rural Water and Sanitation Development, and Department of Water Resources Management), and the
- 2) National Water & Sewage Corporation

**Table 1: Details of Sub projects for E&S Audits**

S/N	Sub-Project	Status of Safeguards Instruments
	<b>Component 1.1 – WSS for Small Towns and RGCs</b>	
1.	Busia Water Supply and Sanitation System in Busia Municipality and Busia District, and Fecal Sludge Treatment plant and Sanitation Facilities in Kumi-Nyero-Ngora	ESIA, SPP & RAP approved. Implementation in progress.
2.	Kaliro-Namungalwe Water Supply and Sanitation System	ESIA, SPP & RAP approved. Implementation in progress
3.	Namasale Water Supply and Sanitation System	ESIA, SPP & RAP approved. Implementation in progress
4.	Fecal Sludge Treatment plants and Sanitation Facilities in Koboko and Rukungiri	ESIA & RAP approved. Implementation in progress
5.	Mbale cluster towns Water Supply and Sanitation System (Tirinyi-Kibuku-Budaka-Busolwe-Butalejja)	ESIA, SPP & RAP approved. Implementation in progress
6.	Institutional strengthening of umbrella Authorities: Supply of (i) 100,000m Pipes and Fittings for Umbrellas of Water and Sanitation (ii) 25,000 Micro and Bulk Water Meters for Umbrellas of Water and Sanitation under Framework contracts and Labor for the installation: Lot 1: Central, Lot 2: Eastern, Lot 3: South Western, Lot 4: Mid-Western and Lot 5: Northern	N/A
7.	Bitsya Piped Water Supply Scheme in Buhweju District	ESIA, SPP & RAP approved. Implementation in progress
8.	Nyamugasanyi WSS in Kasese District	ESIA, SPP & RAP approved. Implementation yet to commence upon completion of procurement of contractor
9.	Construction of Solar powered piped Water Supply and Sanitation System for 6 Rural Growth Centres	ESIA, SPP & RAP approved. Implementation yet to commence

S/N	Sub-Project	Status of Safeguards Instruments
	(Bugwara & Kabamba in Kagadi District, Kasese & Lwentulege in Rakai District, Kikoora & Mwitanzige in Kakumiro District).	upon completion of procurement of contractor
10.	Construction of Solar powered piped Water Supply and Sanitation System for 5 RGCs in Eastern Uganda (Igwaya & Kidera in Buyende District, Bukizibu-Bumwena in Mayuge District, Kitenga in Kaliri District, Lugala in Namayingo District)	ESIA, SPP & RAP approved. Implementation to commence upon completion of procurement of contractor
11.	Construction of Solar powered piped Water Supply and Sanitation System for 4 RGCs in central Uganda (Bugomolwa & Kikonge-Nakasero in Kyankwanzi District, Lubaali in Kasanda District and Kikooge in Nakasongola District)	ESIA, SPP & RAP approved. Implementation to commence upon completion of procurement of contractor.
12.	Construction of Solar powered piped Water Supply and Sanitation System for 4 RGCs in Busoga region (Nango, Itanda/Bubugo, Kagumba, Bulange)	ESIA, SPP & RAP studies in progress.
	<b>Component 1.2 - Refugee Host Communities</b>	
13.	Solar powered water systems and sanitation facilities in refugee settlements in Gaspa, Mutunda and Nyakabaale Rural Growth Centers in Kiryandongo District	ESIA, SPP & RAP approved. Implementation in progress
14.	Ora-Ala WSSP in Terego, Madi-Okoloo & Yumbe Districts	ESIA completed. SPP & RAP preparation in progress. Implementation to commence upon completion of procurement of contractor
15.	WSSP in Arua and Moyo (Edrayo, Ewanga, Lefori, Pajakiri, Laropi) under Lot 1	ESIA, SPP & RAP studies in progress.
16.	WSSP in Yumbe (Lomunga, Lobe, Awoba, Nyori-Londonga, Goboro Rodo) under Lot 2	ESIA, SPP & RAP studies in progress.
17.	WSSP in Adjumani and Lamwo (Pangira, Agoro, Padibe west, Arra, Arinapi, Ukusjoni) under Lot 3	ESIA, SPP & RAP studies in progress.
	<b>Component 2 - Urban WSS under NWSC</b>	
18.	Karuma- Gulu Water Supply Project	ESIA, SPP & RAP approved. Implementation in progress

