

Republic of Suriname

Suriname Competitiveness and Sector Diversification Project (SCSD)

TOR Strategic Environmental and Social
Assessment (SESA)

**Strengthening institutional capacity to manage social and environmental
impacts of future investments and development in the Mining Sector**

(P166187)

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I PROJECT BACKGROUND

The World Bank's program in Suriname is grounded in the Country Partnership Strategy (CPS) between the Bank and the Government of Suriname established in 2015. This CPS has the overarching goal of promoting sustainable, inclusive, and diversified growth in Suriname through two areas of engagement: creating a conducive environment for private sector development and reducing vulnerability to climate change-related floods. Underpinning the CPS is a focus on strengthening environmental and social standards and impact management.

The Suriname Competitiveness and Sector Diversification Project (SCSD) is one specific lending operation being prepared under this CPS with the objective to support sector governance improvements and increase competitiveness in targeted industries in Suriname. This includes the goals of improving economic, environmental and social impacts of mining industry development.

The extraction and processing of abundant gold, oil, and bauxite resources in Suriname have historically accounted directly for around 30 percent of GDP and as much as 90 percent of exports. Economic activity in other sectors also tends to be linked to extractives – the services sector accounts for nearly 60 percent of the economy and is dominated by construction, retail, trade, and transport activities that are closely linked to income earned from extractives. Agriculture is a historically important sector that currently accounts for about 10 percent of GDP. Tourism is a nascent services export industry. Supported by rising commodity prices of its mineral and oil exports, Suriname's economy grew an average of 3.4 percent per year from 2001 through 2016, well above the 2.1 percent average for Caribbean small states. Per capita income increased from \$1,390 to \$6,990 over this time (GNI, Atlas method) and poverty rates declined¹.

Dependence on commodities and limited diversification of the economy create macroeconomic and sustainability risks for Suriname. Underlying Suriname's average economic growth rates are significant fluctuations that are driven by global commodity prices. After growing an average of 4.7 percent per year from 2001 through 2013, GDP began contracting and the economy entered a severe recession as prices of gold, oil, and alumina fell. Government revenue from mining fell from around 10 percent of GDP to just 3 percent in 2015, the currency devalued by half, and government debt as a percent of GDP tripled between 2012 and 2016. The economy is estimated to have stabilized in 2017 and 2018, driven partly by operations of a new gold mine. The reliance on commodity extraction also threatens depletion of Suriname's natural assets, which include substantial pristine forest coverage and rich reserves of natural water. Suriname lacks a comprehensive legal framework to manage the environmental and social impacts of its main economic activities, and there are limited plans to mitigate the impact of climate change such as increased flooding on economic activities along the coastal plain, creating risks for sustainable growth.

¹ GDP and GNI data are from World Development Indicators. Poverty trends are based on World Bank staff calculations using aggregate consumption data from the General Bureau of Statistics; household microdata are not available and there is no official national poverty line.

Inadequate management of environmental and social impacts creates risks for sustainable development and for new investors, in mining as well as agribusiness and tourism. There are many gaps in the legal and institutional frameworks to manage environmental and social impacts of economic activities. Within mining, this creates risks for deforestation of the country's vast forest coverage (more than 90 percent of national territory) due to illegal gold mining, as well as widespread contaminative usage of mercury for gold extraction by artisanal and small-scale miners. There are indigenous populations living in areas with mineral potential, which often have land rights conflicts with informal mining operations. Lack of transparency and consistency in the application of environmental and social regulations can encourage a race to the bottom, to the detriment of formally established firms seeking to comply with global standards such as the IFC Performance Standards on Social & Environmental Sustainability. The Government of Suriname (GOS) has made efforts to address these issues, including recent legislative ratification of the Minamata Convention on Mercury and preparing a draft comprehensive Environmental Law, but significant progress is still needed.

Suriname is located on the Guiana Shield geological formation that has similar high mineral potential as Guyana, French Guiana, and parts of West Africa. One main bauxite extraction operation has dominated the sector for the past 100 years, but the historic foreign investor ended operations in 2015 after accessible reserves were exhausted. Two new significant gold mine operations were established in the past decade. But previous geological studies have shown evidence of high potential for a range of minerals, including additional gold extraction, diamonds, and other minerals such as kaolin and rare earth elements. In addition to existing large-scale commercial mining operations, there are significant informal artisanal and small-scale mining operations in Suriname as well as domestic enterprises supplying goods and services to mining operations. New exploration and extraction have the potential to generate jobs and additional local economic opportunities in the long term.

