Government of Egypt

Ministry of Environment

Greater Cairo Air Pollution Management and Climate Change Project (GCCC Project)

Terms of Reference (ToR) for

Preparation of Environmental and Social Management Plan for the External Infrastructure Works at the Integrated Waste Management Facility in 10th of Ramadan (IWMF-10R)

September 2025

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I- Project Background

The Government of Egypt (GoE) is currently implementing the World Bank-financed **Greater Cairo Air Pollution Management and Climate Change Project (**hereinafter referred to as the GCCC Project).

The Project seeks to reduce air and climate emissions from critical sectors and increase resilience to air pollution in Greater Cairo (GC), i.e., Cairo, Giza and Qalyubia Governorates and is being implemented with Ministry of Environment (MoE) in close collaboration with Ministry of Local Development (MoLD), Qalyubia Governorate (QG), Cairo Transport Authority (CTA) and other stakeholder agencies.

The GCCC Project focuses on two main sources of air pollution: solid waste management and vehicle emissions in the GC region and includes the following six main components:

- **Component 1:** Enhancing the Air Quality Management (AQM) and Response System.
- **Component 2:** Support the Operationalization of Solid Waste Management (SWM) Master Plans in GC.
- **Component 3:** Vehicle Emission Reduction.
- **Component 4:** Communication and Stakeholders Engagement.
- **Component 5:** Project Management and Monitoring and Evaluation (M&E).
- **Component 6:** Enhanced E-Waste and HCW management for Reduction of uPOPs.

During the GCCC project preparation and implementation phases, E&S instruments were prepared and cleared by the Bank. **Annex (1)** of this ToR includes the Environmental and Social (E&S) documents and Instruments prepared for GCCC project and related to this assignment.

Under Component 2, the Project is supporting the development of external infrastructure at the Integrated Waste Management Facility IWMF-10R to ensure accessibility, operational efficiency, and environmental sustainability of the facility. The external infrastructure will include:

- Construction of the **main access roads** to the facility;
- Installation of **water supply (Potable/ fire water) and wastewater drainage systems**;
- Extension of **electricity networks and street lighting**; **and street lighting**;

The external infrastructure works will serve the nine functional components of IWMF-10R, which are allocated as follows:

1. Cairo MSW treatment facility (212 feddans)
2. Qalyubia MSW treatment facility (106 feddans)
3. Cairo MSW & C&DW landfilling (447 feddans)
4. Qalyubia MSW & C&DW landfilling (237.5 feddans)
5. New Urban Communities Authority (NUCA) plot (100 feddans)
6. Qalyubia HCW treatment (10 feddans)
7. Industrial HW treatment for Cairo & Qalyubia (76 feddans)
8. Cairo HCW treatment (16.5 feddans)
9. Shared C&DW treatment for Cairo & Qalyubia (23 feddans)

The following figure shows the 9 components of the IWMF

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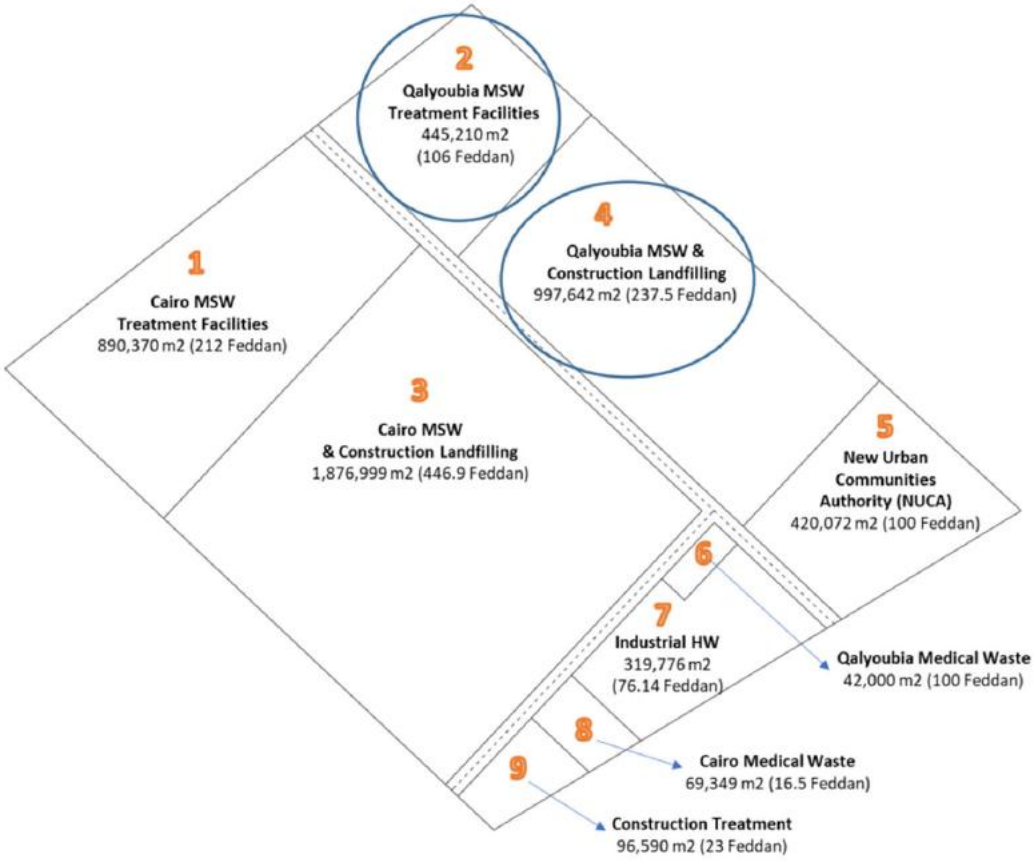


