



**MINISTRY OF WATER AND ENVIRONMENT**

**TERMS OF REFERENCE FOR**

**CONSULTANCY SERVICES FOR ENVIRONMENTAL AND SOCIAL  
AUDIT OF THE KABUYANDA AND MATANDA IRRIGATION  
SCHEMES**

**May, 2026**

# 1. BACKGROUND

## 1.1 Introduction

The Government of Uganda through the Ministry of Water and Environment and with support from the World Bank's International Development Association (IDA) is implementing the Irrigation for Climate Resilience Project (ICRP). The Project Development Objective (PDO) is to provide farmers in the project areas with access to irrigation and other agricultural services, and to establish management arrangements for irrigation service delivery. ICRP is being implemented by the Ministry of Water and Environment (MWE) alongside Ministry of Agriculture, Animal Industry and Fisheries (MAAIF) and the National Forestry Authority (NFA) as technical implementing partners.

## 1.2 Project Components

The ICRP is comprised of three (3) components, namely: (1) Irrigation Services; (2) Support Services for Agricultural Production and Value-Chain Development; (3) Institutional Strengthening and Implementation Support.

### *Component 1: Irrigation services*

This component aims at providing farmers with irrigation water across various irrigation models, classified around the size of irrigation development as per the National Irrigation Policy, spanning across the country to allow farmers cope with climate variability, increase yield and intensification, and diversify towards higher value crops. The component is implemented under three thematic areas/sub-components, (i) Large and medium scale irrigation; (ii) Small and micro scale irrigation; (iii) Integrated catchment management

**Sub-component 1.1: Large and Medium-scale Irrigation;** The project will construct new irrigation schemes (Kabuyanda and Matanda); support the development and strengthening of management model of new (Kabuyanda and Matanda) and existing (Olweny and Agoro) irrigation schemes; and develop studies for future irrigation schemes (Nyimur, Enengo and Amagoro). Activities will include: (i) dam construction and associated head works; (ii) construction of irrigation networks (pipes, canals, hydro-mechanical equipment) up to the farm gate; (iii) construction of drainage networks; (iv) construction of access and scheme roads, scheme offices, sanitation facilities, and storage facilities; (v) construction of weather stations; (vi) development of feasibility studies, detailed designs and safeguard instruments for said schemes; (vii) monitoring and supervision of civil works; (viii) support of management of said schemes; (ix) environmental assessments and audits and implementation of the Environmental and Social Management Plan (ESMP); (x) roll out of Certificates of Customary Ownership; and (xi) start-up fund for O&M.

**Sub-component 1.2: Small and Micro-Scale Irrigation;** The project will pilot public support for the construction of farmer-led small and micro scale irrigation schemes around the two new (Kabuyanda and Matanda) irrigation schemes (Isingiro and Kanungu Districts), future irrigation schemes (Rukungiri and Tororo Districts), and in areas close to Kampala capital city characterized by high marketing potential (Mukono, Wakiso and Mpigi Districts), adopting a value chain approach. Activities will include: (i) construction of small water retention facilities and associated

head works; (ii) drilling of wells and boreholes; (iii) construction of small irrigation networks (pipes, canals, hydro-mechanical equipment); (vi) support for preparation of designs and monitoring and control of works; and (v) Matching Grants to facilitate access to irrigation equipment.

**Sub-component 1.3: Integrated Catchment Management;** The project will develop and implement integrated catchment management interventions upstream from the two new irrigation schemes (Kabuyanda and Matanda), to improve the sustainability of the schemes, including the restoration/reforestation activity in Rwoho Central Forest Reserve (CFR) in Kabuyanda. Activities will include: (i) preparation of integrated micro-catchment management plans; (ii) implementation of identified watershed management measures from the micro-catchment management plans; and (iii) restoration and reforestation activities.

