Terms of Reference (TOR)

Consultancy Title	Preparation of Environmental and Social Impact Assessment (ESIA) and Environmental and Social Management Plan (ESMP) for the AMP Mini-Grid Pilot Locations.
Project Name:	Africa Mini-Grid Project-Child Project
Type of Contract	Consultancy Firm

1 Project Background

Somalia continues to expand access to reliable, affordable, and sustainable electricity through decentralized energy solutions, including solar hybrid mini-grids and other off-grid systems. Mini-grids are particularly important for communities and productive-use customers that are not yet connected, and they are increasingly operated by private sector developers and Energy Service Providers (ESPs).

Despite the growing role of the private sector in the energy access market, the mini-grid industry still faces technical, institutional, and coordination constraints. Developers and ESPs require stronger capacity in system design, operation and maintenance, protection of distribution and transmission lines, substation equipment, system coordination, short-circuit current analysis, fault investigation, safety practices, and use of power system analysis tools. At the same time, national industry associations need support to become more effective platforms for advocacy, knowledge-sharing, professional training, standards promotion, and representation of private sector interests.

The **National Transformation Plan (NTP) 2025–2029)** also identifies the energy sector as a strategic enabler of Somalia's economic transformation, recognizing that reliable, affordable, and sustainable energy is fundamental to industrialization, productive sectors, private sector development, employment creation, and improved social services. The NTP prioritizes expanding energy access and infrastructure, promoting renewable energy development, reviving hydropower potential, advancing responsible oil and gas exploration, and strengthening the extractive sector through institutional reforms and increased investment. Under the NTP, the Government aims to increase national electricity access from **61.9% to 80% of the population by 2029**, with particular emphasis on underserved rural communities, internally displaced

persons (IDP) settlements, and hard-to-reach areas. This will be achieved through investments in diversified renewable energy sources—including solar, wind, hydropower, decentralized mini-grids, and modern transmission and distribution infrastructure—while promoting public-private partnerships (PPPs) and bankable energy investments to accelerate nationwide electrification and support inclusive economic growth.

Furthermore, the NTP seeks to improve energy affordability and sector efficiency by **reducing national electricity tariffs by 50% by 2029** through comprehensive energy sector reforms. Key priorities include strengthening energy governance and regulatory institutions, expanding renewable energy generation, upgrading national grid and transmission networks, encouraging private sector participation through enabling policy and PPP frameworks, establishing technical electricity training institutions, and implementing a **Single Buyer Electricity Market Model** to integrate Somalia's fragmented electricity systems. The NTP also promotes long-term Power Purchase Agreements (PPAs) with Independent Power Producers (IPPs), modernization of existing mini-grids, and development of a unified national electricity network to improve reliability, reduce operational costs, attract private investment, and ensure sustainable, affordable, and reliable electricity services that contribute to achieving Somalia's broader National Transformation Plan objectives.

The Ministry of Energy and Water Resources and UNDP are collaborating in the implementation of a project under the Africa Minigrids Program (AMP) - the 'National child project under the GEF Africa Minigrids Program – Somalia.

The AMP is a country-led regional technical assistance program for minigrids, active in an initial 21 African countries. It is led by the United Nations Development Programme (UNDP) with funding primarily from the Global Environment facility (GEF), and implemented together with Rocky Mountain Institute (RMI) and the African Development Bank (AfDB), linking up with a wide array of minigrid stakeholders in Africa and beyond.

The heart of this initiative lies in national projects, each adapted to local regulatory, geographical, and market conditions. The regional level provides technical assistance, knowledge sharing, policy and regulatory support, capacity development, and digital tools to enable and scale up national mini-grid markets.

AMP's primary aims are to:

- increase the financial viability of renewable mini-grids;
- reduce costs across hardware, soft costs (permits, licensing, project development), and financing; and
- promote innovative business models that can be sustained and scaled by the private sector.

The ultimate objective is to increase access to electricity in underserved rural and peri-urban areas at tariffs affordable to end users, while ensuring clean energy and inclusive development.

2 TOR Background

An Environmental and Social Management Framework (ESMF) was developed for the AMP National Project in Somalia to ensure compliance with relevant policies, including UNDP's Social and Environmental Standards (SES)[1]. That ESMF is a management tool to assist in managing potential adverse social and environmental impacts associated with activities of the AMP National Project in Somalia, in line with the requirements of UNDP's SES.

In particular, the ESMF identifies the steps for detailed screening and assessment of the project's potential social and environmental risks, and for preparing and approving the required management plans for avoiding, and where avoidance is not possible, reducing, mitigating, and managing these adverse impacts. Its scope covers all project activities, which include co-financing in terms of in-kind contributions, grants and equity investment by various government agencies and the private sector needed to implement the project.

