Terms of Reference

CONSULTANCY SERVICES FOR BASELINE SURVEY, MONITORING AND EVALUATION OF IMPLEMENTATION OF ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN, CLIMATE CHANGE AND SOCIO-ECONOMIC IMPACTS

1. BACKGROUND

The Government of the Federal Government of Somalia has received additional financing from the African Development Fund (ADF) towards the cost of implementing the Horn of Africa Somalia–Djibouti–Ethiopia Corridor initiative under Somalia Road Infrastructure Programme and intends to apply part of proceeds of these grants to make eligible payments for contract for **Consultancy Services for Baseline Survey, Monitoring and Evaluation of Implementation of Environmental and Social Management Plan, Climate Change and Socio-Economic impacts of the Project [Upgrading of Lot 1 Section 1 Beledweyne–Kalabeyr Road (22 km.].** Beledweyne-Kalabeyr road (22km) Is located in Hirshabelle State. The road is part of the North-South road corridor and also a key link in the trunk road system.

The services include in the assignment will be: (i) To conduct a baseline survey of the existing social, economic, climate change, environmental health and safety conditions in the project area, (ii) To identify potential climate related risks and undertake climate change vulnerability assessment in the project area, (iii) To monitoring and evaluate implementation of Environmental and Social Management Plan, (iv) To develop a monitoring and evaluation framework as a tool that facilitates ex-ante and ex-post assessment of transport infrastructure impacts, and (v) To continually monitor the effects of the construction works on the indicators above. The duration of the assignment is thirty (30) months consisting of 18 months construction period and 12 months of Defects Notification Period (DNP).

The Ministry of Public Works Reconstruction and Housing, (MPWR&H) Somalia is responsible for implementation of the projects and programmes. Detailed description of the required services is set out below.

2. PROJECT DESCRIPTION

Beledweyne-Kalabeyr road (22km) Is located in Hirshabelle State. The road is part of the North-South road corridor and also a key link in the trunk road system. Beledweyne-Kalabeyr road (22km) consists of 3 sub-sections; the first 21.4km up to the junction point in Kalabeyr town while, the remaining 0.6km are divided into two equal sub-sections of 0.3km each, going towards Dhusamareb and Feerfeer, respectively.

The development objective of the project is to improve transport efficiency, effectiveness and connectivity in the Horn of Africa: Somalia–Djibouti–Ethiopia Corridor thereby boosting

regional integration, trade and transport facilitation and contributing to alleviating fragility in the Horn of Africa region by providing a safe and more efficient cross-border transport system.

The road upgrading works include reconstruction of Beledweyne-Kalabeyr road (22km) to asphalt concrete standard, earthworks, construction of 6 bridges, multi-cell concrete box culverts, drainage, crushed stone base, signage and other ancillary works.

Figure 1 below shows the Project Location Map

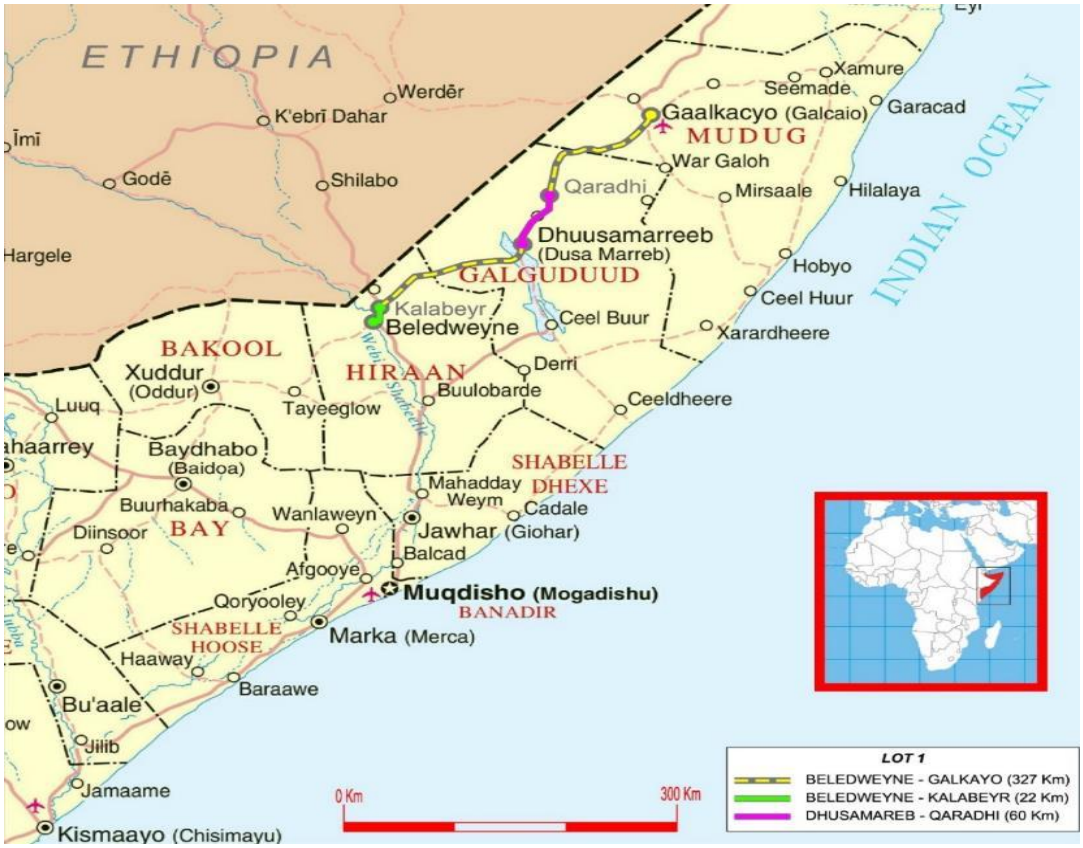

Figure 1: Project Location Map

3. BACKGROUND INFORMATION

3.1 Baseline (Social and Economic Impact) Studies

The Consultant is to carry out baseline (social and economic impact) studies during implementation. The socio-economic indicators determined at baseline should also be evaluated at project completion to establish the socio-economic outcomes and impacts associated with upgrading of the road project.
This assignment is therefore designed to be executed at different levels:-

1. Socio-economic baseline survey is to be undertaken at the commencement of the upgrading of the road and shall aim at collecting baseline data on identified socio-economic indicators. The indicators will form the basis for monitoring and evaluating project outcomes and impacts. The consultant will, in consultation with the MPWR&H Somalia, identify key service and production sector, institution and social services sector and household sector indicators on which baseline data will be collected to best measure the project impact. The Consultant will identify the project's zone of influence so as to facilitate effective data collection. Important data may include types of produce, economic activities along the project road corridor, social security safety net systems, household levels of income, household structures (e.g., household headship, etc.)
2. During road construction, periodic monitoring of the indicators will be undertaken. The consultant shall propose a data collection methodology and plan for periodic data collection. A mid-term evaluation will be conducted to determine progress on achievement of socio-economic targets.
3. At project completion stage, an end of term evaluation will be conducted to establish impact of the road project. The baseline indicators and zones of influence will be applied in determination of what has changed in the study area following completion of the road infrastructure development project.