Figure 1: Components of the IWMF

II- Objective of the Assignment

The objective of this ToR is to hire a consultant to prepare the Environmental and Social Management Plans (ESMP) including Occupational health and Safety (OHS) in compliance with national laws and World Bank standards and the Project Environmental and Social Commitment Plan (ESCP). In addition, the E&S consultant will be responsible for the preparation of the EIA **(Form A)** for each access road to be submitted to the Egyptian Environmental Affairs Agency (EEAA) for their approval to meet the national requirements. Coordination between the technical design consultant and the E&S consultant is required to ensure E&S aspects are fully integrated into the technical design. The following technical studies will be carried out and made available to the E&S Consultant:

- **Preliminary Technical Desing of the external infrastructure.**
- **Geotechnical Investigation**
- **Soil Analysis Report**
- **Topographical Survey**

The ESMP shall:

- Identify and assess potential environmental, social and occupational health and safety risks and impacts associated with the construction and operation of the external infrastructure;
- Propose appropriate mitigation and management measures to avoid, minimize, or compensate for adverse impacts;
- Specify the resources and responsibilities to manage the stipulated mitigation measures.

- Implement the Project Stakeholder Engagement Plan (SEP) through carrying out and documenting a series of stakeholders' engagement to validate the draft findings and address stakeholders' concerns.
- Ensure compliance with applicable national laws and regulations, and the World Bank's Environmental and Social Framework (ESF););
- The ESMP should be prepared in accordance with:
  - National Environmental Law No. 4 of 1994 (and its amendments);
  - Egyptian Labor Law number 14/ 2025, the National Occupational Safety and Health Regulations (Decree 211) and Occupational Safety and Health (OSHA) define the key risks.
  - The World Bank ESF and the relevant Environmental and Social Standards (ESSs), particularly ESS1, ESS2, ESS3, ESS4, ESS10 and the Project ESCP;
  - The World Bank Group Environmental, Health, and Safety (EHS) Guidelines;
  - Previously prepared instruments such as the ESMF for IWMF-10R and the cleared ESIAs for the internal infrastructure and master plan of the facility, as per annex (1).
- Integrate OHS and community safety considerations;
- Engage stakeholders, particularly local communities and affected parties, through a structured and inclusive consultation process;
- Provide a monitoring framework and institutional arrangements to ensure effective implementation of the ESMP during all phases of infrastructure development and operation.

Annex (2) includes the tentative layout of the External Infrastructure Works.

III- Description for the External Infrastructure Works

The Government of Egypt, through the Ministry of Environment and in collaboration with the New Urban Communities Authority (NUCA), is implementing capital investment activities under the World Bank-financed GCCC Project. One of the core investments under Component 2 of the project is the development of the IWMF in 10th of Ramadan City, which will serve Cairo, Qalyubia and Giza Governorates.

To support the full operationalization of the IWMF, the GCCC project includes the construction of external infrastructure (the subproject). These works are necessary to ensure connectivity, accessibility, and the provision of essential services to all components of the IWMF.
The external infrastructure includes:

- **Two Main Access Roads:** Connecting the IWMF to the regional highway network (Cairo – Ismailia Road and Geneva Road), ensuring the safe and efficient transport of waste and materials, as shown in the figure below.
- **Electricity Network and Street Lighting:** Providing power supply connections to enable full operation of all IWMF components.
- **Potable Water Supply and Wastewater Network:** Provision of a combined potable water and firefighting system, sewage collection network, and associated storage and pumping facilities to serve the facility's needs.