The Ministry of Energy and Water Resources (MOEWR) is seeking a qualified consulting firm/company (hereinafter referred to as 'the Firm') to prepare an Environmental and Social Impact Assessment (ESIA) and its respective Environmental and Social Management Plan (ESMP) for a minigrid pilot investment in three districts in Somalia/ one district per Lot (Lot 1 (Jubaland State): Dhobley, Afmadow, and Diif ; Lot 2 (North-East State): Buhoodle, Lascanood, and Xudun; Lot 3 (Galmudug State): Hobyo, Adado, and Guriceel).

The pilots will be implemented in a challenging environmental and social context characterized by poverty, displacement, institutional-capacity constraints, recurrent droughts and floods, land degradation, weak waste-management systems and potential conflict over land and natural resources. Particular attention is therefore required to community health and safety, labour and working conditions, land access, gender equality, inclusion of vulnerable and marginalized groups, climate and disaster risks, biodiversity, cultural heritage, and the management of batteries, fuels and electronic waste.

During project preparation, UNDP conducted stakeholder consultations and prepared a Social and Environmental Screening Procedure, Stakeholder Engagement Plan and Environmental and Social Management Framework. The project was classified as Substantial Risk, requiring site-specific environmental and social assessment and management instruments before physical works commence. The ESIA and ESMP shall comply with applicable federal, Federal Member State and local environmental, energy, labour, land, health and safety requirements, as well as UNDP's Social and Environmental Standards. Where national requirements differ from UNDP standards, the more stringent requirement shall apply. The consulting firm shall verify the current regulatory and permitting requirements for each selected pilot site and build on the consultations and preliminary assessments already undertaken.

[1] The ESMF was annexed to the AMP national project documents. It was further refined during implementation phase and the latest version is available upon request at amp@undp.org.

3 Project Description and Components

The assignment covers three pilot investments under the Somalia National Project of the Africa Mini-grids Program. The pilots will primarily involve the hybridization and expansion of existing privately operated diesel mini-grids through the installation of solar photovoltaic generation, battery energy storage and associated distribution infrastructure. The pilots are intended to increase renewable-energy penetration, reduce dependence on diesel, extend electricity services to underserved areas and improve the affordability and reliability of supply. The three minigrid pilots will be implemented in in three districts in Somalia/ one district per Lot (Lot 1 (Jubaland State): Dhobley, Afmadow, and Diif ; Lot 2 (North-East State): Buhoodle, Lascanood, and Xudun; Lot 3 (Galmudug State): Hobyo, Adado, and Guriceel).

The main pilot components are expected to include solar PV arrays (with combine capacity of 2.116MW), battery energy storage systems (with total capacity of 3.300MWh), integration with existing diesel generators, transformers and protection equipment, rehabilitation or extension of distribution networks, new household, business and public-institution connections, and prepaid or smart meters capable of integration with the AMP digital monitoring platform. Where appropriate, the pilots may also support productive uses of energy, such as water pumping, milling, welding, refrigeration, cold storage and other locally viable economic activities. The project aims to serve 66,670 people in the three target districts (65,570 residential, 210 social and 710 commercial/PUE).

Each pilot will be implemented and operated by a competitively selected ESP or ESP-led consortium under a Performance-Based Payment arrangement with UNDP. The project will cover will cover no more than 70 percent of eligible capital costs, while the selected ESP will mobilize at least 30 percent co-financing. Payments will be released following independent verification of agreed infrastructure, connections, service-quality and environmental and social performance milestones.

The pilots will be implemented in rural and peri-urban settings characterized by limited electricity access, high energy costs, livelihood vulnerability, weak waste-management services and exposure to droughts, floods and other climate-related hazards. The ESIA shall therefore define the area of influence of each pilot and assess the environmental and socioeconomic conditions of the selected communities, including land use, natural habitats, climate and disaster risks, livelihoods, vulnerable groups, community safety and management of batteries and electronic waste.

The pilots form part of the wider Somalia AMP programme, which supports energy-sector policy and regulatory reform, institutional capacity development, private-sector business models, innovative financing, digitalization, productive use of energy and knowledge management. Their implementation is intended to demonstrate a commercially viable and environmentally sustainable model that can be replicated to expand renewable-energy access across Somalia.

4 Objectives of the Assignment

The general objective of the assignment is to ensure compliance with national environmental and social legislation, as well as with the UNDP's Social and Environmental Standards (SES) in the context of the project. Further, it serves to identify social and environmental impacts (positive and negative) and risks and to design respective measures to prevent, reduce, mitigate and/or offset/compensate (for) them.