S/N	Sub-Project	Status of Safeguards Instruments
19.	Mbale City WSS	ESIA, SPP & RAP approved. Implementation in progress
20.	Adjumani WSS	ESIA, SPP & RAP approved. Implementation in progress
	<b>Component 3 - Water Resources Management</b>	
21.	<b>Water resources measures-</b> Priority WRM measures in:	
	Lot 1: Lwakhakha sub-catchment (Namisindwa)	ESMPs prepared. Implementation in progress
	Lot 2: Aswa sub-catchment (Lira, Kole, Omoro)	ESMPs prepared. Implementation in progress
	Lot 3: Kochi sub-catchment Albert Nile catchment (Moyo & Yumbe District)	ESMPs prepared. Implementation in progress
	Lot 4: Middle Awoja sub-catchment (Kumi, Bukedea, Katakwi & Soroti Districts)	ESMPs prepared. Implementation in progress
22.	Water Analysis equipment in 4 Regional Laboratories (located in Mbale City, Lira City, Mbarara City & Fort Portal City): Lot 1: Laboratory Analytical Equipment Lot 2: Laboratory processing, containment and storage equipment Lot 3: Field Equipment Lot 4: Laboratory apparatus and glassware	N/A
23.	Establishment of 17 monitoring stations (includes Civil Works, Lot 1- Hydrometric Equipment, and lot 2 - Water Quality Equipment)	ESMPs prepared. Implementation in progress
24.	Implementation of priority catchment management measures in upstream, midstream, and downstream catchment(s) for River Nyamwamba in Kasese District	ESMPs prepared. Implementation in progress
25.	Emergency maintenance works on selected hotspots along river Nyamwamba for flood mitigation against damage of critical infrastructure and loss of livelihoods in Kasese District.	ESIA approved. Implementation in progress

## 2. RATIONALE OF THE ENVIRONMENTAL AND SOCIAL AUDIT CONSULTANCY

MWE and NWSC prepared Environmental and Social Impact Assessments, Resettlement Action Plans and Source Protection Plans which were approved for each of the sub-projects. A number of commitments were made regarding the implementation of environmental and social (E&S) mitigation measures as well as compliance requirements for the sub-projects. Subsequently, contractors and consultants were procured to undertake civil works and safeguards implementation. As implementation commences or progresses, there is need to review the performance and compliance levels to the E&S requirements of the sub-projects to inform the

necessary improvements in E&S management of the project. Therefore, an Environmental and Social Audit (ESA) has to be undertaken in order to comply with the National Environment Act (2019), National Environment (Audit) Regulations (2020), as well as the World Bank Environment and Social Safeguards policies. Consequently, the Ministry of Water & Environment (MWE) as the overall IWMDP project coordinating entity plans to engage a consultancy firm to carry out an Environment and Social (E&S) audit for all the sub-projects listed in Table 1 above.

### **2.1.Objective of the Environmental and Social Audit**

The proposed E&S audit will assess the adequacy of implementation of the E&S safeguards requirements for example ESIA ESMPs, RAPs, SPPs, CMPs and determine compliance with the requirements of the various permits/ certificates issued by regulators/ actors for example National Environment Management Authority (NEMA), Ministry of Water and Environment (MWE), Ministry of Lands, Housing and Urban Development (MLHUD), Ministry of Gender, Labour and Social Development (MGLSD), Uganda Wild Life Authority (UWA) and the Local Governments (LGs). .

