TERMS OF REFERENCE

Consultancy Services for

Environmental and Social Impact Assessment (ESIA) for Nablus West Treated Wastewater Conveyance System and Reuse Scheme

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1. BACKGROUND

1.1 Water Security Development - Gaza Central Desalination Program: Associated Works Project Phase I (AWP-Phase 1)

The Palestinian Liberation Organization (PLO) for the benefit of the Palestinian Authority has received financing from the World Bank for the implementation of the Water Security Development - Gaza Central Desalination Program: Associated Works Project Phase I (AWP-Phase 1) (P168739). The AWP- Phase I is part of a coordinated international effort to address chronic poor water quality in Gaza and the significant increase in domestic demand expected in the medium term. In addition, the project will contribute to enhancing the water sector institutional set up, including the development of priority investment plans for water and wastewater infrastructure in the West Bank.

The project includes three main Components: Component (1) consists of several infrastructure works to implement an integrated system of water carriers and reservoirs to convey and blend water from three different sources to achieve compliance with WHO's drinking water standards; Component (2) aims at building the capacity and improving the performance of the water sector institutions; and Component (3) supports the project management and implementation.

Among the activities envisaged under Component 2, it included the support to the preparation of priority water and wastewater investments in the West Bank. The Palestinian Water Authority has requested the World Bank to utilize funds under this part to prepare Environmental and Social Impact Assessment (ESIA) for priority Water Supply and Sanitation infrastructure projects.

Accordingly, the project aims to support the Palestinian Water Authority (PWA) in developing a of an Environmental and Social Impact Assessment (ESIA) for "Nablus West Treated Wastewater Conveyance System" and "Nablus West Treated Wastewater Reuse Scheme".

1.2 Project Background

The Nablus West WWTP has been commissioned in July 2013. The WWTP currently treats between 10,000 and 12,000 m3/day (average 4 MCM). The quality of the treated wastewater falls under grade A as per the technical regulations TR34/20 and Palestinian Standard PS 734/2003, whereas BOD is around 7 mg/l and TSS is about 7 mg/l as per the 2025 First quarter report issued by Nablus Municipality. Also, these qualities align with the Israeli standards.

A reuse project was initiated to provide treated wastewater for irrigating the nearby agricultural lands in Ramin. As part of the project, tertiary treatment unit, a main trunk line and a 3,000-cubic-meter reservoir were constructed. However, due to political and security challenges, the system has not been effectively utilized. Consequently, the treated wastewater is currently discharged into Wadi Al Zomer, where it becomes contaminated by industrial effluents from nearby factories. The polluted treated wastewater crosses boundaries to the Israeli side, where it is retreated in Yad Hanna WWTP. The Israeli side charges around 3.5 NIS/ m3 from the Palestinian Taxpayers money. The yearly deductions could reach more than 14 million NIS.

The successful implementation of this project will alleviate the financial burden on the Palestinian Authority and secure an additional water resource for irrigation in the Jordan Valley, significantly contributing to increased food production and the availability of freshwater.

1.3 Project Description

The objective of the project is to secure improved public health and environmental conditions, and provide additional irrigation water in the Jordan Valley and reduce pressure on freshwater resources. Moreover, the project aims to minimize deductions by the Israeli side on transboundary wastewater flows by utilizing the treated wastewater from the Nablus West Wastewater Treatment Plant.

Targeted Group: The project will benefit more than 140,000 residents in the Nablus and Jericho governorates. This shall include (but not limited) An Nassariya (2060), Beit Dajan (4865), Ein Shiply (341), Beit Hasan (1744), Al Jiftlik (3366).

In particular, the project will support farmers in the Jordan Valley by enabling the irrigation of over 2,000 donums of agricultural land, contributing to increased agricultural productivity and livelihood resilience. The benefited localities depend on agriculture as a primary source of living, as The Jordan Valley contains vast areas of palm plantations that need large quantities of water for irrigation. Workers of the Jordan Valley spend around 54% of their daily time in their farms, where, based on a recent survey, they seem to use the available land potential without any difficulties or restriction.

Expected Outcomes: The proposed project aims to provide this region with the means to reuse the treated wastewater generated in the Nablus West Wastewater Treatment Plant. The project will deliver a reliable source of additional irrigation water, beginning with an estimated 12,000-15,000 cubic meters per day by 2025. This will directly contribute to improved water availability, enhanced food production, and better management of wastewater resources.

