ELECTRICIDADE
DE MOÇAMBIQUE, E.P.

MOZAMBIQUE – MALAWI REGIONAL INTERCONNECTOR PROJECT (MOMA)

Project ID: P164354

Terms of Reference

For

THE RESETTLEMENT ACTION PLAN COMPLETION AUDIT COVERING MOZAMBIQUE SIDE OF THE PROJECT

April 2026

1. Introduction

1.1. The Project

The **Mozambique-Malawi 400 kV Interconnection MOMA Project** was initiated by the **Southern African Power Pool (SAPP)** to extend and interconnect the electricity transmission networks in Mozambique and Malawi. The primary objective of this Project is to enable power trade between these two countries through their national utilities, the *Electricity Company of Mozambique (Electricidade de Moçambique (EDM)* and the *Electricity Supply Corporation of Malawi, Ltd. (ESCOM)*.

The Project is financed by the World Bank (WB), the KfW and the Norwegian Trust Fund (NTF), and consists of three main components.

1) Construction of the Mozambique-Malawi EHV Transmission Line from the Matambo Substation in Tete, Mozambique to the Phombeya Substation in Balaka, Malawi.
2) Extension/Upgrade of the Matambo Substation on the Mozambican side from 220kV to 400kV and
3) Extension of the 400 kV Phombeya Substation on the Malawian side.

The proposed 400 kV transmission line has a total extent of 218 km, of which 142 km is within Mozambique (about 65% of the total length of the Project).

EDM is presently finalizing implementation of the Resettlement Action Plan (RAP) for the Mozambican section on its own following the initial support provided by ACE, the RAP Implementation Consultant (RIC) who helped to take this assignment to a substantial completion up to the end of 2024. The remaining RAP activities are related to ongoing construction of additional 16 resettlement houses for additional affected families identified during RAP update.

The Project impact area is illustrated below in **Figure 1.1**.