### **2.2.Specific Objectives**

- To obtain an independent perspective on compliance with procedures, internal functioning and effectiveness of E&S systems during the implementation of the subprojects in table 1.
- To review the implementation of the ESIA/ESMP, RAPs, SPPs and CMPs
- To assess the compliance of implementing agencies and contractors with conditions of project permits and certificates issued by the various Ministries, Departments and Agencies MDAs.
- To assess the extent to which contractors have adhered to the site-specific Contractors' Environmental and Social Management Plans (CESMPs) during pre-construction and the construction period.
- To identify the key environmental and social issues, compliance challenges and recommendations for each sub-project.

### **2.3. Scope of Work**

The following will be the scope of work:

- a) Develop the E&S audit plan that will include audit objective, scope, approach and methodology, schedule and data collection tools/checklist. The E&S audit plan shall be reviewed by client and submitted to NEMA for approval.
- b) Hold meetings with the various project implementation teams across the components.
- c) Undertake take field visits, inspections and measurement of key physical environmental parameters (air, water, soil, noise etc) of the project and auxiliary sites.
- d) Establish level of compliance with existing key project documents (PAD, ESMF, RPF, PIM), relevant policies, laws and regulations.
- e) Identify the capacity gaps of contractors, stakeholder engagement consultants, supervising consultants, and implementing agencies' (MWE & NWSC) to manage and address all relevant environmental and social risks and impacts of the project including particular

issues identified in the respective sub-project environment and social safeguards instruments.

- f) Determine the extent to which mitigation measures proposed in the respective Environmental Impact Assessments/Project Briefs were adequate and have been complied with (including conditions of approval outlined in the ESIA certificate and other approvals e.g., Water abstraction Permits, Wetlands Use permit, OHS permits and other approvals by respective GoU Ministries, Departments and Agencies (MDAs);
- g) Audit the health and safety systems including but not limited to health and safety policies, codes of conduct, committees, trainings, issuance and use of personal protective equipment for workers, incident management and risk management plan among others.
- h) Review the implementation of RAP and examine the level of adequacy of the resettlement activities for all the subprojects
- i) Assess the implementation of grievance redress mechanism (GRM) for workers and communities at all the subprojects and Implementing Agencies
- j) Undertake consultations with all relevant stakeholders, including the local authorities and the communities in the project area on key E&S issues resulting from the project.
- k) Assess the impacts resulting from social interactions within the project area with focus on both positive impacts such as job creation and skills transfer, as well as negative impacts which include Elopement, Defilement, Sexual Harassment, Child Labour and HIV/AIDS transmission, among others
- l) Undertake an audit of the Labour Force Management including pre-employment, deployment, remuneration, welfare and exit of workers for all the concluded and ongoing civil works contracts.
- m) Assess the effectiveness of the current mechanisms for preventing, tracking, reporting and managing gender and child rights violations, discrimination and exclusion of vulnerable and marginalised groups, Sex abuse and Exploitation (SEA), Sexual Harassment (SH), Violence Against Children (VAC) and Gender Based Violence (GBV); this will involve assessing the scale of awareness, codes of conduct, linkages grievance redress mechanisms and referral pathways for managing cases of these rights violations.
- n) Document key lessons (for MWE and NWSC) to improve the implementation of Environmental and social safeguards for on-going and future projects
- o) Propose appropriate recommendations on required actions to address identified gaps for each of the subproject.
- p) Prepare ESA report which will among others include details of E&S Audit team, description of the projects audited, details of the developer, E&S Audit plan including the methodology adopted, the audit period, Audit TOR, description and assessment of E&S management systems, description of the impacts of audited projects, the audit findings including non-compliances, causes, corrective actions and time frame for implementing the corrective actions, records of consulted relevant stakeholders, grievances received and copies of approvals, certificates, license, consents, MoUs etc.



### **3. ORGANIZATION OF THE ASSIGNMENT**

#### **3.1 Qualification of the Firm**

The consultancy firm should have the following minimum requirements;

At least 10 years of general consultancy experience in Environmental and social studies or reviews with evidence of at least 3 Environmental and social audits and 2 RAP implementation reviews completed in the last 5 years. To avoid conflict of interest, the eligible firm should not have been engaged in undertaking of ESIA's, RAPs, SPPs, Stakeholder engagement, environment and social risk management activities under IWMDP.