1.4 Project Components

The overall project is structured into three (3) main components:

Component 1: Nablus-West Treated Wastewater Conveyance System

Component 1 is a critical infrastructure project aimed to address the increasing challenges of wastewater management challenges in the region. The conveyance system will extend from the eastern part of Nablus Governorate to the downstream area of the Jordan Valley east of Aljiftlik in Jericho Governorate. A separate Consultancy assignment in currently underway to prepare the detail design. The main components of the project include:

- A pumping station between Ramin and Yasid reservoirs
- A pumping main from Ramin Reservoir to Yasid Reservoir (approximately 11 km)
- A gravity transmission main from Yasid Reservoir to the reuse areas in the Jordan Valley (approximately 30 km)
- A storage reservoir with an estimated capacity of 4,000 m^3
- Renewable energy system, to support the operation of the conveyance and reuse systems, including: i) Installation of a photovoltaic (PV) power plant to offset operational energy demand; ii) Installation of a small-scale hydropower generation component, where technically feasible.

Figure 1 illustrates the alignment of the proposed main component “Treated Water Conveyance System”, and the nearby communities.

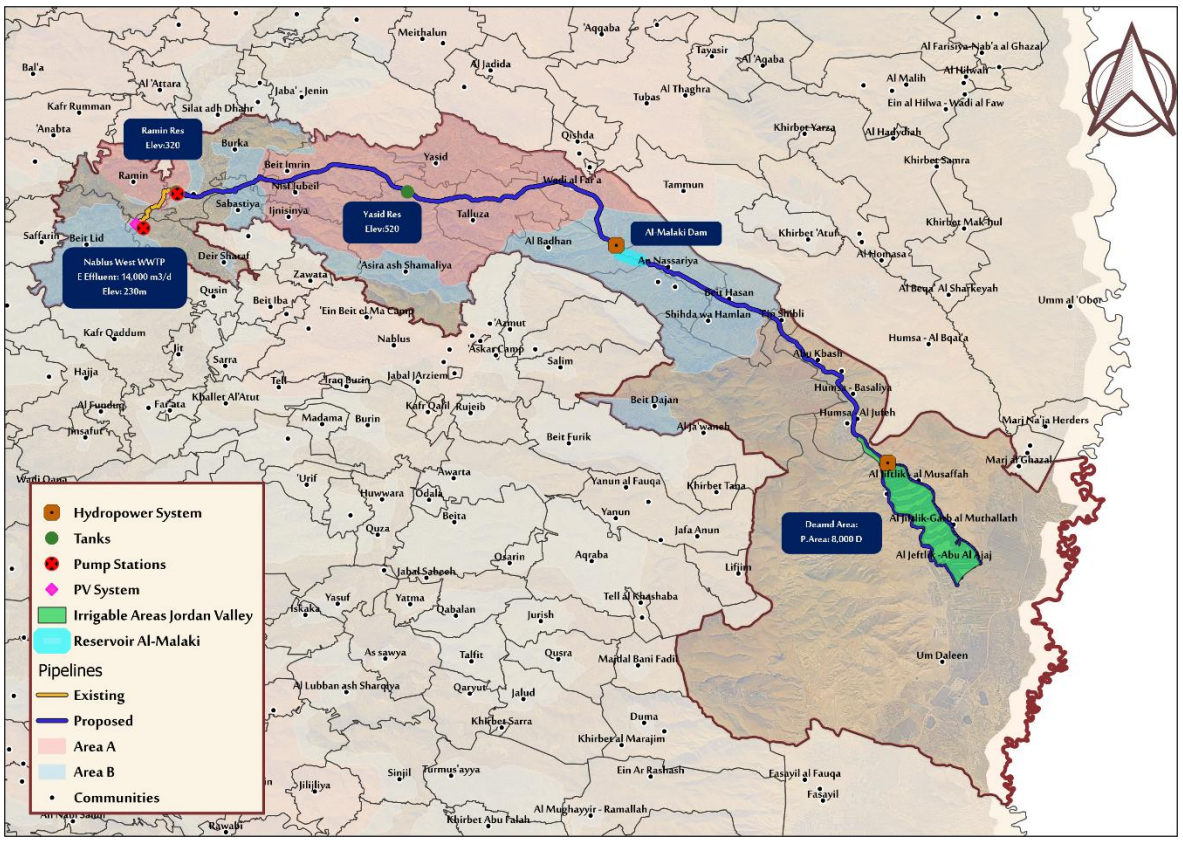

Figure 1: Nablus West Treated Water Conveyance System

Component 2: Nablus West Treated Wastewater Reuse Scheme

This component focuses on the construction of reuse facilities to utilize the treated effluent from the Nablus West WWTP for agricultural uses . It includes the construction of reuse scheme will consist of storage facility, main distribution lines that transport TWW from the storage facility to the main irrigation blocks and distribution lines to the inlet of the farms. It will also include control and monitoring and metering devices.