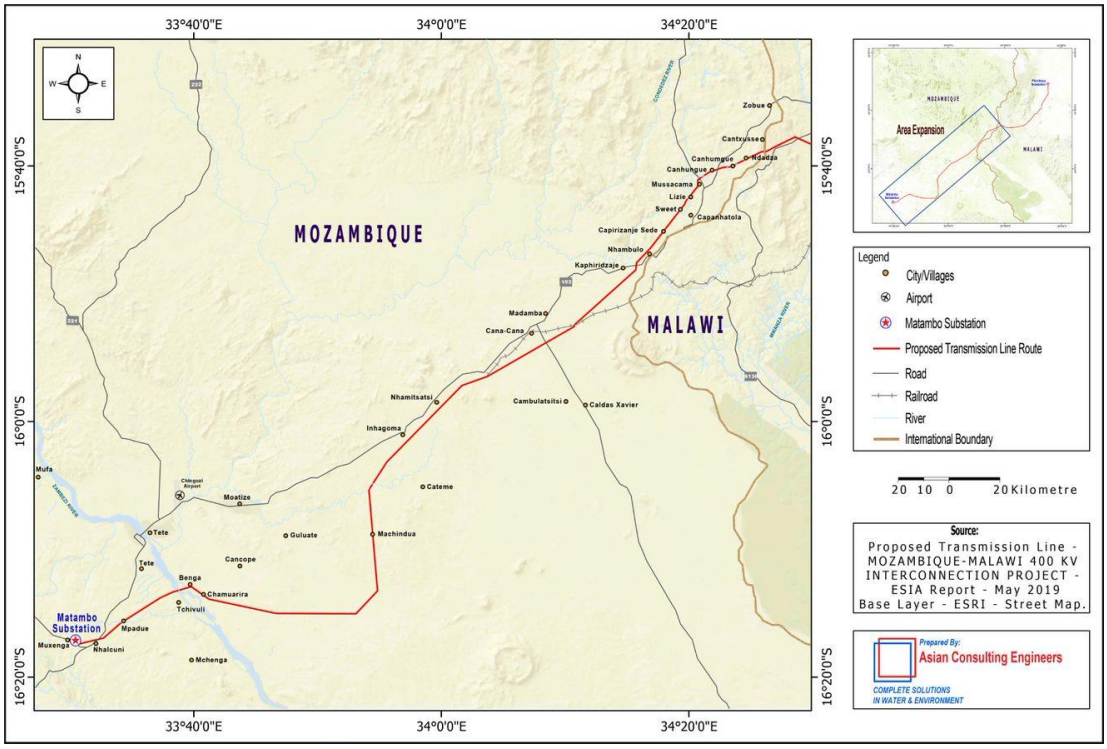


Figure 1.1: The Project Impact Area

The project has affected four districts in Mozambique, namely: Marara, Changara, Cidade de Tete and Moatize. The administrative divisions affected by the various components of the MOMA Project Transmission Line in Mozambique are listed below in **Table 1.1**.

Table 1.1: Administrative Divisions Affected by the MOMA Project Transmission Line

Activity	Name of the Province	Names of the Districts
400 KV Transmission Line and new 400kV Substation at Matambo	Tete	Changara, Cidade-de-Tete and Moatize.
New Road Alignment	Tete	Changara and Marara

1.2. Resettlement Action Plan (RAP)

A detailed Resettlement Action Plan (RAP) was prepared and disclosed in accordance with World Bank Operational Policy OP 4.12 on Involuntary Resettlement, applicable national legislation of Mozambique, and relevant project legal agreements. The RAP establishes principles and procedures to ensure that involuntary resettlement is avoided where feasible, or otherwise minimized, and that Project Affected Persons (PAPs) are assisted to improve or at least restore their livelihoods and standards of living to pre-project levels.

The RAP includes eligibility criteria, an entitlement matrix based on full replacement cost, livelihood restoration measures, transitional support, special assistance to vulnerable groups, consultation and participation arrangements, and a Grievance Redress Mechanism (GRM).

1.2.1. Key PAP Data Relevant to the Assignment (Mozambique Section)

A total number of 585 PAPs have been identified, along the Right of Way or RoW (50 m) across the 142 km alignment of the Project in Mozambique. The assets affected by the Project are primary structures, agricultural land and trees. Amongst the 585 PAPs, there are 62 PAPs, who will be physically displaced, and the remaining PAPs are economically displaced. The details of PAPs are given below:

Total Number of PAPs affected by the Project's Activities under different categories	**585**
PAPs Physically Displaced i.e., structure PAPs (this includes both Wayleave PAPs and the PAPs present on the Matambo Substation Expansion Area)	62
PAPs within the Wayleave (including the PAP under pylons)	491
PAPs – Proposed New Access Road Alignment (land will be acquired)	24
Owner of the Mussacama Resettlement Site (land will be acquired for resettlement of structure PAPs in Mussacama)	01
PAPs cultivating in the Matambo substation expansion area (outside the wayleave)	07

The district wise summary of the PAPs is tabulated below in **Table 1.2**.

Table 1.2: The PAP Impact Data for Mozambique

District	**Total No. of PAPs**	**Physical Displacement**	**Economic Displacement**	**No. of Vulnerable PAPs[1]**
Transmission Line and new substation at Matambo				
Changara	42	25	17	22

[1] Female headed HHs, aged above 65 years of age, having any disability, HoH aged below 18, PAPs losing more than 80% land under the pylon.

Tete	07	Nil	07	03
Moatize	512	37	475	165
New Road alignment				
Changara	02	-	02	01
Marara	22	-	22	08
Total	**585**	**62**	**522**	**199**

2. Scope and Objectives of the Services

2.1 Overall Objectives

The overall objective of the RAP Completion Audit is to determine whether the planning, implementation, and outcomes of resettlement activities comply with OP 4.12, and whether resettlement and livelihood restoration measures have been implemented in a manner that enables PAPs to restore or improve their livelihoods and living standards compared to pre-project conditions. The audit shall confirm whether all RAP commitments have been fulfilled or identify outstanding corrective actions required for compliance.