3.2 Environmental and Social Management Plan Implementation Monitoring

An Environmental and Social Management Plan (ESMP) was prepared as project's risk management strategy and it is a document that integrated the findings of all impact studies carried out during the design phase, the plans and other provisions for complying with the Policies and requirements of the Somalia Ministry of Public Works Reconstruction and Housing (MPWRH), and Ministry of the Environment & Climate Change (MOECC); National legal, policy and regulatory requirements and standards as well as AfDB's Integrated Safeguards Systems that will be triggered as well as country- and site-specific information relevant for the project's risk management strategy. The ESMP highlights concerns and mitigation measures that will be addressed during pre-construction, during construction through identification of emerging environmental and social safeguards issues and post-construction / operation phase of the project through identification and management of arising safeguards issues. In addition to the ESMP developed as part of the ESIA referred to here, the Contractor selected to execute construction works shall develop the Contractor Environmental and Social Management Plan (C-ESMP) and specific sub-plans [e.g., Stakeholder Engagement Plan (SEP), Grievance Redress Mechanism (GRM), Waste Management Plan (WMP), Gender-Based Violence / Sexual Exploitation and Abuse (GBV/SEA), Labour Management Procedure (LMP) etc]. Implementation of these aspects will also be monitored during construction. Details of these aspects are contained in the Works Contract Document and Technical Specification.

The ESMP needs to be monitored to track the progress in implementing the agreed mitigation measures and identifying new safeguards that will arise as the project is implemented. This

should be done monthly; quarterly, and annually through audits to determine if the implementation of measures proposed is on schedule, or ahead of schedule, or completed, slightly delayed or delayed (including reasons for delays and way forward to counter the delays). The Consultant should bear in mind that the assignment of the works supervising Consultant includes ESMP implementation monitoring and contractor compliance tracking on a daily, monthly, quarterly, and annual basis and immediate enforcement of corrective actions. In addition, there will be a need to develop a monitoring plan which will include key indicators, baseline and targets for purposes of monitoring of the effectiveness of the mitigation measures proposed.

This Consultancy shall undertake independent verification of ESMP implementation, conduct periodic (biannual and annual) environmental and social audits, and perform analytical assessments and outcome-level evaluation of environmental, social, climate, and socio-economic performance. The Consultancy shall focus on assessing the effectiveness of mitigation measures, validating compliance trends, identifying systemic gaps and emerging risks, and providing strategic recommendations to enhance safeguards performance.

It is important to note that mitigation measures such as revegetation and tree planting will not be considered in terms of absolute numbers of trees planted but rather on the numbers of trees planted strategically to prevent or mitigate run-offs, soil erosion and storm-water management as part of improving road resilience and long-term road sustainability. Storm-water management may also include harvesting of the storm-water for use in other socio-economic activities such micro-irrigation or ponding for domestic watering purposes.

Periodic environmental and social audits and independent verification undertaken under this assignment are critical in identifying emerging environmental and social risks that may not have been anticipated during the Environmental and Social Impact Assessment stage. Such risks, together with corresponding mitigation measures, shall be documented and recommended for incorporation into updated versions of the ESMP and C-ESMP, as appropriate.

In this context, the Consultancy shall assess the status and effectiveness of ESMP implementation based on data and reports provided by the Supervising Consultant and Contractor, and provide independent evaluation, validation, and strategic recommendations for corrective actions and continuous improvement of safeguards performance.

3.3 Climate Change and Green Growth

The transportation sector is a major contributor of Green House Gas (GHG) emissions, accounting for some proportion of all carbon dioxide ($\mathbf{CO_2}$) emissions globally, with a large proportion of those emissions associated with the road transport sector. It is common knowledge that almost all of the world's transportation energy comes from the burning of

fossil fuels such as diesel and gasoline. Road transportation (i.e., motorized vehicles), more specifically, has produced the majority of these emissions

The environmental impact of road construction and rehabilitation can be associated with the increase of greenhouse gas (GHG) emissions, which are highly related to climate change. Notable amounts of emissions are produced during road construction which involves activities that produce significant amounts of GHG emissions through machinery use during excavation/ earth works, removal of vegetation, bitumen heating, pavement laying, material and labour transport. Road maintenance and rehabilitation activities are also associated with GHG emissions. Therefore, there is need to estimate the GHG emissions/ emission reduction, if any, associated with the upgrading of the road project, and recommend measures to reduce the project's overall carbon footprint.

Road infrastructure projects are increasingly exposed to climate risks, which calls for implementation of measures to build climate-resilience. The diverse climate composition makes the project area vulnerable to different climate hazards. The project region has been prone to high temperatures and erratic rainfall, flash floods associated with high intensity runoff due to changes in land use and increase deforestation in the high areas. The end result of the highlighted conditions is droughts, high temperatures and increased runoff, which cause wash-offs and overtopping of roads and bridges, flooding and mud and rock slides.

The Project design has proposed several measures to address the climate risks to improve on overall project's climate resilience. Measures integrated in the project design include nature-based solutions to mitigate against these risks including raising road level; protection against erosion through construction of gabions; and decreasing hydrodynamic force of water and embankment protection through tree planting and grassing. Water scarcity is also a major issue around the project area due to frequent and severe droughts. To mitigate against this, the project design has incorporated drilling of water boreholes to improve on project's climate resilience.

Against this backdrop, there is a need to assess implementation of these climate-proofing measures and to determine their efficacy in managing climate risks, describe and quantify the current future development of climate risk, attributed to identified climate hazards and for the assets of which the road is composed, and identify the most urgent hazards and vulnerable assets and priority adaptation solutions. The assignment under this consultancy will also involve monitoring the emissions/ emission reduction associated with the construction and operation of the proposed road project, as well as monitoring implementation of measures to climate-proof the road and their efficacy.

To undertake assignment in (a), (b) and (c) above, the MPWR&H Somalia intends to engage a qualified consulting firm to carryout socio-economic studies: *at baseline to provide benchmarks for periodic monitoring and comparison at the project completion stage for overall impact evaluation of the road upgrading project. The Consultant will also provide service regarding environmental and social management plan implementation monitoring and assessment of climate change assessment outcomes and impacts of the project during construction and post project implementation.*

4. OBJECTIVES OF THE ASSIGNMENT

4.1 Baseline (Social and Economic Impact) Studies

The development of the project road is anticipated to have an overall positive effect on local livelihoods through increased economic activities, reduction in travel time, reduced cost of transportation of goods and services and general economic welfare of the country, by providing a more efficient and effective transport system, and to promote trade and regional integration. The specific objective of the project is to improve road transport services along the corridor by reducing travel time and vehicle operating costs, mitigating traffic congestion, and improving safety along the project road. However, the project will also create some disruption on the social and economic livelihood in short term for which mitigation measures have been put in place.