The component targets potential reuse areas extend from Yasid area down to the lands in the Jordan valley near to the city of Jericho. More focus will be on the reuse of treated wastewater in Al Jiftlik and east areas. The project aims to irrigate more than 4,000 donums of farmland and directly benefit over 140,000 people residing in both the Nablus and Jericho governorates. The exact plots to be irrigated will be determined through detailed mapping, field assessments, and stakeholder consultations that will take place by another consultancy service. Potential reuse areas will be selected based on topographical suitability, land accessibility, existing agricultural practices, proximity to the conveyance network, and alignment with national agricultural development plans.

Figure 2 below shows the target and potential reuse areas.

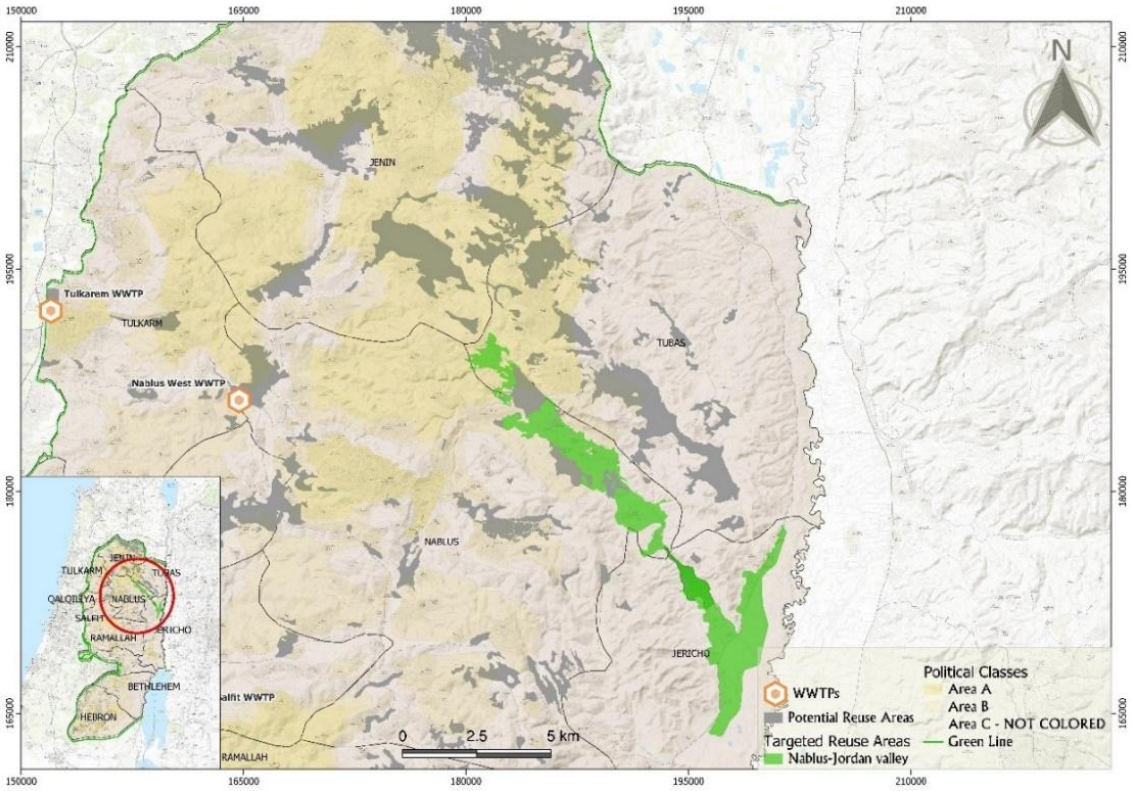

Figure 1: Target and Potential Reuse Area

Component 3: Construction of a New Dam

This component involves the construction of a new dam at Al Malaqy Bridge in the Al Fara'a area. The dam is currently under design; however, its construction may take place after a few years, as no funds have been allocated in the short term.

1.5 Related Programmes and other Donor Activities

The following assignments related to the context shall be considered, particularly during the implementation phase of the TA Assignment:

- Feasibility Study for KfW: Potential for Wastewater Reuse West Bank, Nablus East Wastewater Reuse Downstream Area Feasibility Study;
- Reuse Scheme for Hebron Regional Wastewater Treatment Plant – Feasibly Study and Detailed Design
- Detail Design of Reuse scheme for Tubas WWTP
- Preparation of a Treated Reuse Strategy for The West Bank)– Feasibility Report (Office of the Quartet)
- AFD Sanitation and Reuse comprehensive Sectorial and Institutional Assessment and Wadis Design Study
- Inception report for developing Reuse trunk line from Nablus West WWTP to Al Jeftlik (Khateb & Alami)
- Wastewater Reuse Project Nablus – Irrigation Management and Operation Plan - KfW

2. OBJECTIVE OF THE ASSIGNMENT

The objective of the Consultancy Services is to develop an Environmental and Social Impact Assessment (ESIA) for "Nablus West Treated Wastewater Conveyance System" and "Nablus West Treated Wastewater Reuse Scheme".

