



**Invitation for expression of Interest
(Consulting Services-Firms Selection)**

Kigali, on **12 MAR 2026**

Project: Rwanda Renewable Energy Development Project

Loan No./Credit No./ Grant No.: P182120

ASSIGNMENT TITLE: Consultancy services to develop Environmental and Social Framework (ESF) instruments for Battery Energy Storage System

Reference No.: REG/EDCL-531659-CS-CQS

1. The Government of Rwanda has received financing from the World Bank toward the cost of Rwanda Renewable Energy Development Project and intends to apply part of the proceeds for consulting services.
2. The consulting services ("the Services") include developing Environmental and Social Framework (ESF) instruments for Battery Energy Storage System

The services are divided into two parts:

- **Part I:** The preparation of SEP, LMP, and GAP
- **Part II:** The preparation of a Resettlement Action Plan (RAP) and Environmental and Social Impacts Assessment

This consultancy will be carried out within three (3) months

3. Interested consulting firms may download the Request for Expressions of Interest (REOI) document and the detailed Terms of Reference (TOR) for the assignment, free of cost, from Rwanda energy group website (www.reg.rw)
4. The Energy Development Corporation Limited (EDCL) now invites eligible consulting firms ("Consultants") to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The shortlisting criteria are qualification and experience of the firm as required in the Terms of references (in table indicating name, scope, period of execution, employer's name and address) proven by certificates of good completion.
5. The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" Seventh



Edition September 2025 ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

6. Consultants may associate with other firms to enhance their qualifications but should indicate clearly whether the association is in the form of a joint venture and/or a sub-consultancy. In the case of a joint venture, all the partners in the joint venture shall be jointly and severally liable for the entire contract, if selected.
7. A Consultant will be selected in accordance with the **Consultants Qualifications based Selection** method set out in the Procurement Regulations.
8. Further information can be obtained at the address below during office hours 0900 to 1700.
9. Expressions of interest must be delivered in a written form (electronically) addressed to the Managing Director of the Energy Development Corporation Limited (EDCL) through the following emails: procurement@edcl.reg.rw, copy to cuwajeneza@edcl.reg.rw, siradukunda@edcl.reg.rw not later than ~~09/04~~ 2026 at 5:00pm Kigali time (GMT +2).

10. The address for communication is as under:

Energy Development Corporation Ltd

Rwanda Universal Energy Access Program

KN2 ST 3, Nyarugenge District, Kigali City

P.O.B 3855 Kigali, Rwanda

Tel.: (250) 787172265

Email: info@edcl.reg.rw,

website: www.reg.rw

Kigali City Tower (KTC), 2nd Floor, Procurement Office

Sincerely.

For

NSHOGOZA
SIKUBWABO

Gentile UMUSHASHI
Head Procurement Management Services

Felix GAKUBA
Managing Director



Energy Development Corporation Limited (EDCL)

Terms of Reference for consultancy services to develop Environmental and Social Framework (ESF) instruments for Battery Energy Storage System

PART I: Terms of Reference for the preparation of SEP, LMP, and GAP

The Government of Rwanda in partnership with the World Bank (WB) is conducting a preliminary study to accommodate Variable Renewable Energy (VRE), with a particular focus on Solar Photovoltaic (PV) generation and Battery Energy Storage System (BESS) in the short and medium-period i.e. from 2024 to 2027. The Inception Report (IR) at hand provides an overview of the Kick-off Meeting (KoM), inception activities, input data collection and review, key assumptions, and the proposed methodological approach for the project. The Rwanda Energy Group (REG), along with its subsidiary companies, Energy Development Corporation Limited (EDCL) and Energy Utility Corporation Limited (EUCL), was incorporated in July 2014 as part of the Rwandan Government's broader reform program for the energy and water sectors. The primary objective of this reform was to ensure the energy sector expands its electricity generation capacity efficiently to meet the country's growing demand. REG, as holding company, holds the corporate mandate to oversee and coordinate utility operations, energy investment, and development plans without direct operational responsibilities. EUCL focuses on ensuring efficiency in utility operations and service delivery to end-users, while EDCL is responsible for the timely and cost-effective development and implementation of energy projects. Overall, REG aims to rapidly increase electrification levels for both industrial and household use, based on a sustainable and affordable tariff structure. Located in eastern part of Central Africa, Rwanda is a non-coastal country with an estimated population of 14 million people occupying an area of 26,338km² yet is the most densely populated country on the continent (482 inhabitants per square kilometre). Installed generation capacity in Rwanda is around 406.4 MW (Megawatts) (year 2024) ¹, which is insignificant to provide stable and secure power for over 14 million people. In addition to the requirement to increase electricity access for the households, efficiency of the system needs to be improved by reducing system costs, which still relies on expensive power import especially during evening peaks. Despite abundant renewable energy potential, especially solar power, its contribution to overall system generation is still not significant. Rwandan Government has plans to increase overall share of the renewable generation in the generation portfolio, however there are no definite plans on their integration, fit into the existing generation portfolio and modifications of the transmission network that need to be done in parallel. As VRE deployment is still in its early stage, it is necessary to map out locations in the country, which have promising VRE potential and sufficiently developed electricity infrastructure that can take VRE production.

1. Description of the Project Area

The project is located in Rwanda, with the scope of work focusing on identifying suitable locations for PV and Battery Energy Storage System (BESS) installations across the country.

2. Objectives of the Consultancy

The objective of this consultancy is to develop the environmental and social risk management instruments recommended for the preparation and implementation of the BESS aiming at sustainable social development; pursuing the project objectives while respecting national laws, policies and regulations; and respecting World Bank principles of sustainable development and Environmental and Social Framework (ESF).

3. Scope of Services

The consultancy firm will prepare five environmental and social risk management instruments including 3 framework instruments for all components covered under the whole BESS Project namely, Labour Management Procedures (LMP), and Gender and Assessment and Action Plan (GAP), Stakeholders Engagement Plan (SEP); and one Environmental and Social Impact Assessment (ESIA) and one Resettlement Action Plan (RAP) that will cover only the BESS sites. All the above five instruments shall meet the World Bank Environmental and Social Framework (ESF) and Environmental and Social Standards (ESS) requirements. Below are the detailed terms of reference for each of the above-mentioned instruments.

4. ToRS for Required Environmental and Social Risk Management Instruments

4.1. ToRs for Labour Management Procedures (LMP)

4.1. Context and Justification

A Labor Management Procedure (LMP) is one of the key instruments required under the World Bank ESF especially under its standard ESS2. As part of the project preparation and implementation, the (LMP) for the whole BESS project covering components 1, 2, 3 and 4 will be prepared in line with national labor regulations and the World Bank's ESF especially the ESS2 to mitigate project risks related to labour and working conditions and the ESS4 with respect to impacts of labor use on community health and safety, from the preparation phase and during the implementation phase. The LMP will guide the project on how to prevent or minimize potential labor risks during the project implementation, such labor risks include but not limited to labor influx, child labour, Gender and Gender based violence, occupation health and safety risks and any other employment risks.

4.2 Objective

The objective of Labour Management Procedure (LMP) is to develop labour and employment procedures to be followed during the implementation of (BESS). The LMP will follow the objectives set up in the ESS2 in order:

- To promote safety and health at work.

- To promote the fair treatment, nondiscrimination and equal opportunity of project workers.
- To protect project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers, contracted workers, community workers and primary supply workers, as appropriate.
- To prevent the use of all forms of forced labor and child labor.
- To support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law.
- To provide project workers with accessible means to raise workplace concerns.
- Ensure the management and control of activities that may cause labour-related risks at workplaces

The LMP applies to all Project workers whether full-time, part-time, temporary, seasonal, or migrant workers. The LMP is applicable, as per ESS2 (Labor and Working Conditions) to the Project in the following manner:

- People employed or engaged directly by the GoR to work specifically in relation to the project; .
- People employed or engaged by contractors to perform work related to core function of the project,
- People engaged or employed to provide community labour;
- People engaged as primary suppliers of goods and services in general.