The Firm shall mobilize a suitably qualified multidisciplinary team to prepare an Environmental and Social Impact Assessment (ESIA) and its respective Environmental and Social Management Plan (ESMP) for the planned minigrid pilot(s) to ensure the socio-environmental sustainability of their different components. More specifically, the Firm shall:

- Analyze relevant UNDP, national and international environmental and social requirements to ensure the highest standard is applied in the context of the UNDP project.
- Analyze and evaluate potential environmental and social impacts that may be associated with construction and operation of the pilot minigrid(s), taking into consideration the risks identified in the SESP/ESMF.
- Propose measures to prevent, control, mitigate, restore and/or compensate the potential environmental and social impacts of the pilot investments so that the project complies with UNDP's SES and national legislation.
- Develop management plans and other instruments detailing environmental and social requirements, in particular to guide the final design of the minigrid pilots and their components, including recommendations for changes to the pilot design as well as specific actions to be taken by contractors and subcontractors.
- Develop a consultation/stakeholder engagement plan, including an analysis of interested and affected parties, detailing documentation requirements, and dissemination of information about the pilots.
- Support the implementing partner (and responsible party) in carrying out meaningful consultations.

5 Principal Activities

5.1 Preparation of the Social and Environmental (ESIA) of the minigrid pilot(s)

Preparation of the ESIA of the minigrid pilot(s) will include the following elements and activities:

5.1.1 Initial data collection:

- Identify data availability and gaps for conducting the assessment.
- Ensure the availability of data/information from different sources to rely on (previous site visits, secondary data, scientific literature, government-provided information, etc.)
- Determine the extent of data gathering that will be required to ensure the qualitative depth of this study and which steps will be required (site visits, interviews, literature review etc.)
- Design and location of minigrid pilot(s)

5.1.2 Description of the Pilot(s):

The Firm will include in the ESIA the following to describe the components of the minigrid system, associated facilities, location, planned budget, labor, construction requirements:

- The area (general location/community) of the project and associated activities in terms of:

    - Political-administrative location (region, district, town or other relevant political-administrative units) with accompanying location map
    - Means of site access – i.e., by air, river, road, train or vehicle
    - Latitude and longitude of project area
    - Maps of project area
    - Indicate the project site (specific location) and its direct and indirect areas of influence for the physical, biological and social-economic-cultural impacts
- Design drawings for project facilities
    - Plan (overhead view)
    - Elevations (front view)
    - Profiles (side view)
    - Sections
- Detailed description of the components of the mini-grid system
    - PV modules
    - Inverters
    - Transformers
    - Power units
    - Battery storage
    - PUE & Other
- Detailed description of the facilities (housing, transportation, drinking water, sanitation, etc.) that will be provided for workers involved in the construction and operation of the minigrid and associated facilities.
- Description of water and energy requirements for the construction and operation of the minigrid
- Labor requirements for construction and operation of the minigrid
- Summary of the expected construction schedule and manpower requirements throughout the construction period
- Raw materials to be used for construction:
    - Complete list of the raw materials and construction materials to be used, indicating the amounts and the storage means
    - Inventory of chemical, toxic or hazardous substances, active elements, sites and storage means, safety aspects regarding transportation and handling and any other relevant information
- Brief description of mechanisms and instruments for community participation (to be expanded in a separate section), including procedures for consultation and participation of beneficiaries and groups affected by the project, and mechanisms for complaints from the population directly using the services.
- Analysis of the alternatives considered, justification and environmental and social considerations of the pilot area/community and precise site. Consider all types of alternatives related to overall approach and pilot design, including the "no action" alternative. Factors to include timing, scale, partners, intensity, technologies/processes, facility design, and construction, operation and maintenance methods.

5.1.3 Diagnosis of the Pilots' Area of Influence and Beneficiaries:

Data collection, analysis and interpretation of all data identified from reviewing existing documentation and initial scoping should be gathered to describe the existing environmental and social conditions including for the biophysical and socio-economic and cultural context in the area that may be affected by the project's direct, indirect, and cumulative impacts (Area of Influence).

This section should also describe the demographic and socioeconomic conditions of the direct beneficiaries of the minigrid.

Characterization of the Area of Influence, describing the current environmental and social conditions in the area:

- Map of sufficient detail showing the pilot site and the area that may be affected by the project's direct, indirect, and cumulative impacts (i.e. area of influence)
- Socio-economic and environmental characterization, which includes presenting concise information on the main socio-environmental factors that will be affected by the pilot. This information, whenever possible, should be based on qualitative and quantitative data. Factors will include:

(a) Physical Environment

Describe the physical environment within the Area of Influence including geologic and soil characteristics, nearby streams, rivers, wetlands, lakes and reservoirs, climate and meteorology (Temperature variations, relative humidity, solar radiation and evaporation rates, rainfall, wind rose) including existing flood risks, and sources of air and noise emissions.

(b). Biological Environment

Provide detailed information on biological environment within the pilot's Area of Influence such as forests, vegetation, wildlife and protected areas.

