Kenya National Highways Authority

Quality Highways, Better Connections

ROADS FOR RURAL ECONOMIC DEVELOPMENT PROJECT (RREDP)

GRANT NO. IDA E5930

TERMS OF REFERENCE (TOR)

CONSULTANCY SERVICES FOR THE PREPARATION OF THE ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT (ESIA) AND RESETTLEMENT ACTION PLAN FOR THE ROADS FOR RURAL ECONOMIC DEVELOPMENT PROJECT (RREDP) LOT 1

SECTION 1: KERICHO–KENEGUT BORDER ROAD SECTION AND ASSOCIATED SPUR ROADS (110.0KM)

AND

SECTION 2: KENEGUT BORDER–NYARU ROAD SECTION (150.0KM)

TENDER NO. KeNHA/2961/2026

MAY 2026

1. INTRODUCTION

1.1 Project Background

The Government of the Republic of Kenya through its implementing agency the Kenya National Highways Authority (KeNHA) has secured a project preparatory World Bank grant. A portion of the funds will be allocated to procure consulting services for the preparation of the Environmental and Social Impact Assessment (ESIA) and Resettlement Action Plan (RAP) for the Roads for Rural Economic Development Project (RREDP). The Rural Roads for Rural Economic Development Project will be implemented in two phases/lots comprising of:

1. Lot 1: Section 1: Kericho-Ainamoi-Poiywek-Chepkoiyo-Koisegem-Fort Ternan-Gilimori-Kenegut Border Road and Section 2: Kenegut Border – Mbogo Valley – Kamelilo – Maraba – Kabirer – Sirwa – Lessos – Chuyiet – Kipkabus – Nyaru Road (Approx. 260.0Km)
2. Lot 2: Section 1: Neissuit – Salgaa – Elburgon – Turi – Muchorwe (Seguton) – Langwenda – Kamwaura – Embomoss Road and Section 2: Embomoss – Koiwa – Chebole – Siongiroi – Labotiet – Gorgor – Ambosi – Dikkirr – Kilgoris – Enoosaen – Anganga – Mariwa Road (Approx. 276.0Km)

This study shall cover Lot 1 of the Roads for Rural Economic Development Project (RREDP).

The proposed improvements to the identified corridor are to strengthen regional connectivity by upgrading rural road networks and bridges, enhancing access to essential services and facilitating the movement of people and goods. The project shall also support digital connectivity through feasibility studies for optic–fibre cable installation under an FIDIC Plant & Design-Build (Yellow Book) contracting framework. Furthermore, institutional strengthening initiatives shall be undertaken to enhance the capacity of KeNHA and associated institutions.

The proposed project may, however, result in environmental and social impacts including land acquisition, displacement of persons, impacts on livelihoods, disturbance to ecosystems, occupational and community health and safety risks, and temporary construction-related impacts.

Pursuant to the requirements of:

- the Environmental Management and Coordination Act (EMCA), 1999 (as amended),
- the Land Act, 2012,
- the Land Registration Act, 2012,
- the National Land Commission Act, 2012,
- the Constitution of Kenya, 2010,
- relevant regulations of National Environment Management Authority (NEMA),
- and applicable development partner safeguards (where applicable),

the Client intends to engage a qualified Consultant to undertake a combined Environmental and Social Impact Assessment (ESIA) and Resettlement Action Plan (RAP) for the proposed road project.

1.2 Project Location and Description

Lot 1 Project roads encompass rural and inter–county infrastructure across **Kericho, Kisumu, Nandi, Uasin Gishu** and **Elgeyo Marakwet** Counties, as detailed in Tables **1–1** and **1–2** below.

Table 1–1: List of Road Segments under the RREDP Section 1: Kericho–Kenegut Border Road Section

No.	Road Section	Length (Km)	Counties Traversed
1	Kericho Township–Ainamoi–Chepkoiyo–Koisegen	37.4	Kericho, Kisumu, Nandi
2	Fort Ternan–Gilimoro–Kenegut Border	38.6	
3	Associated Spur Roads	34.0	
Total		**110.0**	

Table 1–2: List of Road Segments under the RREDP: Section 2: Kenegut Border –Nyaru Road Section

No.	Road Section	Length (Km)	Counties Traversed
1	Kenegut Border–Mbogo Valley–Kamelilo–Maraba	52.0	Nandi, Uasin Gishu, Elgeyo Marakwet
2	Kabirer–Sirwa–Lessos–Chuyiet	48.0	
3	Kipkabus–Nyaru	50.0	
Total		**150.0**	

The proposed road traverses the aforementioned counties as illustrated in **Figure 1–1** below.