The Consultant shall ensure that the assignment is carried out in accordance with the applicable Palestinian laws and legislations and the World Bank`s Environmental and Social Standards (ESSs). The ESIA must systematically address all relevant Environmental and Social Standards (ESS1-10) as outlined in the World Bank's ESF, with particular attention to ESS1 (Assessment and Management of Environmental and Social Risks and Impacts), ESS2 (Labor and Working Conditions), ESS3 (Resource Efficiency and Pollution Prevention and Management), ESS4 (Community Health and Safety), ESS5 (Land Acquisition, Restrictions on Land Use and Involuntary Resettlement), ESS6 (Biodiversity Conservation and Sustainable Management of Living Natural Resources), ESS8 (Cultural Heritage), and ESS10 (Stakeholder Engagement and Information Disclosure).

The ESIA shall be undertaken with necessary investigations and assessments to cover the scope of the proposed project, as required.

3. SCOPE OF THE WORK

The Consultant shall prepare a comprehensive ESIA covering all elements of the proposed treated wastewater conveyance and reuse components.

The ESIA shall cover the pre-construction, construction, operation, and maintenance phases. It shall cover the infrastructure itself and all associated facilities[1], if any, to comply with the World Bank Environmental and Social Standards (ESS) and the Palestinian EIA Regulations (and all other relevant local legislation). Also, if certain components are not under the client's responsibility, the ESIA should cover these elements as far as practical. The assessment will be proportionate to the potential risks and impacts of the project, and will assess, in an integrated way, all relevant direct, indirect and cumulative environmental and social risks and impacts throughout the project life cycle, including those specifically identified in the relevant standards.

The Consultant will ensure that the ESIA is in full compliance with national laws and regulations, as well as World Bank Environmental and Social Framework (ESF) and ESSs.

The ESIA, as a minimum, shall include:

1. A non-technical summary;

The ESIA report shall include an Executive Summery which provides an overview of the report`s key data, objectives, methodology, findings, and conclusions.

2. Project Description

[1] Associated Facilities means facilities or activities that are not funded as part of the project and, in the judgment of the Bank, are: (a) directly and significantly related to the project; (b) carried out, or planned to be carried out, contemporaneously with the project; and (c) necessary for the project to be viable and would not have been constructed, expanded or conducted if the project did not exist. For facilities or activities to be Associated Facilities, they must meet all three criteria

Description of the project and the context in which it takes place as well as identification of the area of influence of the project.

The project description should include, amongst others:

- Detailed description of the project components and sub-components
- Project location with GIS maps showing all project components
- Land (public and private) requirements and land acquisition approach (if applicable)
- Resource requirements (water, energy, materials, etc.)
- Construction methods and timeline
- Operational procedures and maintenance requirements
- Associated facilities and activities (if applicable)
- Waste generation estimates and management approaches
- Labor requirements during construction and operation
- Implementation arrangements and institutional responsibilities

3. Objectives of the ESIA

The main objectives of the ESIA are to:

- Identify and assess the environmental and social risks and impacts associated with the "Nablus West Treated Wastewater Conveyance System" and "Nablus West Treated Wastewater Reuse Scheme" (Components 1 and 2);
- Ensure project designs and implementation comply with World Bank ESF and ESSs;
- Develop effective mitigation and monitoring measures within an Environmental and Social Management Plan (ESMP) for the two project components;
- Engage project stakeholders and incorporate their concerns in the project planning and design;
- Assess the capacity of implementing agencies to manage environmental and social risks;
- Identify opportunities to enhance environmental and social outcomes;
- identify project-relevant adaptation and resilience impacts/opportunities;
- Ensure differentiated measures for vulnerable and disadvantaged groups;
- Develop a comprehensive monitoring and reporting framework;
- Develop contractor management requirements for environmental and social performance;
- Establish emergency and security preparedness and response procedures;
- Identify the required specific E&S plans such as Occupational Health and Safety (OHS), Waste Management, and Traffic Management Plans, etc., as relevant to the project activities.
- Develop Resettlement Framework (RF);

4. Legislative, Regulatory and Institutional Framework

The ESIA shall include a presentation of the applicable laws and regulations of the jurisdictions within which the project operates.

This section should include:

- Detailed analysis of Palestinian environmental and social laws and regulations relevant to the project scope
- Comprehensive mapping of World Bank ESF requirements, including all applicable ESSs
- Gap analysis between national requirements and World Bank standards
- International treaties and conventions applicable to the project
- Institutional roles and responsibilities for environmental and social management
- Permitting and approval requirements and timeline

5. Project Justification and Analysis of Alternatives

The ESIA shall provide an analysis of alternatives and Justification of the choice of project.