The land designated for the IWMF and its external infrastructure is publicly owned and was allocated by Presidential Decree no. 648/2020. All external infrastructure will be constructed within the boundaries of government-allocated land in coordination with NUCA and relevant authorities. The

ES consultant should ensure that the allocated land for the external infrastructure does not have any informal uses.

The figure below illustrates the two main access roads to the IWMF site. The first road connects the facility to the Cairo–Ismailia Desert Road, approximately 9 km away, facilitating direct access to Greater Cairo. The second road links the site to the Geneva Road, approximately 14 km away, providing an alternative connection to the regional road network.

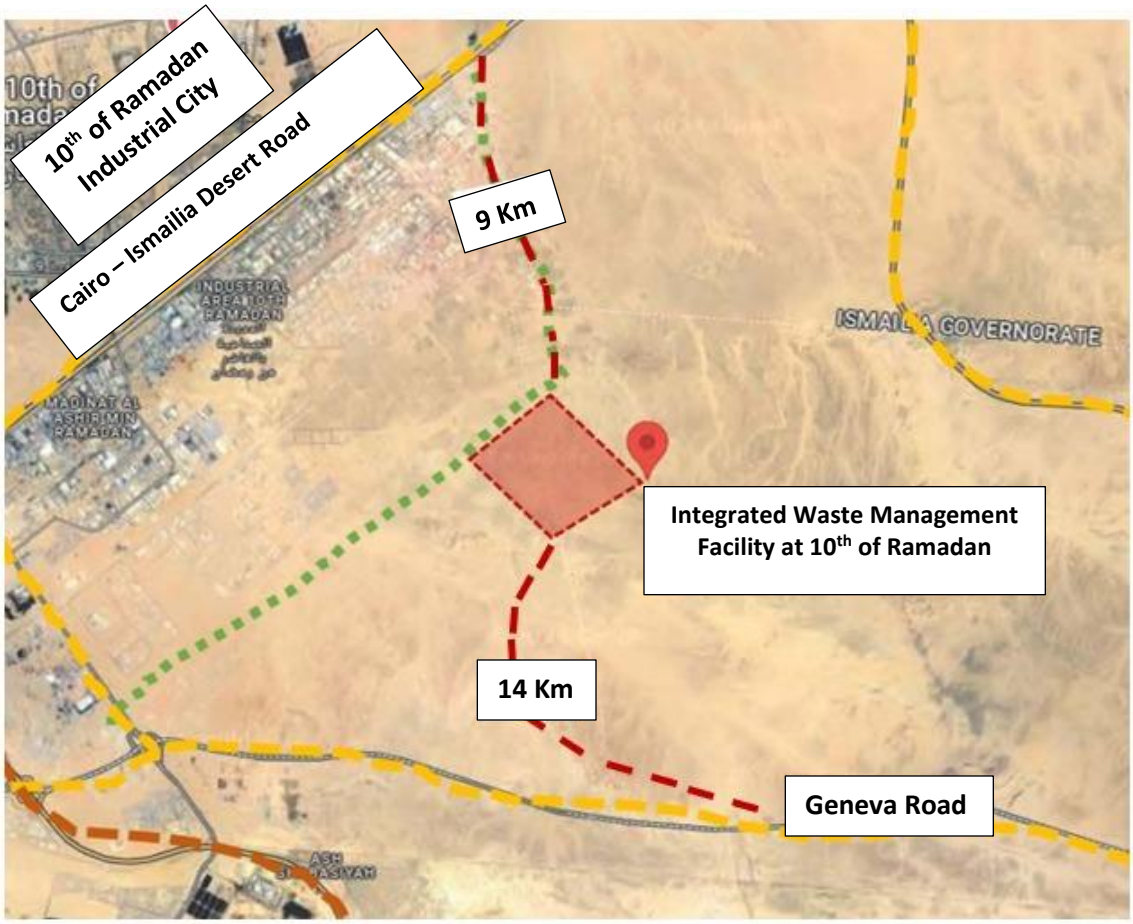


Figure 2: The 2 main access roads to the IWMF – 10R and their length

IV- Scope of Work

The scope of this assignment covers the preparation of an ESMP after integrating occupational health and safety for the external infrastructure works at the Integrated Waste Management Facility in 10th of Ramadan (IWMF-10R).

V- Detailed Tasks

Task 1: Coordinate with The Technical Design Consultant

The Consultant shall coordinate closely with NUCA and their technical design consultant to ensure that environmental and social considerations are integrated into the design of the external infrastructure. NUCA is expected to provide the applicable technical specifications and standards

related to road alignment, utility networks, and associated works, in line with national planning regulations.