The objective of this sub-component of the assignment is to establish baseline data on the agreed indicators, including those defined in the project Monitoring and Evaluation Plan, project appraisal result framework, and the relevant national environmental and social regulatory frameworks, as well as the African Development Bank's Integrated Safeguards System (ISS).

The study will define the catchment area around the Beledweyne-Kalabeyr road section and other impact areas around which the baseline data will be collected. The baseline data will be monitored as per the Monitoring and evaluation Plan during project implementation and evaluated at Mid-term and End-term. The project will be subjected to impact evaluation to assess the benefits including lessons learnt.

The impact study findings shall be used for planning and putting together future projects and guiding the impact assessment on target groups.

4.2 Environmental and Social Management Plan Implementation Monitoring

The objective of this sub-component of the assignment is to initiate a mechanism for monitoring and enhancing positive impacts and mitigation measures for the potential negative environmental and social impacts and monitor the efficiency of these mitigation measures based on relevant environmental and social indicators. It will involve tracking the implementation and effectiveness of mitigation measures to address and reduce potential environmental and social impacts of a project, ensuring compliance with the national environmental and social legal and regulatory framework requirements and AfDB ISS.

4.3 Climate Change

The objective of this sub-component of the assignment is to assess the i viability of the proposed climate-proofing measures and to determine their efficacy in managing climate

risks, describe and quantify the current future development of climate risk, attributed to identified climate hazards and for the assets of which the road is composed, and identify the most urgent hazards and vulnerable assets and priority adaptation solutions. The assignment under this consultancy will also involve monitoring the emissions/ emission reduction associated with the construction and operation of the proposed road project, as well as, monitoring implementation of measures to climate-proof the road and their efficacy.

5. SCOPE OF ASSIGNMENT

a). Social and Economic Impact Studies

Road development or improvement is directed towards improving the general welfare of the country and directly to the communities within the project impact areas. To quantify change with respect to the project intervention to address the identified issues such as inadequate transport capacity, road crashes and high road user cost due to high repair demands because of the poor state of the road condition of Beledweyne-Kalabeyr road section and its environ.

The consultant shall conduct a study to document the current status on the identified socioeconomic indicators, carry out follow up surveys to analyze the situation during construction and during post-intervention at Mid-term and End term evaluation of the project (1 year after construction completion).

The socio-economic information will be collected before the commencement of the project (baseline) and will be the basis for periodic monitoring during project implementation (mid-term) and evaluated at project completion stage (post –project evaluation). The socio-economic indicators and data collected at baseline will be evaluated at project completion to establish the impacts associated with the completion of the road project.

The study will include the effects associated with road infrastructure development on production and service industries, socio-cultural interactions, institutional capacity, social amenity services and socio-economic impacts on households and communities along the road project. The study will be expected to demonstrate through associated study (baseline, Mid-term and End-term) the impact of the intervention and analysis of the economic and social impact of the road investment both at the macro level (National) and micro level (community and household). The study will also identify possible corporate social responsibility activities that can be implemented during the implementation of the project.

Data Collection and analysis in line with the project objective

The project impact study is expected to adopt community engagement method. The impact survey should cross-refer to the baseline survey to ensure consistency on the indicators being monitored. In line with the objectives, the project baseline will be developed through a consultative and participatory manner using a mixed methods approach that captures quantitative and qualitative data. The Consultant will present a recommended survey methodology so as to document trends and issues related to access to services, transport and other socio-economic aspects. The Consultant will carry out the following:

1) *a detailed desk review* of existing publicly available documents and relevant and latest literature deemed appropriate by the Consultant. to derive relevant socio-economic information, such as per capita consumption, employment, housing and amenities, etc., to help inform the approach and construct the baseline.
2) a *sampling framework* that identifies random selection of households in selected enumeration areas, list of key informants to be interviewed, and number and types of population groups to be interviewed through focus group discussions (FGDs).

3) Household surveys/Interviews based on a random sample of households in selected enumeration areas linked to indicators and relevant socio-economic/poverty metrics, also supported by interviews and direct observation.

4) Settlement survey using key informant interviews, direct observation, and secondary data (if available) to develop settlement profiles, identifying relevant social and economic indicators and current and anticipated development trends (population, etc.). This includes documenting characteristics of groups of particular concern, such as internally displaced persons (IDPs), host communities, youth, women of all ages, etc.

5) FGDs and Key Informant Interviews (KIIs) of government and community representatives and vulnerable groups (two FGD and 7-10 randomly selected participants per FGD)

The Consultant will develop the baseline methodology and survey taking into consideration the following:

1) Provision of a *Field Procedure Plan* detailing protocols and guidance for all field work, including team composition, roles and responsibilities, activity schedule, selection and replacement of households and key informants, securing consent, logistics, data collection using mobile phone technology using Open Data Kit (ODK), management, and visualization (maps), and quality assurance, verification, and supervision, while allowing for course correction/substitution as needed. The Plan includes development and roll out of a training program, such as field pre-testing of the data collection instruments. The Consultant should also provide training materials, consent forms and a brief field manual to help operationalize the Plan.

2) Provision of a *Data Entry Program*, specifying range and consistency checks, coding, course-corrections, and data management which allows for data aggregation and cross tabulation, supporting flexible, yet robust, systems and checks. For the quantitative survey, data should be captured through computer-assisted personal interviews (CAPI) using smartphones or tablets or computer assisted telephone interviews (CATI) and voice recordings.

3) Pre-testing and enhancement of survey instruments, monitoring efficiency, effectiveness, and quality of the applied field and data entry procedures in the study area (e.g., 30 households in two enumeration areas). Pre-testing will help eliminate any ambiguities, ascertain the importance and relevance of questions, and ensure that skip logics in questionnaires are accurately set.

The End-term evaluation will be expected to establish the Impact, Relevance, Efficiency, Effectiveness and Sustainability of the road investment on the achievement of the project objectives. The assignment will be expected to undertake the following:

I. Identify indicators on which baseline data will be collected and monitored, the indicators should at least cover the following areas and sectors:
   - Direct project benefits such as accessibility, mobility, road condition, travel time, user costs, road safety and traffic Levels.
   - Socio – Economic Indicators such as health, education, agriculture and livestock production, trade, employment, gender, production, household incomes and poverty levels.
   - Institutional capacity indicators such as maintenance cost, capacity building, partnerships.
   - Environmental Indicators such as pollution and those drawn from the ESMP.