4.3. Scope of the work

The consultant will develop an LMP covering all BESS .The LMP will provide details of project related labour management issues and guidance on how to address project labor related aspects such as working conditions and management of worker relationships, non-discrimination and equal opportunity, protecting the work force, grievance mechanism, occupational Health and Safety (OHS), community workers, contracted workers and primary supply workers. Guided by the requirements of the World Bank Environmental and Social Framework particularly the ESS2 and ESS4 and the national labour regulations, the development of LMP will include the following tasks:

4.4. Project Description

Provide a brief description of the project. This must include a summary of the background to the project and the different components. The consultant shall identify the possible labour and working conditions issues that each component and subcomponents are likely to generate and for which reason this LMP is being developed.

1. Legal and Policy Framework

The consultant shall analyse labour and working conditions in relation to the WB's ESS2 and ESS2; provide a brief overview of labour legislation and policies in Rwanda as well as international laws/treaties applied to labour and working conditions.

2. Institutional arrangement

In order to ensure successful management of project workers and conducive working conditions, the LMP consultant will clearly define roles and responsibilities of every key player and stakeholder of the project from the national to community level.

3. Assessment of key potential project labor risks and risks related to working conditions

The consultant will conduct assessment of potential labour risks and risks related to working conditions that may arise during the implementation of BESS sub-projects. The assessment will be done for likelihood of different potentials labour and working conditions issues including disputes over terms and conditions, labour related gender and gender based violence, child labour, forced labour, health and safety at workplaces etc. And propose adequate mitigation and monitoring measures as well as project occupational health and safety plans and measures. The mitigation measures should take into consideration provisions of relevant domestic labour regulations and the World Bank's Environmental and Social Standards to protect the work force.

4. Typology of workers that will potentially participate in the project.

The consultant will do assessment and indicate in the LMP the kind or type of labour e.g PIUs staff, consultants, contractors and contractors' employees, skilled or unskilled, fulltime or part time, primary supply workers and community workers and estimated workers the whole BESS will employ. The LMP should also establish guidance on fulfilment of requirement by each party (employers and worker).

5. Terms and conditions of and hiring workers

In accordance with national labour regulations and the World Bank's ESS2, the LMP will provide guidance on how aspects such (i) Terms and conditions of hiring including: Non-discrimination and equal opportunity, workers' organizations, age of employment; (ii) Terms and conditions for employment including: employment contracts, wages, working hours, collective agreement will be addressed.

6. Contractor management

The LMP should provide guidelines for selection of contractors who will engage contracted workers and what they have to fulfil in order to ensure labour risks are avoided and working conditions are safe. The LMP will also provide guidance on how the contracts with selected contractors will include provisions related to labour and occupational health and safety, as provided as per national labour regulations and the World Bank requirements.

7. Primary Supply Workers

The project will require procurement of a substantial amount of materials such as sand, stones, oil, bitumen, electro-mechanical equipment such as electrical cables and power poles, protection and control equipment, steel products among others, which will be supplied by primary suppliers (suppliers who, on an ongoing basis, provide goods or materials directly to the project). The LMP will provide guidance on how to address labour management risk associated with people employed or engaged by contractor's primary suppliers. Most of the risks are related to safety in borrow areas, and child labour in the latter.

Labor Management Procedures

The LMP shall provide guidance of how to conduct screening of primary suppliers for child labour, forced labour, OHS, and labour rights risks, Use of Security personnel on construction sites.

The LMP should provide guidance on use of security personnel to ensure compliance with ESS4 security personnel requirements

1. Grievance mechanism

The LMP will establish a grievance mechanism for all direct workers and contracted workers (and, where relevant, their organizations) to raise workplace concerns and put in place measures to make the grievance mechanism easily accessible to all project workers. The proposed grievance mechanism should be proportionate to the nature and scale and the potential risks and impacts of the project. It should be designed to address concerns promptly, using an understandable and transparent process that provides timely feedback to those concerned in a language they understand, without any retribution, and should operate in an independent and objective manner.

Expected Deliverables

The expected deliverables are as follow:

- ***Inception report:*** In the inception phase, the consultant will undertake consultative meetings or/and calls with review and analysis of documents, and come up with an inception report. The report will describe in detail the approach, methodology and work

plan to be used in executing the assignment. The inception report will also include the proposed outline of the LMP that includes all sections required. The inception report will also indicate the assumptions of the consultants, required documentation and inputs from the Client and any requirement that may have not been covered by the terms of reference, but the Consultant deems necessary for the successful accomplishment of the assignment. The consultant will convene an inception workshop for discussing the report to get feedback/comments after which the consultant will incorporate the feedback received and share with the client the final version of the inception report for approval.

- **Draft LMP Report:** The consultant will develop the draft LMP. The consultant will present the draft LMP to client for their comments and approval.
- **Draft Final LMP Report:** upon receipt of the comments on draft LMP report, the consultant will address them, update the draft report into the draft final report, and submit it the client for quality check.

Final LMP Report: Project stakeholders will review the draft final LMP and provide feedback to the consultant who will then update the draft final accordingly and produce the very final LMP report. The final LMP will require approval by client and the World Bank.

LMP Report structure

The indicative content of LMP shall include the following:

1. Introduction: project description, objectives of an LMP, scope of a LMP);
2. Overview of labor use on the project.
3. Assessment of key potential labor risks.
4. Brief overview of labor legislation: Terms and Conditions.
5. Brief overview of labor legislation: Occupational Health and Safety.
6. Responsible staff.
7. Policies and procedures.
8. Age of employment.
9. Terms and conditions.
10. Grievance Mechanism
11. Contractor management.
12. Community workers.
13. Primary supply workers.
14. Annexes including but not limited to individual code of conduct, OHS condition monitoring form/checklist etc.

5.4. ToRs for Gender and Gender Based Violence Action Plan (GAP)

5.4.1. Context and justification

Evidence shows that women are usually more negatively affected by displacement and hence economically insecure. Moreover, recent research on gender and environment and climate change in Rwanda focusing on women's resilience and livelihood situation reveals that women are more substantially affected by climate change.

In order to fully comply with World Bank required standards, some preliminary assessments have to be performed during the preparation of BESS Project. A Gender and Gender Based Violence (GBV) Action Plan (GAP) was recommended to be developed. The GAP will be informed by a gender assessment that will be conducted for the whole project intervention area.

5.4.2. Objective of the consultancy

The purpose of this assignment is to conduct a gender assessment and analysis and develop a Gender and Gender Based Violence (GBV) Action Plan (GAP), which will inform gender mainstreaming in the design and implementation of the BESS project.

5.4.3. Scope of the consultancy

The consultant will develop a Gender and Gender Based Violence (GBV) action plan covering all BESS components. The consultant shall conduct gender and GBV analysis and assessment in every project component and sub-component. The consultant will also provide inputs and actions for mainstreaming gender including prevention of GBV in all project components and develop a specific Gender and GBV action plan. This may entail new activities in the work plan, with relevant indicators, activities to prevent and address GBV, targets, means of verification, and potential partners for implementation; and help to determine how the client shall define and measure success in the areas of implementation of the project.

The consultant will research, write, and produce a Gender and GBV Action Plan given the priorities listed above and complying with a wide range of gender equality and empowerment principles established by National laws, ESF, World Bank Group Gender Strategy 2016-2023 and guidance notes on addressing GBV and labour influx to support the Project Management Unit (PMU).

The consultant will perform the following activities:

- Review existing national policies, laws and strategic plans and World Bank's guiding notes and policies relating to gender equality, gender mainstreaming and inclusion of vulnerable groups including women, people with disabilities, youth and elderly population.
- Review proposed project analysis and components and provide input for mainstreaming of gender and inclusion in the project design, implementation and monitoring and evaluation including suggesting additional/revised indicators and targets.
- Conduct collection, compilation and analysis of data related to gender equality at both the national level and within the Project area and identify the gaps and risks likely to associate with the project activities for gender inclusion.