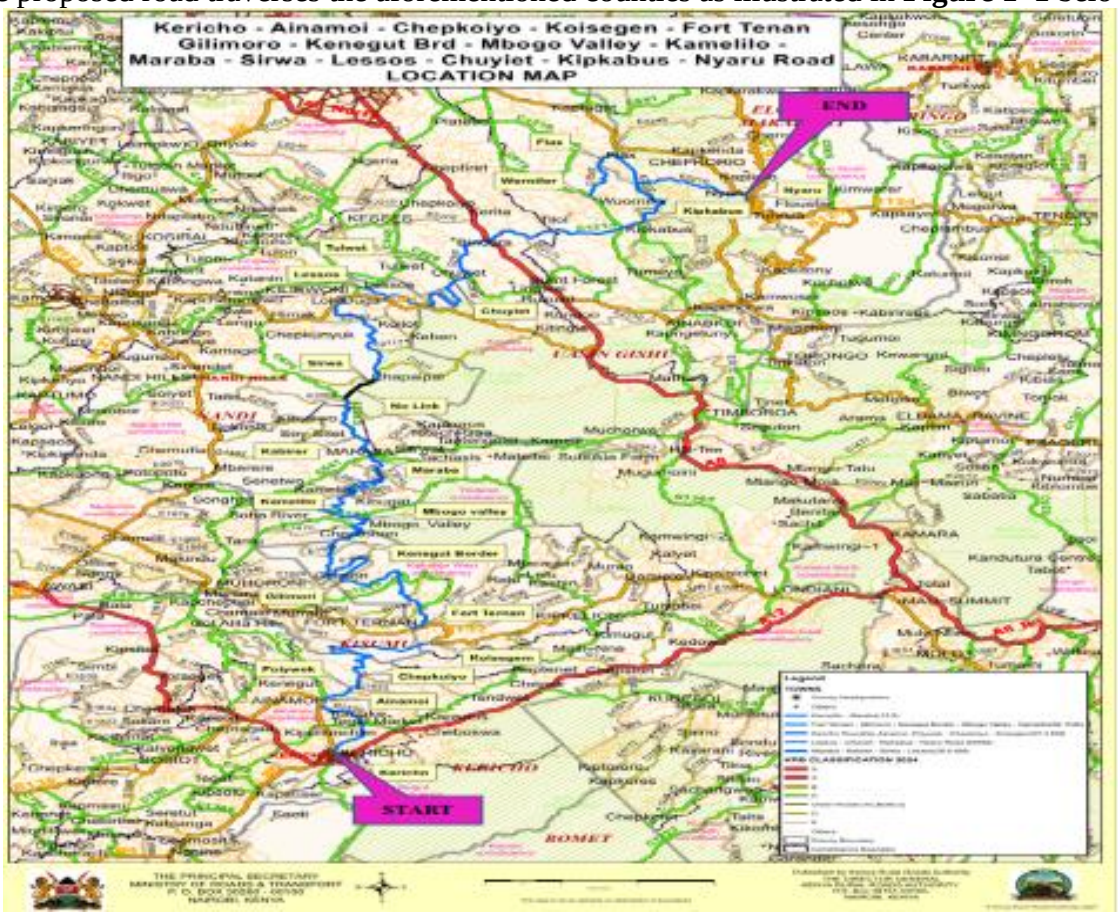

Figure 1–1: Map showing the RREDP: Kericho–Kenegut Border Road Section

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2 Objectives of the assignment

2.1 Overall Objectives

The overall objective of the assignment is to undertake a comprehensive ESIA and prepare a RAP for the proposed road project in compliance with Kenyan legal requirements and applicable international environmental and social safeguard standards

The RAP document will assess the project impact on involuntary relocation, identify potential project affected persons and design an appropriate Plan that will offer social risk management measures to minimize the impacts of involuntary resettlement on the livelihoods of the PAPs. In line with the World Bank ESS5 and applicable GoK laws.

2.1.1 ESIA specific objectives

The ESIA Study supports the environmentally and socially sustainable design and implementation of the road project.

In particular, the study shall:

- Identify and assess current environmental and social conditions Associated with the project
- Establish baseline environmental and socio-economic conditions within the project area of influence;
- Identify potential Environmental, Social, Safety and Health impacts, both positive and negative, at direct, indirect, and cumulative levels.
- Recommend mitigation and enhancement measures for integration into the final road design.
- Develop an Environmental and Social Management Plan (ESMP);
- Support KeNHA in securing the necessary environmental approvals and licenses.

2.1.2 RAP–Specific Objectives

- Assess project alternatives;
- Determine the extent of land acquisition and displacement impacts;
- Conduct census, socio-economic baseline surveys, and asset inventories for Project Affected Persons (PAPs);
- Prepare a Resettlement Action Plan (RAP);
- Undertake stakeholder consultations and public participation;

3. Scope of services

The ESIA shall be prepared to ensure coverage of, but not limited to, the following:

Task 1: Review of Project Documentation

The Consultant shall review all the relevant information including but not limited to:

i. Feasibility Studies,
ii. Previous Environmental and Social Studies
iii. Preliminary engineering designs and engineering design reports
iv. Existing land ownership and cadastral information;
v. Applicable legal and policy frameworks;
vi. County geospatial plans

Task 2: Description of the Proposed alignment
The Consultant shall provide a concise yet comprehensive description of the following:

- **The Project geographic location and administrative boundaries:** Description shall be supported by maps of appropriate scale shall support the description, showing the project corridor and wider area of potential direct, indirect, and cumulative impacts. All components shall be GIS-mapped to delineate the area of influence and support informed decision-making.
- **The nature and objectives of the project:** Covers project background, justification, design features, construction methodology, operational characteristics, decommissioning, technology, and construction timeline.
- Description of construction material requirements and sources, including products and by-products.
- **All project off–site and Ancillary facilities**: Covers identification of project facilities, including access roads, quarries, borrow areas, waste management sites, camps, batching plants, storage areas, water abstraction points, and supporting supply chains; and
- Description of the proposed road corridors including: Road alignment and right-of-way (ROW), Pavement design, Bridges and drainage structures, Material sourcing areas, Borrow pits and quarry sites, Contractor camps and equipment yards, Utility relocation requirements, Construction methods and schedules.