II. Develop a monitoring and evaluation framework clearly defining the results matrix indicating the systematic relationship between indicators at Objective, Impact, Outcome and Output levels. The indicators should address all the objectives identified in the project feasibility study.

III. Collect baseline qualitative and quantitative data before project intervention in order to establish baseline information necessary for tracking the indicators. All data shall be stored in structured, machine-readable formats (such as CSV, Excel, or equivalent) and geo-referenced where applicable. All datasets generated under this assignment shall be the property of the Client (MPWR&H) and shall be accompanied by complete metadata, documentation, and analytical tools to ensure usability, transparency, and auditability. At the completion of the assignment, the Consultant shall undertake a structured data handover process, including submission of all datasets, documentation, and tools, and provide a technical briefing to the Client to support sustainable use and management of the data.

IV. Identify existing data gaps and recommend appropriate data collection tools and methodologies for collection of the unavailable data.

V. Based on the data collected, develop or construct data – indicator framework, showing how the input data influences the indicators.

VI. Establish and document the enumeration units for the surveys, describing the sample design and recommended data collection approach.

VII. Undertake periodic monitoring (bi-annual) of the indicators including mid – term and end term review as per the results

VIII. Traffic Studies to be conducted at baseline, midterm and end term evaluation periods, the periodic monitoring will report on other indicators agreed between the consultant and the client.

IX. Undertake end-term evaluation to determine the impact realised through implementation of the road project in line with the evaluation criteria of relevance, efficiency, effectiveness, sustainability and impact and interpret results to inform decision making by the client.

X. Document lessons learnt in implementation of the project in line with best practices including innovative methodologies implemented during the road expansion that led to cost savings or improved efficiency in the project and major challenges experienced in the project and how they were addressed

Note: The consultant is encouraged to propose further tasks to undertake so as to ensure proper completeness of the assignment.

B). Environmental and Social Management Plan Implementation Monitoring

The specific tasks to be carried out by the consultant shall include, but not be limited to the following:-

I. Review existing project E&S assessment reports, environmental and social safeguards related documents developed by the Contractor, as well as available relevant documents to identify information gaps and inform the survey methodology and tools. Referencing existing secondary data from the project area of influence will be essential in the process of assembling credible baseline data for the project.

II. Design the baseline survey methodology and tools focusing on the project's compliance with the AfDB Integrated Safeguards System (ISS) requirements. The baseline study designs, methodology and tools will be discussed and agreed with MPWR&H Somalia, Somalia Ministry of the Environment and Climate Change, project affected persons (PAPs) and other concerned parties.

III. Collect biophysical and social economic data, both quantitative and qualitative, to provide the baseline for determining project E&S impacts and indicators that will be measured and monitored during project implementation, to track project E&S safeguards performance. The Consultant will leverage on the field presence of the Supervising Consultants.

IV.

V. Undertake independent site verification missions and audits to assess ESMP implementation and validate compliance reports prepared by the Supervising Consultant and Contractor, and other stakeholders.

VI.

VII. Assess whether project activities and facilities are designed and implemented in a manner that adequately avoids, minimizes, or mitigates potential environmental, social, and occupational health and safety risks, and provide independent recommendations for improvement where gaps are identified.

VIII.

IX. Establish link and communicate with Supervision Consultant, Contractors, Experts and relevant Government Agencies in all matters related to implementation, documenting and reporting on environmental, social, health and safety compliance;

X.

XI. Undertake independent verification missions and periodic audits to assess the

effectiveness of Construction ESMP implementation, based on review and validation of compliance reports prepared by the Supervising Consultant and Contractor, and to evaluate whether appropriate management processes and procedures are in place and functioning effectively that Environmental Safeguards, Social Safeguards, health and safety related measures are adequately addressed and to ensure that in the event of a noncompliance agreed remedial actions are applied and documented. There will be a Supervising Consultant recruited for the project with a clear Terms of Reference;

XII. Undertake other actions related to environmental, social, health and safety aspects of the Project, as need arises and as instructed by the Client from time to time, in order to ensure full compliance of the Project with national and international environmental, social, health and safety standards and legislation.

C). Climate Change

Transport infrastructures are lifelines providing transportation of people and goods, in ordinary and emergency conditions, thus they should be resilient to increasing natural disasters and hazards. However, frequently recurring extreme climate events such as increased heavy precipitation, floods, high/extreme temperatures and droughts devastate most economic, social and environment systems in the project area. For instance, floods associated with increased heavy precipitation are often preceded or followed by droughts, usually leading to the destruction of property, transport and communication infrastructure, settlements, loss of life, environmental degradation, mass migration of animals and people and waterborne disease outbreaks such as cholera and malaria. Based on recent assessments, it has been shown that climate change will be a threat to all future development efforts in Horn of Africa due to low capacity and high vulnerability of the local communities and ecosystems to climate change.

The specific activities to be carried out by the consultant under this section shall include but not limited to the following:-

I. Review relevant literature on climate change impacts and vulnerability of the Horn of Africa Initiative, and their impacts on transport and communication infrastructure.
II. Analyse meteorological trends and conditions over the past decades (i.e. wind, rainfall, temperature) for purposes of defining the past and current meteorological trends and conditions in order to document observed and projected climatic changes.
III. Identify and summarize the key current and expected future climate risks and hazards relevant to the project, and analyze how they have and are likely to impact proposed road project.
IV. Propose possible technical measures to climate-proof the road. Specifically identify a list of adaptive measures (adaptation technologies and/or mitigating measures) to be implemented to enhance resilience of the road against climate risks.
V. Undertake community-based appraisal of vulnerability and adaptive capacity including socio-economic analysis of differential vulnerability to climate hazards; and proposed

measures to build resilience of local communities and ecosystems to climate risks. These should be implemented as part of the socio-economic infrastructure.

VI. Establish baseline traffic emissions, and estimate expected emissions/ emission reduction associated with operation of the road.

VII. Propose measures to lower the project's carbon footprint and 'green' the road infrastructure, and meet the MPWR&H and MOECC Somalia targets for the road sector

VIII. Incorporate the use of programs such as HDM-4 (Highway Development and Management, version 4) among others to explore the impact the proposed road construction impacts (fuel consumption and environmental damage)

IX. Prepare information on the following elements:

- Technology description
- Climate change adaptation benefits
- Environmental and social benefits
- Knowledge/capacity building requirements
- Cost (including costs of operation/maintenance)
- Opportunities and barriers
- Sustainable construction standards and codes of practice.
- References to case studies where the technology has been applied

X. Identify capacity building needs for the Client and Community to enhance, implement and monitor measures to climate-proof the road and build long-term resilience of the project and affiliated infrastructure against climate change.