The analysis of alternatives should include:

- "No project" alternative
- Alternative locations, routes, and designs
- Alternative technologies and operational practices
- Evaluation criteria incorporating environmental and social factors including Climate change considerations and Cost-benefit analysis

6. Baseline Environmental and Social Conditions

A description of the Environmental and Social (E&S) Baseline state as relevant to the project.

The baseline should include:

- Physical environment (topography, geology, soils, climate, air quality, noise, water resources and quality, waste generation etc.)
- Biological environment (ecosystems, flora, fauna, protected areas, critical habitats, etc. If critical habitats are identified, Critical Habitat Assessment shall be included as part of this ESIA.
- Socioeconomic conditions disaggregated for gender (demographics, land use, livelihoods, employment etc.)
- Cultural heritage (tangible and intangible)
- Occupational health and safety
- Community health and safety conditions
- Labor and working conditions in the sector
- Security conditions
- Vulnerable groups (e.g. women, people with disabilities, refugees, elderly etc.) identification and mapping
- Ecosystem services
- Climate vulnerability
- Cumulative impacts
- Seasonal variations in environmental and social conditions
- Data gaps and limitations
- Other relevant data

7. Description of ESIA methodologies

The methodology section should include:

- Approach to impact identification and significance determination

- Quantitative and qualitative assessment methods
- Stakeholder engagement methodology
- Data collection methods and tools
- Limitations and assumptions

(1) Environmental and Social Risks and Impacts and Mitigation Measures

- An assessment of the potential E&S impacts of the project. The description shall cover the direct and any indirect, secondary, cumulative, transboundary, short-, medium- and long-term, permanent and temporary, positive and negative effects of the project.
- The risk assessment should include and pay particular attention to, at the minimum, the following specific analysis:
    - Effluent quality analysis: Analyse the quality of treated wastewater at Nablus West WWTP to be conveyed and reused for irrigation would be suitable for reuse for agriculture. Identify any risks associated with reuse and feasible mitigation measures for reuse if any.
    - Soil and groundwater assessments: Analyse the potential impacts on soil and groundwater in the vicinity of the proposed project components and subcomponents, and as a result of the reuse of the treated wastewater in agriculture. Identify the feasible measures to mitigate the potential impacts.
    - Public health risk evaluation: Potential health risk through agricultural reuse of the treated wastewater. Propose mitigation measures if any.
    - Social impact assessment to address land use, stakeholder perceptions, and gender or livelihood concerns. Propose measures to mitigate the social impacts.
- A description and justification of the measures envisaged to avoid, reduce or even offset/ compensate/ remedy the negative E&S impacts of the project and enhance the positive impacts on the environment and human well-being, and where appropriate any proposed monitoring and management arrangement or post-project analysis as part of the overall environmental and social management plan (ESMP).

This section should specifically address impacts related to:

- ESS1: Overall environmental and social risks and impacts
- ESS2: Labor and working conditions, including occupational health and safety
- ESS3: Resource efficiency, pollution prevention, and management
- ESS4: Community health, safety, and security
- ESS5: Land acquisition and involuntary resettlement
- ESS6: Biodiversity conservation and sustainable management of living natural resources
- ESS8: Cultural heritage
- ESS10: Stakeholder engagement
- Climate change impacts, adaptation, and resilience
- Emergency and security scenarios

The mitigation hierarchy (avoid, minimize, mitigate, offset/compensate) should be systematically applied to all identified impacts.

8. Stakeholder Consultation and Engagement

The ESIA shall consider a preparation of a Stakeholders' engagement plan (SEP), including:

- A comprehensive and context-specific stakeholder identification and analysis, including identification of individuals and communities actually and potentially impacted by the project, in particular vulnerable individuals or groups, as well as other relevant stakeholders. Description of the precise engagement and consultation activities undertaken with different groups of impacted individuals, communities and other relevant stakeholders.
- Differentiated approaches for various stakeholder groups
- Specific measures for meaningful engagement of women and vulnerable groups
- Information disclosure procedures and timeline
- Consultation methods appropriate to different stakeholders
- A presentation of the progress and conclusions of the information and consultation process for interested parties.
- Documentation of consultation outcomes and how feedback was incorporated
- Ongoing engagement strategy throughout project lifecycle
- Resources and responsibilities for implementation
- Monitoring and reporting on stakeholder engagement
- Linkage to the grievance mechanism

9. Environmental and Social Management and Monitoring Plan (ESMP)

The Environmental and Social Management Plan (ESMP) section of the ESIA shall illustrate the findings of the environmental and social assessment and the outcomes of the consultation with affected individuals, communities and other relevant stakeholders. The ESMP will contain measures and actions that are measurable to the extent possible, including elements such as performance indicators, targets, or acceptance criteria that can be tracked over defined time periods. This includes allocation of resources, responsibilities and timeframe for its implementation. The ESMP shall address all phases of the project, and cover the entire project`s lifecycle.