### ***Component 2: Support services for agricultural production and value-chain development***

Component 2 aims at supporting farmers carrying out on-farm irrigation, accessing production and value addition knowledge and skills, and developing sustainable market access. The project will also support farmers in increasing their knowledge using a Farmer Field School (FFS) approach, increased access to inputs (improved seeds, fertilizers, agrochemicals), on-farm irrigation technologies, machinery and postharvest and agro-processing infrastructures through the use of smart subsidies and consultancy services. The component will be implemented under two thematic areas/sub-components, which will include: (i) On-farm production and productivity; (ii) Value addition and market linkages

**Sub-component 2.1: On-farm Production and Productivity;** This project will provide support to individual farmers and farmers organized in groups for production and productivity improvement at the farm level in the new irrigation schemes (Kabuyanda in Isingiro District; Matanda in Kanungu District), in existing irrigation schemes (Olweny in Lira District; Agoro in Lamwo District), in small and micro irrigation schemes (Isingiro, Kanungu, Rukungiri, Tororo, Mukono, Wakiso and Mpigi Districts) as well as in the area of the proposed future irrigation scheme (Nyimur). Activities will include: (i) creation and strengthening of farmers' groups, providing extension services, facilitating access to improved inputs, promoting good agricultural practices, sustainable land management practices, and integrated pests and disease management; (ii) matching grants to facilitate access to improved inputs and purchase of small goods (i.e., seeds, fertilizer, agro-chemicals); (iii) matching grants to facilitate access to on-farm irrigation technology; and (iv) monitor and supervision of project activities.

**Sub-component 2.2: Value Addition and Market Linkages;** The project will provide support to farmers' groups for value-chain development and strengthening and establishment of market linkages. Activities will include: (i) creation and strengthening linkage with value chain actors in improved post-harvest handling, agro-processing, access to financing services, access to markets and market information; and (ii) providing matching grants to facilitate access to equipment.

### ***Component 3: Institutional Strengthening and Implementation Support***

Component 3 will provide project implementation support, and institutional strengthening of MWE & MAAIF. The component will be implemented under two thematic areas/sub-components, which will include: (i) Institutional Strengthening; (ii) Implementation Support

**Sub-component 3.1: Institutional Strengthening;** This subcomponent will include: (i) short-term studies on management models in irrigation, tariff structures, and prerequisites for financial sustainability; and (ii) capacity building and training for irrigation development and management.

**Sub-component 3.2: Implementation Support;** This subcomponent will include support to the Project Support Team (PST) for project coordination, implementation, supervision and monitoring and evaluation, including the management, implementation and supervision of the project's fiduciary and safeguards aspects. Activities will include: (i) hiring of specialists for the PST; (ii) purchase of project implementation goods and services (ICT equipment, software, vehicles); and (iii) operational costs.

### **1.3 Project Components to undergo Environmental and Social Audit (ESA)**

Under sub-component 1.1 (Large and Medium-Scale Irrigation), the Ministry of Water and Environment plans to undertake the first Environment and Social Audit (ESA) to assess the compliance of project activities under Kabuyanda Irrigation Scheme and Matanda Roller Compacted Concrete Dam construction to environment, standards, regulation as well as the ESIA conditions spelt out in the ESIA certificates during construction and post construction phase of the Kabuyanda and Matanda Irrigation Schemes. The construction of Kabuyanda and Matanda Irrigation Schemes are in progress. The project sites to be audited in presented in Table 4.2 and Table 4.3.

### **1.4 Rationale for the Environmental and Social Audit (ESA)**

According to the ICRP Environment and Social Management Framework (ESMF), the infrastructure investments under the Kabuyanda Irrigation Scheme are likely to have negative environmental and social risks and impacts. Legislative requirements and awareness of environmental, social, health and safety issues are very pertinent in maintaining a sound environment as enshrined in both national laws and World Bank Environmental and Safeguard Guidelines. Articles 39 and 41 of the Constitution of the Republic of Uganda as well as the National Environment Act, 2019; the Environmental and Social Impact Assessment Regulation 2019 and the National Environment (Audit) Regulation, 2020 provide for environmental and social audit of infrastructure projects such as ICRP. Section 126(2) of the National Environment Act of 2019, requires the conduct of annual Environmental Compliance Audits for such projects. This is aimed at ascertaining how far the project conforms in operations and activities with the statements made in the environmental impact statement. In Section 126 (5) of the National Environment Act, the Environmental and Social Audit (ESA) must be based on the Environmental and Social Management Plans, conditions contained in the ESIA Certificate of approval, Permits and any

other requirements of NEMA or any other applicable law including compliance with the World Bank Safeguard Operational Policies.

Regulation (12) (1) of National Environment (Audit) Regulations, 2020 requires developers of projects listed in Schedule 3 to undertake environmental compliance audits. In Regulation 12, sub regulation (4), the developer shall ensure that the Audit is undertaken by an environmental audit team of persons duly certified and registered in accordance with the National Environment (Conduct and Certification of Environmental Practitioners) Regulations, 2003. In addition, Regulation (12) (6) permits the audit team, in the event of knowledge gaps, to include relevant experts to provide specialist knowledge and to assist with understanding and interpreting technical aspects of the project or activity to be audited.