6. TIME FRAME, PROPOSED WORK PLAN AND REPORTING REQUIREMENTS

The Consultant will prepare a resourced work programme showing the timing of activities and the corresponding staff-time inputs required for the services. The workplan, reporting and timelines are as follows:

Description	Timeline
Inception Report	within (4) weeks after start of assignment
SOCIAL & ECONOMIC IMPACT STUDY	
Baseline Study and Survey Report	within eight (8) weeks after start of the study
Periodic Monitoring Report (Biannual; i.e., Twice a year) 1st Report	within two (2) weeks of the end of the biannual period
Mid-term review study Report (mid-way into project)	within two (2) weeks of the end of the mid-term period.
Periodic Monitoring Report (Biannual; i.e., Twice a year) 2nd Report	within two (2) weeks of the end of the biannual period
Periodic Monitoring Report (Biannual; i.e., Twice a year) 3rd Report during DNP	two (2) months before end of DNP
Impact Study Report (during DNP)	two (2) months before end of DNP
End Project review Report (during DNP)	two (2) weeks before end of contract
ESMP IMPLEMENTATION MONITORING	

Description	Timeline
Baseline Environmental and Social Survey Report	within eight (8) weeks after start of the study
Monitoring implementation of Environmental and Social Management Plan (ESMP) Report. [Biannually i.e Twice a year]	within two (2) weeks of the end of the biannual period
Monitoring implementation of Environmental and Social Management Plan (ESMP) Report. [Biannually i.e Twice a year] 2nd Report	within two (2) weeks of the end of the biannual period
Annual Environmental Audit Report (1st Report)	within two weeks of the end of the annual audit reporting period
Annual Environmental Audit Report (2nd Report)	within two weeks of the end of the annual audit reporting period
Monitoring implementation of Environmental and Social Management Plan (ESMP) Report. [Biannually; i.e., Twice a year] 3rd Report	two (2) months before end of DNP
CLIMATE CHANGE ASSESSMENT	
Climate change assessment	within eight (8) weeks of start of the assessment study
Mid-term assessment/intervention (review) Report	within two (2) weeks of the end of the mid-term period
End-Project assessment (review). Climate change intervention performance	two (2) weeks before end of contract
END POINT	
Draft End Project Report: Socio-economic, ESMP, Climate Change Intervention Performance	Six (6) weeks before end of contract
Final End Project Report: Socio-economic, ESMP, Climate Change Intervention Performance	two (2) weeks before end of contract

Climate change assessment: The climate change assessment will be undertaken at the commencement prior to commencement of construction. The recommended climate-proofing, mitigation, and climate adaptation measures as well as measures to reduce the project's carbon footprint integrated into the project's final design and implementation, including the proposed measures to offset emissions, will also be assessed and reported upon. The Consultant is also expected to propose additional recommendations which will help to reduce the project's carbon footprint at completion of the project.

6.1 LOGISTICS AND TIMING

The duration of the assignment shall be Thirty (30) months, comprising Eighteen (18) months of construction period and Twelve (12) months of Defects Notification Period (DNP).

6.1.1 Tentative Time Schedule

The following tentative time schedule shall be observed in carrying out the studies

	Activity	Month	Responsibility
1	Effective Date of Contract	M+0	MPWR&H
2	Commencement of Services	M+0	Consultant
3	Inception Report	M+1	Consultant
4	Comments by MPWR&H/Stakeholders	M+1.5	MPWR&H/Stakeholders
5	Baseline Study and Survey Report	M+2	Consultant
6	Baseline Environmental and Social Survey Report	M+2	Consultant
7	Climate change assessment	M+2	Consultant
8	Comments by MPWR&H/Stakeholders	M+2.5	MPWR&H/Stakeholders
9	Periodic Monitoring Report (Biannual i.e Twice a year). Socio-economic (1st Report)	M+6.5	Consultant
10	Monitoring implementation of Environmental and Social Management Plan (ESMP) Report. [Biannually i.e Twice a year] 1st Report	M+6.5	Consultant
11	Comments by MPWR&H/Stakeholders	M+7	MPWR&H/Stakeholders
12	Mid-term review study Report (mid-way into project). Socio-economic/**ESMP Implementation**	M+9.5	Consultant
13	Mid-term assessment/intervention (review) Report. Climate Change	M+9.5	Consultant
14	Comments by MPWR&H/Stakeholders	M+10	MPWR&H/Stakeholders
15	1st Annual Environmental Audit Report	M+12.5	Consultant
16	Periodic Monitoring Report (Biannual i.e Twice a year). Socio-economic (2nd Report)	M+12.5	Consultant
17	Monitoring implementation of Environmental and Social Management Plan (ESMP) Report. [Biannually i.e Twice a year] 2nd Report	M+12.5	Consultant
18	Comments by MPWR&H/Stakeholders	M+13	MPWR&H/Stakeholders
19	Annual Environmental Audit Report (2nd Report)	M+25	Consultant
20	Periodic Monitoring Report (Biannual i.e Twice a year) Socio-economic 3rd Report during DNP	M+27	Consultant
21	Impact Study Report. Socio-economic (during DNP)	M+27	Consultant
22	Monitoring implementation of Environmental and Social Management Plan (ESMP) Report. [Biannually i.e Twice a year] 3rd Report	M+27	Consultant
23	Comments by MPWR&H/Stakeholders	M+27.75	MPWR&H/Stakeholders
24	Draft End Project Report (during DNP) Socio-economic/ESMP/Climate Change Intervention Performance	M+28.5	Consultant
25	Validation Workshop and Comments by MPWR&H and Stakeholders	M+29	MPWR&H/Stakeholders/ Consultant
26	Final End Project Report (during DNP) Socio-economic/ESMP/Climate Change Intervention Performance	M+29.5	Consultant

	Activity	Month	Responsibility
27	**End of Contract**	M+30	MPWR&H/Consultant

7. CONSULTANT'S PERSONNEL

The Consultant shall provide the following Key Experts to carry out the assignment and fulfill the objectives of the services. The Consultant may also propose Support Staff or any additional Key Expert that the Consultant considers necessary to successfully fulfil the obligations under the service based on the Consultant's methodology and workplan.

The engagement of the Key Experts for the assignment will be on intermittent basis. The estimated total person-months is 26 person-months. The Key Experts and the person-months are detailed below.

Description	Construction Phase (Person-month)	DNP Post Construction (Person-month)	Total (Person-months)
Team Leader/ Environmentalist	2.5	2.5	5
Monitoring and Evaluation Specialist	2	2	4
Climate Change Expert	2	2	4
Traffic Engineer	2	1	3
Sociologist/ RAP Expert	2	1	3
Economist	2	2	4
Health and Safety Expert	2	1	3
Total	**14.5**	**11.5**	**26**

The Consultant shall propose a team of experts that is fully able to deliver the services in accordance with the technical requirements defined in this TOR. The team composition of Key Experts proposed by the Consultant shall cover all the areas of expertise defined in the Terms of Reference.