In this context, one component of the SCSD project seeks to specifically strengthen the mining sector governance, transparency, accountability, and administration. This component focuses on supporting improvements to the legal, regulatory, and institutional framework governing mining in Suriname, including to improve social and environmental impact management. The purpose is to align Suriname's framework to international best practice, and to provide its institutions with knowledge and tools to carry out their mandated functions. Specific activities planned in the SCSD include:

(a) **Strengthening the legal, regulatory, and institutional frameworks** governing the mining sector through support towards the revision of relevant legislation and regulations and the establishment of the Minerals Institute, which will integrate and strengthen mining cadaster, geological data management, and mining inspectorate functions. This includes defining a roadmap and implementing institutional reforms; supporting the development of required legal and regulatory frameworks; and supporting the establishment and operationalization of the Minerals Institute, including the collection of production and export statistics and setting up a Minerals Statistics Database.

(b) **Sector administration capacity building** to assist the GOS, in particular staff from the Ministry of Natural Resources, the Minerals Institute, and other relevant ministries including the

Ministry of Finance, to build the required technical skills and managerial capabilities to regulate and monitor the mining sector.

(c) **Strengthening revenue assessment, collection, and forecasting**, including through support to EITI and setting up systems to improve revenue collection in a transparent and accountable manner. This includes the development of documentation systems and standardized procedures for the submission and analysis of monitoring reports, in conformity with the Mining Decree and specific investment agreement commitments, as well as for the calculation of mining royalties and establishment of export controls.

(d) **Enhancing environmental, health, and social performance** of the mining sector, including:

- *Preparing a Strategic Environmental and Social Assessment (SESA)* covering mining. The SESA will entail a comprehensive sector-wide examination of potential impacts, both positive and negative, of future development in the mining sector and identify gaps in regulations, institutional capacity, and public consultation mechanisms that can be strengthened. It will be conducted as a priority activity early on in project implementation.
- *Capacity support to enhance social and environmental impact management*, including technical assistance for the implementation of select reforms recommended by the SESA. This support will be consistent with international standards such as the World Bank Group's Environmental, Health, and Safety Guidelines and REDD+ guidelines, and will promote improved mining practices that aim to reduce impacts on the forest, reduce the sector's vulnerability to climate change risks, help mitigate climate change - through improved water efficiency and substitution of inputs/enhanced energy efficiency to reduce GHG emissions in existing and future mining operations - and improve indigenous and tribal community engagement.

(e) **Building independent oversight capacity and stakeholder consultation mechanisms**, by providing support to non-state actors involved in the EITI process in Suriname (including indigenous and tribal peoples' representatives, non-governmental organizations, community-based organizations, technical experts, and other civil society representatives) to strengthen their participation in increasing transparency and disclosure in the mining industry.

II METHODOLOGY AND OBJECTIVES

This TOR establishes the scope for the above-referenced SESA. The SESA will be a consultative and participatory activity that seeks to strengthen institutional capacity, introduce good global practices, identify and inform specific reform efforts, and raise public awareness to integrate environmental and social concerns into the mining sector and developments for its long-term sustainable development.

Because this SESA regards the mining sector and entails a strategic look on environment and social aspects, the following government organizations will be very important to provide governmental guidance, advise and input to the expert team which will carry out the SESA:

- The Ministry of Natural Resources (MINR);
- The National Institute for Environment and Development in Suriname (NIMOS).

When finished, the SESA will provide guidance to the MINR and NIMOS on systematically integrating environmental, socio-economic, health and safety concerns in policy, regulation and planning, project development, operations, maintenance and decommissioning of mining sector activities.

If well implemented, SESA can be the catalyst of the following outcomes:

1. Increased attention to environmental, indigenous and tribal community engagement, labor and resettlement, health, safety and security priorities associated with mining and development resulting in more responsible mining operations;
2. Strengthened environmental constituencies;
3. Improved social accountability by making the mining policy process more transparent, especially related to indigenous and tribal communities;
4. Enhanced sector capacity for managing environmental, health, safety and socio-political risks associated with the development and operation of the mining sector.