Where applicable, GIS spatial data from design, RAP, and social studies shall support baseline and scoping information.

Task 3: Policy, Legal, Regulatory and Institutional Framework
The Consultant shall:

i. Review the relevant Government of Kenya policies, laws and regulations triggered by the proposed project
   - Environmental laws and regulations in Kenya;
   - Land acquisition and compensation legislation;
   - Occupational Safety and Health requirements;
   - Public participation requirements;

ii. Examine the requirements of the World Bank Environmental and Social Framework and applicable Environment and Social Standards (ESS) and other Good International Industry Best Practices;
iii. Highlight relevant international environmental conventions, agreements and treaties ratified by the Government of Kenya; and
iv. Describe the institutional arrangements and responsibilities related to environmental, social, health and safety management for the project.

Task 4: Assessment of the Environmental and Socio–economic Baseline
i. This section shall present data on project location, design, operation, and mitigation measures, including:

   - The ***physical environment*** shall be characterized in terms of topography, landforms, geology, soils, climate, air and noise quality, and surface and groundwater hydrology. Baseline measurements of key parameters, including air, noise, and water quality, shall be undertaken at selected locations. Climate change trends and their

implications for these physical environmental parameters and the project shall also be assessed where relevant;

- The ***biological environment*** shall be assessed, covering biodiversity (fauna and flora), migration corridors, endangered species, and critical habitats within the project's area of influence, including forests, protected and sensitive areas, and ecosystem services, in line with the World Bank ESF. Given interaction with the Mau Forest Complex, ESS6-compliant Biodiversity Assessment and Management Plan shall be prepared.
- The ***socio-economic*** and ***cultural environment*** shall be assessed, covering demographics, settlement patterns, community structures, vulnerable and marginalized groups, livelihoods, income sources, employment dynamics, land use practices, and cultural heritage within the project's area of influence. The Consultant shall also use GIS and high-resolution spatial datasets to map sensitive receptors, critical habitats, watercourses, cultural heritage sites, settlements, and livelihood zones within the area of influence.
- Incorporate and verify data from relevant national and sectoral institutions, including the Kenya National Household Survey (KNHS), Kenya National Bureau of Statistics (KNBS), County Integrated Development Plans (CIDPs), National Environment Management Authority, Kenya Wildlife Service (KWS), National Museums of Kenya (NMK), Kenya Forestry Service (KFS), Traffic Police, National Transport Safety Authority (NTSA) and other pertinent institutions.

Task 5: Identify Potential Environmental and Social Impacts that could result from the project

The Consultant shall assess environmental and social risks and impacts, evaluate feasible alternatives, and identify measures to optimize siting, design, and implementation in line with the mitigation hierarchy to avoid, minimize, and enhance positive outcomes. Deviations from baseline conditions shall be documented, including adverse and beneficial impacts using a defined classification methodology.

This will be evaluated for the following:

- Pre-construction;
- Construction;
- Operation and maintenance;
- Decommissioning (where applicable).

The assessment shall cover:

- Land acquisition and displacement;
- Loss of livelihoods and income;
- Soil erosion and sedimentation;
- Water contamination;
- Air pollution and dust;
- Noise and vibration;
- Occupational health and safety risks;
- Community health and safety risks;
- Traffic disruptions;
- Waste management;
- Biodiversity and habitat impacts;
- Impacts on cultural heritage;

- Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH) risks;
- Labour influx
- Child labor risks;
- Climate change vulnerability and resilience;
- Cumulative and induced impacts.

The Consultant's responsibilities shall specifically include:

i. Predict and assess the project's potential positive and negative environmental and social impacts, (clearly presented in dedicated sections for environmental and social impacts) and quantify these impacts wherever feasible across the construction, operation and decommissioning phases.
ii. Distinguish between short–, medium– and long–term impacts, evaluate their magnitude and differentiate between generic (environmental and social) impacts and site–specific impacts.
iii. Identify appropriate mitigation measures and determine any residual negative impacts that cannot be fully mitigated.
iv. Identify and propose opportunities for environmental and social enhancement.
v. Ensure ESIA information is aligned with the Resettlement Action Plan (RAP) and Social Assessment for consistency and coherence**.**

Task 6: Analysis of Alternatives to the Proposed Project
The Consultant shall analyze project alternatives using GIS-based spatial comparisons to assess environmental and social risks across design options and sensitive areas.