The proposed Team Leader shall be one best able to lead the team to deliver the services and provide continuity throughout the assignment. The inputs of Key Experts are to be defined by the Consultant in the Time Schedule for Professional Staff to ensure timely delivery of the technical requirements and key deliverables. The Consultant shall complete the Team Composition and Task Assignment in sufficient detail to ensure that all technical requirements fall under the responsibility of the various named experts. The Consultant will prepare a robust communication plan.

The Consultant shall submit Curricula Vitae (CVs) for all Key Experts in their proposed team. The CVs shall be incorporated as an Appendix to the Technical Proposal. **All CVs should be**

signed and currently dated by the nominees and authorized representative. The Consultant shall provide certified copies of certificates and testimonials for key personnel.

All personnel shall be fully fluent in reading, writing and speaking English which is the contract language, and shall be competent in the use of modern word processing and spreadsheet software as well as any technical software appropriate to their specialist area.

The Consultant shall field a team of suitably qualified and experienced personnel whose minimum qualifications are specified below:

Key Professional Staff

The consultant shall provide sufficient resources to carry out all the services required under the assignment and the minimum requirements for the key professional staff are as indicated below:

Environmentalist/Team Leader

He/She must hold a Master's Degree in Environmental Sciences, Natural Resources Management, or qualification in Natural Sciences or Civil Engineering with a Master's Degree in Environmental Sciences or equivalent from a recognized University and with at least twenty (20) years general experience. Registration with a Professional body will be an advantage.

He/ She must have a minimum of 10 years of practical post-qualification experience in environmental management, impact assessment, risk assessment and implementing mitigation measures regarding road projects, monitoring and supervising implementation of ESMP (Environmental and Social Management Plan). He/She will have implemented at least five (5) similar road infrastructure projects. A minimum of two years will have been spent in Sub-Saharan Africa.

Monitoring and Evaluation Specialist

He/She must hold a Master's Degree or equivalent in Monitoring and Evaluation, Project Management, Economics, Engineering, Statistics or equivalent from a recognized institution and with at least ten (10) years post qualification professional experience. Registration with a relevant professional body will be an advantage.
He/She must have extensive broad experience in Monitoring and Evaluation of similar road infrastructure projects, knowledgeable in identification, monitoring and evaluation of indicators and will have worked on at least two road construction projects. A minimum of two years will have been spent in Sub-Saharan Africa.

Climate Change Expert

He/She must possess a Master's degree in climate change, environmental sciences, social sciences, natural sciences, engineering, energy, development studies, or other relevant fields

with specialization in climate change from a recognized University. A higher degree (PhD) will be an advantage. He/She will have at least 10 years general experience.
Must have a minimum of five (5) years of practical experience in areas related to climate change impacts, vulnerability and adaptation assessments and project implementation; good technical expertise in formulation of adaptation projects, programmes, plans, and strategies.
He/She will have implemented at least two (2) similar road infrastructure projects. A minimum of two years will have been spent in Sub-Saharan Africa.

He/She will have experience in estimating GHG emission/ emission reduction for the transport sector as well as climate vulnerability assessment for infrastructure projects, will have an understanding of Multilateral Environmental Agreements and knowledge of best practices in vulnerability/adaptation/international developments United Nations Framework Convention on Climate Change (UNFCCC), Intergovernmental Panel on Climate Change (IPCC), etc.).

Traffic Engineer

He/ She must have a University Degree BSc (Civil Engineering) or equivalent and be registered as a Professional Engineer or Chartered Engineer with an Engineering body. A master's degree will be an advantage. Must have at least 10 general experience and 5 years relevant experience in carrying out traffic surveys in road designs, Road Safety Audits and traffic safety investigations as well as experience with analytical Highway Capacity Management. He/She will have worked on at least two (2) similar road construction projects. A minimum of two years will have been spent in Sub-Saharan Africa.

Sociologist/Resettlement Action Plan Expert

He/She must possess a relevant Master's Degree or equivalent in Social Sciences or related field from a recognized University and with at least ten (10) years professional experience. He/She must have a minimum of 5 years specific experience in conducting community and stakeholder engagement and resettlement planning, experience of qualitative and quantitative statistical analysis. He/she will have worked on at least two road construction projects. A minimum of two years will have been spent in Sub-Saharan Africa.

Transport Economist

He/She must possess a Bachelor's Degree in Economics from a recognized University with at least 10 years' experience in carrying out economic analysis on of road infrastructure projects of similar nature. The Transport Economist shall carry out a review of the benefit and cost streams attributed to the project, the Economic analysis should yield updated overall economic indicators such as the NPV and EIRR. He/she shall assist the team in the socio-economic surveys on incomes and livelihoods among others.
The Economist shall be familiar with the traffic analysis shall have proficiency with the HDM IV technology. He/She must have at least five (5) years post qualification professional experience and will have implemented at least two road construction projects. A minimum of two years will have been spent in Sub-Saharan Africa.

Health and Safety Expert

He/She must hold a Bachelor's Degree in Occupational Health and Safety, Environmental Science, NEBOSH (National Examination Board in Occupational Safety and Health), NEBOSH IDip (International Diploma), Engineering, or post Graduate Diploma in Occupational Health and Safety (OHS) with relevant OHS experience or equivalent including Technical training in Occupational Health and Safety from a recognized institution. Any additional training in OHS will be an advantage.

He/she must have a minimum of 8 years general experience and a minimum of 5 years specific experience in occupational, health and safety (OHS) in construction industry involving multiple infrastructures projects. He/She will have a working knowledge of environmental, health and safety guidelines and industry best practice and will have implemented at least two road construction projects. A minimum of two years will have been spent in Sub-Saharan Africa..

8. SERVICES AND FACILITIES TO BE PROVIDED BY THE CLIENT

The MPWR&H Somalia will:

- provide the Consultant with all relevant Somalia technical manuals and standards, electronic copies of revisions or updated technical manuals, standard reporting formats and other documentation as and when they become available for use.
- facilitate arrangements for security and safety of the Consultant's team, equipment, facilities and materials throughout the duration of the assignment and as the need arises. **The cost of security is deemed to be included in the Consultant's overall lump sum financial proposal**;
- facilitate liaison with, and the cooperation of, Government Ministries and other organizations as necessary for the Consultant to perform the services and to follow protocols to ensure effective and efficient implementation of the services and subsequent works.
- provide to the Consultants such documents, data and reports available and where necessary assist them to obtain copies from third parties. The Consultant shall be responsible for the accuracy of data and correctness of the information, analysis and interpretation of the data and recommendations thereof. All such documents, data and information shall be treated as confidential and shall not be used for any other purpose not related to the study.
- assign a Project Manager to be responsible for the coordination of the assignment including: monitoring and supervision of the Consultant's activities, assisting in the acquisition of the relevant reports, data and information and providing all the necessary support on all matters related to this assignment.
- facilitate the entry and exit and issuance of visas, work permits and other statutory permits that the Consultant may require for the execution of the assignment. However, the Consultants should contact the relevant authorities to be advised of the taxes payable by them.