Furthermore, the SESA will provide a benchmark for cumulative environmental and social effects with other ongoing sector programs and plans. More significantly the SESA will ensure that all concerns and expectations by different stakeholders are taken on board in the decision-making process for equity and sustainable development of the mining sector in Suriname. Ultimately, these outcomes will lead to a more sustainable development process driven by mining sector growth. SESA is thus a process of sector institutional and governance strengthening that materializes along with the implementation of mining sector reforms.

III SCOPE OF WORK

The preparation of the SESA should be conducted in five stages:

1. Scoping;
2. Description of the regulatory and institutional framework and assessment of the GOS capacity for environmental, social, and occupational health and safety assessment and management, including opportunities to introduce good global practices;
3. Identification of the general, strategic environmental and social consequences resulting from forecasted future development of mining;
4. Proposed mitigation and monitoring measures, drawing on good global practices;
5. Formulation of recommendations and a SESA Action Plan;
6. Final consultations, review and approval.

Specific activities and general implementation of the SESA should be directly informed by the World Bank Operational Policies on environmental and social safeguards, including OP 4.01; 4.10; 4.11; and 4.12; World Bank environmental, health, and safety guidelines and associated guidance notes; and the safeguards instruments prepared for SCSD including the Environmental and Social Management Framework (ESMF), the Indigenous and Tribal Peoples Planning Framework (ITPPF), the Resettlement Policy Framework (RPF), and the Rapid Social Assessment. These will be used as guidance in the SESA for informing the enhancement of Suriname's own environmental and social framework for the minerals sector. Existing information should be used as much as possible and duplication should be avoided with other activities already financed or ongoing.

Stage 1: Scoping

The objective of the Scoping exercise is to frame the content and methodology of the SESA, with substantial stakeholder inputs. As part of the scoping phase and to fulfill the INCEPTION REPORT the Consultant will:

- Conduct a stakeholder analysis to identify the key stakeholders to participate in the scoping phase and throughout the SESA. The Consultant will identify and map the key stakeholders in the mining sector that should be consulted, and analyze their interests, concerns and incentives. The Consultant should also develop a work plan for consultations that will ensure that their interests, concerns and advice are considered in the SESA.
- With stakeholders, define the strategic options to be examined, the key restrictions, major interests, and how consistency of the various sectors objectives and alternatives can be ensured.
- With stakeholders, in particular representatives of indigenous and tribal groups, define the process for stakeholder participation throughout the SESA.
- Develop a common vision on the environmental, social, occupational safety and health risks, impacts, objectives, and alternatives that will be addressed in the SESA (scope of the SESA).
- Discuss and define mechanism(s) to monitor the implementation of the SESA recommendations and Action Plan and agree on a course of action in case of unforeseen effects.

To inform the scoping process, the Consultants will:

- Assemble preliminary information relevant to the scope of the SESA, including but not limited to: current projects, plans and trends in the applicable sectors – mining, including small-scale and artisanal mining, including to inform the forecasts of future mining development scenarios to be developed subsequently.
- Identify the environmental and social risks and vulnerabilities to be considered and assessed (e.g., potential indigenous and tribal community land use, water quality, air quality, geology and soils, biodiversity, marine resources, socio-economic, coastal activities, etc.)
- Identify the environmental and social characteristics of the areas most likely to be affected by future mining activities, identifying sensitive ecosystems, protected areas, areas of high biodiversity value, areas inhabited by indigenous peoples, Maroons and fishermen, etc.
- Given that the SESA must be a participatory process, the proposed Scope must be consulted/validated with stakeholders according to the stakeholder consultation plan.

Although it is a process, the SESA has defined outputs throughout. Therefore, reports will be produced at each stage of the SESA process. In addition, the implementation and follow-up of SESA recommendations should also be reported to the WB, the Ministry of Natural Resources and NIMOS on a regular basis to ensure the effectiveness of its implementation.