The consultant shall:

i. Evaluate feasible project alternatives, including alignment, design, technology, operation, ancillary facilities, and the "without project" scenario, in collaboration with the design consultant, assessing environmental and social implications.
ii. Assess alternatives (routing, construction methods, materials, and facility locations) in terms of environmental and social risk reduction, capital and recurrent costs, local suitability, and institutional, training, and monitoring requirements.
iii. Quantify environmental and social impacts of each alternative where feasible and assign economic values where appropriate.
iv. Assess material sourcing alternatives
v. Assess construction methodology alternatives
vi. Justify the preferred option in line with applicable EHS Guidelines, including emissions levels and pollution prevention and abatement measures.

Task 7: Land Acquisition and Resettlement

The Consultant will
i.) Identify affected land parcels;
ii.) Determine land ownership and tenure status;
iii.) Identify Project Affected Persons (PAPs);
iv.) Assess magnitude of displacement impacts.

Task 8: Census and Socio-Economic Surveys
Consultant should undertake:

a. Household PAP Census

The above should ensure the following, and any other relevant data is collected:

i. Census of PAPs disaggregated by gender, GIS referenced, complete with photographs of affected Assets & PAP, along with GPS coordinates of each asset, Household composition including age, gender, level of education, religion of the affected population.
ii. Baseline information on livelihoods (including, as relevant, production levels and income derived from both formal and informal economic activities) and standards of living (including health status) of the displaced population to make sure the livelihood restoration programs are built on concrete data;
iii. Vulnerable Households and Persons affected by the project road

b. Socio– economic baseline survey

The Consultant should include:

i. Social characteristics of the PAPs, including a description of production systems, labour, and household organization; and baseline information on livelihoods (including, as relevant, production levels and income derived from both formal and informal economic activities) and standards of living (including health status) of the displaced population;
ii. The magnitude of the expected loss (total or partial) of assets, and the extent of displacement, physical or economic;
iii. Social infrastructure and services;
iv. Information on vulnerable groups or persons as provided for in ESS5 paragraph 11, for whom special provisions may have to be made; and
v. Provisions to update information on the displaced people's livelihoods and standards of living at regular intervals so that the latest information is available at the time of their displacement;
vi. Attitude to the project
vii. Social and cultural characteristics of displaced communities, including a description of formal and informal institutions (e.g., community organizations, ritual groups, nongovernmental organizations (NGOs) that may be relevant to the consultation strategy and to designing and implementing the resettlement activities

c. Asset Inventory and valuation support

The Consultant shall undertake asset inventory survey and ensure that all potential assets that will be affected by the proposed project are enumerated and geo referenced.

d. Livelihood assessment

i.) Undertake census survey and ensure that all potential PAPs and the impacts of the proposed projects on their livelihoods are identified and appropriate measures to minimize resettlement effects are recommended.
ii.) Differentiate the level of adverse impact (estimated income loss or land loss) of the PAPs compared it with their current income (the income they gain or land they own) to determine the bases for LRP inclusion of the PAPs.
iii.) Develop livelihood restoration Plan (LRP) s for the PAPs who are significantly impacted by the project (for those who lost over 20% of their farmland compared with their total land

ownership) with their livelihood preference and estimated budget. The LRP will be presented in a separate section or annex to RAP.

Consultant shall establish:

Eligibility Criteria and Cut–off Date
Provide the definition of displaced persons as per ESS5, and develop a criterion for determining their eligibility for compensation and other resettlement assistance, including relevant cut–off date and communication strategy on the cut–off date.

Resettlement measures and Entitlement matrix
Prepare a detailed Entitlement Matrix clearly defining entitlements per category of impact. The entitlement may include compensation for loss of communal assets, cultural sites. Provide a description of the packages of compensation and other resettlement measures that will assist each category of eligible displaced persons including the vulnerable populations to achieve the objectives of the policy.

In addition to being technically and economically feasible, the resettlement packages should be compatible with the cultural preferences of the displaced persons, and prepared in consultation with them, (may include cash compensation, land–for–land options (where feasible), livelihood restoration measures, transitional support, disturbance allowance, temporary relocation support, vulnerable group assistance packages, etc.).

Task 9: Preparation of RAP including LRP

Description of the project
To provide the general description of the project and identify the potential impacts of the project including:

a. Project component or activities that give rise to resettlement;
b. Zone of impact of such component or activities;
c. Alternatives considered to avoid or minimize resettlement or restriction of access; and
d. Mechanisms established to minimize resettlement, displacement and restriction of access to the extent possible, during project implementation,

Analysis of the legislation, Regulatory and Institutional Framework
To undertake analysis of the legislation and regulatory framework for involuntary relocation and ensure all appropriate regulations are articulated.

Census and Socio–Economic Survey Studies
To undertake the socio–economic studies to ensure that relevant data pertaining to the following is presented:

1. Household PAP Census

A verified PAPs census survey covering current occupants of the affected area to establish a baseline for the design of the resettlement program and to exclude subsequent inflows of people from eligibility for compensation and resettlement assistance.

2. Socio– economic survey

The Consultant shall collect, collate and present comprehensive baseline information on the existing socio–economic conditions within and surrounding the project areas of influence. This shall include the compilation of current data describing the project setting, accurate delineation of project components and associated facilities. It shall also document baseline conditions at an appropriate level of detail including their socio-economic and livelihood activities such as age, sex, education level, income level, household size, type of household, dwelling structure, available social infrastructures like schools, health centers, electricity, etc, as well as the types of occupations the PAPs are engaged in.