2.2 Specific Objectives and Scope

Specifically, the services required include:

- Assess the compliance of RAP implementation with OP 4.12 requirements, including avoidance and minimization of displacement, eligibility determination, entitlement delivery, livelihood restoration, consultation, disclosure, grievance management, and monitoring.
- Evaluation of achievements against planned activities outputs and outcomes.
- Assess socioeconomic impacts of resettlement and compensation compared with baseline conditions.
- Verify RAP effectiveness in the identification and assistance to vulnerable or "at risk" groups.
- Evaluate the responsiveness to complaints and suggestions raised by stakeholders during the RAP implementation through GRM records, reports and interviews.
- Assess the transparency, participation, and accountability of EDM in relation to the dissemination of pertinent information relating to the RAP implementation.
- Verify that all PAPs and affected assets (including those identified through RAP updates or construction-stage modifications) have been fully inventoried, acknowledged, and compensated in accordance with RAP provisions.
- Assess whether compensation was delivered prior to displacement or restriction of access, consistent with OP 4.12 requirements.

- Verify that compensation for land, structures, crops, trees, and other assets reflects full replacement cost, without depreciation or deductions.
- Assess the adequacy and effectiveness of transitional assistance, relocation support, and livelihood restoration measures, including for economically displaced PAPs
- Identification of implementation gaps and recommend corrective measures or remedial action.
- Documenting good practice for replication within EDM and sharing with WB for other clients in Mozambique.
- Evaluation of ongoing Livelihood Restoration Plan (LRP) implementation, specifically in relation to its adherence to the RAP and the World Bank Operational Policies as follows:
    - Evaluate if actions and commitments described in the LRP are implemented fully and on time;
    - Confirm if all the PAPs understand their rights;
    - Verify if livelihood restoration measures are effective and enabling the PAPs to restore their livelihoods; and
    - Verify if grievances are addressed and the majority resolved in a timely manner.
- Develop a monitoring and evaluation tool for EDM Project Team to be able to carry out livelihoods monitoring and evaluation for the years 2026, 2027 and 2028.

2.2.1 METHODOLOGY

2.2.1.1 RAP Audit stages

Stage 1 - Pre-audit activities

- Document review
- Definition audit scope and plan
- Preparation of checklists
- Preparation of surveys

Stage 2 - Audit

- Opening meeting
- Site visit based on sampling across affected districts: a sampling exercise will be conducted by choosing PAPs from the different communities within the 04 districts and considering the different impacts. The number of sampled communities will be discussed and approved by the client.
- Stakeholder engagement: with PAPs from sampled communities and resettlement committees (national, provincial, district and local).

Stage 3 - Post-audit activities

- Close out meeting
- Report writing: the structure of the report will be previously agreed with the client. The report will include all the findings and if necessary, a Corrective Action Plan. Report will be prepared in English.

2.2.1.2 RAP Audit Outcomes

a) RAP COMPLETION ASSESSMENT

The RAP Completion Audit shall not presume completion of resettlement activities. Instead, completion shall be assessed strictly against OP 4.12 criteria, including full delivery of entitlements, completion of livelihood restoration measures, resolution of grievances, and evidence that PAP livelihoods and living standards have been restored or improved. Any outstanding activities shall be clearly identified and reflected in a Corrective Action Plan with defined responsibilities and timelines.

The assessment for RAP completion criteria will be:

1. **Qualitative**
   - Perceived quality of housing
   - Perceived quality of life and living standards
   - Perceived standards of living (for both men and women), including access to livelihood and services
   - Use of compensation payments
   - Perceived changes in household economy
   - Perception of temporary resettlement

2. **Quantitative:**
   - Delivery of Entitlements
   - Access to agricultural land
   - Transport access
   - Morbidity and health indicators
   - Quality of housing
   - Quality of replacement land
   - Access to clean drinking water, electricity, roads, schools, clinic, and social services

3. **Vulnerable groups**

   Verify that vulnerable PAPs (including female-headed households, elderly-headed households, persons with disabilities, child-headed

households, and PAPs losing a significant proportion of productive assets) were identified early, consulted in a culturally appropriate manner, and received targeted assistance as defined in the RAP, and assess whether such assistance was sufficient to restore or improve their livelihoods and living conditions.