The E&S Consultant shall ensure that environmental and social recommendations including OHS which guided by the mitigation hierarchy (avoid, minimize, mitigate) are adapted to align with NUCA's specifications while maintaining compliance with the World Bank ESF. As needed, the E&S consultant may propose measures and recommendations to ensure E&S aspects are fully integrated into the technical design. Both the Technical Design Consultant and NUCA shall provide the E&S Consultant with necessary designs, maps, and technical data.

Task 2: Develop a site Specific ESMP for the external infrastructure works connected to the IWMF-10R

The Consultant is required to undertake desk studies, literature reviews, field visits and primary and secondary data collection exercises, and consultations with various institutions and stakeholders and make sure OHS professional is engaged while preparing the ESMP and during consultation.

The above-mentioned instrument will be prepared in accordance with the World Bank (WB) Environmental and Social Standards (ESS1, ESS2, ESS3, ESS4, ESS5, ESS6, ESS8 and ESS10), the World Bank Environmental, Health and Safety (EHS) General Guidelines, and the relevant National laws (e.g. Law 4, 1994 and its executive regulations, the Waste Management Law 202 and its executive regulations, the Egyptian Labor Law number 14/2025. Industry Sector Guideline(s) particularly for Waste Management Facilities), and the E&S documents of the GCCC Project, including the Environmental and Social Management Framework (ESMF), the ESMP for the 10th of Ramadan (IWMF-10R). the Stakeholder Engagement Plan (SEP), Labor Management Procedures and the Project Grievance Mechanism.

The ESMP will comply with the World Bank ESS1 and will ensure that all actions and measures presented in the ESMP address all applicable ESSs in a technically and financially feasible manner. The ESMP will refer to relevant information contained in previously developed project instruments, minimizing repetition and incorporating only new or additional details as necessary.

The ESMP should be prepared in a manner where it can be included in procurement bidding documents with clear description of contractors and operators' roles and responsibilities at each phase of the sub-Project and the proposed budget for implementation.

The site-specific ESMP which should include the following (Detailed contents of the ESMP is presented in Annex 3):

1. **Executive Summary:** develop concisely the sub-project's key environmental and social mitigation strategies, stakeholder involvement, and management plans, highlighting the commitment to responsible environmental and social governance.
2. **Introduction and Background**: Provide an overview of the sub-project, including its objectives, scale, and the need for an ESMP.
3. **Project Description**: Detail the components and operations of the external infrastructure including the expected throughput and any associated facilities.
4. **Legal and Regulatory Framework**: Identify and summarize the applicable environmental, occupational health and safety and social laws, regulations, and standards at the local, national, and international levels.

5. **Institutional Arrangements**: Identify the institutional and implementation arrangements, responsibility of the implementation of mitigation measures, monitoring and supervision system should be clearly laid out in the ESMP
6. **Baseline Data Collection**: Define the scope and methodology for collecting baseline environmental and social data relevant to the project's location and operations.
7. **Impact Assessment**: Outline the process for identifying, predicting, and evaluating potential environmental, occupational health and safety and social impacts including the cumulative impacts during both construction and operational phases.
8. **Mitigation and Enhancement Measures**: Specify how the consultant will develop measures to avoid, minimize, mitigate, or compensate for adverse impacts, and enhance positive impacts.
9. **Management and Monitoring Plans**: Develop management plans *(e.g. waste management plan, occupational health and safety plan, traffic management plan…etc.).* to implement mitigation measures and monitoring plans to track their effectiveness.
10. **Stakeholder Engagement**: Define the stakeholder engagement process, including public consultations, information disclosure, and how input will be integrated into the ESMP.
11. **Grievance Mechanism**: Detail the design and implementation of a grievance mechanism for stakeholders to raise concerns related to environmental and social issues.
12. **Capacity Building and Training**: Include plans for training sub project staff and workers on the ESMP's requirements and their roles in its implementation.
13. **Reporting**: Establish reporting protocols, including the frequency and format of reports on the implementation and effectiveness of the ESMP.
14. **Emergency Preparedness and Response**: Develop procedures and plans for responding to environmental, occupational health and safety and social emergencies related to the project.
15. **Budget and Resources**: Provide an estimate of the budget and resources required to implement the ESMP.

Task 3: Integration of the ESMP outcomes into engineering designs`

The ESMP and risk mitigation measures need to be clearly reflected and integrated in the technical design, following the risk mitigation hierarchy (prevention, reduction, mitigation). These measures should comply with each of the applicable ESSs, with clear guidance to incorporate the ESSs requirements into the technical designs. The ESMP outcomes will be included in the bidding documents of the external infrastructure works.