#### **3.2 Nature of the Contract for the Assignment**

The contract for this assignment shall be lump-sum.

#### **3.3 Logistical setup and staffing**

The consultant shall elaborate in the technical proposal, the envisaged logistical setup and deployment of appropriate skills/personnel for the execution of the assignment as stipulated in Table 2 below. The consultant shall present the staffing schedule in a manner that clearly shows the stage, activity and duration where each of the proposed team members is planned to be involved on the project. For effective execution of the assignment, four sub-teams have been proposed to handle the four sub-components (NWSC, Rural WSS, Urban WSS and Water Resources Management). Figure 3 is the proposed organogram reflecting the line management setup of the proposed team, an updated or adapted organogram by the consultant shall be part of the consultant's technical proposal and the inception report.

### 3.3.1 Key personnel for the consultancy

The Consultant Firm will be expected to provide qualified key staff to undertake the assignment as indicated in Table 2 below. The consultant may propose additional skills as are deemed necessary to execute the assignment within their stated methodology.

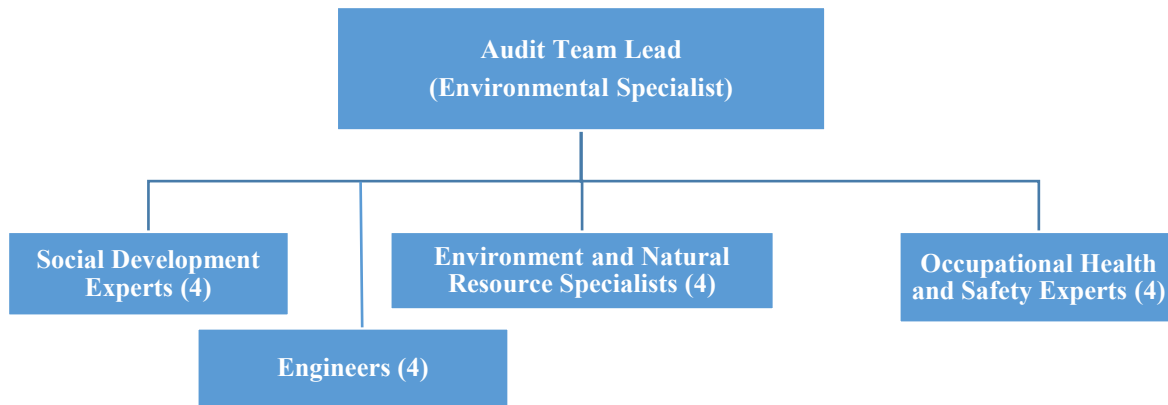
*Table 2: Key Personnel for the E&S Audit*

<b>Position</b>	<b>No. of Experts</b>	<b>Time Input (Months) Per Expert</b>	<b>Minimum Qualifications and Experience</b>
<b>Environmental Specialist (Audit Team Leader)</b>	1	6	<p>The Environmental expert should possess a Master's degree in Environmental Science / Natural Resources Management/Engineering / Planning or other related discipline. The expert should be certified by reputed accreditation agencies (NEMA) as an audit team leader.</p> <p>The expert will have at least 10 years of experience in;</p> <ul style="list-style-type: none"> <li>i) Auditing of environmental management system for infrastructure projects</li> <li>ii) Carrying out environmental impact assessments and initial environmental examination reports and</li> <li>iii) Environmental safeguards management on infrastructure projects financed by IDA or other bilateral / multilateral funding agencies.</li> </ul>
<b>Social Development Expert</b>	4	5	<p>A Master's degree in Social Work, Social/behaviour sciences, development studies and other relevant fields.</p> <ul style="list-style-type: none"> <li>i) S/he should have minimum of 10 years' general experience in resettlement/mitigation or social impact assessment/ reviews of issues related to infrastructure development projects.</li> <li>ii) S/he should demonstrate specific experience of 5 years in undertaking; <ul style="list-style-type: none"> <li>a) Social impact assessments/ audits/ reviews on infrastructure development projects</li> <li>b) Social safeguards management on infrastructure projects financed by IDA or other bilateral / multilateral funding agencies.</li> </ul> </li> </ul>