4. **Grievance Redress Mechanism**
   - Dissemination effectiveness of GRM
   - Grievance reception, registration, resolution, and closure.
   - The audit shall assess whether the GRM was accessible, affordable, culturally appropriate, gender-responsive, and free of retaliation, and whether PAPs were informed of their right to access judicial or administrative remedies independent of the project-level GRM.

In addition to what is set out in the RAP, the audit will also focus on compliance with the requirements of the World Bank's performance standards. The RAP and subsequent addendums were prepared in compliance with the World Bank OP 4.12 on involuntary resettlement. Requirements and criteria to be considered during the audit will be:

1. **Land Acquisition, Restrictions on Land Use, and Involuntary Resettlement:**
   - Different types of land acquisition and restrictions on access to land.
   - Eligibility classification.
   - Special attention to vulnerable affected persons.
   - Compensation standards, calculations, procedures, and related information disclosure.
   - Additional measures relevant to relocation of affected persons.
   - Community and stakeholder involvement (including integration of women and vulnerable groups).
   - Grievance mechanism
   - Procedures to monitor and evaluate the RAP implementation.
   - Documentation on all transactions to acquire land rights, provision of compensation and other assistance associated with relocation activities.

2. **Cultural Heritage:**
   - Procedures and provisions to cultural heritage.
   - Stakeholder engagement and community involvement on identification and management of cultural heritage.

3. **Stakeholder Engagement and Information Disclosure:**
   - Process, procedures, and responsibilities of stakeholder engagement.

- Stakeholder Identification and Analysis (inclusion of disadvantaged or vulnerable people).
- Communication arrangements.
- Information disclosure arrangements and procedures to guarantee meaningful, accessible, inclusive, and culturally appropriate consultation.
- Consultation documentation (Documented records of stakeholder engagement).
- Grievance Redress Mechanism performance.
- The audit shall verify that PAPs were meaningfully consulted throughout the resettlement process, including during RAP preparation, disclosure, implementation, and monitoring, and that consultation outcomes influenced key decisions related to compensation options, relocation sites, and livelihood restoration measures, in line with OP 4.12 principles

b) LIVELIHOOD ASSESSMENT

The implementation of the Livelihood Restauration Plan is ongoing and the audit will include:

- Document review.
- Preparation of field instruments (focus group discussion guidelines)
- Focus Groups to be conducted in a sample of physically displaced people and permanent economic displaced people.
- Quality control and analysis of data.
- Report writing (baseline and assessment).
- Development of a monitoring and evaluation tool including respective training to EDM counterpart personnel for subsequent livelihoods monitoring and evaluation

The assessment for ongoing LRP implementation criteria will be

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- Verify whether livelihood restoration measures are sufficient to restore income-earning capacity for both physically and economically displaced PAPs.
- Assess whether livelihood restoration support was provided in a timely manner and tailored to different categories of PAPs, including vulnerable groups.

  Assess whether monitoring data demonstrates measurable restoration or improvement of livelihoods compared to baseline conditions, as required under OP 4.12.

c) LIVELIHOOD MONITORING TRAINING

The Consultant will also train and develop tools for EDM counterpart staff to be able to carry out livelihoods monitoring and evaluation for the years 2026, 2027 and 2028. This will ensure that EDM Team will internally be able to verify long term effectiveness of the implementation of the LRP and overall livelihood status of the PAPs.

A monitoring plan will be developed to assess both the performance of the LRP implementation and the impact of the LRP implementation.