(c). Social-Economic-Cultural Environment

- Describe socio-economic conditions in the project area such as population, cultural characteristics, presence of indigenous people and other religious or ethnic minorities and economic activities
- Describe the infrastructure in the Area of Influence (roads, wastewater treatment and management, solid waste management and energy infrastructure)
- Identify all cultural, archaeological and historic resources within the Area of Influence (including those related to indigenous peoples or ethnic minorities)
- Identify the land use of the surrounding area (population centers, agricultural lands, forested lands, protected areas, flood plains and culturally sensitive areas)

5.1.4 Institutional and legal framework:

- Description of the regulations, system and requirements for minigrid and environmental licensing, and other authorizations necessary for implementation of the pilot components and works; identification of the need to complement the rules governing pilot implementation.
- Applicable national and local regulations and standards governing environmental quality, health and safety, biodiversity, cultural heritage, land ownership and use, energy, gender and vulnerable and indigenous peoples.
- State applicable international obligations and agreements (e.g., Multilateral Environmental Agreements) that must be complied with.
- Social and environmental safeguard policies and procedures of other donors and project partners, including relevant requirements of UNDP's SES.
- Identify any gaps between national legislation and UNDP's SES, clarifying where the higher standards will be used. Emphasis should be given to stipulations in national or local law that may impede compliance with UNDP's SES and respective guidance or vice versa. In these cases, practical solutions need to be found in collaboration with the implementing partner and included in the ESMP.
- Identify the environmental and social studies required according to the level of socio-environmental risk, in order to comply with both national and local environmental legislation.

- Compliance with UNDP's SES:
    - State and describe each of UNDP's SES Principles and Standards.
    - Overarching Principle 1: Leave No One Behind
    - Programming Principle 2: Human Rights
    - Programming Principle 3: Gender Equality and Women's Empowerment
    - Programming Principle 5: Accountability
    - Project-level Standard 1. Biodiversity Conservation and Sustainable Natural Resource Management
    - Project-level Standard 2. Climate Change and Disaster Risks
    - Project-level Standard 3. Community Health, Safety and Security
    - Project-level Standard 4. Cultural Heritage
    - Project-level Standard 5. Displacement and Resettlement
    - Project-level Standard 6. Indigenous Peoples
    - Project-level Standard 7. Labour and Working Conditions
    - Project-level Standard 8. Pollution Prevention and Resource Efficiency
- Describe the environmental management instruments for use by the project, to ensure the incorporation of environmental and social variables throughout the project cycle (ex. Waste Management Plan, Pollution Prevention and Management Plan, Occupational Health and Safety Plan, Labour Management Plan and Resettlement or Livelihoods Action Plan, etc.).
- Identification of the institutions responsible for the execution and environmental and social management of the program, at the respective levels of government; roles and functions of each of the institutions, identifying the needs for institutional strengthening.
- References to international good practices, such as those contained in the World Bank Group Environmental Health and Safety Guidelines and the relevant International Labour Organization conventions and instruments.

5.1.5 Main Environmental and Social Impacts:

- Identification, analysis and rating of the environmental and social impacts of the pilot minigrid(s) during the different phases of its implementation cycle including construction and operations. These should include, but are not limited to, the following identified risks:
    - **During Construction:**
        - Improper disposal of construction waste and wastewater
        - Damage to biodiversity and natural resources
        - Community health and safety risks from construction activities and influx of construction workers to the area
        - Damage to cultural heritage sites
        - Physical or economic displacement and loss of livelihoods including to Indigenous Peoples (if present)
        - Health and safety risks to construction workers
        - Risk of child and forced labor
        - Risk of discrimination and other working conditions not in line with national and international standards.
    - **During Operation:**

    - Improper disposal of hazardous waste (specifically e-waste)
    - Damage to biodiversity to natural resources, including electrocution risk for animals and birds
    - Climate events and disaster risks (including floods)
    - Community health and safety risks, including exposure to electrocution hazards and presence of hazardous materials (mainly batteries, e-waste)
    - Risk on community health, safety and/or security due to the influx of newcomers to the new economic activities resulting from the productive use of the energy
    - Loss of income for fuel sellers
    - Working conditions not in line with national and international standards
- Assess the environmental and social viability of the minigrid pilot, by weighing the damages against the environmental and social benefits; evaluation of the effectiveness of the measures to control negative impacts; verification of compliance with environmental and social criteria and standards; and measures to prevent and mitigate environmental and social risks;
- Identify areas potentially impacted by cumulative impacts from the incremental adverse impacts of the pilot when added to other past, existing, planned or reasonably predictable future pilots/projects and developments (e.g., incremental contribution to pollutant emissions). Assessing potential cumulative impacts enlarges the scale and timeframe for assessing combined effects of multiple activities and impacts;
- Identify areas potentially affected by impacts from unplanned but predictable developments (indirect and induced impacts) caused by the pilot investment that may occur later or at a different location (e.g., facilitation of settlements in intact forest areas through expansion of adjacent agricultural activities);
- Assess transboundary impacts, such as pollution of international waterways or transboundary river basins, airsheds and ecosystems; migration of populations; international relations;
- Assess global environmental and social impacts, e.g., greenhouse gas emissions, ozone depletion, loss of biodiversity and desertification; loss of cultural diversity and heritage.