The Ministry of Water and Environment (MWE) therefore, plans to procure an independent firm to undertake an Environmental and Social Audit (ESA) of ICRP. This ESA will provide (i) an in-depth understanding of compliance and non-compliance level of Kabuyanda and Matanda Irrigation Schemes to the applicable World Bank Safeguard policies and national laws and regulations; and (ii) provide recommendations, to concerned stakeholders, for mitigation of residual environment impacts.

## **2. PURPOSE OF THE ASSIGNMENT**

The purpose of this Audit is to evaluate environmental and social compliance of Kabuyanda and Matanda Irrigation Scheme components that are covered by the ESIA certificate of approval issued by NEMA and propose mitigation measures for any non-compliance with the provisions in the Environmental and Social Management Plans (ESMMPs) for Kabuyanda Irrigation Scheme and auxiliary facilities.

The ESA will also make recommendations for improving the operating and environmental conditions for long-term sustainability of the ICRP investments.

Section 126 (5) of the National Environment Act, No.5 of 2019 states that an environmental audit carried out under subsections (1) or (2) shall consider the need to prevent harm to human health or the environment and shall take into account:

- (a) environment management and monitoring plans;
- (b) conditions stipulated in the certificate of approval of the environmental and social impact assessment;
- (c) conditions contained in permits, licenses and other approval; and
- (d) any other requirements under this Act or any other applicable law.

## **3. OBJECTIVES OF THE ESA**

The specific objectives of the proposed Environmental and Social compliance Audit (ESA) include:

- i) Assess compliance with national environmental and social policies and regulations and applicable World Bank safeguards policies including WBG EHS Guidelines;
- ii) Identify non-compliance and shortcomings, and the direct and root-causes of the non-performance;
- iii) Provide an independent evaluation of performance of the entities directly involved in implementing the E&S aspects including contractors, supervisors, and the Ministry of Water and Environment (MWE).
- iv) Suggest recommendations on how to correct/prevent non-compliances, address the challenges/constraints and enhance effectiveness of positive initiatives identified during the compliance Audit, and
- v) Prepare a costed action plan with delivery timelines to ensure implementation of the impact remediation and/or enhancement measures.

#### **4. SCOPE OF THE CONSULTANCY SERVICE**

##### **4.1 Technical scope**

The consultants shall carry out an ESA and prepare an environmental and social audit report in accordance with the scope of services that will include but not be limited to the following:

##### **4.1.1 Environmental Management and Pollution Prevention**

- a) Assess how planning for environmental issues was undertaken during project mobilization period and project implementation including the establishment and performance of systems and procedures for identifying, monitoring and reporting environmental and social aspects of the project;
- b) Review the relevant ESMPs/ ESIA, the C-ESMPs, project periodic implementation reports, the aide-memoires, and other available records at the Ministry of Water and Environment and Construction Sites such as ESIA Certificates, Safeguards Progress Review and Site Meeting Minutes that are necessary for the assessment of the project E&S performance and identify the key mitigation measures and monitoring requirements during the construction phase;
- c) Examine the records and documentation relating to impacts, actions taken to manage them and aspects of performance i.e. more specifically review the reports prepared by the Contractors;
- d) Conduct site observations and measurement of noise, particulate matter, vibration and water quality at locations where construction activities are underway and at the Contractor's facilities to check whether environmental measures and controls are operating as described and/or intended;

- e) Document any adverse environmental, social, health and safety risks and impacts that were not anticipated in the ESMPs that may have occurred during the construction phase of the project;
- f) Conduct interviews with the contractors' personnel managing environmental issues and the relevant personnel of the contractors to corroborate factual information and probe areas of concern;
- g) Evaluate whether the mitigation actions prescribed in the ESIA/ESMP and C-ESMP have had the desired effect;
- h) Identify pollution sources and assess how pollution management measures to protect the surrounding environment such as water, land and air were being implemented. In addition, highlight the types of pollutants, toxicity levels, and their sources;
- i) Assess how resource efficiency is being achieved to minimize on the amount of waste generated and identify which resources can be reused or recycled. In addition, review and evaluate if the waste management plan of the project is adequate and is adequately being implemented;
- j) Assess compliance to statutory approvals e.g. NEMA Certificate, Water Abstraction Permits, Wetlands permit, NFA, DLG, among others.
- k) In general, assess the compliance of the Contractor with General Specifications on Environment Protection and Waste Management;
- l) Verify whether all the physical inputs committed in the project have been delivered and all services provided for as noted in the project ESIA/ESMP before project implementation;
- m) Assess the major environmental non-compliances, identifying direct and Root causes of the noncompliance so as to more effectively identify corrective actions;
- n) Assess the efficacy of monitoring of implementation of C-ESMP and identify Shortcomings, if any and areas for improvement;