The Consultants must report on the scoping process. This Scoping and Inception Report will include:

- The proposed scope of the SESA and Inception Report;
- The table of contents for the SESA report;

- The schedule and methodology for conducting the work, the institutional arrangements and timing agreed with the GOS, other key counterparts, and the World Bank to carry out the SESA;
- The SESA work plan describing the main activities for data collection and analysis, including consultation/validation with stakeholders;
- Plans for stakeholder consultation, with particular plans for consultations with representatives of indigenous and tribal peoples in line with the principles of free, prior and informed consultations; and
- The expected products / deliverables, and reports schedule to be submitted to the GOS and the WB.

The SESA Scoping and Inception Report must be presented in a stakeholder meeting before a finalized version is submitted for approval.

Stage 2: Description of the regulatory and institutional framework and assessment of the GOS capacity for environmental, social, and occupational health and safety assessment and management.

During this stage the Consultant should:

- Identify the institutions responsible for policy, planning, regulating and enforcing legislation in the mining sectors.
- Compile and describe the environmental, social, safety and occupational health legal, regulatory and institutional framework, and assess existing capacity of the relevant regulatory institutions.
- Prepare a compilation of relevant policies, laws, regulations, guidelines, and contracts, including environmental licensing requirements. This should include all relevant WBG standards, guidelines and policies including all the operational policies as referenced above.
- Assess the adequacy of the framework, based on international experience, and the capacity of public agencies at national and local levels, governmental organizations at national and community levels to address the potential impacts of developments in mining, especially for licensing and enforcement of legal ESHS requirement.
- Assess mandates, capacity, incentives and transparency in licensing/permitting, monitoring and enforcing environmental, social and occupational health and safety regulations in the above-mentioned sectors.
- Assess the adequacy of the existing grievance mechanisms to protect landowners and affected people, in particular indigenous and tribal communities; and if applicable, provide recommendations to improve it.
- Assess the adequacy of existing mechanisms for the social distribution of benefits to affected people; If applicable, provide recommendations to improve it.
- Assess the adequacy of the EIA system in Suriname, and identify potential deficiencies in the environmental permitting processes, EIA review, and EIA follow-up and enforcement in the above-mentioned sectors (see footnote 2). If applicable, provide recommendations to improve the EIA system, EIAs and EIA follow-up and enforcement.
- Identify potential gaps regarding the international good practice, not only limited to the WB policies and safeguards but also practices from ILO, like ILO 169 and others.

In addition, the SESA may also identify the existing environmental, social, occupational health and safety requirements that are included in mining sector contracts with the GOS, and assess if additional environmental, social, and occupational health and safety safeguards need to be incorporated in such Contracts. Should it be required, the SESA may provide the information necessary and specific recommendations of the environmental, social, occupational health and safety minimum requirements that the GOS should include in the Contracts with private sector companies.

At the end of this stage, the Consultants will prepare and deliver the First Interim Report.

Stage 3: Identification of the general, strategic environmental and social consequences resulting from forecasted future development of mining.

During this stage the Consultants shall:

- Develop forecasts of future expansions in mining sectors, including different potential development scenarios. These should forecast developments over a defined period of time. This should include mapping of potential and actual sites that are being explored for mining or that could be explored.
- Identify and evaluate the environmental and social consequences and risks, including climate change risks associate with existing developments and plans for investment in mining, and safety and occupational health risks and issues relevant to mining, considering the forecasts and scenarios developed.² This should also include mapping to identify overlapping areas of natural resources / forests/ other areas of high biodiversity value, with potential and actual extraction sites.
- Regarding potential social consequences and risks, the SESA will have particular focus on indigenous and tribal communities and of the potential impacts of potential future mining sector developments on these vulnerable groups.
- Cumulative / synergistic / secondary impacts as well as impacts of individual developments in mining should also be included. Coupled with this the consultants should estimate or model the potential impacts to the ecosystems and vulnerable populations such as indigenous and tribal communities from expansion in the mining sector over a defined period of time.
- The following, but not exclusively, strategic environmental, social and occupational health and safety issues related to increased private sector operations in mining must be investigated:
 - *Campsites* (increased demand for land conversion, potential GHG emissions from land use conversion, increased demand for water and potable water, loss of biodiversity; transformation of natural ecosystems and consequent loss of environmental services associated with these ecosystems; increase in greenhouse gas emissions in the face of possible deforestation of forest ecosystems; increase in the consumption and contamination of water; social conflicts (IPs and Maroons) over access to local resources; community safety); *Associated access roads and infrastructures* (site clearing, loss of biodiversity, fragmentation of habitats, resettlement and loss of livelihoods, community safety); *Processing facilities* (discharge of contaminants; air and water pollution; impacts of accidental spills; community safety)

² Environmental, social, health and safety priorities will be identified based on existing information, expert judgment, and inputs and concerns of stakeholders.