<u>The temporal scope of potential impacts will encompass:</u>

- Future anticipated or projected short-term impacts, e.g., increases in consumption, waste, pollution, capacity needs, and health problems resulting from the proposed pilot;
- Future anticipated or projected long-term impacts, e.g., indirect or secondary effects of induced unplanned development and changes in socio-economic conditions;
- Present or baseline pollution of the proposed pilot location, e.g., soil and ground water pollution originating from past disposal of or contamination with hazardous substances or wastes.

<u>The organizational/management scope of potential impacts will include UNDP and the implementing partner as well as the:</u>

- Role and capacity of third-party organizations, e.g., governments, contractors (with whom the proposed pilot or implementing partner has a substantial involvement), or an operator of an associated facility (to the extent of the Project Developer’s control or influence over these organizations);

- Primary suppliers[2] (where the resource utilized by the proposed project is ecologically sensitive, or where child labor, forced labor and/or unsafe working conditions may be involved).

5.2 Preparation of the Environmental and Social Management Plan (ESMP) for the Minigrid Pilot(s)

Essential components of an ESMP:

Measures to mitigate negative impacts during construction, operations, maintenance, and monitoring and evaluation of their effectiveness. Mitigation measures must be identified for each impact/risk that was identified during the ESIA process which may include the following (depending on the relevant impacts/risks identified):

- Waste Management Plan (Especially for e-waste during operation)
- Pollution Prevention and Management Plan
- Occupational Health and Safety Plan
- Labour Management Plan (based on the Project Labour Management Procedures)
- Confirm that there will be no resettlement involved as Electricity Service Providers (ESPs) will provide the land for the installation of solar systems and also validate that there are no indigenous people in the proposed land.
- Best management practices to minimize soil and water pollution (during construction and operation)
- Dust and emissions control measures (during construction)
- Noise control measures (during construction)
- Procedures for handling, storage and disposal of hazardous waste and wastewater (during construction and operation)
- Measures to avoid or reduce risk on nearby natural habitats if found (during construction and operation)
- Avoid or reduce community health and safety risks (during construction and operation)
- Measures for transportation and traffic patterns on existing roads (during construction)

Measures to protect cultural, archeological and historic and resources if found within the area of influence including a Chance Finds Procedure (during construction and operation).

In addition, the following shall be included in the ESMP:

- Flow chart of the minigrid's design, construction, commissioning, and operations and maintenance timeline, identifying the stages and times of execution of the environmental and social management actions;
- Description of the environmental monitoring plan in the construction and operation stages of the pilot, identifying the parameters to be measured, the places of measurement, the methods used and the periods/frequencies in which the measurements will be made, the costs, and the institutions responsible (see separate section);
- Identification of a set of sensible, readily measurable quantitative and qualitative indicators of the mitigation measures proposed for the main impacts and risks associated with implementation of the pilot (see separate section);

[2] "Primary suppliers" are those suppliers who, on an ongoing basis, provide goods or materials directly to the minigrid operator essential for the core functions of the pilot.

- Contingency and Emergency Response Plan, such as for accidents, fires, floods, earthquakes (among those that apply);
- Reporting template for the implementing partner (and/or responsible party) that include said indicators and provide clear guidance on how to measure them.

5.2.1 Mitigation hierarchy.

The ESMP will include environmental and social impact mitigation actions, in accordance with the following, listed in descending order of preference (i.e., the mitigation hierarchy):

- Avoid, prevent or eliminate environmental and social risks and adverse impacts, wherever technically and financially feasible; for proposed pilots involving existing facilities, remediation may need to be undertaken instead of, or in addition to, mitigation;
- Where it is not technically or financially feasible to avoid, prevent or eliminate risks and impacts, identify measures and actions to minimize and mitigate impacts so that the pilot operates in compliance with applicable international, national and local environmental and social laws and regulations and UNDP requirements, or achieves acceptable levels of impacts otherwise defined and agreed;
- Where it is not technically or financially feasible to minimize and mitigate risks and impacts, identify measures to offset them by enhancing the proposed pilot's positive environmental and social impacts;3
- Where avoidance, mitigation and offset measures are not technically or financially feasible, identify compensatory measures to balance the residual adverse impacts.

The ESMP will describe each mitigation measure, including the type of impact and social and environmental parameter(s) to which it relates, the location and frequency, timing or conditions under which the measure is required (e.g., continuously or in the event of contingencies), and provide technical details on the mitigation technology, process, equipment, design and operating procedures, as appropriate. Potential social and environmental impacts of these measures will be estimated. Linkages with other mitigation plans (e.g., for displacement, indigenous peoples, or cultural heritage) required for the proposed pilot will be identified.