9. FACILITIES, SERVICES AND RESOURCES TO BE PROVIDED BY THE CONSULTANT

The Consultant shall:

- Employ well qualified and competent professional staff at all times in the execution of the study and establish a dedicated project office for the assignment with furnished workspace and telecommunications facilities;
- Make all necessary arrangements for carrying out the services and supporting the staff assigned to the project. This shall include office and living accommodation, equipment, transport, telecommunications, office and other supplies;
- Ensure that the Team Leader and Experts have the full authority in the country to make any technical decisions necessary to complete the services as required.

The Consultant shall include in their financial proposal the costs associated with office accommodation, transport, living accommodation, equipment, telecommunications, office supplies and other supplies.

10. REPORTING

The Consultant will prepare in English Language the documents listed below. The Consultant will deliver the documents to the Client and the AfDB. The Reports prepared by the Consultant will be reviewed by the Client's project team and other stakeholders and comments arising from the review will be sent to the Consultant within 14 days of receiving the Consultant's Reports. The Consultant will incorporate the comments in the revised the Reports. The Reports will be prepared in MS Word/PDF and in three (3) hard copies.

Description	Timeline	Timescale After start
Inception Report	within (4) weeks after start of assignment	1 months
SOCIAL & ECONOMIC IMPACT STUDY		
Baseline Study and Survey Report	within eight (8) weeks after start of the study	2 months
Periodic Monitoring Report (Biannual; i.e., Twice a year) 1st Report	within two (2) weeks of the end of the biannual period	6.5 months
Mid-term review study Report (mid-way into project)	within two (2) weeks of the end of the mid-term period.	9.5 months
Periodic Monitoring Report (Biannual; i.e., Twice a year) 2nd Report	within two (2) weeks of the end of the biannual period	12.5 months
Periodic Monitoring Report (Biannual; i.e., Twice a year) 3rd Report during DNP	two (2) months before end of DNP	28 months
Impact Study Report (during DNP)	two (2) months before end of DNP	28 months
End Project review Report (during DNP)	two (2) weeks before end of contract	29.5 months
ESMP IMPLEMENTATION MONITORING		

Description	Timeline	Timescale After start
Baseline Environmental and Social Survey Report	within eight (8) weeks after start of the study	2 months
Monitoring implementation of Environmental and Social Management Plan (ESMP) Report. [Biannually or Twice a year]	within two (2) weeks of the end of the biannual period	6.5 months
Monitoring implementation of Environmental and Social Management Plan (ESMP) Report. [Biannually or Twice a year] 2nd Report	within two (2) weeks of the end of the biannual period	12.5 months
Annual Environmental Audit Report (1st Report)	within two weeks of the end of the annual audit reporting period	12.5 months
Annual Environmental Audit Report (2nd Report)	within two weeks of the end of the annual audit reporting period	25 months
Monitoring implementation of Environmental and Social Management Plan (ESMP) Report. [Biannually; i.e., Twice a year] 3rd Report	two (2) months before end of DNP	28 months
CLIMATE CHANGE ASSESSMENT		
Climate change assessment	within eight (8) weeks of start of the assessment study	2 months
Mid-term assessment/intervention (review) Report	within two (2) weeks of the end of the mid-term period	9.5 months
End-Project assessment (review). Climate change intervention performance	two (2) weeks before end of contract	29.5 months
END POINT		
Draft End Project Report: Socio-economic, ESMP, Climate Change Intervention Performance	Six (6) weeks before end of contract	28.5 months
Final End Project Report: Socio-economic, ESMP, Climate Change Intervention Performance	two (2) weeks before end of contract	29.5 months

Inception Report

The Inception Report shall detail the Consultant's methodology and approach, initial findings and work plan and staff schedule whilst taking into account any identified opportunities offered by the project site, constraints imposed by the project site and solutions proposed, and any action to be taken by the Client to ensure successful implementation of the project. The Report shall provide the list of baseline indicators for discussion with the MPWR&H, MoECC Somalia, and the AfDB before commencing data collection. Also, the Report shall include the mobilization arrangements of the Consultant The Report shall be submitted within 4 weeks after commencement date of the assignment.

(a) SOCIAL & ECONOMIC IMPACT STUDY

REPORTS	SUBMISSION TIMELINE
Baseline Study and Survey Report The Consultant shall prepare a draft report of the findings, analysis, results and recommendations of the socio-economic, environmental baseline and climate change status report and shall contain all supporting materials. The Consultant must provide a summary of the report providing the key findings and recommendations on the best practices lessons learnt The draft report shall be submitted to the MPWR&H Somalia and the AfDB for review and approval, prior to the production of the final document	within eight (8) weeks after start of the study
Periodic Monitoring Report (Biannual or Twice a year) The Consultant shall prepare a progress report on a biannual period which shall summarize the project performance on the identified indicators, summarizing attributes to the pattern of the monitored indicators data.	within two (2) weeks of the end of the biannual period
Mid-term review study Report (mid-way into project) The Consultant shall prepare a Mid-term review report at the middle of the road upgrade project period when instructed by the MPWR&H Somalia. The report shall incorporate a review of the baseline indicators, identify any deviations and make recommendations to ensure achievement of the desired results.	within two (2) weeks of the end of the mid-term period.
Impact Study Report (during DNP) The Consultant shall prepare an impact evaluation report after the completion of the upgrading of the road within the defect liability period. The report shall evaluate the impact of upgrading the road by comparing the baseline indicators and data collected at baseline, Mid-term and after project completion. The Report shall be submitted to the MPWR&H Somalia and the AfDB for review and approval.	two (2) months before end of DNP
End Project review Report (during DNP) The Consultant shall prepare End-term report the Defects Notification Period following completion of construction. The report shall incorporate result figures of the baseline indicators, identify any gaps and make recommendations to the shortcomings and the achievement of desired results. The sustainability of the results beyond the project period and lessons learnt shall be discussed at this level. The Report shall be submitted to the MPWR&H Somalia and the AfDB for review and approval.	two (2) weeks before end of contract