The performance monitoring will allow progress measurement against milestones established in the LRP. Key indicators will include:

- Overall spending against defined budget;
- Number and percentage of PAPs entitled to livelihood restoration support who have received the support broken down by support type (has defined in the LRP);
- Number and percentage of PAPs whose livelihoods have been improved or restored to at least pre-project levels (based on the updated baseline surveys);
- Number and percentage of vulnerable PAPs who have received additional support;
- Number of public meetings and engagement conducted during the monitoring period;
- Number of grievances raised, closed, and opened; and
- Average time taken to resolve grievances.

The impact monitoring is related to the effectiveness of the LRP in supporting the PAPs in restoring their livelihoods. The impact of the LRP will be tracked against the updated baseline conditions of the PAPs. Key indicators will include:

- Changes in household livelihood patterns
- Changes in wellbeing
- Changes in asset ownership
- Changes in food security

The Consultant will train EDM counterpart team to ensure that they can independently conduct a survey including the indicators defined above on a sample of PAPs for each district (only PAPs entitled to Livelihood restoration measures). Monitoring will be done annually for a period of 3 years (2026, 2027, and 2028). Prior to each monitoring campaign a document review exercise will be conducted, reviewing any progress reports prepared by the LRP implementation agency.

3. Reports and Deliverables

3.1 D-1 RAP Completion Audit

Draft audit report which will include audit findings will be prepared in English and delivered to client electronically. After client´s review, a Final Audit Report will be prepared.

An outline of report is provided below:

1. **Executive Summary:** Concise summary of resettlement undertaken to date, magnitude of displacement, activities undertaken, grievances and key issues addressed, and on-going monitoring and evaluation processes and key recommendations.
2. **Background:** A brief description of the monitoring process to date covering the project and impacted communities, magnitude of displacement, key resettlement and livelihood impacts, legal framework, eligibility criteria and entitlement framework, timing of the various components of physical and economic displacement undertaken, resettlement and/or livelihood restoration activities and compensation provided and major or outstanding issues or grievances.
3. **Review Objectives:** Outline of the main objectives of the resettlement plan and a summary of studies and activities undertaken in support of resettlement implementation (e.g., consultation, stakeholder mapping and census surveys, asset surveys, socio-economic baseline studies, participatory planning meetings, site selection studies, organizational structures for implementation), and assessment of the process and evaluation of the outcome (including any participatory monitoring and evaluation methodologies used).
4. **Key Findings:** Issues to be considered may include, among others:
    - Extent of public information and consultation in advance of land acquisition, and adequacy of ongoing consultation.
    - Types of compensation provided and adequacy of that compensation (e.g., sufficient to cover replacement costs of lost assets, housing conditions, compensation/entitlements, income restoration and livelihood sustainability measures).
    - Level of participation of affected people in decisions regarding compensation rates, location of new resettlement sites and options for livelihood restoration.
    - Adequacy of replacement housing in terms of physical structure, location, and access to resources and services (such as health, education, water, electricity and sanitation, transportation, social and medical security, agricultural and pastoral land, employment opportunities and training and community development initiatives).
    - Integration into host communities.

- Impact on cultural property.
- Measures taken to protect (affected) vulnerable persons and groups.
- Adequacy of the grievance redress process and outcomes.
- Monitoring and evaluation process and outcomes.

5. **Conclusion and Key Recommendations/Corrective Actions**: Concise summary of conclusions and recommendations including lessons learned.

The Final RAP Completion Audit Report shall include a detailed Corrective Action Plan (CAP) identifying any outstanding gaps to OP 4.12 compliance, clearly distinguishing: • Actions required prior to project closure; and • Actions that may be completed post-closure, where legally permitted.

The CAP shall specify responsible entities, required resources, and timelines.

3.2 D-2 Livelihood Restoration Assessment Report

The assessment will include an analysis on current livelihood of the PAPs, after compensation and housing. A livelihoods Assessment Report will be prepared in English and delivered to client electronically for review and approval. The final Livelihoods Assessment Report will include a gap assessment and recommended mitigations to ensure livelihoods restoration of PAPs.

A matrix will also be prepared and submitted to the client containing all the data collected on the focus group discussions.