#### **4.1.2 Occupational and Public Health and Safety**

- a) Assess how planning for OSH issues was undertaken during project mobilization period and project implementation including the establishment and performance of systems and procedures for identifying, monitoring and reporting OSH aspects of the project; Review implementation status of recommendations/mitigation measures regarding design aspects of the civil works against safety standards;
- b) Review compliance to statutory approvals e.g. Workplace Registration Certificates.
- c) Review established Healthcare provision systems to ascertain availability, functionality and adequacy of: required structures (staff, clinic facility, equipment and related amenities); healthcare supplies (medicines, contraceptives, and related items); medical record keeping; workers' medical screening (pre-employment, routine, and upon discharge from employment); management of minor and major accidents; and HIV/AIDS services (including counselling & testing, care & treatment, social support and trainings/awareness creation) among others.
- d) Review the implementation of the Contractor's Fleet and Traffic management plans and

procedures

- e) Assess how occupational risks and exposure are managed on a day-to-day basis;
- f) Review documentation on incidences and how they have been managed;
- g) Assess the adequacy of the Contractor's resources and preparedness to manage emergencies;
- h) In general, assess the compliance of the Contractor with General Specifications on Occupational Health and Safety;
- i) Assess how the health, safety and security issues related to community well-being are being managed on the project

#### **4.1.3 Social Issues, HIV/AIDS and Gender Issues**

- a) Assess the planning and management of social issues of the project including issues related to HIV/AIDS, gender, Violence Against Children (VAC), labor issues; issues to with vulnerable and marginalized groups.
- b) Assess the adequacy of the Contractor's facilities to address concerns of both men and women;
- c) Assess the compliance of the Contractor's activities with General Specifications in regard with gender and HIV/AIDS issues;
- d) Identify project stakeholders and hold consultations with them to receive feedback on the social impacts (both Positive and Negative) of the project and to assess the extent to which mitigation measures have been implemented. The stakeholders will include the primary stakeholder (those directly affected by the project) and secondary stakeholders (those indirectly affected and those who have an interest in the project). The Auditor will document the proceedings of the consultations along with the list of participants and photographs.
- e) Assess the functionality and accessibility of the Grievance Redress Mechanism in place catering for both for the Project Affected Persons and Project Workers;
- f) Provide details of grievances recorded, those resolved and the ones pending plus the plans in place to resolve pending grievances;
- g) Assess the adequacy of stakeholder engagement so far carried out by MWE, the Stakeholder Engagement Consultants, the Resident Engineers (RE), Third Party Safeguards Supervision consultants, the Contractors and Technical Assistance (TA) consultants on the ground.
- h) Conduct an assessment of the measures by the project put in place to prevent and respond to Gender Based Violence (GBV) and Sexual Exploitation and Abuse (SEA) and Violence Against Children;
- i) Carry out an assessment of the adequacy of the compensation process for assets on the project as per sectional RAPs implemented;

- j) Assess community participation in project activities and evaluate opportunities to ensure their increased participation / engagement in the project in partnership with District Local Governments and other agencies on the ground.