Where applicable, this task should also include coordination with NUCA to ensure that the ESMP recommendations and risk mitigation measures are compatible with the authority's technical requirements and approved planning standards for infrastructure works.

Taks 4: Preparing Environmental Impact Assessment (EIA) according to EEAA requirements

The Consultant will prepare EIA for the external infrastructure works according to the EEAA requirements to comply with the requirements of the Egyptian EIA regulations and to obtain the necessary national approvals for the external infrastructure works.

The EIA shall identify and assess the potential environmental impacts and risks of the sub-project activities, during pre-construction, construction, operation and maintenance as well as evaluate alternatives, and design appropriate mitigation, management, and monitoring measures.

The Consultant will respond to any comments from EEAA with the objective of obtaining the Environmental approval.

Annex (3) of these ToRs includes the annotated contents of the ESMP

VI- Format, Deliverables and Timeline

The proposed assignment is expected to be completed within 8 weeks of the contract signature. The following documents will be submitted by the Consultant:

1) The ESMP, in accordance with the World Bank Environmental and Social Framework and the national laws **(English language).**
2) The EIA for the external infrastructure works for obtaining EEAA approval **(Arabic language).**

The Consultant is required to submit electronic copies of the documents in Word and PDF formats, and three hard copies.

Deliverables	Timeline
Draft ESMP for the external infrastructure works.	4 weeks from signing the contact
Draft EIAs for the external infrastructure works.	6 weeks from signing the contact
Final ESMP	2 weeks from receiving comments from the WB and the PCU and the TIU
Final EIA (Form B)	1 week from receiving EEAA, PCU and TIU comments

VII- Reporting and Management

The Consultant will report to the Project Coordinator of the Greater Cairo Air Pollution Management and Climate Change Project. The Consultant will work closely with the Environmental and Social and Occupational health and Safety Specialists of the Project Coordination Unit (the PCU) as well as the Technical Implementation Unit (TIU) of Component 2, who will also make available to the Consultant all related studies and information and facilitate his task on the ground including IWMF-10R.

VIII- Required Qualifications and Experience

The Consultant should present an integrated team with adequate and proven qualifications and experience for fulfilling the overall requirements of this composed assignment. The proposed team should consist of the following key members:

- **Environmental Expert** (Team Leader) with a Master's degree in environmental sciences, engineering, or related field, with 10-year experience in undertaking Environmental and Social Impact Assessment for large scale projects preferably related to infrastructure projects. Previous

experience in conducting ESIA and ESMP for the external infrastructure works and expertise with WB ESF.

- **Labor and Occupational Health and Safety Specialist** with a master's degree in occupational health, safety and environmental management, bachelor's degree of science/engineering with a National Examination Board in Occupational Safety and Health (NEBOSH) International General Certificate or National Association of Safety Professionals (NASP) accreditation with 10 years of experience in developing OHS management system and related manuals, labor and health and safety management arrangements and safe working procedures in solid waste projects and bold familiarity with the Egyptian labor requirements and national occupational health and safety regulations..
- **Sociologist or Social Development Expert** with a master's degree in Social Science or related field, with 10 years of experience in undertaking Social Impact Assessment for waste management facilities and infrastructure, labor and working conditions, land acquisition and Stakeholder Engagement. The expert should be highly experienced in identification and mapping of stakeholders, determining vulnerable and marginalized groups and conducting meaningful consultations. S/He should have tracked record of analyzing social impacts and risks particularly in relation to similar type of projects. Strong familiarity with the World Bank ESF is highly desired.
- **Other non-key experts** e.g., ecologist, legal expert, and others as needed to be mobilized to deliver the specific tasks.

Annexes

Annex 1: GCCC Project Documents

- Project Appraisal Document (PAD)

https://documents1.worldbank.org/curated/en/788691601776867710/pdf/Egypt-Greater-Cairo-Air-Pollution-Management-and-Climate-Change-Project.pdf

- Environmental and Social Commitment Plan (ESCP):

https://www.eeaa.gov.eg/portals/0/eeaaReports/GCAPMCCP/Environment%20and%20social%20commitment%20plan_Signedandstamped.pdf

- Environmental and Social Management Framework:

https://documents1.worldbank.org/curated/en/739341590759685510/pdf/Environmental-and-Social-Management-Framework-ESMF-Egypt-Greater-Cairo-Air-Pollution-Management-and-Climate-Change-Project-P172548.pdf

- Labor Management Procedures:

https://documents1.worldbank.org/curated/en/583541596080184788/pdf/Labor-Management-Procedures-Egypt-Greater-Cairo-Air-Pollution-Management-and-Climate-Change-Project-P172548.pdf