The ESMP shall include:

a) An assessment and identification of E&S impacts.
b) A detailed description of the mitigation / improvement measures.
c) The expected performance results.
d) Identification of the entities responsible for implementing the action plan, an assessment of their capacities and a presentation of the E&S organizational setup. Detailed implementation arrangements shall include:

    - Organizational structure and staffing
    - Roles and responsibilities at each level
    - Coordination mechanisms
    - Supervision and oversight procedures

e) An E&S monitoring and evaluation system which shall consider arrangements for monitoring and evaluation of the effectiveness of impact management measured as part of the overall environmental and social management system, which will include appropriate qualitative and quantitative indicators and draw on feedback from both internal and external sources, including affected stakeholders. This includes:

    - Specific, measurable indicators for each impact
    - Monitoring locations, frequency, and methods

- Roles and responsibilities for monitoring
- Reporting requirements and templates

f) Review and adaptive management procedures
g) A Comprehensive budget for ESMP implementation including:

- Itemized costs for each mitigation measure
- Itemized costs for monitoring activities
- Costs for capacity building and training
- Contingency funds

h) The ESMP should also include description of:
   a. Required Site-Specific management plans, as needed, such as:

- Labor Management Procedures (LMP)
- Occupational Health and Safety Plan
- Community Health and Safety Plan
- Biodiversity Management Plan (if Critical Habitat is identified through ESIA)
- Cultural Heritage Management Plan
- Waste Management and pollution prevention Plan
- Hazardous Materials Management Plan
- Traffic Management Plan
- Emergency and Security Preparedness and Response Plan
- Contractors` Environmental and Social Management Plan
- Chance Finds Procedures
- Code of conduct for workers

   b. Capacity building and training plan with:

- Assessment of existing capacity gaps
- Training needs assessment
- Training program with timeline and budget and evaluation scheme of training effectiveness

10. Arrangements for grievance mechanisms and steps that will be taken to ensure effective access to remedy for affected stakeholders.

The grievance mechanism should include:

- Design principles (accessible, transparent, fair, confidential, etc.)
- Multiple referral pathways appropriate to different stakeholders
- Specific procedures for handling sensitive grievances (GBV, SEA/SH) including identification of referral pathways.
- Process flow with timeframes for each step
- Documentation and record-keeping procedures
- Monitoring and reporting on grievance resolution
- Integration with existing community mechanisms where appropriate
- Separate worker grievance mechanism
- Resources and responsibilities for implementation

11. Consideration of Environmental and Social Clauses in Bidding Documents

This section should include:

- Specific Environmental and Social requirements to be included in bidding documents
- Contractor qualification requirements related to environmental and social management
- Environmental and Social specifications for construction and operation
- Contractor code of conduct requirements
- Penalties and incentives for environmental and social performance
- Reporting requirements
- Supervision and monitoring arrangements for contractor performance

12. Institutional Capacity Assessment and Strengthening Plan

This shall include

- Assessment of implementing agency capacity for E&S management
- Identification of capacity gaps and needs
- Capacity building plan with timeline and budget
- Institutional arrangements for E&S management
- Monitoring of capacity development

13. Monitoring and Reporting Framework including Regular Monitoring and Inspection for Compliance as well as Incident and Accident Reporting

14. Any other requirements as deemed necessary as issued by EQA or other relevant authorities

15. Approvals, verifications, documentations, and approvals as relevant to the scope of work.

16. Executive summary translated into Arabic

17. ESMP Matrix translated into Arabic

4. DELIVERABLES AND COMPLETION DATE

The assignment is expected to be completed within 6 months

The following table presents an estimated timetable for the accomplishment of the assignment foreseen in this Terms of reference.

All deliverables should be delivered in hard copies and digital form only.

Number	Task	Tentative timeframe	Deliverables
1	Inception Phase	End of month 1	Inception Report
2	Scoping Report including Key E&S issues,	Month 2	Scoping Report

3	Prepare an Environmental and Social Impact Assessment (ESIA) for the conveyance system and reuse scheme components	4	Draft ESIA Report and -ESIA workshop
		6	Final ESIA Report (with the Arabic-translated versions of the Executive Summary and ESMP Matrix)
4	Completion phase	6	Completion Report

5. The Payment Schedule:

Payment No.	Outputs Delivered and acceptable to PWA
First payment: 10% of the contract price	**Inception Report** accepted by the Contracting Authority.
Second payment: 10% of the contract price	**Scoping Report** accepted and approved by the Contracting Authority.
Third payment: 40% of the contract price	**Draft ESIA Report**, accepted and approved by the Contracting Authority. The Draft-**ESIA Workshop** conducted with relevant authorities and stakeholders
Fourth payment: 35% of the contract price	**Final ESIA Report**, accepted and approved by the Contracting Authority. **Executive Summary translated to Arabic**, accepted and approved by the Contracting Authority. **ESMP Matrix translated to Arabic**, accepted and approved by the Contracting Authority.
Fifth payment: 5% of the contract price	**Completion Report,** accepted by the Contracting Authority.