- Labor influx and associated issues related to gender-based violence, security forces, community-level violent conflict, forced and child labor, and human trafficking. This should include identification of appropriate mitigation measures, including for example review or creation of labor and civil rights protection authorities or regulatory frameworks.
- Informal sectors: Information should be collected and processed on artisanal mining to understand how this informal sector may be impacted by a more formalized set of procedures and approaches
- Develop criteria to prioritize environmental, social, and occupational health and safety issues in the context of Suriname for the mining. To the extent possible, such criteria must allow for quantification to objectively compare and categorize competing issues.
- Resettlement practices: Resettlement practices should also be considered, whether they could be positive or unintentionally negative as a result from mining activities.

At the end of this stage, the Consultants will prepare and deliver the Second Interim Report.

Stage 4: Proposed mitigation and monitoring measures

During this stage The Consultant should:

- Identify potential mitigation measures and monitoring requirements for each potential strategic impact on mining. Mitigation measures for strategic impacts may include, among others: implementation of appropriate legislation, including legal environmental discharge standards for emissions into air, water and soil; measures specifically targeting engagement with indigenous and tribal communities, drawing on initial mitigation measures to enable effective benefit sharing with such communities identified in the ITPPF and Rapid Social Assessment; revised institutional organization, streamlining environmental responsibility, creation of new GOS agency/ies; strengthening of specific GOS Agencies; review or creation of environmental and social licensing agencies or mechanisms; enforcement of international best practices and operational standards guidelines for each sector; creation of protected areas or exclusion zones (No Go zones, buffer zones); etc.
- Specific indicators may be selected to allow for the follow-up of the effectiveness of proposed mitigation measures. Indicator may be individual/stand-alone or combination (complex index) such as established indices, e.g. representing poverty reduction, migratory bird species, water quality, etc.
- It is also important to consider good practice international standards, like the World Bank Safeguards and ILO policies when developing the mitigation and monitoring measures, by proposing how these practices can enhance the existing Environmental and Social Framework for mining taking into account the Surinamese context. This should draw on lessons learned and good practices within the Surinamese context, such as effective stakeholder engagements with indigenous and tribal communities by existing mining companies such as Newmont.
- Resettlement Practices: as part of the mitigation hierarchy resettlement good practices should also be considered since this could help to enhance the Environmental and Social Framework

At the end of this stage, the Consultants will prepare and deliver the Third Interim Report

Stage 5: Formulation of recommendations and a SESA Action Plan

Based on the analysis conducted, and the recommendations developed, an Action Plan will be developed by the Consultant to facilitate their implementation. Priorities will be structured into immediate, short term (1-2 years) and medium term (3-5 years), including the Action Plan Cost Estimate.

The objectives of the SESA Action Plan are:

- To present a series of recommendations arising from key findings of the SESA;
- To suggest a priority timeline for implementation of the recommendations;
- To identify the GOS Agency responsible for implementation;
- To provide some preliminary costs that will require confirmation and adjustment by applicable GOS Authorities.

This action plan should include a suggested prioritization of activities or reforms that could be directly financed or supported by the SCSD project during its implementation. This would include potential support to MINR/NIMOS or other GOS agencies, as well as to representatives of social or environmental groups to strengthen their capacity to engage in future discussions and planning about mining sector development.

At the end of this stage, the Consultants will prepare the Draft Report, for consultation with stakeholders. Where the consultation includes Indigenous and Tribal People the FPIC procedures must be followed.