- Identify areas of participation for women and propose participation mechanisms, as well as employment opportunities.
- Engage with communities in influence inclusive of gender advocacy with other stakeholders including issues related to Gender Based Violence and possible prevention and mitigation strategies.
- Identify actions for implementation for complying with the requirements of the gender and GBV action plan and monitor related activities in subproject identification, design, implementation and supervision.
- Identify needed skills for women with the aim of knowledge transfer during and after BESS project's implementation with a comprehensive capacity building plan.
- Carry out activities towards the preparation of a GBV AP including, identifying contextual GBV risks and project related GBV risks and impacts, identifying mitigation measures to address these risks.
- Assess potential limits of women's ability to access, use, develop and protect natural resources and services, considering different roles and positions of women and men in accessing natural resources.
- Produce final Gender and GBV Action plan to guide gender mainstreaming and GBV and response prevention during the BESS implementation.

5.4.4. *Management of changes*

Changes might occur throughout the project implementation lifecycle, be it in terms of scope, designs or even implementation arrangement. The GAP should set out adequate measures and procedures of managing changes over the course of the project to ensure changes are accommodated and implemented with no gender-based violence issues.

5.4.5. *Expected deliverables*

The expected deliverables are as follow:

- ***Inception report:*** In the inception phase, the consultant will undertake consultative meetings or/and calls with review and analysis of documents and come up with an inception report. The report will describe in detail the approach, methodology and work plan to be used in executing the assignment. The inception report will also include the proposed outline of the GAP that includes all sections required. The inception report will also indicate the assumptions of the consultants, required documentation and inputs from the Client and any requirement that may have not been covered by the terms of reference, but the Consultant deems necessary for the successful accomplishment of the assignment. The consultant will convene an inception workshop for discussing the report to get feedback/comments after which the consultant will incorporate the feedback received and share with the client the final version of the inception report for approval.
- ***Draft GAP Report:*** After site visits and stakeholder consultations, the consultant will develop the draft GAP. The consultant will present the draft GAP to client for their comments and approval.
- ***Draft Final GAP Report:*** upon receipt of the comments on draft GAP report, the consultant will address them, update the draft report into the draft final report, and submit it to the client for quality check.
- ***Final GAP Report:*** Project stakeholders will review the draft final GAP report and provide feedback to the consultant who will then update the draft final GAP report accordingly and produce the Final GAP report. The final GAP will require approval by client and the World Bank.

5.4.6. *Indicative outline/Structure of GAP report*

The GAP report should have at least the following sections:

1. Introduction which includes: general context of gender and GBV, country context of gender and GBV, Gender and GBV context of the project area and the purpose of GAP for BESS,
2. Project description,
3. Project related GBV risks
4. Project GBV AP that enumerates a set of anti GBV actions, timeframe and the roles of different stakeholders.
5. Systematic approach to implement the GBV AP with all steps required to cover necessary anti-GBV actions during the project preparation and implementation
6. GAP implementation budget,
7. GBV AP monitoring plan with clear target and measurable indicators

8. Annexes, including but not limited to: GBV/SEA/SH Reporting Format, GBV/SEA training Plan

5.5. Terms of Reference (ToR) for the Preparation of a Stakeholder Engagement Plan (SEP)

Project:

Implementing Agency: Energy Development Corporation Ltd (EDCL)

Financing Institution: World Bank

Date:.....

5.5.1. Background and Context

The Government of Rwanda through the Energy Development Corporation Ltd (EDCL), a subsidiary of the Rwanda Energy Group (REG), is implementing several energy projects, which aim to expand electricity access, strengthen transmission and distribution networks, promote renewable energy, etc....,

These projects are expected to involve multiple stakeholders, including affected communities, local authorities, government agencies, private sector actors, civil society organizations (CSOs), and development partners.

In compliance with national legislation and the Environmental and Social Standards (ESS10) of the World Bank (or applicable standard of the financing institution), EDCL seeks to engage a qualified consultant/firm to prepare a comprehensive **Stakeholder Engagement Plan (SEP)** that will guide systematic, inclusive, and transparent stakeholder engagement throughout the project lifecycle.

5.5.2. Objective of the Assignment

The main objective of the assignment is to develop a **Stakeholder Engagement Plan (SEP)** that:

1. Identifies and analyzes all stakeholders relevant to the project;
2. Establishes clear strategies, methods, and responsibilities for stakeholder engagement;
3. Defines mechanisms for continuous information disclosure, consultation, and participation;
4. Establishes a functional and accessible **Grievance Redress Mechanism (GRM)**; and
5. Provides an implementation plan with a budget for stakeholder engagement throughout project preparation, implementation, and operation.

5.5.3. Scope of Work

The consultant shall undertake the following tasks:

i. Review of Relevant Documents

- Review project documents (feasibility studies, ESIA, project design documents, etc.),

- Review national legal and policy frameworks related to public participation, information disclosure, and grievance management (e.g., Rwanda Environmental Law, Expropriation Law, Access to Information Law, etc.),
- Review international standards and donor requirements (e.g., World Bank ESS10, IFC PS1, AfDB ISS, EIB E&S Standards);
- Review previous stakeholder engagement activities under similar or related projects implemented by EDCL or REG.

ii. Stakeholder Identification and Analysis

- Identify all stakeholders likely to be affected or interested in the project (directly or indirectly),
- Categorize stakeholders (e.g., PAPs, government institutions, CSOs, private sector, vulnerable groups, etc.),
- Analyze stakeholder interests, influence, expectations, and potential impact,
- Develop a **Stakeholder Mapping Matrix** indicating engagement priorities and communication needs.

iii. Baseline on Stakeholder Engagement and Perceptions

- Conduct field consultations to understand community perceptions, expectations, and potential concerns,
- Document any existing communication or consultation structures (local leaders, cooperatives, grievance committees, etc.),
- Assess levels of trust, participation barriers, and preferred communication channels.

iv. Stakeholder Engagement Strategy and Plan

- Define **engagement objectives** for each stakeholder category,
- Specify engagement approaches and tools (e.g., community meetings, focus group discussions, workshops, newsletters, radio programs, digital communication),
- Ensure inclusivity, gender sensitivity, and consideration for vulnerable or marginalized groups (e.g., women, youth, persons with disabilities, the elderly, and the poor),
- Prepare an **Engagement Schedule** covering all project phases (preparation, implementation, operation, and decommissioning if applicable),
- Define roles and responsibilities for EDCL, contractors, local authorities, and other partners in implementing the SEP.

v. Information Disclosure Mechanisms

- Define what type of information will be disclosed (project design, impacts, mitigation, compensation, timelines, etc.),
- Specify disclosure formats (posters, brochures, community notice boards, media, social media, websites, public meetings),
- Ensure accessibility for non-literate and remote stakeholders,
- Outline frequency and timing of disclosures.

vi. Grievance Redress Mechanism (GRM)

- Design a project-level GRM aligned with existing institutional and community structures,

- Define procedures for submission, registration, acknowledgment, investigation, resolution, and appeal,
- Specify responsible institutions/committees and timelines for resolving complaints,
- Include mechanisms for handling sensitive or anonymous complaints (e.g., gender-based violence, corruption),
- Establish record-keeping, monitoring, and reporting requirements.

vii. Monitoring, Evaluation, and Reporting Framework

- Develop indicators to track stakeholder engagement effectiveness (number of consultations, stakeholder satisfaction, resolved grievances, etc.),
- Propose methods and frequency for monitoring and reporting (monthly, quarterly, annual),
- Provide feedback mechanisms for stakeholders,
- Define corrective measures for underperformance in engagement.

viii. Capacity Building and Institutional Arrangements

- Assess EDCL’s institutional capacity to manage stakeholder engagement,
- Identify training needs for project staff, contractors, and local authorities,
- Propose a capacity building plan (training topics, responsible entities, frequency).

ix. Budget and Implementation Schedule

- Prepare a detailed cost estimate for SEP implementation, covering consultation activities, communication materials, GRM operations, monitoring, and training,
- Develop an implementation timeline linked to the overall project schedule.

5.5.4. Expected Deliverables

Deliverable	Description	Timeline
Inception Report	Understanding assignments, methodology, and work plan.	Within 2 weeks of contract signature
Stakeholder Identification & Analysis Report	Preliminary list and categorization of stakeholders, including mapping and engagement needs.	Within 4 weeks
Draft Stakeholder Engagement Plan (SEP)	Full draft SEP covering all components described above.	Within 6 weeks
Validation Workshop	Presentation of draft SEP to EDCL and key stakeholders for feedback.	Within 8 weeks
Final Stakeholder Engagement Plan	Revised SEP incorporating all comments and validated by EDCL and the financier.	Within 10 weeks

5.6. Organizational arrangement of the assignment

EDCL as the lead agency for development of Environmental and Social Risk Management Instruments for BESS will facilitate the coordination of the assignment and make arrangements for reviews of deliverables.