Eligibility

Prepare a detailed Entitlement Matrix clearly defining entitlements per category of impact. The entitlement may include compensation for loss of communal assets, cultural sites. Provide a description of the packages of compensation and other resettlement measures that will assist each category of eligible displaced persons including the vulnerable populations to achieve the objectives of the policy. This section will include eligibility criteria for LRP benefit and inclusion of the PAPs.

Valuation Methodology and Compensation Framework

Describe the methodology to be used in valuing losses to determine their full replacement cost; and a description of the proposed types and levels of compensation under local law and such supplementary measures as are necessary to achieve full replacement cost for lost assets.

Prepare Livelihood Restoration Plan

Quantify the magnitude of displacement as well as proposed livelihood restoration interventions aligned with ESS5 para. 35–38. In addition, this component will ensure integration of gender–responsive and disability–inclusive livelihood support. The LRP will include detail business activities to restore livelihoods based on scope of impact of project on PAPs, evaluate the adverse income impacts due to the land acquisition, PAPs livelihood preference, LRP implementation plan and budget, outcome monitoring and evaluation indicator, benefits package to vulnerable and disadvantaged people, ethnic minorities, etc.

Grievance Redress Mechanism

Propose an appropriate grievance redress mechanism that aligns with ESS10, to ensure affordable, accessible, transparent and capable for timely resolution procedures for third–party settlement of disputes arising from resettlement. The mechanism will provide a platform for receiving, processing and resolving complaints and concerns raised by affected individuals and communities. The GRM shall be transparent, culturally appropriate, accessible, and inclusive, incorporating SEA/SH-sensitive channels and survivor-centered protocols. The procedures shall be consulted upon and validated through the public engagement process.

Public Participation and Community Consultation

Meaningful public participation shall be undertaken in accordance with the World Bank ESF (ESS10), with emphasis on:

- County governments, community leaders, traders, farmers, transport associations, Non–Governmental Organizations (NGOs) and Vulnerable and Marginalized Groups (VMGs);

- Transparent disclosure of information in accessible and culturally appropriate formats;
- Documentation of stakeholder concerns and how they are addressed in the RAP design, spatial analysis and ESMP.

The grievance redress mechanism shall also consider the provisions of the National Land Commission and availability of judicial recourse; and community and traditional dispute settlement mechanisms.

RAP Implementation Arrangements

Clearly describe the roles different entities that will be involved in the implementation of the RAP. This section will provide an analysis of the organizational framework for implementing resettlement, including identification of agencies responsible for delivery of resettlement measures/activities and provision of services; provide analysis of NGOs that may have a role in project implementation.

Monitoring and Evaluation Framework

Develop internal and external monitoring plan of resettlement activities by the implementing agency, supplemented by independent external monitoring as considered appropriate by the World Bank; to ensure complete and objective information; performance monitoring indicators to measure inputs, outputs, and outcomes for resettlement activities and means of verification; involvement of the displaced persons in the monitoring process; evaluation of the impact of resettlement for a reasonable period after all resettlement and related development activities have been completed; using the results of resettlement monitoring to guide subsequent implementation.

Provide Indicators for tracking livelihood restoration and vulnerability outcomes and for the involvement of displaced persons in the monitoring process; evaluation of the impact of resettlement for a reasonable period after all resettlement and related development activities have been completed; using the results of resettlement monitoring to guide subsequent implementation.

Prepare a RAP and LRP Implementation schedule

To prepare the RAP implementation schedule in Gantt chart format and ensure that all resettlement activities from the preparation and approval of the RAP through implementation including timelines for the achievement of expected benefits to potential PAPs and termination of the various forms of assistance.

The RAP implementation schedule must be aligned with civil works schedule, compensation payment milestones and handover of the right of way.

Resettlement Compensation and LRP Budget

Determine the estimate costs of the resettlement process and total budget for the RAP including the LRP in table format showing itemized cost estimates for all resettlement activities, including compensation and assistance, allowances for inflation, population growth, and other contingencies; timetables for expenditures; sources of funds; and arrangements for timely flow of funds, and funding for resettlement, if any, in areas outside the jurisdiction of the implementing agencies.

Stakeholder Engagement and Public Participation

The Consultant shall conduct stakeholder engagement in line with World Bank ESF high-risk requirements, including at least two public consultations to capture concerns, expectations, and perspectives of affected, interested, and concerned stakeholders. A stakeholder mapping and analysis shall inform the ESIA/RAP Stakeholder Engagement Plan. All consultations shall be culturally appropriate and free from manipulation, coercion, discrimination, interference, and intimidation.

The Consultant shall undertake stakeholder engagement recognizing that the project corridor traverses the Mau Forest Complex, home to the Ogiek, a Vulnerable and Marginalized Group (VMG). Consultations shall employ culturally appropriate, inclusive and accessible methods, in line with ESS 7 on Indigenous Peoples. The ESIA/RAP report shall be disclosed in accessible formats, languages, and forms to ensure meaningful participation. The Consultant shall facilitate stakeholder consultations on both positive and negative project impacts, ensuring alignment with the project design.