<b>Position</b>	<b>No. of Experts</b>	<b>Time Input (Months) Per Expert</b>	<b>Minimum Qualifications and Experience</b>
<b>Occupational Health and Safety Expert</b>	4	5	Masters in Arts or MSc degree with additional training in Occupational Health and Safety or related field degree from a recognized University or any other relevant subject with at least 3 years' experience dealing with OHS issues in projects.
<b>Environment and Natural Resource Specialist</b>	4	5	A Master degree in Environmental Science, Natural resources management, environmental engineering, or other related disciplines. The expert must have valid registration with appropriate regulatory agency like (NEMA) as an audit team member, <ul style="list-style-type: none"> <li>i) S/he must have 10 years of general experience in Environmental management programme.</li> <li>ii) S/he should demonstrate specific experience of 5 years in <ul style="list-style-type: none"> <li>a) Undertaking ESIA or ESA or environmental reviews for infrastructure projects;</li> <li>b) Environmental safeguards management on infrastructure projects financed by IDA or other bilateral or multilateral funding agencies.</li> </ul> </li> </ul>
<b>Engineer</b>	4	5	He/she shall have at least a Bachelor's degree in Civil or Water Engineering plus a Masters in related field. <ul style="list-style-type: none"> <li>a) Registered Engineer with UIPE and ERB;</li> <li>b) Should have a minimum of 10 years general working experience and;</li> <li>c) Specific experience of 5 years in water related infrastructure with knowledge of design, implementation and evaluation of donor funded projects</li> </ul>

**NB: The consultant may propose other none key staff <sup>1</sup>deemed important depending of the subprojects in the successful execution of the assignment.**

<sup>1</sup> Non key staff may include RAP experts, air quality expert, biodiversity experts, soil and water conservation experts, hydrologist, GIS/RS expert, zoologist, water quality experts, foresters, administrators, driver, etc.



*Figure 3: Proposed organogram for ESA*

#### **4. DURATION OF THE ASSIGNMENT**

The assignment is expected to be completed in six (6) months.

#### **5. REPORTING AND MEETING REQUIREMENTS**

##### **5.1 Reporting requirements - General**

The Consultant will report to a contract manager appointed by the Ministry. The contract manager shall be communicated to the consultant during the inception meeting of the consultancy. The Consultant shall submit the reports/deliverables to:

**The Project Coordinator  
Integrated Water Management and Development Project (IWMDP)**

For the Attention of:  
Commissioner, Water and Environment Sector Liaison Department (WESLD)  
Plot 22/28 Port Bell Road, Luzira  
Kampala, Uganda

The consultant will know that all delivered reports shown in tables 3 below shall be shared with the World Bank to;

The Task Team Leader - Integrated Water Management and Development Project  
World Bank  
Uganda Country Office  
Rwenzori House, Plot 1, Lumumba Avenue  
Kampala

## 5.2 Deliverables

The consultant shall deliver the following as shown in Table 3 below.

*Table 3: Deliverables*

<b>Deliverable</b>	<b>Descriptions</b>	<b>Submission Deadlines (after contract commencement)</b>	<b>Payment</b>
1. Approved Inception report by client.	Consultants to demonstrate the following: a) Interpretation of the TORs b) methods of mobilization and engagement to cover the scope of work c) detailed E&S Audit Work plan d) Detailed Activities and Actions to meet the objectives e) Quality Assurance Plan etc.	1 <sup>st</sup> month	30%
2. Approved Draft Environmental and Social Audit Report by Client upon reviews WB.	Present the draft Environmental and Social Audit report containing the main summary reports and detailed components specific reports for 1) Small Towns under Urban WSS, 2) Rural Growth Centers and Refugee Host Districts under Rural WSS, 3) Water Supply and Sanitation Large Towns - under NWSC, 4) Water Resource Management- under WRMD	4 <sup>th</sup> Month	50%
3. Final Environmental and Social Audit Report approved by client upon reviews by WB and shall	Present final Environmental and Social Audit report containing the main summary reports and detailed components specific reports	6 <sup>th</sup> Month	20%

Deliverable	Descriptions	Submission Deadlines (after contract commencement)	Payment
be submitted to NEMA.			