Stage 6: Final consultations, review and approval

The Consultant will prepare interim outputs at the end of each phase, to be compiled into a draft report for final consultations, a final draft for review, and a final report. In addition, the Consultant will be available on request to advice on the environmental, social, occupational health and safety implications of any policy and/or regulatory measure proposed as part of the SESA.

IV. ADVISORY SERVICES AND KNOWLEDGE TRANSFER

The international consultants should include as a separate item in its proposal provision of advisory services to GOS in assessing the potential environmental and social impacts, occupational health and safety risks and helping implement potential of policy, legislative, or regulatory changes that may be under consideration as part of the Project. This includes recommendations of technical assistance support that environmental and social advocacy and representative groups in particular of indigenous and tribal communities can use to contribute to managing environmental and social impacts of future mining developments, which the SCSD project could potentially finance.

The international consultants must include as a separate item in its proposal arrangements for transfer of knowledge on SESA to the Project Implementation Units, implementing ministries, associated agencies, and other GOS officials as appropriate. These can include on the job training, presentations of international experience, and participatory workshops.

V. CONSULTANTS QUALIFICATIONS FOR CONDUCTING THE SESA

The Consultant team to conduct the SESA should preferably be comprised by local and international consultants. The local consultants should have at least 10 years of experience in participating in EIAs in the fields of environmental, social development, communication and stakeholder engagement, and occupational health and safety, respectively.

The international consultants should have at least 10 years of experience in Strategic Environmental and Social Assessment (SESA) and in assessing and addressing environmental, social, occupational health and safety policy and regulatory issues in the extractive industries. The international team will provide overall coordination and advisory services to the local consultants.

The local and international consultants should also be familiar with best industry practices for extractive industries, including the World Bank EHS Guidelines; the IFC 2012 Performance Standards; the World Bank Sustainability Framework, and OHSAS 18001 or ISO 45001 – Occupational Health and Safety and ISO 26000 – Social Responsibility.

Notwithstanding the international and local setup of the team, a Full-fledged SESA requires the participation of a multidisciplinary team. In general, the core team will include members covering the following competencies:

- a. SESA specialist, with at least ten years of relevant experience in the environmental, social (including labor), health, safety and security aspects of the mining sector, who will manage the process and coordinate with key stakeholders, including the formal government and non-formal stakeholders;
- b. Mining specialist with at least ten years of relevant experience in mining policy and public administration of the mining sector;
- c. Environmental and Social Impact Assessment Specialist with at least ten years' experience in social, environmental, health, safety and policy issues related to mining, as well as experience in the ISO 140001 standard;
- d. ASM specialist with at least five years of experience working with organizational and technical issues related to ASM in Suriname or other countries in the region;
- e. Social Specialist with at least ten years of experience in public consultations and working with indigenous and tribal groups, and other types of vulnerable populations;
- f. Public Participation Expert (national) with at least five years of local experience in stakeholder analysis and consensus building and has experience with gender issues. The expert should be fluent in English and some or one of the local languages in the areas of intervention and also have experience in managing community/stakeholders' consultation workshops – and making them meaningful and objective oriented workshops. The public participation expert will need to demonstrate experience in designing, organizing and implementing participatory and consultation processes and have a team at his disposal capable of holding the regional workshops simultaneously. The team leader for this assignment should be able to demonstrate extensive experience in public consultation and stakeholder engagement and demonstrated experience in implementing focus groups discussions and organization of workshops.
- g. Institutional Assessment Specialist, with at least ten years' experience, covering institutional and governance analysis, and institutional and governance strengthening of public, private and civil society sector organizations (formal and non-formal institutions) (both in terms of human

- development as well as regulatory framework), analyzing gaps and inter sectoral institutional linkages, and streamlining their functions commensurate with their mandatory obligations;
- h. Natural resources economist with at least ten years of experience in quantitative and qualitative analysis, preferably including case studies, and at least five years of experience in the mining sector;
 - i. Land use specialist with at least ten years of experience with understanding of competing land uses for areas mined or used for development and capable of analyzing land use options in the poverty analyses.