The consultant shall:

i. Prepare and submit a Stakeholder Engagement Plan (SEP) for the ESIA/RAP process for approval.
ii. Document all public consultations, including dates, venues, attendee lists with signatures, photographs of consultation sessions and a summary of stakeholder concerns, expectations and feedback in a matrix, highlighting how these inputs are integrated into the final project design.
iii. Ensure the public disclosure of the ESIA/RAP in compliance with **ESS10** (*Stakeholder Engagement and Information Disclosure*).

Use GIS to support stakeholder clustering, identify marginalized groups, and plan consultation routes and venues across contract package zones, including landslide-, flood-prone, and ecologically sensitive areas along the project alignments.

Task 10: Development of the Environmental and Social Management Plan (ESMP)

The Consultant shall prepare an Environmental and Social Management Plan (ESMP) defining implementation schedules, responsibilities, monitoring, reporting, technical requirements, institutional capacity, staffing, and implementation costs. The ESMP shall include:

- Phased mitigation measures,
- Biodiversity protection within the Mau Forest Complex and protected areas,
- Monitoring indicators;
- Institutional responsibilities;
- Capacity building requirements;
- Emergency preparedness measures;
- Occupational Health and Safety measures;
- Community Health and Safety Plan;
- Contractor ESMP requirements;
- Monitoring costs and reporting arrangements.
- VMG protection,

The ESMP will propose:

a. Project–phase–specific mitigation and monitoring measures for the construction, operation and decommissioning stages, clearly assigning institutional responsibilities and estimating the resources required for their effective implementation.

b. Measures to prevent, minimize, mitigate or compensate for adverse environmental and social impacts and to enhance positive impacts together with associated cost estimates and defined monitoring requirements to ensure compliance and effectiveness.

Task 11: Climate Risk and Road Safety Assessment

The Consultant shall prepare a comprehensive Climate Risk and Vulnerability Assessment Report (CRVAR) for the Project Corridor and Recommend climate resilience and adaptation measures in accordance with national climate legislation, including the Climate Change Act (No. 11 of 2016, as amended 2023), the National Climate Change Action Plans (NCCAPs), and the National Adaptation Plan (NAP 2015–2030), as well as relevant World Bank Environmental and Social Standards (ESS1, ESS3, and ESS4).

The assessment shall use scientific data and updated climate projections to evaluate temperature trends, rainfall variability, extreme weather events, landslides, flood risk, erosion susceptibility, and hydrological dynamics affecting the project area under current and projected rainfall return periods.

The Consultant shall undertake Road Safety Assessment and recommend mitigation measures in accordance with KeNHA's Road Safety Audit Manual.

Applicable Standards and Guidelines

The assignment shall comply with:

- Environmental Management and Coordination Act (EMCA);
- Environmental (Impact Assessment and Audit) Regulations;
- Land Act, 2012;
- Constitution of Kenya, 2010;
- Occupational Safety and Health Act (OSHA), 2007;
- Public Health Act;
- Applicable County Government regulations;
- Relevant international safeguard standards including:
- World Bank Environmental and Social Framework (ESF);

World Bank Environmental and Social Standard 5 on "Land Acquisition, Restrictions on Land Use and Involuntary Resettlement", which can be found at the World Bank's external web-site: https://www.worldbank.org/en/projects-operations/environmental-and-social-framework/brief/environmental-and-social-standards

5. Required Expertise and Qualifications

The Consultant shall be selected under the World Bank Consultant Qualification Selection (CQS) method in accordance with the World Bank Procurement Regulations. The Consulting Firm shall mobilize a multidisciplinary team with demonstrated ESHS expertise in large-scale infrastructure projects, in full compliance with the World Bank Environmental and Social Framework (ESF).

The total estimated input is forty–six (46) man–months. The proposed team of experts is presented in the **Table 5–1** below:

Table 5–1: Key staff inputs

No.	Proposed Expert	Number of professional person–months
1.	Lead Environmental Specialist/ Team leader	6
2.	Sociologist/Anthropologist/RAP Expert	6

No.	Proposed Expert	Number of professional person–months
3.	Climate Change Specialist	3
4.	Natural Resources Expert – Support Staff	3
5.	Occupational Health & Safety Expert – Support Staff	2
6.	Registered Land Valuer Specialist	6
7.	Socio–Economist	5
8.	Gender/GBV Expert	3
9.	Highway/Transport Engineer/Road Safety Specialist	3
10.	Engineering/Land Surveyor	6
11.	Livelihood/ Resettlement specialist	3
Sub Total		**46**

5.1 Selection Criteria

The Consultant shall deploy suitably qualified personnel to deliver the Services. Only Client-approved CVs shall be engaged as key staff, while additional key or support staff may be proposed in line with the methodology and work programme. The Consultant shall submit as part of the proposal, curriculum vitae and certified copies of the highest academic qualifications for all proposed professionals and technical staff.

Qualification requirements are specified below.