- Stakeholder Engagement Plan:

https://documents1.worldbank.org/curated/en/702671596107895560/pdf/Stakeholder-Engagement-Plan-SEP-Egypt-Greater-Cairo-Air-Pollution-Management-and-Climate-Change-Project-P172548.pdf

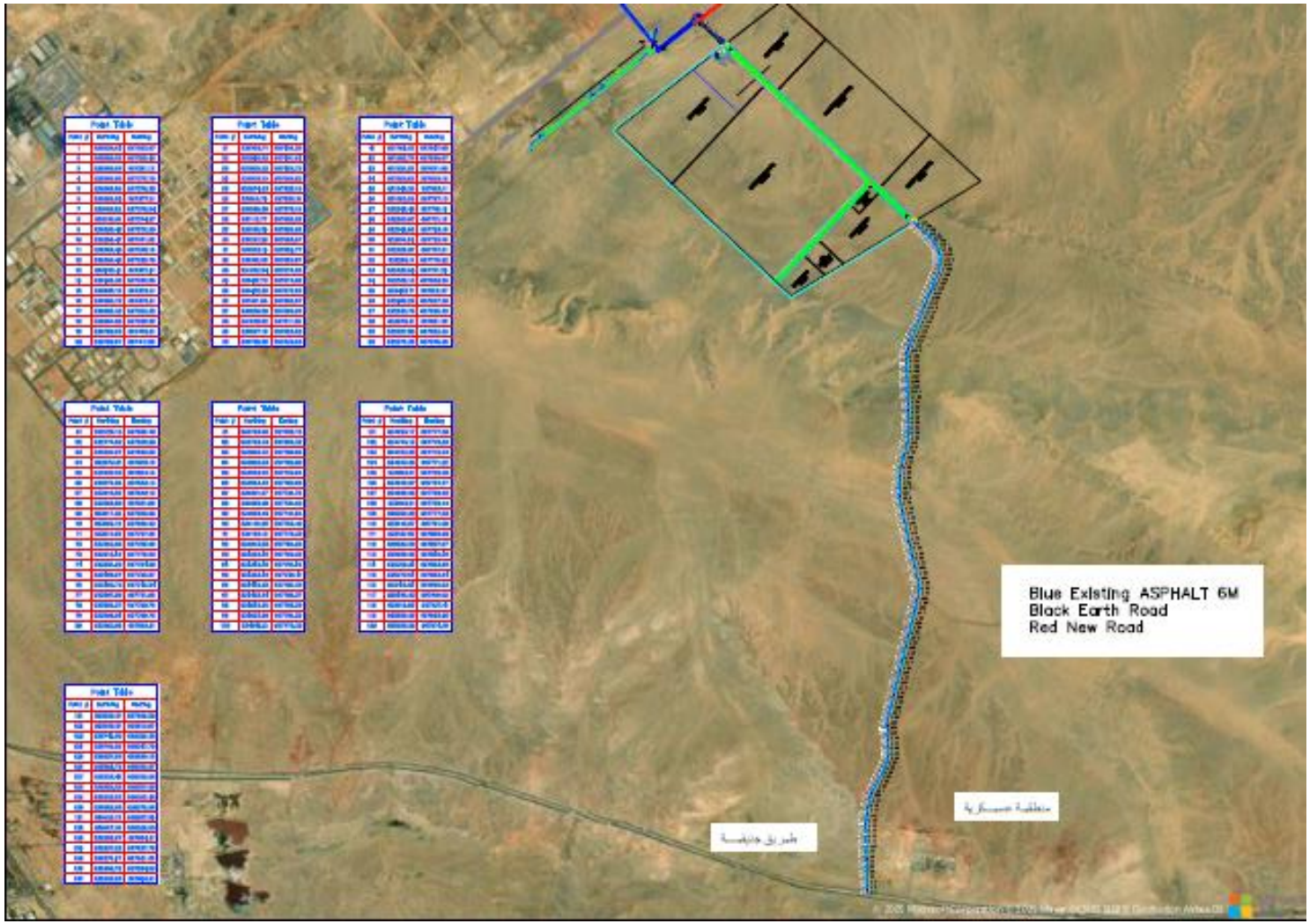
- Resettlement framework (RF):

https://documents1.worldbank.org/curated/en/159801590759808179/pdf/Resettlement-Framework-Egypt-Greater-Cairo-Air-Pollution-Management-and-Climate-Change-Project-P172548.pdf

- ESIA for the IWMF internal infrastructure and Masterplan

https://www.eeaa.gov.eg/Project/127/Details

Annex 2: The External Infrastructure Works Layout.