3.3 D-3 Livelihood Monitoring Training Report

The consultant is required to deliver a report outlining the livelihood monitoring training conducted as well as the development of the tool for monitoring and evaluation of PAPs livelihood restoration by EDM counterpart staff for a period of three years (2026, 2027, and 2028).

4. Key Experts

A team of auditors and consultants with experience in the resettlement and social areas will be assigned to carry out the activities.

- **Lead Auditor:** with experience in RAP and Compensation planning and implementation
- **Social Auditor:** with experience in general audits including social aspects
- **Livelihood restoration Expert:** with experience in socioeconomic studies and resettlement planning and implementation

- **GIS and Database Expert:** with experience in the management of georeferenced spatial information and development and management of databases in social and resettlement projects
- **Field Assistants:** team dedicated to conducting household surveys
- **Local guides:** to accompany survey field activities

The Consultant shall provide the following Key Experts (KE) and qualifications:

#	Key Expert	Qualifications
KE1	Lead Auditor	A minimum of 10 years' experience in social audits including a specialization in RAP and compensation planning and implementation. Experience also in working with World Bank requirements. Should have a degree in Sociology, Auditing, Social Sciences, or other related disciplines.
KE2	Social Auditor	A minimum of 10 years' experience with conducting general E&S audits in Mozambique including social aspects. Should have a degree in Sociology, Auditing, Social Sciences, or other related disciplines.
KE3	Livelihood restoration Expert	A minimum of 10 years' experience with conducting general E&S Audits in Mozambique including in socioeconomic studies and resettlement planning and implementation Should have a degree in Sociology, Auditing, Social Sciences, or other related disciplines.
KE4	GIS and Database Expert	A minimum of 8 years' experience in the management of georeferenced spatial information and development and management of databases in social and resettlement projects. Should have a degree in Environmental, Social, or Geographical Sciences or other related disciplines.

The Consultant should also define what Non-Key Experts (NKE) such as field assistants and local guides that will be part of the team to carry out field work.

5. Duration

The assignment shall be carried out under a Lump Sum contract, with payments linked to the satisfactory completion and acceptance of defined deliverables.

While the overall implementation period is estimated at up to six (6) months, the Consultant is expected to complete core audit activities—including document review, field verification, stakeholder consultations, and draft reporting—within a condensed and front-loaded timeframe, aligned with project closure requirements.

The Consultant shall propose a detailed work plan and timeline clearly linking activities to deliverables and milestones.

6. Consultant's Qualifications and Team Composition

6.1 Company Qualification

In terms of the Consultant's experience, the Consultant must meet the following requirements:

At least ten (10) years of experience in implementing RAP related assignments including audits in social field.

Demonstrated knowledge of the national (Mozambican) safeguards regulatory frameworks and international standards such as the environmental and social standards of the World Bank Group or regional development banks.

At least three reference assignments of similar nature.

7. Provision of Facilities

7.1 Facilities to be provided by the Consultant.

The Consultant will provide the facilities required for carrying out the assignment including:

a) Communication Equipment for Consultant's Staff (cell-phones and airtime);
b) Office space for Consultant's team;
c) Logistic support for Consultant's Staff (vehicles);
d) Payment for meeting venues for workshops and monthly meeting venues and will be responsible for payment of lunch and refreshment in such meetings and also during the site visits.

7.1 Facilities to be provided by EDM.

EDM shall mainly be responsible for meeting payment obligations to the Consultant for the services rendered in accordance with the contract. In addition, it shall provide the following facilities for the consultant for the duration of the contract:

i) Counterpart support staff
ii) All available documentation, records, maps, and statistics on the Project.
iii) Introduction to all government, private and any other institution through EDM that the Consultant may need to contact during the execution of the project.

8. Independence and Objectivity

The Consultant shall perform the RAP Completion Audit in an independent, objective, and transparent manner, free from conflict of interest with any entity involved in RAP implementation, compensation delivery, or livelihood restoration activities