#### 4.1.4 Policy, Legal, Regulatory and Institutional Issues

- a) Identify, analyze and evaluate policies, laws, regulations, standards and guidelines (national and international) and Institutional arrangements pertinent to the audited project activities
- b) Assess the compliance of operations and activities with the National environmental laws, policies, standards and guidelines and the World Bank
- c) Prepare a costed and time-bound corrective action plan that addresses the correction of past non-compliance, the improvement of current compliance, any emerging ESHS risks/impacts and prevention of future non-compliance and end of project assessment.
- d) Make plausible recommendations for strengthening institutional arrangements for the implementation of the remedial and improvement.
- e)

#### 4.2 Geographical Scope

The sub-projects to be covered by the Environmental and Social Audit (ESA) will include;

- 1) Kabuyanda Irrigation Earth Dam and Matanda Roller Compacted Concrete Dam and Auxiliary Facilities such as the batching/asphalt plant, campsite, gravel borrow site, soil spoil dumping sites, stone quarry, sand mine and clay mine.
- 2) Kabuyanda and Matanda Irrigation Network and Auxiliary Facilities especially the campsite, batching plant, gravel borrow site, sand mine and stone quarry.
- 3) Catchment Restoration sites for in Kabuyanda and Matanda Irrigation schemes located in Rwampara, Isingiro and Ntungamo District as well as Kanungu and Rukungiri districts.

**Table 4.2: Environmental and Social Audit (ESA) sites in Kabuyanda Irrigation Scheme**

S.N	Site	Quantity	Location
1	<b>Kabuyanda Irrigation Dam</b>		
1.1	Kabuyanda Irrigation Dam	1	Kagoto II Village, Kanywamwizi Parish, Kabuyanda Sub-County, Isingiro District
1.2	Batching/Asphalt Plant	1	Kagoto II Village, Kanywamwizi Parish, Kabuyanda Sub-County, Isingiro District
1.3	Spoil dumping sites	2	Kagoto II Village, Kanywamwizi Parish, Kabuyanda Sub-County, Isingiro District
1.4	Gravel Borrow Site	1	Kanywamwizi Parish, Kabuyanda Sub-County, Isingiro District
1.5	Temporal Workers' Camp	1	Kaaro 1 Cell, Central Ward, Kabuyanda Town Council, Isingiro District
1.6	Permanent Camp	1	Kagoto I Village, Kanywamwizi Parish, Kabuyanda Town Council, Isingiro District
1.7	Clay Mine	1	Kiziri Village, Rwembwera Parish, Kabuyanda Town Council,

S.N	Site	Quantity	Location
			Isingiro District
1.8	Sand Mine	1	Kajaho Central Village, Kajaho Parish, Ruyanga Sub-County, Isingiro District.
1.9	Stone Quarry	1	Omuryengoma Cell, Kitwe Town Council, Ntungamo District
<b>2</b>	<b>Kabuyanda Irrigation Network</b>		
2.1	Irrigation Network	3,300 Hectares	Kabuyanda Town Council, Kabuyanda Sub County and Kikagati Town Council, Isingiro District
2.2	Campsite	1	Akatembo Cell, Kishyoro Ward, Kabuyanda Town Council, Isingiro District
2.3	Batching Plant	1	Akatembo Cell, Kishyoro Ward, Kabuyanda Town Council, Isingiro District
2.4	Sand Mine	1	Kasket cell, Kikagati boarder parish, Kikagati sub-county, Isingiro District.
2.5	Gravel Borrow Site	1	Nyamyembiko Village, Kikagati Sub County, Isingiro District
2.6	Stone Quarry	1	Omuryengoma Cell, Kitwe Town Council, Ntungamo District
<b>3</b>	<b>Catchment Management Measures</b>		
3.1	Afforestation and soil and water conservation structures		Isingiro, Ntungamo, Rwampara District
3.2	Wetland demarcation and restoration		Isingiro, Ntungamo, Rwampara District
3.3	Alternative Income Generating Activities		Isingiro, Ntungamo, Rwampara District

**Table 4.3: Environmental and Social Audit (ESA) sites in Matanda Irrigation Scheme**

S.N	Site	Quantity	Location
<b>1</b>	<b>Matanda Roller Compacted Concrete Dam</b>		
1.1	Matanda Roller Compacted Concrete Dam	1	Mutojo Village, Kishuro Parish, Katete Sub-county / Kanyungusi Village, Kishenyi Parish, Kanyantorogo Sub-county in Kanungu District
1.2	Batching Plant	1	Kanyungutsi Village, Kisenyi Parish, Kanyantorogo Sub-County in Kanungu district
1.3	Spoil dumping sites	2	Dumping Site 1: Nyakishojwa Village, Nyakishojwa Parish, Katete Sub-County in Kanungu district. Dumping Site 2: Nyakishojwa Village, Nyakishojwa Parish, Katete Sub-County in Kanungu district
1.4	Gravel Borrow Site	1	Kiruhuma B Village, Kibimbili Parish, Kihihi Sub-County in Kanungu district
1.5	Temporal Workers' Camp	1	Kanyungutsi Village, Kisenyi Parish, Kanyantorogo Sub-County in Kanungu district
1.6	Sand Mine	1	Kanyamisiga Village, Nyakijoshowa Parish, Katete Sub-County in Kanungu district.
1.7	Stone Quarry	1	Kahama Village, Burema Parish, Kanyantorogo Sub-County, Kanungu District
<b>2</b>	<b>Kabuyanda Irrigation Network</b>		
2.1	Matanda Irrigation Network and Auxiliary facilities	9,000 Hectares	Kanungu District
<b>3</b>	<b>Catchment Management Measures</b>		
3.1	Afforestation and soil and water conservation	TBD	Kanungu and Rukungiri Districts