6. PROJECT MANAGEMENT

Responsible Body

The Palestinian Water Authority (PWA), will act as Contracting Authority and will be responsible for managing this TA.

Management Structure

The Client is the Palestinian Water Authority (PWA), the Authority in charge of both policy and regulation, with regards to water supply and wastewater in Palestine, and will be responsible for the management and technical follow up of the contract.

Support to be provided by the Contracting Authority

The PWA will provide the Consultant, upon request, with all information relevant to the TA which is available to it and will fully cooperate with the Consultant in order to achieve the best results. PWA undertakes to ensure that its employees co-operate and the Consultant in relation to the provision of the Technical Assistance.

7. REQUIREMENTS

Relevant Experience: The consulting firm must demonstrate proven expertise and a successful track record in carrying out consultancy assignments of a similar nature, specifically in the areas of environmental and social assessments related to the water and sanitation sector, or closely related fields.

Past Performance: The firm must provide documented evidence of having successfully completed at least two (2) consultancy assignments of comparable nature, scope, and complexity within the last seven (7) years. Supporting documentation may include references, completion certificates, or project summaries outlining the scope of work, duration, and client details.

It is the consultant's responsibility to access the required inputs of key professionals and to provide necessary logistic arrangements to render these services efficiently and diligently. The consultant shall deploy adequate numbers of suitably qualified and experienced junior professionals and technical support staff to assist the key professionals to render these services in a time bound and efficient manner. When proposing the team members, the consultant should make sure that the proposed staff are actually available and aware of the assignment requirements. Any change in key professionals shall be permitted only after the approval of the PWA.

Under the assignment, the consultant will mobilize the following key experts for this assignment who will need to have a proven adequate academic and professional background as follows:

1- Team Leader/Environmental Expert:

Qualifications: Master’s degree in Environmental Engineering, Environmental Science, or a related field. At least 10 years of experience in environmental assessment. Proven track record of leading at least two Environmental and Social Impact Assessments (ESIAs) for similar projects funded by international financing institutions. Demonstrated expertise in wastewater reuse quality and resource efficiency. Familiarity with treated wastewater reuse risks and related mitigation planning.

Additional requirements for Environmental Expert:

- Experience with World Bank ESF or similar international standards
- Expertise in waste management and pollution prevention and management
- Experience in biodiversity assessment and management
- Knowledge of climate change assessment and adaptation

2- Social Development and Gender Expert:

Qualifications: Graduate degree in sociology or anthropology or similar, at least 10 years' experience in rural development, stakeholders' analysis and consultation, vulnerable groups inclusion and civic engagement. Experienced in West Bank social organization, both formal and informal, and issues at stake. Clear expertise on gender issues and experiences in elaboration of Gender diagnosis and Gender Action Plan as per international donors' standards.

Experience in screening and preparation of resettlement framework and resettlement action plan. Communication skills in Arabic is a mandatory.

Additional requirements for Social Development and Gender Expert:

- Experience with World Bank ESF or similar international standards
- Expertise in gender analysis and gender action planning
- Experience in vulnerable groups assessment and inclusion
- Knowledge of grievance mechanism design and implementation
- Experience in stakeholder engagement planning and implementation

3- Wastewater Reuse Specialist

Qualifications: Advanced degree in environmental engineering, water resources, or a related field, and at least 8 years of experience in planning, evaluating, or implementing treated wastewater reuse projects, particularly for agricultural use. The specialist should have strong knowledge of effluent quality standards, soil and crop compatibility, and relevant national and international reuse guidelines (e.g., WHO, FAO, World Bank).

Relevant professional experience, including:

- Experience with wastewater reuse applications (e.g., irrigation, industrial reuse, aquifer recharge)
- Working on ESIA studies or feasibility assessments for infrastructure or environmental projects
- Fieldwork and technical assessments in developing countries or water-scarce regions

4- Occupational Health and Safety (OHS) Expert:

Qualifications: BSc in Engineering. Preferably have Certified OHS Officer with OSHA training not less than 30 hrs. 5 years' proven experience in providing health and safety procedures. Ability to communicate well in English. Conversant with relevant WB and national regulations and procedures.