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Annex 3: Annotated Contents of the ESMP (maximum of 50 pages)

1 Introduction

Describe briefly the main GCCC components with main focus on the subproject under assessment.

2 Sub-Project Description

The Consultant will liaise with client for information/data to prepare a comprehensive description of the proposed external infrastructure works at 10th of Ramadan Integrated Waste Management Facility.

The Consultant will describe all components and activities related to the sub-project, including design, construction, operation, maintenance, and demobilization phases. Any associated facilities shall also be identified. This task shall be carried out in close coordination with the Technical Design Consultant.

The description shall include, but not limited, to the following information:

- Background information on the sub-project
- Objective of the assignment
- Sub-project location, with maps of appropriate scale
- Description of sub-project components and detailed activities
- Layout of traffic, access, and main roads with clearly defined areas using scaled maps
- Design specifications, size, and capacity of the external infrastructure

3 Legal and Institutional Framework

The existing policy, legal and administrative framework in Egypt related to the construction and operation of the proposed sub-project shall be reviewed by the consultant and included in the ESMP. Relevant aspects of the World Bank Environmental and Social Standards shall also be presented. International conventions ratified by Egypt which are of relevance to the proposed sub-project shall also be presented and analyzed in the ESMP.

The consultant will also carry out a gap analysis between the National legislations and the WB ESSs and ESH guidelines and will propose actions to overcome the gaps.

The consultant should refer to the project ESMF and add recent laws that were not captured in the ESMF

4 Environmental and Social Baseline Assessment

The Consultant will set out, briefly, the baseline data that is relevant to decision about design, operation, relevant impacts and/or mitigation measures.

The baseline information should detail the relevant physical, biological, and socioeconomic conditions, including any changes anticipated before the sub-project commences. The baseline will take into account past, current and proposed development activities within the sub-project area.

a) The environmental and social conditions include biophysical, socio-economic, cultural and historical factors. Only those social and environmental factors that are necessary to understand the impacts of the planned development should be considered. It should include the project

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location description including access roads to the project (being pin-pointed by GIS coordinates, and being accompanied by dated photographs),

- **Physical environment:** this shall cover geology; topography; soils; climate and meteorology; ambient air quality; background noise[1], surface and groundwater hydrology; existing sources of air emissions; existing water pollution discharges; waste management and receiving water quality;
- **Biological environment:** describe the existing flora; fauna; rare or endangered species; ecologically important or sensitive habitats, including significant natural sites; species of commercial importance; and species with potential to become nuisances, vectors, or dangerous (of sub-project site and potential area of influence of the sub-project); and natural landscapes which may be negatively impacted by the sub-project. A thorough assessment of potential **access road**s and infrastructure utility works should be conducted;
- **Socio-economic conditions:** Identify and briefly describe population and demographical indicators in each sub-project area, current and future waste generation, any nearby human settlements, the nearby residential and commercial areas, identify any formal or informal structures situated close to the project location economic activities, land use; planned development activities; surrounding community characteristics and structure; gender issues; cultural/ historic properties and customs, aspirations, attitudes to the sub-project and existing mechanisms for dealing with community complaints as well as the community perception about these mechanisms; identify any vulnerable groups.

b) Provide baseline data at an appropriate level of detail to inform characterization of risks and impacts and mitigation measures.

c) Identify any environmentally and socially sensitive receptors in the sub-project area.

d) Assess the quality and representativeness of available environmental and socio-economic baseline data from secondary sources. Where there are gaps in baseline data, additional primary data collection should be undertaken for a substantiated assessment.

e) Assemble, evaluate, and present baseline data on the relevant environmental and social characteristics of the study area. Include information on any changes anticipated before the sub-project commences.

f) Develop maps with sufficient detail showing the planned activities site and the areas that may be affected by the sub-project's direct, indirect, and cumulative impacts (i.e., area of influence).

5 Identification and Assessment of Potential Environmental, Occupational Health and Safety and Social Impacts including Community Health and Safety and Mitigation Measures During Construction and Operation Phases

The Consultant shall identify, analyze and assess the environmental and social impacts and risks of the planned sub-project on natural resources, human beings, and the ecosystem services based on the phases of sub-project life cycle. The environmental and social assessment will also identify the risks and impacts the Associated Facilities may present to the project. The impacts and risk assessment should be able to state whether the impacts are positive or negative; direct or indirect; short term or long term; reversible or irreversible; cumulative; or residual. Methods applied in impact identification

[1] In case there are information gaps on ambient physical conditions from secondary sources, baseline measurements for ambient air and noise shall be conducted.

and the criteria used in evaluating the levels of impacts significance of the proposed sub-project activities must be specified.