5.1.1 Lead Environmental Specialist /Team Leader

The expert shall hold a Master's degree in Environmental Sciences, Natural Resources Management, related physical or biological sciences, or Civil Engineering with postgraduate specialization in Environmental Sciences, or equivalent from a recognized university, with at least twenty (20) years' experience. The expert shall be registered with the National Environment Management Authority as a Lead Expert or equivalent body. The expert shall have at least ten (10) years post-qualification experience in environmental management, including ESIA, safeguards implementation, and mitigation and monitoring planning for at least five comparable infrastructure projects. Road sector experience in similar contexts is an advantage.

5.1.2 Sociologist/RAP Expert

The expert shall hold a relevant Master's degree in Social Sciences, Development Studies, or a related field, with at least fifteen (15) years' professional experience, including ten (10) years in the infrastructure development sector. The expert shall have experience in applying the World Bank Environmental and Social Framework (ESF) or equivalent multilateral safeguard systems in RAP preparation or implementation. The expert shall demonstrate competence in qualitative and quantitative analysis, stakeholder and community engagement, and prior experience in RAP assignments for similar infrastructure projects.

5.1.3 Climate Change Specialist

The expert shall hold a Master's degree or higher in Climate Change or related field with specialization in climate change and at least seven (7) years' experience in climate change impact assessment, vulnerability and adaptation analysis, and implementation of adaptation projects. Demonstrated expertise in climate adaptation planning, climate finance, Multilateral Environmental Agreements, and climate-resilient policy in developing countries is required. Strong knowledge of UNFCCC and IPCC frameworks is essential. Proficiency in climate

modelling, vulnerability assessment tools, and greenhouse gas accounting for transport and infrastructure sector is highly desirable.

5.1.4 Natural Resources Expert

He/ She shall hold a Degree in Environmental Science, Natural Resources Management, Biology, Water Resources Management or related field. Minimum ten (10) years' experience in environmental impact assessment, natural resources management, terrestrial ecology and wildlife management. Must demonstrate specialized experience in wetland ecology, riparian systems, aquatic biodiversity, and management of lake and river ecosystems and ecosystem services within tropical freshwater basins. At least five (5) years' experience in environmental assessment of infrastructure projects, including road and transport infrastructure programmes.

5.1.5 Occupational Safety and Health Expert

He/She shall hold a Bachelor's degree in Occupational Health and Safety, Environmental Science, Engineering, NEBOSH IDIP or Postgraduate Diploma in OHS. Must be a DOSHS-registered Safety and Health Auditor with relevant occupational health and safety management and auditing experience. Minimum five (5) years' construction industry experience in occupational health and safety, preferably across multiple infrastructure projects. Must have formal OHS training from a recognized institution, with demonstrated knowledge of environmental, health and safety (EHS) regulations, industry best practices, and road infrastructure project safety management in comparable environments.

5.1.6 Registered Land Valuer Specialist

He/ She must possess BSc. Degree in Land Economics from a recognized university with minimum ten (10) years post-qualification professional experience. Must be a Registered Land Valuer with the Institution of Surveyors of Kenya. Demonstrated experience serving as a valuer in preparation of asset inventories and valuation reports for Resettlement Action Plans (RAPs) in at least three (3) road infrastructure projects. Must demonstrate familiarity with IFI standards and involuntary resettlement best practices. Experience on road projects in Kenya is an advantage. Proven application of World Bank or similar multilateral lender safeguard policies is desirable.

5.1.7 Socio–Economist

He/ She shall hold a Bachelor's degree in Economics or Statistics with minimum five (5) years post-qualification professional experience. Master's degree in a relevant field is an advantage. Must be registered with a recognized professional body or society. Demonstrated experience in road infrastructure projects in comparable environments is an advantage. Proven exposure to infrastructure project analysis, planning, and evaluation will be considered an additional advantage.

5.1.8 Gender/GBV Expert

He/ She shall hold a Master's Degree or equivalent in Gender Studies, Social Sciences, Development Studies or related field with minimum fifteen (15) years professional experience, including at least five (5) years in infrastructure development. Demonstrated expertise in Gender-Based Violence/Sexual Exploitation and Abuse/Sexual Harassment (GBV/SEA/SH) management is essential. Must be registered with a relevant professional body. Proven experience in road infrastructure projects in comparable environments and knowledge of GBV/SEA/SH prevention and response frameworks is required.

5.1.9 Highway/Transport Engineer/Road Safety Specialist

He/She shall hold a BSc Civil Engineering or equivalent with minimum ten (10) years' experience. Must be a registered engineer with ERB Kenya or equivalent (e.g., ICE UK). Demonstrated competence in road design and construction, including at least five (5) years as design engineer on comparable road projects. Must demonstrate proven ability to manage and administer infrastructure projects. Fluency in written and spoken English is required.

5.1.10 Engineering/Land Surveyor

He/She shall hold a BSc in Land Surveying with minimum twelve (12) years post-graduation experience and with minimum five (5) years' experience in GIS, spatial data management and modelling. Fluency in written and spoken English is required. Must demonstrate proficiency in ArcGIS/QGIS, GPS data processing, remote sensing, spatial impact analysis, and integration with RAP/SA datasets. Experience in climate vulnerability mapping and flood modelling is an advantage. Must have served in at least two (2) similar road design or supervision assignments.