5.2.2 Social and environmental risk monitoring and reporting.

The ESMP will detail the social and environmental monitoring to be conducted during project implementation to:

- Provide information about actual versus predicted social and environmental impacts;
- Measure the effectiveness and evaluate the success of mitigation, remediation and enhancement measures;
- Evaluate compliance with applicable international, national, and local policies laws, regulations, UNDP SES, other relevant performance standards, policies and procedures;
- Allow corrective action to be taken when needed.

Specifically, the ESMP will detail the:

- Mitigation measures being monitored;

[3] Refer to UNDP SES Standard 1: Biodiversity Conservation and Sustainable Natural Resource Management, para. 12 regarding conditions and limitations on use of biodiversity offsets.

- Parameters to be measured; introduction of sensible indicators to measure the implementation of mitigation measures.
- Sampling and analytical or other monitoring methods to be used, including staff, procedures and detection limits (where appropriate);
- Sampling or monitoring locations;
- Frequency or timing of measurements;
- Definition of thresholds that will signal the need for corrective actions.
- Define responsibilities for monitoring and reporting during the life cycle of the project.

In addition to recording information to track performance and establishing relevant operational controls, the monitoring plan will require the use of dynamic mechanisms, such as inspections and audits, where relevant, to verify compliance and progress toward the desired outcomes. Monitoring activities should involve direct participation of affected stakeholders, where possible. Stakeholder complaints or grievances are to be tracked and monitored and any corrective actions are also tracked and monitored.

Monitoring and reporting should include data disaggregated by categories of potential beneficiary and/or affected groups and include specific gender indicators. The monitoring plan should require the retaining of qualified and experienced external experts to verify monitoring information.

Evaluation, reporting and management of monitoring measures will also be specified in the ESMP. This will include required documentation and reporting of monitoring results and provisions for adjusting and amending the ESMP (e.g., incorporating corrective actions) in accordance with monitoring experience and feedback (see also stakeholder engagement section below). A monitoring plan, detailing responsibilities for its implementation and required site-visits will need to be developed as part of the ESMP.

Periodic reports are to be provided to the affected communities that describe progress with implementation of the ESMP and related action plans and on issues that the consultation process or grievance process has identified as a concern. Any material changes or additions to the mitigation measures or actions plans will be communicated to affected communities. Reports will be provided at a frequency proportionate to the concerns of affected communities but not less than annually; quarterly reporting is recommended. This reporting line should be part of a broader communication and continuous stakeholder outreach plan, which clearly states responsibilities for execution.

5.2.3 Capacity development.

The ESMP will assess and detail a plan to develop implementation capacity, where needed. This will involve a capacity assessment of the implementing partner itself and any affiliated organizations or institutions for implementing the ESMP. If not, a determination should be made as to whether it will be possible to develop the appropriate capacity and, if so, at what cost and in what timeframe.

The capacity development section of the ESMP will:

- Recommend management arrangements for the pilot, including structure, roles, responsibilities, and authorities;
- Designate specific personnel, including management representative(s), with well-defined and clearly communicated lines of responsibility and authority;
- Require sufficient oversight and human and financial resources be provided on an ongoing basis to achieve effective and continuous environmental and social management throughout the life of the proposed pilot.

Capacity development will also address the methods required to perform the specific actions and measures of the ESMP in a competent and efficient manner. it has the following components:

- Identification of capacity needs;
- Development of a capacity development plan to address defined needs;
- Monitoring and Evaluation of capacity development plan.

5.2.4 Implementation action plan (schedule and cost estimates).

For above aspects (mitigation, monitoring, capacity development, and stakeholder engagement), the ESMP provides (a) an implementation schedule for measures that must be carried out as part of the pilot, showing phasing and coordination with overall project implementation plans; and (b) the capital and recurrent cost estimates and sources of funds for implementing the ESMP. These figures are also integrated into the total project cost tables.

5.3 Public Consultation and Disclosure Procedures

The ESIA/ESMP will be developed in close consultation with project stakeholders and disclosed in draft and final form. Stakeholder will be notified when the draft is disclosed and the opportunity to comment, the draft will be disclosed for 60-days, as per UNDP requirements for a Substantial Risk project. The ESMP is to include a section that outlines a Stakeholder Engagement Plan (SEP) based on the SEP prepared for the AMP National project to promote meaningful, effective consultations during project implementation, including identification of milestones for consultations, information disclosure, and periodic reporting on progress on project implementation and issues of concern to project stakeholders. The plan should also include a description of effective processes for receiving and addressing stakeholder concerns and grievances regarding the project's social and environmental performance.