S.N	Site	Quantity	Location
	structures		
3.2	Wetland demarcation and restoration		Kanungu and Rukungiri Districts
3.3	Alternative Income Generating Activities		Kanungu and Rukungiri Districts

## 5. REPORTING AND DELIVERABLES

### 5.1 Reporting Structure

The consultant shall report to the Permanent Secretary, Ministry of Water and Environment. The designated Contract Management Team (CMT) shall support the Project Coordinator ICRP and the Permanent Secretary to manage the day-to-day matters relating to the execution and performance of the contract. The consultant shall prepare and submit all the reports and deliverable in **Table 5.1** to MWE. For quality assurance, the reports shall be signed by the key experts. The duration of this ESA is 28 calendar weeks from the date of contract effectiveness (**Table 5.1**).

**Table 5.1: Deliverables and Assignment Schedule**

Item	Outputs	Description of the deliverable	Activity Duration (weeks)	Duration from commencement (weeks)
Mobilization, consultative meetings with stakeholders and literature reviews	Inception Report (IR)	The IR summarizes the Consultant's understanding of the ToRs, methodology, level of effort and activity schedule	2	2
Preparation, submission of audit ToRs	Approved ToRs	Draft ToRs for the ESA will be updated by the Consultant and submitted and approved by NEMA	3	5
Field audits, compliance checks and presentation of audit findings	Audit findings	Top management briefs/ presentations and detailed field findings by the Consultant	8	13
Compilation of the draft environmental and social audit report	Draft ESA report	Key findings, Environment Health, Safety and Social (EHSS) non-compliances and draft mitigation action plans for review by MWE, implementing agencies and the World Bank	5	18
Incorporation of client's comments and compilation of the final environmental and social audit report before it is submitted to NEMA by MWE/Client and follow-up approval by NEMA.	Final ESA report	ESA incorporating any comments by Government agencies, Safeguards Supervision Consultant and World Bank.	10	28

### 5.2 Chronology of Submissions

The Consultant shall submit the following documents to the Client;

- (i) Inception Report - (1) soft/electronic copy
- (ii) Draft Environment and Social Audit Report - (1) soft/electronic copies
- (iii) Final Environment and Social Audit Report - Six (6) hard copies and one (1) soft copy

The consultant shall prepare and submit separate reports for Kabuyanda and Matanda irrigation schemes to the Client for review and approval.

## **6. QUALIFICATIONS AND EXPERIENCE OF THE CONSULTANCY FIRM**

### **6.1 Requirements for Consulting Firm**

At a minimum, the selected firm should demonstrate at least 7 years' experience in conducting Environment and Social Assessments and Audits of infrastructure projects and conducting at least **three similar assignments** in the **last five years**.

### **6.2 Key Personnel**

#### ***Environmental Specialist (Team Leader)***

Should have at least a Master's Degree in Environment, Natural Resources Management or related field and with at least ten (10) years of relevant experience in conducting Environmental and Social Audits (ESAs) for infrastructure projects and experience in the World Bank Safeguard Operational Policies. Must be a valid registered Environmental and Social Auditor with NEMA. The Team Leader will coordinate other experts and liaise with the Client in the execution of this assignment. S/he will be responsible for the timely and effective delivery of all outputs of the ESA.

#### ***Occupational Safety and Health Expert***

Should have at-least a Master's Degree in Occupational Health and Safety, or any other relevant field and must have at-least ten (10) years' related experience in implementing, supervising, monitoring or auditing Occupational, Health and Safety (OSH) aspects of infrastructure projects. The OSH Expert will be responsible for auditing the health and safety aspects of Kabuyanda and Matanda Irrigation Schemes in accordance with the OSH Act of 2006, the Employment Act, the Public Health Act, the National Forestry and Tree Planting Act, 2003 and other relevant laws and World Bank safeguards operational policies and World Bank Group (WBG) Environmental, Health and Safety (EHS) Guidelines.