**6. DATA, SERVICES AND FACILITIES TO BE PROVIDED**

**6.1 Data and Services to be provided by the Client**

The client will provide the following data, reports and maps in the custody of the client and will assist the consultant in obtaining other relevant information and materials from government institutions and state authorities as far as possible. Key references will include but not limited to;

- a. IWMDP Environmental and Social Management Framework - ESMF (MWE, 2018)
- b. IWMDP Resettlement Policy Framework - RPF (MWE, 2018) and any other available information for the scheme.
- c. The Guidelines for Protecting piped water Sources can be accessed <https://mwe.go.ug/sites/default/files/library/Vol.%202%20-%20Guidelines%20for%20Protecting%20Piped%20Water%20Sources%20-%20FINAL.pdf>
- d. All the safeguards’ instruments e.g., ESIA, RAP, SPP, CMPs for each applicable subproject
- e. In addition, the consultant shall have full access to information like E&S tools and checklists, monthly reports produced by the client (i.e. MWE implementing Dept or NWSC), contractor and supervising and stakeholder engagement consultants for each sub-project. The information, data, reports, etc., will be available for the consultant’s unlimited use during execution of the proposed services these include timely access to all relevant documents and the sites, Certificate of ESIA’s, Approval permits, MoUs, Consents, and Agreements.

**6.2 Services and Facilities to be provided by the Consultant**

In carrying out this assignment, the consultant shall provide the following services, among others, which should be duly provided for in the consultant’s proposal:

- 1) Office supplies for his/her staff, as required for the period of services.
- 2) Subsistence (or per diem) payments for field travel of the consultant’s staff.
- 3) Secretarial and administrative support staff.

- 4) Transport for the consultant's staff to, during, and from the field for the duration of the assignment.
- 5) Workshop in Kampala to Present the draft Environmental and Social Audit report containing the main summary reports and detailed components specific reports.

## **ENVIRONMENTAL AND SOCIAL POLICY**

This Environmental, social, health and safety policy (annex 1) will guide the execution of the services.

### **3.2 CODE OF CONDUCT**

The code of conduct in Annex 2 has been set out to take into account considerations of Environment, Social and Health issues, Occupation Health and Safety of experts, client's and contractor's personnel and the community.

The Code of Conduct should be signed by all the Consultant's personnel/staff to indicate that they have:

- i. Received a copy of the code;
- ii. Had the code explained to them;
- iii. Acknowledged that adherence to this Code of Conduct is a condition of employment;
- iv. Understood that violations of the Code can result in serious consequences, up to and including dismissal, or referral to legal authorities.

## **ANNEX 1: ENVIRONMENTAL AND SOCIAL POLICY**

The policy goal of the assignment is to integrate environmental protection, occupational and community health and safety, gender, equality, child protection, vulnerable groups (including those with disabilities), gender-based violence (GBV), HIV/AIDS awareness and prevention, wide stakeholder engagement, land acquisition and compensation of project affected persons in the planning processes, programs, and activities of the parties involved in the execution of the Works. The Environment and Social Management Framework (ESF), Resettlement Policy Framework (RPF), Environment and Social Management Plans (ESMPs) for the Project and the Contractor's Site-Specific Environment and Social Management Plan will be used for monitoring, continuously improving processes and activities and for reporting on the compliance with the policy.