Preparation, submission and approval of the ESIA, LMP, GAP, SEP, RAP for BESS must be done in line with Government of Rwanda and the World Bank ESF requirements. Documents

must be delivered in word, PDF, photos of good quality, Shape files (maps) using GIS, excel databases of data collected among others to defined by EDCL and other stakeholders.

The environmental and social risk management instruments under this consultancy are prerequisite for the project (BESS) appraisal. Therefore, beside reviews of the reports by key stakeholders, the World Bank review process for clearance is imperative. In this context, the consultant has to bear in mind that the reports (LMP, GAP, SEP, ESIA and RAP) are considered final once approved by the World Bank.

5.7. Duration of the assignment

The Environmental and social management instruments under this consultancy are paramount to BESSP appraisal; hence, timely completion is critical. This consultancy will be carried out within three (3) months. This will require close collaboration between key actors in this assignment including the consultant, EDCL, other BESS implementing agencies and the World Bank.

5.8. Required consultants skills, experience and capacity

Interested firms must provide information demonstrating that they have requisite qualifications and experience to perform the services including the following criteria:

- Demonstrable high level of integrated and transdisciplinary project and team approaches;
- Demonstrable knowledge and experience of applying the World Bank ESF (e.g. including developing ESIA's, RAPs, LMPs and GAPs); Knowledge or experience with Environmental and Social assessment of BESS and solar projects.
- Demonstrable expertise in environmental and social sciences respectively;
- Capacity to provide a transdisciplinary team that brings together relevant experience across a full spectrum of relevant thematic areas;
- Description of similar assignments profiling the competence of the firm;
- Experience working in a similar geographic/continental region;
- Evidence showing that the firm is a legally recognized entity (certificate of registration);
- Evidence of registration with relevant professional bodies in Rwanda or other countries;
- Availability of appropriate skills among staff, availability of essential technology etc.

PART II. Terms of Reference (ToR) for the Preparation of a Resettlement Action Plan (RAP) and Environmental and Social Impacts Assessment.

1.BACKGROUND AND CONTEXT

The Government of Rwanda in partnership with the World Bank (WB) is conducting a preliminary study to accommodate Variable Renewable Energy (VRE), with a particular focus on Solar Photovoltaic (PV) generation and Battery Energy Storage System (BESS) in the short and medium-period i.e. from 2024 to 2027. The Rwanda Energy Group (REG), along with its subsidiary companies, Energy Development Corporation Limited (EDCL) and Energy Utility Corporation Limited (EUCL), was incorporated in July 2014 as part of the Rwandan Government's broader reform program for the energy and water sectors. The primary objective of this reform was to ensure the energy sector expands its electricity generation capacity efficiently to meet the country's growing demand. REG, as holding company, holds the corporate mandate to oversee and coordinate utility operations, energy investment, and development plans without direct operational responsibilities. EUCL focuses on ensuring efficiency in utility operations and service delivery to end-users, while EDCL is responsible for the timely and cost-effective development and implementation of energy projects. Overall, REG aims to rapidly increase electrification levels for both industrial and household use, based on a sustainable and affordable tariff structure. Located in eastern part of Central Africa, Rwanda is a non-coastal country with an estimated population of 14 million people occupying an area of 26,338km² yet is the most densely populated country on the continent (482 inhabitants per square kilometre). Installed generation capacity in Rwanda is around 406.4 MW (Megawatts) (year 2024), which is insignificant to provide stable and secure power for over 14 million people. In addition to the requirement to increase electricity access for the households, efficiency of the system needs to be improved by reducing system costs, which still relies on expensive power import especially during evening peaks. Despite abundant renewable energy potential, especially solar power, its contribution to overall system generation is still not significant. Rwandan Government has plans to increase overall share of the renewable generation in the generation portfolio, however there are no definite plans on their integration, fit into the existing generation portfolio and modifications of the transmission network that need to be done in parallel. As VRE deployment is still in its early stage, it is necessary to map out locations in the country, which have promising VRE potential and sufficiently developed electricity infrastructure that can take VRE production.

In line with national regulations and World Bank's Environmental and Social Standards especially, a comprehensive Resettlement Action Plan (RAP) and Environmental and Social Impact Assessment is required for sites that will be approved for BESS.

1. Terms of Reference (ToR) for the Preparation of a Resettlement Action Plan (RAP)

1.1. OBJECTIVES OF THE RAP

The objective of this assignment is to prepare a participatory, legally compliant, and operational Resettlement Action Plan (RAP) that:

- Identifies and documents all Project Affected Persons (PAPs) and affected assets.
- Proposes fair, transparent, and lawful compensation mechanisms.
- Ensure restoration or improvement of livelihoods and living standards.
- Provides a clear roadmap for RAP implementation, monitoring, and evaluation
- Meets national requirements and World Bank standards.

1.2. SCOPE OF WORK

The Contractor shall carry out the following tasks:

- a) **Review of legal and institutional framework:** Identify relevant laws and regulations by reviewing national legislation related to land acquisition, resettlement, expropriation, labor, health and safety, gender, Culture heritage, succession, and social inclusion, as well as applicable international standards, including the World Bank Environmental and Social Framework (ESF)
- b) **Baseline Data Collection**
 - Conduct a census of all Project Affected Persons (PAPs) and an inventory of affected assets.
 - Perform socio-economic household surveys to gather data on demographics, land use, livelihood activities, housing and infrastructure conditions, natural resources, cultural heritage, and social vulnerability.
 - Identify vulnerable households or individuals to ensure appropriate measures are incorporated in the RAP.
 - All data to be provided should be gender disaggregated.
- c) **Stakeholder Engagement and consultation plan**
 - Identify and map all relevant stakeholders.
 - Define objectives of engagement and consultation.
 - Prepare and implement a stakeholder engagement strategy (e.g., meetings, focus groups, surveys). The public engagement meetings should be well documented, signed with relevant authorities, and signed attendance list also to be provided.
 - Ensure inclusion of vulnerable groups.
 - Organize community consultations and plan information disclosure and communication.
 - Establish a clear grievance redress mechanism
- d) **Eligibility and Entitlements**
 - Define categories of PAPs;

- Also define compensation measures
 - Develop an entitlement matrix aligned with applicable policies.
- e) RAP Implementation Plan
- Define implementation schedule and milestones
 - Assign roles and responsibilities for implementation
 - Develop an implementation schedule and detail budget
 - Outline compensation delivery procedures
 - Establish the livelihood restoration program, containing measures and relevant budget to restore the affected community.
 - Include grievance redress mechanism.
 - Establish the Grievance Redress committees and document that.
- f) Monitoring and Evaluation
- Define clear indicators to measure progress and outcomes.
 - Establish baseline data, disaggregated by gender and other relevant factors
 - Set monitoring schedule and frequency.
 - Assign roles and responsibilities for monitoring activities.
 - Include internal and external monitoring mechanisms.
 - Plan for inclusive stakeholder participation, ensuring the involvement of women and vulnerable groups in monitoring

1.3. DELIVERABLES

- Inception Report
- Draft RAP subject to review and approval by EDCL and the World Bank with relevant annexes
- Final RAP (with annexes)

1.4. RAP REPORT OUTLINE

0. Executive Summary

- Concise summary of key findings and actions:
 - Project description and objectives.
 - Scope and rationale of the RAP.
 - Summary of impacts and affected persons/assets.
 - Legal and institutional framework.
 - Entitlement matrix.
 - Compensation and livelihood restoration strategy.
 - Grievance redress mechanism.
 - Implementation arrangements and budget summary.
 - Implementation timeline and monitoring approach.

1. INTRODUCTION

1.1. Objectives of the RAP

- Ensure that Project Affected Persons (PAPs) are **identified, consulted, compensated, and assisted** in restoring or improving their livelihoods.
- Define the principles and procedures for land acquisition and resettlement.
- Align the process with **Rwandan laws** and **World Bank Environmental and Social Standard (ESS) 5**.
- Serve as a practical tool to guide RAP implementation and monitoring.