#### ***Sociologist***

Should have at-least a Master's Degree in any of the following fields; sociology, social work and social administration, social sciences, anthropology or related fields. Must have at-least ten (10) years' experience in environmental and social audits or social impact assessments. The Sociologist will lead the audit of social risk management in all components of the project and assess compliance with World Bank safeguards guidelines and requirements as well as national policy, legal, regulatory and institutional conditions. S/he will also audit the worker's welfare aspects, Grievance Redress management, Stakeholder Engagement aspects and Resettlement Action Plan (RAP) implementation activities.

#### ***Biodiversity Expert***

Should have at least a Master's Degree in Forestry, Botany, Zoology or similar field and, at-least ten (10) years' experience in biodiversity management during environment assessments. S/he will

lead the audit of Ecosystem and Environmental restoration and biodiversity management interventions during Kabuyanda and Matanda Irrigation Scheme implementation.

***Gender Expert***

Should have at-least a Master’s Degree in Gender Studies, or any related field and must have at-least ten (10) years’ related experience in gender assessment and audits for similar assignments. S/he will audit engendering of project interventions, social risk management, stakeholders’ engagement, Gender Based Violence (GBV), Child Protection, grievance management in Kabuyanda and Matanda Irrigation Schemes and auxiliary facilities under the Irrigation for Climate Resilience Project (ICRP).

**6. PAYMENT SCHEDULE**

<b>Deliverable</b>	<b>Percent Payment</b>
Inception Report	20
Draft ESA report	50
Submission of the Final ESA report to NEMA	30
<b>Total</b>	<b>100</b>

**7. FACILITIES, SERVICES OR RESOURCES TO BE PROVIDED BY THE CLIENT**

Below is the Client’s input to this ESA assignment:

- a) The Ministry of Water and Environment shall organize pre-bid meetings to allow prospective bidders appreciate the Terms of Reference as well as logistical requirements for this assignment.
- b) The Client has dedicated an Environmental Specialist, Social Safeguards Specialist, and Project Coordinator and will further designate a Contract Management Team to provide overall direct technical supervision to the consultant’s team and shall be empowered to take all day-to-day decisions required for the successful implementation of the assignment and preparation of credible reports.
- c) The Client will facilitate linkage between the Consultant and Implementing Partners – Ministry of Agriculture, Animal Industry and Fisheries (MAAIF), Ministry of Gender, Labour and Social Development (Department of Occupational Safety and Health), Ministry of Tourism, Wildlife and Antiquities (Department of Museums and Monuments), National Forestry Authority (NFA) and Isingiro District Local Government (IDLG), Contractors and Consultants as well as Project Affected Persons and National Environment Management Authority (NEMA) and other relevant stakeholders.
- d) The Client will synchronize work plans of the Implementing Partners, Contractors, and Engineering Consultants, Forest Restoration Contractors, Environmental and Social Safeguards Supervision Consultant and other consultancy firms on Stakeholder Engagement, HIV/AIDS and GBV/VAC management with those of ESA Consultant for mutual operations and support to deliver this assignment. These will include joint meetings, planning, joint field work, report sharing and follow up amongst the Implementation Partners and ESA Consultants.

- e) The Client will provide to the Consultant documents, reports, any relevant studies, maps and documents pertinent to the assignment.

## **8. BASELINE DATA AND BECHMARKS**

The Environmental and Social Compliance Audit shall be conducted against the following baselines and standards among others;

- (i) The Environmental and Social Impact Assessment (ESIA) for Kabuyanda Irrigation Scheme and Additional Studies as well as ESIA studies for the Kabuyanda Earth Dam and Off-farm Irrigation Network
- (ii) The Environmental and Social Impact Assessment (ESIA) for Matanda Irrigation Scheme and ESIA studies for the Matanda Roller Compacted Concrete Dam and Matanda Off-farm Irrigation Network
- (iii) World Bank Operational Policies that are triggered by the project as well as Environment, Health and Safety (EHS) Guidelines.
- (iv) National and International standards on health, safety, security, social and biochemical and physical environment.