Actions:

- Conduct a stakeholder analysis that outlines the affected and interested parties, explains the methodology for their identification (ideally with a rating system/matrix for how strongly they are impacted or how strong their interest in the project is).
- In many cases, national or regional legislation also requires some kind of consultative process. It is required to verify these regulations and, if possible, align them with what is required under UNDP's SES.
- Provide a consultation plan, informing about
    - planned consultation events
    - information material
    - attendance recording
    - measures for encouraging the participation of women and the elderly.
- After the consultation event(s), document and update the consultation section with:
    - Description of the event.
    - General atmosphere of the event.
    - Questions asked and which answers were provided.
    - Any suggestions for project improvement that were taken into consideration.
    - Include scanned attendance lists.
    - Photos/Videos of the event(s).
- Support the implementing partner in conducting the consultations/stakeholder engagement process. The draft environmental and social assessment with its environmental and social management plan needs to be consulted with the affected people. Therefore, consultations should take place when the environmental and social documents are ready for sharing, but prior to being finalized.

- The Firm will coordinate with the institution in charge of implementing the pilot and with the corresponding local institutions the most appropriate consultation mechanism, taking into account national regulations, the local context and existing social standards for these cases.
- This consultation will be the opportunity to have a dialogue that will help to improve the design, promote a better understanding of the pilot and increase the chances of success and sustainability of the pilot.
- In addition, the consultation must promote the participation of women, indigenous communities, marginalized and disadvantaged groups during the consultation process, and comply with national rules and regulations that apply to the consultation process.
- If ESMP review and evaluation result in material changes in, or additions to, the mitigation, monitoring or capacity development measures or actions described in the ESMP on issues of concern to the stakeholders, the updated measures or actions will also be developed in close consultation with stakeholders and disclosed.
- Periodic reports will be provided to potentially affected communities describing progress with implementation of the ESMP and on issues that the consultation process or grievance mechanism has identified as a concern. The frequency of these reports will be proportional to the concerns of the stakeholders but not less than annually. For projects designated as highly complex and sensitive, quarterly reporting will be required.

6 Reports / Deliverables

Reports/deliverables list:

The following reports must be submitted by the Firm through its authorized representative and received to the satisfaction of the MoEWR and Undp Project Team.

- First Report (Inception Report): Detailed methodology, staffing and team deployment plan, fieldwork and stakeholder consultation plan, and work plan in days after signing the contract.
- Second Report: (First Draft) Environmental and Social Impact Assessment (ESIA) for the pilot Locations that includes the requirements outlined in 5 as well as the stakeholder engagement plan (Section 6.3).
- Third report: (Revised Draft) Environmental and Social Impact Assessment (ESIA) with its respective Environmental and Social Management Plan (ESMP) for pilot Locations, and that includes the results of the public consultation and disclosure process.
- Fourth Report" (Final Report) Environmental and Social Impact Assessment (ESIA) with its respective Environmental and Social Management Plan (ESMP) for pilot locations updated based on review and feedback from Implementing Partner and UNDP.

All reports must be submitted to the MoEWR, Department of Energy and PMU under UNDP in an electronic file. The report must include a cover page, main document, and all annexes.

The Firm shall apply an internal quality-assurance process and ensure that all deliverables are technically consistent, professionally edited, and formally endorsed by the Team Leader and the Firm's authorized representative before submission.

Approval of reports:

Reports will be approved by the Director of Energy Development after completion of overall process of its and review and evaluation.

Payment Schedule

The following payments will be made according to the schedule below:

- 30% after the contract is signed and the work plan approved.
- 25 % after the delivery and approval of the second report.
- 25 % after the delivery and approval of the third report.
- 20 % after the delivery and approval of the fourth report.

Minimum Qualifications and Experience of the Firm and Proposed Team

The assignment shall be undertaken by a legally registered consulting firm/company with demonstrated institutional capacity to mobilize and manage a multidisciplinary team. The Firm shall meet the following minimum requirements:

A. Firm Qualifications and Corporate Experience

- The Firm must be legally registered and provide a valid certificate of incorporation/business registration, tax registration, and any other licences or authorizations required to provide the services.
- A minimum of seven (7) years of demonstrated corporate experience in environmental and social impact assessment, environmental and social management planning, safeguards, or closely related advisory services.
- Successful completion of at least three (3) assignments of comparable scope and complexity during the past seven (7) years, including at least one assignment involving renewable energy, electricity infrastructure, or solar minigrids. Evidence should include contracts, completion certificates, or verifiable client references.
- Registration/accreditation with the relevant national or local environmental authority to undertake ESIAs and support environmental approval processes, or a formal arrangement with an appropriately licensed national entity where such an arrangement is legally permitted.
- Demonstrated experience in Somalia, with a strong understanding of relevant environmental, social, land, livelihood, gender, and community engagement issues.
- Demonstrated experience delivering assignments for international organizations, development partners, or public institutions. Experience applying UNDP's Social and Environmental Standards (SES), the World Bank Group Environmental, Health and Safety Guidelines, IFC Performance Standards, or equivalent safeguards frameworks is highly desirable.
- Demonstrated organizational capacity for inclusive stakeholder engagement, gender-responsive consultation, local-language data collection, field logistics, data management, and quality assurance.