1.2. Methodology

- **Scoping and Screening:** Identification of affected areas and PAPs.
- **Data Collection:**
 - Socio-economic surveys.
 - Census of PAPs and inventory of assets.
 - Key informant interviews and focus group discussions.
- **Cut-off Date Declaration:**
 - Procedures for establishing and communicating the cut-off date.
- **Asset Valuation Approach:**
 - Use of field measurements, market rates, and certified valuers.
- **Stakeholder Engagement:**
 - Methods and documentation during RAP preparation.

2. PROJECT DESCRIPTION

- **Overview of the BESS Project:**
 - Description of battery storage systems (technology, capacity, purpose).
 - Rationale: enhancing grid stability, renewable integration, energy access, and strengthen the reliability and flexibility of the national grid.
- **Project Components:**
 - Battery storage units, inverters, transformers, control and protection systems, control buildings, access roads, fencing, fire suppression systems, etc.
 - Ancillary works (e.g., Associated transmission or distribution connection lines, communication and SCADA systems, drainage, and site grading or civil works as required.).
- **Project Location:**
 - Project area description (describe the proposed sites, their proximity to substations or generation facilities, and access conditions)
 - Criteria for site selection (technical, environmental, and social considerations).
 - Alternative considered (Summarize any alternative sites or configurations assessed during the selection process).

- Strategies used to minimize the resettlement impacts (Identify strategies used to avoid or minimize displacement and other social impacts during site selection and design)
- **Land Requirements:**
 - Estimated land area per site (Provide approximate land size requirements for the BESS facility, control buildings, and access areas).
 - Nature of land ownership expected (private, public, or community) and implications for acquisition or leasing.
- **Potential Social Impacts:**
 - Land acquisition, physical/economic displacement, restriction of access, loss of livelihood, etc (Note that these will be addressed in ESIA and RAP).

3. LEGAL AND POLICY FRAMEWORK

- **National Legal Framework:**
- **Institutional Framework:**
 - Key institutions: MININFRA, REG, RDB, National Land Authority, REMA, MoE, District authorities, and valuation agencies...
- **International Safeguard Framework:**
 - World Bank ESS
- **Gaps between National Law and Lender Requirements:**
 - Compare key provisions (e.g., cut-off date, compensation at replacement cost, resettlement assistance, livelihood restoration).
 - Provide bridging measures for compliance (Provide a summary table showing each area of comparison, the existing national provision, the lender's standard, and the proposed bridging approach).

4. CENSUS AND SOCIO-ECONOMIC SURVEY RESULTS

- **Demographic Characteristics:**
 - Population size, household composition, gender distribution.
- **Livelihoods and Income Sources:**
 - Agriculture, trade, services, employment patterns.
- **Land Tenure and Asset Ownership:**
 - Land titles, tenancy, customary holdings.
- **Vulnerability Analysis:**
 - Identification of vulnerable groups (female-headed, elderly, disabled, poor households).
- **Social Services and Infrastructure:**
 - Access to health, education, water, and electricity.
- **Community Perceptions and Concerns:**
 - Feedback from consultations on the project and resettlement.

- **Compensation preferences**
- **Challenges faced by the PAPs**

5. PROJECT IMPACTS

5.1. Overview of Anticipated Impacts

- Briefly summarize the nature and extent of land take and other impacts resulting from the BESS project.
- Clarify whether impacts are physical displacement (loss of shelter) or economic displacement (loss of land, assets, or livelihood).
- Describe types of land acquisition (permanent, temporary, easement rights, or access restrictions).

5.2. Types of Project Impacts

Provide a detailed breakdown of all types of impacts that may arise. These typically include:

a. Permanent Land Acquisition

- Land required for:
 - BESS installation pads and battery containers.
 - Transformer and inverter areas.
 - Control rooms, security houses, and internal roads.
 - Safety buffer zones and fire protection perimeters.
- Indicate typical size per site (e.g., 0.5–2 hectares).
- Discuss likely land tenure: private, communal, or government land.

b. Temporary Land Use or Access Restriction

- Land temporarily used for:
 - Construction camps, material storage, or laydown areas.
 - Temporary access or service roads.
- Duration and management of temporary impacts.
- Restoration measures once construction ends.

c. Loss of Structures and Improvements

- Residential structures (if any exist within the selected site).
- Ancillary structures: kitchens, fences, animal shelters, toilets.
- Community assets such as water points, footpaths, or communal land features.

d. Loss of Crops and Trees

- Standing seasonal crops, perennial crops, or fruit trees.
- Agroforestry or woodlots located within the acquired land.
- Method to assess compensation (based on crop maturity and market value).

e. Loss of Business or Income

- Businesses operating on or near the affected land.
- Informal economic activities (e.g., kiosks, vendors, workshops).

- Disruption of access routes or customers during construction.

f. Loss of Access to Common Property Resources

- Grazing land, water sources, or community forests.
- Access restrictions due to fencing or safety buffer zones.

g. Impacts on Vulnerable Groups

- Households headed by women, elderly, disabled, or very poor.
- Risks of social exclusion, loss of livelihood, or limited compensation access.
- Special assistance measures to mitigate impacts.

h. Temporary Construction-Related Social Impacts

- Disturbance to local communities (noise, dust, access restriction).
- Influx of construction workers and possible social conflicts.
- Risk of gender-based violence (GBV), sexual exploitation and abuse (SEA), or communicable diseases (HIV/STI spread).

5.3. Magnitude and Significance of Impacts

- Quantify and categorize impacts:
 - Number of households affected.
 - Area of land to be acquired.
 - Number of structures, trees, or businesses affected.
- Classify impacts as minor, moderate, or significant, based on extent and vulnerability.
- Include tables summarizing impact categories.

6. ELIGIBILITY AND ENTITLEMENT MATRIX

- Define categories of PAPs:
 - Legal landowners, tenants, informal occupants, users, and business owners.
- **Eligibility Criteria:**
 - Based on occupation before the cut-off date.
- **Entitlement Matrix:**
 - Summarize entitlements for each impact type:
 - Land loss, structure loss, crops/trees, livelihood loss, temporary disturbance.
 - Include transitional and relocation assistance where relevant.

7. VALUATION OF ASSETS AND COMPENSATION STRATEGY AND LIVELIHHOD RESTORATION

7.1. Valuation

- **Valuation Principles:**
 - Eg: Full replacement cost as per law and ESS 5.
- **Valuation Methods:**
 - Land: market comparison or negotiated rate.

- Structures: replacement value, including materials and labor.
- Crops and trees: Ministry of Agriculture rates or market prices.

7.2. Compensation

- **Compensation Strategy:**
 - Cash vs in-kind compensation.
 - Procedures for verification, approval, and payment.
- **Institutional Roles:**
 - Certified valuers, District Land Valuation Committees, REG safeguards team.

7.3. Livelihood Restoration Measures

- **Principles**
- **Possible Measures:**
 - Agricultural inputs and training.
 - Employment in project works.
 - Support to small business and income-generating activities.
 - Skills development and financial literacy training.
- **Special Support to Vulnerable Groups:**
 - Tailored livelihood support (e.g., access to social protection, microcredit).

8. STAKEHOLDER ENGAGEMENT AND CONSULTATION

- **Stakeholder Identification and Analysis.**
- **Engagement Activities** during RAP preparation:
 - Public meetings, focus groups, and household interviews.
- **Key Concerns Raised by PAPs** and how they are addressed.
- **Disclosure Plan:**
 - How the RAP will be shared (District offices, REG website, local meetings).
- **Continuous Consultation:**
 - During RAP implementation and monitoring.

9. GRIEVANCE REDRESS MECHANISM (GRM)

- **Objective:** To provide accessible and transparent means for PAPs to raise concerns.
- **GRM Structure:**
 - Village level → Cell → Sector → District → REG Safeguards Unit → Lender.
- **Process:**
 - Complaint submission, registration, review, resolution, and feedback.
- **Monitoring of Complaints:**
 - Record keeping, tracking timelines, and resolution status.