VI. DELIVERABLES AND TIME SCHEDULE

1. SESA Inception Report

An Inception Report will be prepared 1 month (one month) after the start of the assignment. The Inception Report should describe (i) the institutional arrangements and timing agreed with key government counterparts to carry out the SESA; (ii) the SESA work plan describing the main activities for data collection and analysis, including public consultations/validation with stakeholders, preparation of case studies and differentiating responsibilities of the firms/entities undertaken the SESA according to their respective ToRs; and, (iii) the expected products and reports schedule to be submitted to the Ministry of Natural Resources.

2. Monthly Progress Reports

Monthly Progress Report should be submitted to the Ministry of Natural Resources.

3. Interim outputs at the end of each stage

Interim outputs at the end of each stage will be prepared (scoping; identification of impacts and issues; description of the regulatory and institutional framework and assessment of capacity; formulation of recommendations; and final consultations; review and approval), to be compiled into a draft report for final consultations, a final draft for review, and eventually a final report.

4. Draft SESA Reports

The draft SESA report will be prepared after 14 months into the assignment in English, with Executive Summaries in English and Dutch, with a structure and content conform to other SESAs for the mining sector, e.g. the ones financed by the World Bank Group or other donors or institutions. Prior to the national workshop the recommendations will be incorporated and the comments to the draft report received from the Government of Suriname, key stakeholders and the World Bank Group should be considered. This revised version of the SESA draft reports will be validated in a national workshop to be held in the capital. A policy matrix will be formulated comprising of concrete policy will, institutional and governance recommendations (short-term, mid-term and long-term), verifiable indicators as part of a monitoring program, action plans, capacity building plans and budgets for its implementation and monitoring. The policy matrix, implementation and monitoring plans will also be validated in this national workshop.

The Draft SESA Report will be disclosed at the Ministry of Natural Resources website and on the World Bank Group's Infoshop website and be available for comments for outside

stakeholders. The Ministry of Natural Resources should announce the availability of the Draft SESA Report for comments in at least two major national newspapers, on the radio and on the TV. The announcement should indicate places where the report can be consulted and the timeframe for comments (normally one month). Relevant comments need to be addressed in the Final SESA Report.

5. Final SESA Report and Dissemination

The final version of the SESA reports, policy matrix, recommendations and implementation and monitoring plans with indicators, institutional arrangements and budget will be prepared 15 months into the assignment. The Final Report will be in English, with Executive Summaries in both English and Dutch.

Stage	Deliverable	Time Schedule
1 Scoping	Scoping and Inception Report	[TBD]
2 Description of the regulatory and institutional framework	First Interim Report	[TBD]
3 Identification of the general, strategic environmental and social consequences	Second Interim Report	[TBD]
4 Proposed Mitigation and monitoring measures	Third Interim Report	[TBD]
5 Formulation of recommendations and SESA action plan	Draft SESA Report and SESA Action Plan	[TBD]
6 Final consultations, review and approval	Final SESA Report and SESA Action Plan, Including Stakeholder Consultation Report	[TBD]

VII. PROPOSAL REQUIREMENTS

The proposal for the SESA must be prepared in accordance with procurement legislation. It should also contain the following information:

- **SCOPE OF WORK.** The scope of work should include a description of the specific activities that will be performed to accomplish the required phases and tasks identified in the TOR. This should include any proposed site visits/reconnaissance, documents to be reviewed, interviews, stakeholder meetings, etc. If the Consultant believes that additional

tasks or components within a required task are necessary or warranted, these should be stated and delineated as “Optional Tasks”.

- **PROJECT TEAM AND QUALIFICATIONS.** The SESA consultant team must include the firms and specialists indicated in the TOR. This should include the names of the consultant team members (local and international), their qualifications including relevant technical capabilities, and specific previous experience must be detailed as requested in the TOR. The consultant Project Manager (main point of contact and must be one of the specialists) must be identified as well.
- **SCHEDULE.** A proposed detailed schedule for execution of the SESA must be presented (refer to Section 5 of TOR for a tentatively proposed schedule). The schedule must indicate the proposed start and completion dates for each required phase, task, and activities listed in the TOR, and any important or specific project milestones (e.g. deliverables, reports).

ESTIMATED COSTS. A breakdown of the estimated costs by phase or task must be presented (i.e., tabular format) and should include Direct Labor Costs (number of hours or days per staff and their associated unit costs) and Indirect Labor Costs (i.e., travel, per diem, etc.).