B. Minimum Key Personnel

- Team Leader / Senior Environmental and Social Safeguards Specialist: Master's degree in environmental science, social science, environmental management, natural resource management, engineering, or a related field; at least ten (10) years of relevant experience; leadership of at least five (5) ESIA/ESMP or safeguards assignments; and demonstrated experience with energy infrastructure or renewable-energy projects. Knowledge of UNDP SES is highly desirable.
- Environmental Specialist / Ecologist: Master's degree in environmental science, ecology, natural resource management, or a related field; at least seven (7) years of relevant experience in environmental baseline studies, biodiversity and habitat assessment, pollution prevention, waste management, climate and disaster risk, and preparation of environmental mitigation and monitoring measures.

- Social Safeguards, Gender and Stakeholder Engagement Specialist: Master's degree in sociology, anthropology, development studies, gender studies, social sciences, or a related field; at least seven (7) years of relevant experience in socioeconomic assessment, land and livelihood impacts, vulnerable and marginalized groups, stakeholder engagement, grievance mechanisms, conflict sensitivity, and gender-responsive consultations.
- Occupational Health and Safety / Renewable Energy Engineer: University degree in occupational health and safety, electrical engineering, renewable energy engineering, civil engineering, or a related field; at least seven (7) years of relevant experience assessing construction and operational risks, electrical safety, battery and e-waste management, worker and community health and safety, and emergency preparedness for energy or infrastructure projects.
- GIS / Survey Specialist: University degree in geography, geomatics, GIS, surveying, or a related field; at least five (5) years of experience in geospatial data collection, site mapping, analysis of project areas of influence, and preparation of maps suitable for ESIA/ESMP reports.
- The Firm may propose additional specialists where required by the site conditions or the SESP/ESMF. One expert may cover more than one role only where the expert demonstrably meets all relevant qualification requirements and the proposed workload will not compromise delivery quality.
- Language Requirements: The Team Leader shall have excellent written and spoken English. At least one core team member shall be fluent in Somali Language. All reports shall be submitted in English unless otherwise specified.

C. Documents to be Included in the Technical Proposal

- Company profile, legal registration documents, relevant licences/accreditations, and organizational structure.
- Evidence of similar assignments, including client names, assignment descriptions, contract values where disclosable, implementation periods, completion status, and references.
- Detailed technical approach and methodology, work plan, fieldwork plan, stakeholder consultation approach, risk-management approach, and deliverable schedule.
- Proposed team structure, level of effort, roles and responsibilities, availability confirmation, and signed CVs of all key personnel.
- Description of the Firm's internal quality-assurance arrangements and the senior reviewer responsible for quality control.
- A financial proposal inclusive of all professional fees, travel, accommodation, field transport, consultation costs, communications, insurance, permits, taxes, and other costs required to complete the assignment, unless explicitly stated otherwise in the solicitation documents.

Contractual and Administrative Arrangements

Contract Type and Modality: Institutional/Professional Services Contract with a consulting firm/company.

Contract Duration: 12 months.

Place of Performance: The Firm's home office and relevant field visit the Mini grid pilot site(s). Field visits and in-person stakeholder consultations are required.

Reporting and Contract Management: The Firm shall report to Director of Energy Development and shall designate an authorized contract manager and the Team Leader as the primary points of contact for contractual and technical matters, respectively.

Key Personnel and Substitution: The key personnel proposed in the accepted technical proposal shall remain available for the assignment. Any substitution requires prior written approval and must be with a replacement possessing equal or higher qualifications and experience.

Travel, Logistics, Permits and Insurance: Unless otherwise specified in the solicitation documents, the Firm shall be responsible for all travel, accommodation, field transport, visas, work permits, insurance, security arrangements, data collection logistics, stakeholder consultation logistics, and equipment needed to perform the assignment. All associated costs shall be included in the financial proposal.

Payment and Conditions: The contract shall be fixed-price and output-based. Payments shall be made in accordance with the approved payment schedule following satisfactory completion and formal acceptance of the relevant deliverables, in line with the contracting party's policies and procedures.

Ownership, Confidentiality and Data Protection: All data, maps, consultation records, working files, reports, and other outputs produced under the assignment shall be treated as confidential and shall become the property of the contracting party the MoEWR and UNDP PMU Team, subject to the applicable contract conditions. The Firm shall not publish, disclose, or use the materials for purposes unrelated to the assignment without prior written authorization from MoEWR.

7. Application Process:

- Interested Consultancy firms should submit a detailed Technical and Financial proposal and other required documents as detailed in paragraph 6 to procurement@moewr.gov.so cc: dg@moewr.gov.so energy@moewr.gov.so by submission deadline of 7th November 2026.