The identified negative impacts that need to be mitigated include, but not limited to: odor impacts from site activities, dust and emissions from construction works, noise and traffic impacts from vehicle movement, contamination of water resources, impacts on cultural heritage, community health and safety, labour related risks and gender-based violence (GBV) related risks. The assessment should include environmental impacts such as air quality, noise and dust emissions, soil and water quality, generation of different types of wastes mismanagement, including wastewater and hazardous wastes.

The assessment should consider the differentiated risks and impacts on vulnerable groups. The assessment should also examine land-related impacts including negative economic and social impacts. This should cover loss of land, income/livelihood, or assets (if any) as a result of sub-project activities.

The Consultant shall use the most up to date data and methods of analysis and assessing environmental and social impacts. Uncertainties concerning any impact shall be indicated.

6 Environmental and Social Management and Monitoring Plan (ESMMP)

The Consultant shall suggest cost-effective measures for avoiding, minimizing, or mitigating the identified adverse risks and impacts of the proposed sub-project. Measures for enhancing positive or beneficial impacts should also be recommended. The costs of implementing these measures shall wherever possible be estimated and presented. Differentiated measures should be proposed for impacts on vulnerable groups. Propose specific environmental, social and health and safety measures to be implemented by construction contractors and site operators and monitored by the implementing agencies.

The assessment shall include a plan of action, which will identify responsible key implementers, time frame and expected output, for each of the construction and operation phases.

The Environmental and Social Management Plan focuses on three areas:

- Implementation of mitigation measures,
- Institutional strengthening and training, and
- Monitoring.

The provisions of the prepared and disclosed LMP should be clearly synergized in the ESMP including clear provision for the protection of the different types of labor, including but not limited to appropriate insurance scheme to cover all types of workers as well as labor dedicated grievance mechanism (GM) to be established and operationalized, as per the prepared labor grievance manual. OHS Plan should be annexed to the ESMP for construction phase.

7 Stakeholder Engagement

The Consultant shall identify and engage all relevant stakeholders affected by or involved in the external infrastructure works at 10th of Ramadan. Engagement should include consultations with national and local government entities (e.g., NUCA, MoLD, WMRA), the 10th of Ramadan City Authority, relevant utility providers, local communities, and any vulnerable or potentially impacted groups (e.g., women, elderly, persons with disabilities, and informal workers if applicable).

Stakeholder consultations shall aim to inform the design and implementation of the sub-project, identify concerns and expectations, and ensure their views are reflected in the ESMP. All engagement activities should align with the Project's Stakeholder Engagement Plan (SEP) and World Bank Environmental and Social Standard 10 (ESS10). The consultations will be conducted in a manner that

is meaningful, informative and inclusive in accordance with the WB ESS10 "Stakeholder Engagement and Information Disclosure", and the disclosed Stakeholder Engagement Plan (SEP) of the GCCC Project.

The ESMP consultation process should be open and transparent to ensure that the views of interested and affected parties are incorporated in the sub-project design. A summary of issues and response indicating how stakeholders' views were taken into account should be prepared and included in the ESMP. The ESMP should document evidence of the stakeholders' consultations at all levels. Photographs, minutes of the meetings, records of consulted people should be appended to the ESMP, with consent from concerned stakeholders. Findings from previous consultation activities should also be considered in the ESMP preparation.

In addition to the consultation to present the findings of the ESMP, consultation activities should be ongoing, including series of smaller conversations to inform the socio-economic baseline as well as the design of the sub-project. The Consultant may implement gender disaggregated Focus Group Discussions (FGD) and key informant interviews with various stakeholders, including vulnerable groups around the project location and with other wider groups of stakeholders. The consultation should be designed in an ongoing manner that gives space to the consulted groups, respect their views and allow for providing and closing the feedback loop. The consultation activities should be carefully documented in the consultation chapter.

The consultant will also conduct coordination meetings with other relevant stakeholders to verify the existing information and fill-in any information gaps.

As per the prepared and disclosed SEP and the prepared grievance manual, the ESMP should also include clear description for the Grievance Mechanism (GM) that local stakeholders can use to report any concerns, suggestions or complaints related to the project. The GM to be described under this Activity should include the GM for the GCCC Project at large as well as any additional localized GM that may need to be established, this should be agreed upon in coordination with the Project team. Staff in charge of managing the GM as well as the different channels that the stakeholders can use (email, telephone number …etc.) should be included in the ESMP.

8 Training

Training requirements for the project staff and relevant stakeholders on implementation of the ESMP.