(b) ESMP IMPLEMENTATION MONITORING

REPORTS	SUBMISSION TIMELINE
Baseline Environmental and Social Survey Report The Consultant shall prepare a draft report of the findings, analysis, results and recommendations of the environmental baseline and climate change status report. The Baseline Report shall contain all supporting materials. The Consultant must provide a summary of the report providing the key findings and recommendations on the best practices lessons learnt. The draft report shall be submitted to the MPWR&H Somalia and the AfDB for review and approval prior to the production of the final document	within eight (8) weeks after start of the study
Monitoring implementation of Environmental and Social Management Plan (ESMP) Report. [Biannually or twice a year] Report on Monitoring Implementation of Environmental and Social Management Plan (ESMP) and C-ESMP shall be prepared by the Consultant. The Report shall be submitted to the MPWR&H Somalia and the AfDB for review and approval. As ESMP was developed with project knowledge and information available then, some of the Project's final details, such as proposed locations of construction camps, actual locations of borrow areas to be used by the Contractor, disposal areas for construction debris among other issues became known at the time of the Contractor's mobilization to the site and at the start of project execution. In this light, the ESMP and CESMP will require a review.	within two (2) weeks of the end of the biannual period
Annual Environmental Audit Report The Environmental Audit Report shall be prepared in line with the Somalia environmental audit requirements and the Bank's ISS on Environmental and Social Audits. The main objective of the audit is to monitor and supervise compliance to the agreed environmental and social management measures during project implementation and also assess and monitor project-induced climate change and related mitigation strategies. The Audit Report shall be submitted to the MPWR&H Somalia and the AfDB for review w and approval.	within two weeks of the end of the annual audit reporting period

(c) CLIMATE CHANGE ASSESSMENT

REPORTS	SUBMISSION TIMELINE
Climate change assessment Report The Consultant shall prepare and submit climate change intervention status Report	within eight (8) weeks of start of the assessment study
Mid-term assessment/intervention (review) Report During Mid-term, the Consultant shall prepare and submit climate change intervention status Report	within two (2) weeks of the end of the mid-term period
(End-Term) End-Project assessment (review). Climate change intervention performance Report During the Defects Notification Period (End-Term) the Consultant shall prepare End-term climate change intervention performance Report. The Report shall be submitted to the MPWR&H Somalia and the AfDB for review and approval.	two (2) months before end of contract

END PERIOD

REPORTS	SUBMISSION TIMELINE
Draft End Project Report: Socio-economic, ESMP, Climate Change Intervention Performance The Consultant shall prepare all draft reports. The Report shall be submitted to the MPWR&H Somalia and the AfDB for review and approval. All draft Reports shall be validated during a validation workshop arranged by the Client	six (6) weeks before end of contract
Final End Project Report: Socio-economic, ESMP, Climate Change Intervention Performance The Consultant shall prepare the Final Baseline Survey Socio-economic Study Report. The Report shall incorporate all revisions deemed necessary and arising from comments received from the The Consultant shall prepare the Final Baseline Environmental and Social Survey Report for the assignment. The Report shall incorporate all revisions deemed necessary and arising from comments received from the MPWR&H Somalia and stakeholders	two (2) weeks before end of contract

Validation Workshop

The Consultant will arrange a two (2) day validation workshop in Mogadishu, Somalia to present their findings, and recommendations regarding all the Reports to the Client and other stakeholders for validation. The Consultant shall incorporate in the final Reports all the comments arising from prior review and during validation workshop. The MPWR&H Somalia

will be responsible for arranging the venue of the workshop and will provide facilities, materials and equipment for the workshop. The Consultant will bear their own cost of participation at the workshop.

Distribution of Documents

The Consultant will distribute the documents as follows:

	Description	Employer		AfDB	
		Hard Copy	Soft Copy	Hard Copy	Soft Copy
1	Inception Report	2	1	1	1
	(a) SOCIAL & ECONOMIC IMPACT STUDY				
2	Baseline Study and Survey Report	2	1	1	1
3	Periodic Monitoring Report (Biannual or Twice a year)	2	1	1	1
4	Mid-term review study Report (mid-way into project)	2	1	1	1
5	Impact Study Report (during DNP)	2	1	1	1
6	End Project review Report (during DNP)	2	1	1	1
	(b) ESMP IMPLEMENTATION MONITORING				
7	Baseline Environmental and Social Survey Report	2	1	1	1
8	Monitoring implementation of Environmental and Social Management Plan (ESMP) Report. [Biannually or twice a year]	2	1	1	1
9	Annual Environmental Audit Report	2	1	1	1
	(c) CLIMATE CHANGE ASSESSMENT	2	1	1	1
10	Climate Change Assessment Report	2	1	1	1
11	Mid-term assessment/intervention (review) Report	2	1	1	1
12	(End-Term) End-Project assessment (review). Climate change intervention performance Report	2	1	1	1
	END PERIOD				
13	Draft End Project Report: Socio-economic, ESMP, Climate Change Intervention Performance	2	1	1	1
14	Final End Project Report: Socio-economic, ESMP, Climate Change Intervention Performance	2	1	1	1

Hard copies will be delivered to the Client's office in Mogadishu, Somalia the AfDB's office in Nairobi, Kenya. The recipients and physical addresses are as follows:

Task Manager (Road Infrastructure Programme, Somalia)
Address: Khushee Tower, Longonot Road, Upperhill, Nairobi, Kenya

Coordinator Roads Infrastructure Programme Somalia [RIPSO],

Address: Ministry of Public Works, Reconstruction & Housing
Near El-Gab, Waberi District, Mogadishu, Somalia

SCHEDULE OF DELIVERABLES AND PAYMENTS

Overall contract amount will be a lump sum

Milestone	Description	Percent % Payment
1	Inception Report	10
2	Draft Socio-economic Baseline Report, ES Baseline Report, Climate Change Assessment Report	10
3	Final Socio-economic Baseline Report, ES Baseline Report, Climate Change Assessment Report	10
4	Draft Mid-term Socio-economic Impact Evaluation and Monitoring Report, ESMP Implementation Monitoring Report (1st biannual, Climate Change Assessment/ Intervention Report	10
5	Final Mid-term Socio-economic Impact Evaluation and Monitoring Report, ESMP Implementation Monitoring Report (1st biannual), Climate Change Assessment/ Intervention Report	15
6	Draft Socio-Economic Impact and Monitoring Report (2nd biannual period), 1st Annual Environmental Audit Report	10
7	Final Socio-Economic Impact and Monitoring Report (2nd biannual period), 1st Annual Environmental Audit Report	15
8	Draft Final Socio-economic Impact Evaluation Report, Environmental and Social Management Plan (ESMP implementation Monitoring Report, Climate Change Intervention Performance Report, and 2nd Annual Environmental Audit Report	10
9	Final Socio-economic Impact Evaluation Report, Environmental and Social Management Plan (ESMP implementation Monitoring Report, Climate Change Intervention Performance Report, and 2nd Annual Environmental Audit Report	10
	TOTAL	100

NB: Lump Sum Contract Price is the sum of Remuneration and Reimbursable Expenses