The policy is derived from different international and/or national policies within legal frameworks some of which are highlighted below. It is expected that during the supervision of the works, the consultant will commit to;

1. The World Bank Safeguard Policies and the EIA certificate and national regulations governing protection of natural resources, national parks, health and safety, labor, transport, etc.
2. Apply good international industry practice to protect and conserve the natural environment and to minimize unavoidable impacts (National Environment Act, 1995);
3. Provide and maintain a healthy and safe work environment and safe systems of work as stipulated in the draft National Occupational Safety and Health Policy in the framework of the Occupational Safety and Health Act, 2006;
4. Protect the health and safety of local communities and users, with particular concern for those who are disabled, elderly, or otherwise vulnerable;
5. Ensure that terms of employment and working conditions of all workers engaged in the Works meet the requirements of the ILO labour conventions to which the host country is a signatory (Employment Act, 2006 and Occupational Safety and Health Act, 2006);
6. Be intolerant of, and enforce disciplinary measures for GBV, child sacrifice, child defilement, and sexual harassment (Employment Act, 2006) ;
7. Incorporate a gender perspective and provide an enabling environment where women and men have equal opportunity to participate in, and benefit from, planning and development of the Works (The Uganda National Employment Policy 2011, The National Equal Opportunities Policy 2006, Uganda Gender Policy);
8. Work co-operatively, including with end users of the Works, relevant authorities, contractors and local communities;
9. Engage with and listen to affected persons and organizations and be responsive to their concerns, with special regard for vulnerable, disabled, and elderly people;
10. Provide an environment that fosters the exchange of information, views, and ideas that is free of any fear of retaliation;



11. Minimize the risk of HIV transmission and to mitigate the effects of HIV/AIDS associated with the execution of the Works (The National HIV/AIDS and The World of Work Policy 2007);
12. Acquisition or restriction of land to mitigate unavoidable adverse social and economic impacts through incorporate compensation of project affected persons and community engagement throughout the works implementation.

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**Permanent Secretary/ MWE**

## **ANNEX 2: CODE OF CONDUCT**

This code of conduct is to be followed by all Consultant’s Experts. It should be read together with the Environment and Social Policy, and the World Bank Group Environment Health and Safety Guidelines. The experts are expected to;

1. Be Compliant with applicable laws, rules, and regulations of the Republic of Uganda.
2. Be Compliant with applicable health and safety requirements to protect the local community (including vulnerable and disadvantaged groups), the Consultant’s Experts, the Client’s personnel, and the Contractor’s personnel, including sub-contractors and day workers (including wearing prescribed personal protective equipment, preventing avoidable accidents and a duty to report conditions or practices that pose a safety hazard or threaten the environment)
3. Not use illegal substances
4. Be non-discriminatory in dealing with the local community (including vulnerable and disadvantaged groups), other Consultant’s Experts, the Client’s personnel, and the Contractor’s personnel, including sub-contractors and day workers (for example, on the basis of family status, ethnicity, race, gender, religion, language, marital status, age, disability (physical and mental), sexual orientation, gender identity, political conviction or social, civic, or health status)
5. Have acceptable and appropriate interactions with the local community(ies), members of the local community (ies), and any affected person(s) (for example to convey an attitude of respect, including to their culture and traditions)
6. Avoid unethical and unbecoming behavior such as use of rude, abusive and obscene language, indecent dressing, hard supervision and sexual suggestive gestures which constitute sexual harassment (for example to prohibit use of language or behavior, in particular towards women and/or children, that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate). A child / children means any person(s) under the age of 18 years.
7. Avoid violence, including sexual and/or gender-based violence (for example acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion, and deprivation of liberty)
8. Avoid exploitation including sexual exploitation and abuse (for example the prohibition of the exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading behavior, exploitative behavior or abuse of power)

9. Promote protection of children (including prohibitions against sexual activity or abuse, or otherwise unacceptable behavior towards children, limiting interactions with children, and ensuring their safety in project areas)
10. Ensure sanitation requirements are provided like toilets are acceptable and approved and are gender sensitive (for example, to ensure workers use specified sanitary facilities provided by their employer and not open areas)
11. Avoid conflicts of interest (such that benefits, contracts, or employment, or any sort of preferential treatment or favors, are not provided to any person with whom there is a financial, family, or personal connection)
12. Respect reasonable work instructions (including regarding environmental and social norms)
13. Protect and use any project property properly (for example, to prohibit theft, carelessness or waste)
14. Report any violations of this Code
15. Ensure that there is non-retaliation against personnel who report violations of the Code, if that report is made in good faith