Additional requirements for OHS Expert:

- Experience with World Bank ESS2 and ESS4 or similar international standards
- Expertise in construction safety management
- Experience in developing emergency response procedures
- Knowledge of wastewater facility safety requirements
- Experience in contractor OHS management and monitoring

5- Socio-economic Expert:

Qualifications: graduate degree in economics, at least 10 years' experience in rural development, agricultural economics. Local experience with Palestinian rural communities including socio-economic development, experienced in financial analyses of irrigated agriculture. Communication skills in Arabic would be appreciated.

Additional requirements for Socio-economic Expert:

- Experience with livelihood impact assessment and restoration planning
- Expertise in economic displacement assessment
- Experience in cost-benefit analysis incorporating social factors
- Knowledge of agricultural water reuse economics

6- Biodiversity Specialist

Qualifications: Master's degree in Biodiversity, Wildlife, Ecology, or a relevant discipline. Relevant research on habitats in West Bank will be required. 5 years of general experience as a Biodiversity Expert for infrastructure development projects. Specific experience in biodiversity study/monitoring for water infrastructure project impact is a plus. Should be familiar with ESS6/IFC PS6 requirements and methodology.

The expected minimum inputs of the key staff are presented in the table below.

Position	Minimum Input (days)
Key Experts	
Team leader/ Environmental Expert	88
Social Development and Gender Expert	25
Wastewater Reuse Specialist	7
Occupational Health and Safety (OHS) Expert	11
Socio-economic Expert	15
Biodiversity Specialist	11
Total (working days)	**157**

7- Non-Key Experts:

The consultant shall engage additional specialists as required to ensure the successful delivery of the assignment's objectives and output, and the consultant shall be fully responsible for the appropriateness of the team selected and its performance and outputs. This may include, but is not limited to GIS and Mapping Specialists; Institutional Expert; Training Specialist; Cultural Heritage Expert/ Archaeologist; and Civil Engineer.

The expected working days for the non-key staff shall not be less than 70 days.

Experts should be familiar with World Bank Environmental and Social Framework (ESF), particularly ESS1 to ESS10, Palestinian Environmental Laws and Regulations, and WHO Guidelines for the Safe Use of Wastewater in Agriculture.

Arabic language skills or availability of interpreters for fieldwork and stakeholder consultations is highly recommended.

It is to be noted that civil servants and other staff of the public administration and or affiliated with the government cannot be recruited as experts, unless prior written approval has been obtained from the Contracting Authority.

8. REPORTS

The consultant shall present:

1. An Inception Report within one month the start of services outlining an initial assessment of the tasks and proposed methodology and work plan.
2. On receipt of the formal approval of the inception report, the consultant will then have to prepare the Scoping Report including Key E&S issues, stakeholder concerns, ToR refinement.
3. A Draft ESIA Report shall be submitted including a full impact assessment, mitigation measures, ESMP and other relevant tasks. The consultant shall conduct a workshop with participants from relevant authorities, stakeholders, project partners, etc., to present the Draft ESIA and ensure all relevant feedback is well-addressed in the Final ESIA Report.
4. Production of the ESIA Report: the consultant shall submit the Final ESIA Report considering all reviews and amendments, as well as outcomes of the Draft-ESIA Workshop.
5. Completion Report: finalize the assignment.

Additional reporting requirements:

1. Monthly Progress Reports summarizing activities, findings, challenges, and next steps.
2. Stakeholder Engagement Reports documenting all consultation activities and outcomes.
3. ESIA Workshop Minutes of Meeting Report documenting the workshop details and addressing feedback and concerns of workshop participants as well as responses by the consultant.
4. Draft and Final Arabic-translated versions of the Executive Summary and ESMP Matrix.

All reports should be submitted in both hard copy (3 copies) editable electronic format (PDF and Ms. Word). Draft reports will be subject to review by PWA and the World Bank, with a two-week review period. The Consultant shall address all comments and submit revised versions within two weeks of receiving comments.

The Final ESIA Report shall include:

- Main ESIA Report with all sections as outlined in the Scope of Work
- All technical appendices and supporting data
- GIS files and maps in both PDF and editable formats
- Executive Summary in Arabic
- Completed Environmental and Social Management Plan (ESMP) matrix in Arabic
- Other specialized management plans as required

9. BUDGET FOR ASSIGNMENT

The budget should include:

- Professional fees for all team members

- Field works and data collection costs
- Stakeholder consultations and workshops expenses
- Report production and translation costs
- Travel and accommodation expenses
- Equipment and supplies

10.CONFIDENTIALITY AND DATA OWNERSHIP

All reports and data generated under this contract are the property of the PWA. The Consultant shall maintain confidentiality and not disclose information without written authorization.

The Consultant shall:

- Implement appropriate data security measures
- Obtain informed consent for data collection from individuals and communities
- Anonymize personal data in reports and publications
- Follow ethical protocols for data collection and management
- Return all raw data to PWA upon completion of the assignment