10. RAP IMPLEMENTATION ARRANGEMENTS

- **Institutional Roles and Responsibilities:**

- REG (Executing Agency), Districts, Valuation Committees, Social Safeguard Specialists, Local leaders.
- **Implementation Steps:**
 - RAP approval, disclosure, compensation agreement, disbursement, livelihood support, monitoring.
- **Coordination Mechanisms:**
 - Between REG, local authorities, and contractors.
- **Capacity Building:**
 - Training for staff on RAP and safeguard compliance.

11. RAP MONITORING, EVALUATION PLAN AND IMPLEMENTATION BUDGET

- **Monitoring Framework:**
 - Internal monitoring (REG).
 - External/independent monitoring (consultant or third-party).
- **Indicators:**
 - Eg: Compensation completion, livelihood restoration, grievance resolution, community satisfaction.
- **Evaluation:**
 - Mid-term and completion evaluations with lessons learned.
- **Budget Components:**
 - Compensation for land, structures, and crops.
 - Livelihood restoration and vulnerability support.
 - Administrative costs and staff allowances.
 - GRM and M&E costs.
 - Contingency (10–15%).
- **Sources of Funds:**
- **Disbursement Arrangements:**
 - Responsible entities and payment methods.

12. ANNEXES

- List of Project Affected Persons (PAPs) and assets.
- Socio-economic survey questionnaire.
- Attendance lists and minutes of consultations.
- Photographic records.
- Site maps and layout plans.
- Sample grievance form and monitoring templates.

1.5. Objective of the consultancy

The objective of this consultancy service is to prepare a comprehensive Environmental and Social Impact Assessment (ESIA) to ensure adverse environmental and social impacts and risks

associated to the designs, construction/installation and commissioning of BESS facilities. The ESIA will also propose appropriate mitigation and enhancement measures to ensure the project is implemented in compliance with national environmental regulations and the lender's safeguard requirements.

1.6. Scope of the Work.

The ESIA will be carried out for the selected sites. The ESIA must be conducted in accordance with requirements of EIA Regulations of the Republic of Rwanda and the World Bank ESF requirements including all applicable ESSs. The ESIA is to be prepared in conjunction with the RAP and it will be updated to integrate relevant findings and recommendations from the RAP, and vice versa.

The Consultant will liaise, collaborate and interact with the EDCL particularly the planning department and the Environment and Social Specialists. The proposed ESIA will incorporate all practical and cost-effective measures for avoiding or minimizing negative environmental and social impacts and risks, enhancing environmental and social benefits and ensuring sound environmental and social management. The ESIA report including an Environmental and Social Management Plan (ESMP) will be submitted for review by RDB according to national EIA Guidelines and Regulations of 2006 and will also be reviewed and cleared by the WB.

1.7. Consultant Tasks for ESIA

This task will be undertaken in line with the preliminary engineering designs carried out in collaboration with RDB

Further details of the activities and deliverables expected from the ESIA team are set out below.

Task 1: Scoping phase

In this phase the consultant will conduct preliminary stakeholder engagement and consultations, define the area of influence of the sub-projects, identify data gaps which determines the extent to which the consultant will plan and carry out fieldwork.

Task 2: Inception phase

The objective of the Inception Phase is to establish a common understanding between the consultants' team and the client on the objectives of the assignment and the proposed methodology to achieve them. The inception process also enables the consultant team to familiarize themselves with the project area and with the available documentation. Further details of the activities and deliverables expected are set out below:

- Review the national policy legal and institutional framework and other relevant project documents in order to establish the alignment and compliance of this assignment to the existing legislation and regulation;
- Conduct a project site reconnaissance and describe environmental baseline and socio-economic conditions of the project areas using well elaborated and exhaustive Screening Checklist;

- Describe the subproject activities and specify the boundaries of the area of assessment;
- Clarify the scope of the assignment and proposed methodology to undertake the Environmental and Social Impact Assessment (ESIA);
- Preparation of a detailed Work Plan with a timeline, milestones, deliverables, project-specific quality control/assurance procedures to develop the ESIA, an overview of project risks and mitigation measures.

Task 3 : Conducting the ESIA

The consultant will undertake tasks required to assess the environmental and social impacts associated with establishment of BESS facility to:

- Physical environment and Site conditions: characterization and assessment of soil and vegetation attributes; topography, landforms, geology, climate and meteorology, water and air quality, hydrology, hydrogeology, etc.
- Define and justify the Area of Influence (AoI) of the Project in accordance with the requirements of the World Bank Environmental and Social Framework (ESF), in particular ESS1 (Assessment and Management of Environmental and Social Risks and Impacts).
- The Area of Influence shall cover the full life cycle of the Project, including pre-construction, construction, operation, and decommissioning (where applicable), and shall be sufficient to capture all direct, indirect, and cumulative environmental and social risks and impacts.
- Prepare GIS-based maps clearly delineating the Area(s) of Influence for the Project. Indicate the Project footprint, ancillary facilities, access routes, associated facilities, and sensitive receptors within the Area of Influence. Present the maps and accompanying explanations in the Project Description section of the ESIA and apply them consistently throughout the baseline, impact assessment, mitigation, and monitoring sections.
- Biodiversity survey: This should provide detail on the known and expected occurrence of species with an emphasis on native species. This is necessary to inform rehabilitation interventions that could safeguard or enhance habitat for species of conservation concern;
- Cultural environment: including present and projected, where appropriate (e.g. cultural properties, graves, religious, historical, sacred sites etc.) which might be affected during construction;
- Social economic status baseline: that includes information such as demographics, poverty, education, health, economic activities and livelihoods, gender and GBV/SEA/SH,HMPs, access to water and electricity, land tenure, etc.;
- Occupational Safety & Health concerns: The Consultants shall analyse and describe all occupational health and safety concerns, and community safety and health that are likely to arise as a result of construction and operations of the proposed facility and recommend mitigation or corrective measures; BESS-Specific Risk Assessment Fire risk analysis; Hazardous materials and chemical risks; End-of-life battery and e-waste

management risks; Emergency preparedness and response capacity; Interface with local emergency services;

- Legislative and Regulatory Framework: The Consultants shall identify and describe all pertinent national regulations and standards and WB governing the environmental and social quality; construction standards; solid and liquid waste management; worker and population health and safety; protection of sensitive areas; land use control at the national and local levels; involuntary resettlement and expropriation; disclosure and public information; and ecological issues, etc. The Consultants will then determine their relevance to the project and state compliance issues;
- Livelihoods assessment: Focused stakeholder interaction to understand the current uses of the proposed sites/lands and the contribution of such use towards livelihoods on local communities compared to alternatives livelihood improvements after resettlement;
- Assessment of socio-economic status of the resettled and host communities to better understand their needs and draw recommendations for livelihood improvements, and propose measures to prevent any conflicts between resettled and host communities;
- Conducting analysis of alternative sub-project locations, endeavouring to meet the ESS5 requirement to minimize resettlement, when possible;
- Evaluate the process for voluntary land donation and propose adequate mitigation measures the due diligence to be conducted to ensure that no individuals or households will suffer losses of livelihood or be displaced.