5.1.11 Livelihood/Resettlement specialist

He/She shall hold a MA/MSc in livelihood development and resettlement with over eight (8) years of post-graduation experience and with minimum five (5) years' experience in resettlement/ livelihood development activities. The expert shall demonstrate competence in qualitative and quantitative analysis, stakeholder and community engagement, and prior experience in LRP assignments for similar infrastructure projects. Fluency in written and spoken English is required.

5.1.12 Other Support Staff

The Consultant shall propose and mobilize additional support and back-up staff as necessary to ensure timely delivery of services.

6. Time Frame

The ESIA/RAP assignment shall be completed within twenty-four (24) weeks, with key experts engaged intermittently in line with assignment phases and deliverables.

7. Data Services, Facilities and Materials to be provided by the Client

The Client shall provide relevant non-confidential data, reports (subject to availability), and reasonable support to facilitate timely execution of the assignment, including:

i. Latest/updated project feasibility and engineering design documents
ii. The latest Draft ESIA
iii. The latest Draft RAP/SA reports
iv. Access to other relevant information to the extent of its availability
v. Access to the project site and other sites belonging to the Client, as the consultant may request
vi. World Banks' ESF and World Bank Environmental Health and Safety Guidelines
vii. Relevant background documentation and access facilitation to government authorities, KeNHA's design team, project stakeholders, and project sites.

8. Schedule and Reporting

8.1 Schedule

The Assignment shall be completed within twenty-four (24) weeks. The Consultant shall submit an inception work plan detailing activities, timelines, sequencing, and deliverables aligned to the overall schedule. The schedule for key deliverables is provided in **Table 8–1**.

Table 8–1: Schedule for key deliverables

No	Deliverable	Description	Timeline from Commencement	Soft (Word & PDF) and Hard Copies
1	Inception Report	Methodology, work plan, stakeholder engagement plan, and ESIA/RAP packaging by corridor section.	3 weeks	2 soft copies and 3 hard copies
2	Baseline Report	Environmental and socio-economic baseline findings	8 weeks	2 soft copies and 3 hard copies
3	Draft ESIA Study Reports (per corridor section)	Separate ESIA reports per corridor section covering all road components, in compliance with EMCA, NEMA, World Bank ESF, WBG General EHS Guidelines, and Good International Industry Practice.	20 weeks	2 soft copies and 3 hard copies
4	Draft RAP Reports (per corridor section)	Draft RAP reports covering census, asset inventory, valuation, entitlement matrix, and livelihood restoration measures.	20 weeks	2 soft copies and 3 hard copies
5	Stakeholder Consultation Report	Consultation Records and Outcomes	20 weeks	2 soft copies and 3 hard copies
6	Final ESIA Study Reports (per corridor section)	Final ESIA reports shall be submitted for approval, incorporating comments from the Client, NEMA, relevant authorities, and the World Bank, subject to review and acceptance including ESMP.	24 weeks	2 soft copies and 5 hard copies
7	Final RAP Reports (per corridor section)	Final RAP reports incorporating Client and Financier comments	24 weeks	2 soft copies and 5 hard copies
8	Non-Technical Summary	Simplified disclosure document	With Final Report	2 soft copies and 5 hard copies

8.2 Format of the Reports, Submission and Review Requirements

a) Format

All reports shall be prepared in English (A4). Deliverables shall be submitted in editable and non-editable formats (Word, Excel, AutoCAD) on USB, with draft and final reports in Word and PDF.

a) Submission of Reports

The above reports shall be submitted to:

Director (Highway Design and Survey)
Kenya National Highways Authority
Barabara Plaza, Block A, 3rd Floor
Jomo Kenyatta International Airport (JKIA)
Off airport South Road, along Mazao Road
P.O Box 49712–00100
NAIROBI, KENYA

b) Report Review

The Client (KeNHA) and the World Bank shall review the Draft Report within five (5) working days. The Final Report shall be submitted within seven (7) working days after receipt of consolidated comments.

9. Consultant Services Supervision arrangements

KeNHA shall be represented by the Director of Highway Design and Survey. The Consultant shall report to the Deputy Director, Environment and Social Safeguards for coordination and quality control, while KeNHA shall share progress updates with the World Bank and Project Management Office in the Ministry updates on the consultancy progress and activities. The World Bank will provide support in review of the draft ESIA Study and RAP reports.

10. Reporting and Ownership

The Consultant shall submit reports to the Director (Highway Design and Survey) as scheduled. KeNHA shall retain ownership and copyright of the ESIA and RAP reports.

11. Confidentiality Statement

All data and information obtained during the assignment shall remain confidential and used solely for TOR execution. Intellectual property rights shall vest in KeNHA, and disclosure shall require prior written authorization from KeNHA and the World Bank.

12. Code of Ethics

The Consultant shall comply at all times with the World Bank Code of Ethics available at the following web address:

http://documents1.worldbank.org/curated/en/147281468337279671/pdf/WBG-Code-of-Ethics.pdf

The Consultant shall comply with the World Bank Code of Ethics throughout the assignment. The Client reserves the right to suspend or terminate the assignment where material breaches of the above Code of Ethics are found to have occurred.