- Assessment of the negative environmental and social impacts and risks associated with the implementation the engineering designs of the BESS facility green settlement from construction, operation and maintenance phase and propose possible mitigation and monitoring measures and alternatives;
- Assessment of the negative environmental and social impacts and risks associated with project construction and operation, including outsourcing of the types of proposed construction materials due to proposed storage technology and propose mitigation and monitoring measures and alternatives,
- Labour management: assessment of labour related issues at construction sites including occupational health and safety, child labor and general wellbeing of employees/workers and propose mitigation and monitoring measures ;
- Gender: assessment of gender-based violence and sexual harassment and abuse associated with construction of BESS facility both at site and in the surroundings and propose possible mitigation measures;
- Consultations : Undertake the inclusive and participatory stakeholder consultations. The participation of various stakeholders including government agencies and local authorities, NGOs and public organizations constitutes a key element of the ESIA and ESMP, which shall be discussed with all the parties concerned. The Consultants will conduct and document the extent of the consultations undertaken during ESIA

preparation in order to obtain the opinions of these organizations. The Consultants will present and discuss the findings during a validation workshop. The ESIA (ESMP) shall include proposed ongoing consultations to occur during project pre-construction, construction and operation phases

- Development of an Environmental and Social Management Plan (ESMP) to mitigate negative environmental and social impacts and risks: The Consultants shall develop a comprehensive Environmental and Social Management Plan (ESMP) for the project, according to the Rwanda Development Standards and World Bank Environment and Social standards and World Bank General EHS. For occupational Health and Safety concerns, the Consultants shall make recommendations on corrective and remedial measures to be implemented under the environmental and social management plan. The Consultant will include emergency/disaster preparedness and response plans and a safety plan for the project. The plan should recommend a set of mitigation, monitoring and institutional measures to eliminate, minimize or reduce to acceptable levels of adverse environmental and social impacts and/or maximize the project benefits. The ESMP should clearly present costs associated with proposed mitigation and monitoring actions as well as the institutions responsible for the ESMP implementation. The Consultants will assess the institutional needs required to implement the ESMP recommendations and propose measures to address identified gaps, such as staffing and training requirements for proper ESMP implementation and other necessary support. The Consultants will also prepare a detailed schedule to monitor the implementation of mitigation measures and the impacts of the project during construction and operation of the green village. The ESMP should show how the mitigation methods are staged in accordance with project implementation.
- Development a monitoring plan for ESMP: The Consultants shall propose a plan of action to monitor the implementation of the proposed mitigation measures during the construction, operation and maintenance phases. The consultants are required to give specific descriptions and technical details of monitoring measures, including the parameters to be measured, methods to be used, sampling locations, frequency of measurements, definition of thresholds that will signal the need for corrective actions, and monitoring and reporting procedures. The consultants will provide time frames and implementation mechanisms, staffing requirements and cost outlays for successful implementation of the monitoring plan.

1.8. Structure of ESIA Report

The consultant is requested to refer to the ESIA outline in ESS1 - Annex 1 Part D, and elaborate ESIA report with the following main sections:

- Executive summary; concisely discusses significant findings and recommended actions.
- Introduction;

- Policy, legal and institutional framework relevant to this ESIA. Note: this section is not for listing all regulations and policies- it is for indicating the commitment of the implementing agency and its contractors to implement and enforce these regulations in the project activities to be financed by the project. This section analyses the legal and institutional framework for the project, within which the environmental and social assessment is carried out, compares the domestic existing environmental and social framework and the World Bank’s ESS and identifies the gaps between them.
- Project description: (i) describing the investments geographic, environmental, social and temporal context, including any offsite investments that may be required (eg. Pipelines, access roads, raw materials...); (ii) includes a map of sufficient detail, showing the investment site and the area that may be affected by the investment’s direct, indirect and cumulative impacts.)
- Baseline data: Diagnosis of the Environmental and social baseline,
 - Sets out in detail the baseline data that is relevant to decisions about project location, design, operation, or mitigation measures. This should include a discussion of the accuracy, reliability, and sources of the data as well as information about dates surrounding project identification, planning and implementation.
 - Identifies and estimates the extent and quality of available data, key data gaps, and uncertainties associated with predictions.
 - Based on current information, assesses the scope of the area to be studied and describes relevant physical, biological, and socioeconomic conditions, including any changes anticipated before the project commences.
 - Takes into account current and proposed development activities within the project area but not directly connected to the project.
- Environmental and Social Risks and Impacts: Evaluation of potential adverse environmental and social risks and impacts (including direct, indirect and cumulative impacts) of the proposed project activities and propose corresponding mitigation measures. The analysis should take into account all relevant environmental and social risks and impacts of the project. This will be done in accordance with national ESIA guidelines and include the environmental and social risks and impacts specifically identified in ESS2–8, and any other environmental and social risks and impacts arising as a consequence of the specific nature and context of the project.
- Mitigation measures: Identifies mitigation measures and significant residual negative impacts that cannot be mitigated and, to the extent possible, assesses the acceptability of those residual negative impacts. Identifies differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable.
- Analysis of design alternatives judged upon the expected benefits and severity of identified impacts (for each of the alternatives, quantify the environmental and social impacts, and attach economic values where feasible)

- Environmental and Social Management Plan (ESMP) in reference to indicative outline for ESMP -- See ESS1 Annex 1 Part E. The ESMP should include mitigation measures, monitoring, capacity development and training, implementation schedules and cost estimates, responsible parties, indicators etc.
- Cumulative Impact Assessment: Interaction with nearby substations, solar plants, or transmission lines; Cumulative community
- Environmental/Social technical specifications to be included in the contract for construction of the green model village based on those included in the ESMP prepared in the ESIA. Measures must be written in a concise technical and precise language – recommend.
- Monitoring and Supervision arrangements by the implementing agency and/or supervision consultant(s)
- Mandatory obligations of contractors including insurance, permits, community communication, emergency plan, implementation of the LMP, preparation of the Contractor’s ESMP that includes zoonotic diseases prevention plans, routes for transporting materials and access of workers to project intervention areas, sanitation and hand washing plan, waste management.
- Stakeholder consultations conducted by the consultant according to BESS-SEP.
- GRM mechanisms for workers and communities according to the BESS-SEP, LMP, and Labor, Occupational health and safety regulations of Rwanda.
- Environmental and social monitoring plan: Monitoring indicators; Frequency and reporting; Corrective action checklist for supervision, monitoring and reporting to the PIU, National office.
- References.
- Annexures.

RDB and EDCL will ensure that all concerned public and private stakeholders in the subcomponent provide adequate inputs during the ESIA preparation according to the BESS-SEP, national ESIA regulations and the World Bank environmental and social framework. The ESIA Consultant should therefore undertake comprehensive consultations organized in phases with the local community, and later with relevant government institutions such as , District and relevant institutions and agencies, local NGOs and Civil societies and addition to any other appropriate stakeholders identified when conducting the study.

1.9. Deliverables

The expected deliverables are as follow:

1. Inception report: In the inception phase, the consultant will undertake consultative meetings, review and analysis of documents, and come up with an inception report. The report will describe in detail the approach, methodology and work plan to be used in executing the assignment. The inception report will also indicate the assumptions of the consultants, required documentation and inputs from the Client and any requirement that may have not been covered

by the terms of reference but the Consultant deems necessary for the successful accomplishment of the assignment. The consultant will convene an inception workshop for discussing the report to get feedback/comments after which the consultant will incorporate the feedback received and share with the client the final version of the inception report for approval.

2. Draft ESIA Report: After field work, review of conceptual designs of the BESS facility and stakeholder consultations, the consultant will develop the draft ESIA in the format and outline prescribed in the final inception report. The consultant is requested to undertake consultations on the draft ESIA report before. The consultant will also present the draft ESIA to client and stakeholders for their comments and approval. The draft ESIA will also include the necessary tools that will be needed to operationalize the ESIA and consultation records.

3. Draft Final ESIA Report: Upon reception of the draft ESIA report by the client, a review workshop of key stakeholders will be organized to review the draft report and provide comments to the consultant. The consultant will then update the draft report and submit it to the client as the draft final ESIA report for quality check.

4. Final ESIA Report: Project stakeholders will review the draft final ESIA report for quality assurance and ensuring all comments on the draft report are well addressed to the client satisfaction. From the feedback of the stakeholders through the client, the consultant will then update the draft final report accordingly and develop the final ESIA report together with all the relevant tools. The final ESIA will require approval by the Client and the World Bank.

In addition to the deliverables outlined above, the consultant will submit Progress Reports upon request by the client.

1.10. Technical standards and requirements of the ESIA

The ESIA must be prepared in line with government of Rwanda and the World Bank ESF requirements. The ESIA consultant will evaluate all the direct, indirect, cumulative potentially negative and positive environmental and social impacts associated with construction and commissioning of the proposed BESS facility, and propose mitigation and enhancement measures.

In performing their duties, the consultants will submit all reports in English, both in word editable and in pdf formats, including maps at clearly readable scales, in both electronic and hard copy format. However, the consultant is requested to prepare consultation materials that will be used in consultation meetings with local community in Kinyarwanda in order to communicate effectively. All major reports need to contain an executive summary. In addition to major reports, the consultant will also be requested to submit other documents such as photos, Shape files (GIS data), excel databases of data collected, copies of census/surveys laboratory test results (air, water, soil, and noise), biodiversity survey data, stakeholder engagement records (meeting minutes, attendance sheets, and grievance logs), environmental and social monitoring templates, and management plans including the Environmental and Social Management Plan (ESMP), Occupational Health and Safety (OHS) Plan, Emergency

Preparedness and Response Plan, and Waste Management Plan, among others to be defined by the Client among others to define by client.

In line with the tasks described above, stakeholder consultation workshops shall be organized upon completion of each key task. As Battery Energy Storage Systems (BESS) represent a new technology and the first of its kind in Rwanda, these workshops will serve not only to gather stakeholder feedback but also to build understanding and awareness of the technology, its benefits, and its potential challenges. For each consultation workshop, clear, engaging, and visually appealing presentations shall be prepared to effectively communicate key concepts, findings, and ideas to diverse audiences.

Company eligibility and general requirements
The consulting firm shall meet the following general requirements:

1. Legal Status

- Be a legally registered consulting firm in Rwanda or eligible under Rwandan procurement law (with valid trade license and tax clearance certificate), or be an international company with a joint venture or association with an eligible National registered company.
- Have the legal capacity to enter into a contract for consultancy services.
- Evidence of registration with relevant professional bodies in Rwanda or other countries;

2. Relevant Experience

- Demonstrated experience of at least 5 years in the preparation of Resettlement Action Plans (RAPs), and Social Impact Assessments (SIAs) for infrastructure projects and Environmental and Social Impacts Assessment (ESIA).
- Proven experience in projects involving land acquisition and compensation, preferably in the energy, water, or transport sectors.
- Prior experience working with Government of Rwanda institutions (e.g., REG, RWB, MININFRA, RTDA) and/or international development partners (e.g., World Bank, AfDB, JICA, EU).
- Experience implementing projects compliant with international safeguard standards (WB ESS, AfDB ISS-OS, or IFC PS).

3. Technical and Professional Capacity

- Have a multidisciplinary team of professionals (environmental, social, valuation, GIS, and legal experts) with demonstrated expertise in land acquisition, resettlement planning, and social development.
- Capacity to conduct large-scale socio-economic surveys and manage data (digital data collection and analysis tools such as KoboToolbox, ODK, or SurveyCTO).
- Capability to prepare GIS-based mapping and spatial analysis of affected assets.

4. Financial and Administrative Capacity

- Sufficient financial and logistical resources to carry out the assignment efficiently and on time.
- Evidence of at least two similar assignments successfully completed in the past 5 years, with client references and contact details.

5. Quality and Compliance Systems

- Have a documented Quality Assurance System or internal review mechanism to ensure accuracy, completeness, and compliance of reports.
- Commitment to ethical standards and data protection/confidentiality of Project-Affected Persons (PAPs).

6. Specific Technical Experience

The consulting firm must demonstrate solid experience across key areas essential for RAP and ESIA preparation, including having completed at least five Resettlement Action Plans (RAPs) and ESIA for infrastructure projects in Rwanda or in the region, and proven capacity in land valuation and compensation in collaboration with certified valuers and District Land Committees. The firm should also have demonstrated skills in GIS mapping and spatial analysis, experience in livelihood restoration or social development programs, and a strong track record in stakeholder consultation and grievance redress mechanism development. Furthermore, the firm must have successfully delivered at least 3 assignments compliant with international safeguard standards such as the World Bank ESS or AfDB OS, with all experience supported by relevant evidence such completion certificates

3.Organizational arrangement of the assignment

EDCL as the lead agency for development of Environmental and Social Risk Management Instruments for BESS will facilitate the coordination of the assignment and make arrangements for reviews of deliverables.

Preparation, submission and approval of the ESIA and RAP for BESS must be done in line with Government of Rwanda and the World Bank ESF requirements. Documents must be delivered in word, PDF, photos of good quality, Shape files (maps) using GIS, excel databases of data collected among others to be defined by EDCL and other stakeholders.

The environmental and social risk management instruments under this consultancy are prerequisite for the project (BESS) appraisal. Therefore, beside reviews of the reports by key stakeholders, the World Bank review process for clearance is imperative. In this context, the consultant has to bear in mind that the reports (ESIA and RAP) are considered final once approved by the World Bank.

4.Duration of the assignment

The Environmental and social management instruments under this consultancy are paramount to BESS appraisal; hence, timely completion is critical. This consultancy will be carried out within three (3) months. This will require close collaboration between key actors in this assignment including the consultant, EDCL, other BESS implementing agencies and the World Bank.

Personnel Requirements

The firm shall propose a qualified **core team** of experts with experience relevant to the assignment. Suggested minimum composition and qualifications are as follows:

5.Consultant Firm Team Composition

Required expert	Number	Education	Required experience
Senior Environmental Expert (Team Leader)	1	Master's degree in environmental management, environmental sciences, and environmental engineering or related filed.	<ul style="list-style-type: none"> • Ten (10) years working experience in conducting Environmental and Social Risk Assessment for World Bank and other donor funded projects.(proven by a signed CV); • Experience in leading at least three (3) Environmental and Social Risk Management Instruments for World Bank or other international development partners-funded project proven by 3 service certificates or recommendations).
Senior Social Expert	1	Master's degree in International Development Studies, Sociology, Social sciences and Development Studies.	<ul style="list-style-type: none"> • Seven (7) years of working experience in social impact assessments for development projects, including the need for land acquisition, relocation of people and enterprises, stakeholder and community engagement, and familiarity with national and World Bank Environmental and Social Framework (ESF) or safeguards policies, including gender and citizen engagement requirements and a strong understanding of Occupational Health and Safety (OHS)(Proven by signed CV; • Having Conducted at least two (2) Environmental and Social Risk Management Instruments for World Bank or other donor-funded project, proven by two (2) Service certificates or recommendations of similar assignments of which at least one should be a RAP or an ESIA.
Senior Gender Expert	1	Master's degree in Gender equality, Sociology/Social	<ul style="list-style-type: none"> • Seven (7) years of practical working experience in gender equality and mainstreaming in projects and programs, (proven by signed CV);

Required expert	Number	Education	Required experience
		sciences, Political Sciences and Development Studies.	<ul style="list-style-type: none"> • Having Conducted at least two (2) Gender assessment and Gender action plan for World Bank or other international development partners-funded projects, proven by two (2) Certificates of good completion, service certificate or recommendations of similar assignments; • Thorough understanding of the in-country gender context and experience working with government institutions and international or non-governmental organizations supporting gender and development; • Familiarity with gender analysis tools and methodologies for development projects; • Strong communication skills, and ability to liaise with various stakeholders, including government, donors, NGOs and CSOs.
Property Valuation specialist	1	Master's degree in property/asset valuation, environmental economics, quantity surveying	<ul style="list-style-type: none"> • Minimum five (5) years of experience working on asset valuation, urban planning, land use planning, resettlement planning for development projects, including the need for land acquisition relocation of people and enterprises, and familiarity with national and World Bank Environmental and Social Framework (ESF), proven by a signed CV; • Two (2) Certificates of good completion or recommendations of similar assignments.

Required expert	Number	Education	Required experience
Surveyor	1	Master's degree in architecture, architectural engineering or civil engineering	<ul style="list-style-type: none"> -Bachelor's degree from Recognized Academic Institution in Surveying and Geomatics Engineering with at least 5 years of experience in the field of Environmental and Social studies. -Must be a member of national association of surveyors. -Provide at least 2 completion certificates of previous projects.
Community Engagement Specialist	1	Degree in Sociology, Communication, or related field; 10 years of experience in community consultation and participatory planning.	<ul style="list-style-type: none"> • Five (5) years of practical working experience in public engagement of projects and programs, (proven by signed CV); • Having Conducted at least two (2) SEP for World Bank or other international

The firm shall submit the following documents:

1. Registration Certificate/Certificate of Incorporation.
2. Valid Tax Clearance Certificate –applicable to local firms.
3. Valid Rwanda Social Security Certificate.
4. Two certificates of goods completion issued by private institutions shall require their relevant contract.