

**GENERIC TERMS OF REFERENCE
ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT
FOR
TRANSMISSION LINE PROJECT
AS PART OF
INDONESIA SUSTAINABLE LEAST-COST ELECTRIFICATION
TECHNICAL ASSISTANCE (ISLE TA) PROJECT**

**NOVEMBER 2024
PT PLN (PERSERO)**

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1 PROGRAM BACKGROUND

The Indonesian Sustainable Least-Cost Electrification (ISLE) Technical Assistance Project is part of the ISLE Framework that was developed to increase deployment of Renewable Energy (RE) in a least-cost manner while tackling the reliability of the grid to improve the electricity services to customers and connect the last-mile households in more remote regions in Indonesia. The ISLE TA Project will support the development and piloting of a sustainable and affordable electrification framework in Eastern Indonesia and the preparation of future investments needed to implement the approach. The Project will also finance preparation of Feasibility studies (FS) and environmental and social (E&S) assessments and their associated E&S instruments necessary for the development and investments in at least one transmission line project needed for RE deployment (Identified Investment).

This Generic Terms of Reference (ToRs) provide a simple framework that will support PLN's operational team to prepare site/subproject-specific ToRs (to be approved by World Bank) once the transmission lines subprojects have been identified, to develop E&S Impact Assessments and their associated E&S instruments (the E&S Studies), and aim to mainstream E&S considerations early on.

The E&S Studies will be carried out in parallel to the technical studies for each respective transmission line subproject. The result of the E&S Studies will be an inputs to the final version of the technical studies, while the first drafts of the technical studies will inform the E&S Studies.

2 ASSESSMENT OBJECTIVE AND LOCATION

The present ToRs' scope is to develop an E&S Impact Assessment with its associated E&S instruments for each Identified Investment. Subject to the result of respective E&S Impact Assessment, the corresponding E&S instruments that shall be developed may consist of, but not limited to, the Environment and Social Management Plan (ESMP), that also includes Labor Management Plan (LMP) and Stakeholder Engagement Plan (SEP) containing Grievance Redress Mechanism (GRM). The tasks will include assessment of the needs for preparation of Biodiversity Management Plan (BMP), Land Acquisition & Resettlement Plan (LARAP), Cultural Heritage Management Plan (CHMP), and Indigenous People Plan (IPP), or other specific studies that are separated from the ESMP.

The present ToRs will be used to for the preparation of site-specific ToRs once the Identified Investment have been selected, and to mainstream E&S considerations early in the project. The transmission line investments that are envisaged to be supported under this Project are not

identified at this stage. The Identified Investments will be selected based on the following selection criteria, whereby they shall not cause or involve the following:

- i. Significant, sensitive, complex, irreversible, and unprecedented potential adverse environmental and social impacts, without a full Environmental and Social Assessment that meet the requirements of the ESSs.
- ii. Production or activities involving forced/ child labor.
- iii. Employment without formal contract agreements in line with the Government of Indonesia regulations, PLN's ESMS and World Bank's ESF, including with primary suppliers and sub-contractors.
- iv. Uses, or risk polluting the waters of an international waterway as defined in the World Bank's OP 7.50, is located in a disputed area described in the World Bank's OP 7.60 and/or unable to prove the clear and clear status of the land.
- v. Forced eviction or physical displacement of affected communities.
- vi. Relocation of Indigenous Peoples, restrictions or loss of access to traditional lands or resources for them, or significant impact on their cultural heritage, without their Free, Prior and Informed Consent (FPIC).
- vii. Large scale construction in protected areas that involve significant conversion, clearance, or degradation of critical habitats, forests, environmentally sensitive areas, significant biodiversity and/or protected conservation zones.
- viii. Adverse impacts on biodiversity and habitats that cannot be mitigated, especially the vulnerable and endangered species listed under the IUCN Red List of Threatened Species.
- ix. Activities that will cause, or have the potential to result in, permanent and/or significant damage to non- replicable cultural property, irreplaceable cultural relics, historical buildings and/or archaeological sites.
- x. Activities located in areas that are prone to natural disaster (flooding, liquification, earthquake, etc.) that cannot be sufficiently mitigated by the design.

PLN will screen the proposed investments, using the selection criteria, to select the subprojects which will be supported under this Project and to ensure that the E&S risks can be managed with the applicable ESSs. PLN will share its screening table and the World Bank will clear the subproject before launching the procurement.

It is worth noting that the ISLE TA only supports the preparation of the FS, preliminary E&S assessments and the associated E&S instruments necessary for the development and

investments of the Identified Investments. The ISLE TA does not support the implementation of the Identified Investments nor finance the implementation of the recommendations proposed in the FS and the E&S assessments and instruments produced. PLN will further identify the sources of financing for the Identified Investments, which may or may not include financing from the Bank.

3 ASSIGNMENT BOUNDARIES

This present ToRs is developed specifically in the context of E&S risks and impacts associated with transmission line (TL) project. Other ToRs already developed by PLN may need to be used when developing the E&S Impact Assessment and E&S instruments for other types of subprojects that are considered an associated facility.

4 APPLICABLE STANDARDS

Preparation of the E&S Impact Assessment and E&S instruments should follow the requirements of PLN's E&S Management System (ESMS) that is in accordance with Indonesian regulations, PLN's E&S policies and procedures, World Bank's Environmental and Social Framework (ESF), and the relevant Good International Industry Practices (GIIP). All E&S Impact Assessment and E&S instruments must be developed in compliance of the applicable World Bank's Environmental Social Standards (ESSs).

5 ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT

5.1 Scope of Work and Responsibilities

The scope of work for the E&S impact assessment includes at the minimum:

- a. Review of PLN's overall business process, institutional E&S arrangements, E&S policies, ESMS and ISLE TA POM.
- b. Review of the legislation for E&S management, including, but not limited to, environmental permits, waste management, pollution control, land acquisition, and stakeholder engagement that are applicable to the Identified Investment.
- c. Identify any gaps between PLN E&S policies and its ESMS against the World Bank's Environmental and Social Standards (ESSs) and the relevant Good International Industry Practices (GIIP), including the World Bank Group Environmental, Health, and Safety

(EHS) Guidelines that are applicable to the Identified Investment. The E&S Impact Assessment will apply the most stringent requirements.

- d. Review any available preliminary studies on the Identified Investment (e.g., Pre-Feasibility Studies, Feasibility Studies, other technical studies, etc.).
- e. Conducting a preliminary survey on location(s) of the Identified investment to confirm the application of ISLE TA Project's selection criteria and for putting forward recommendations in relation to:
 - Alignment with the National Policy and Strategic plan as indicated by the Map on Deferment of New Project Licenses (*Peta Indikatif Penundaan Izin Baru - PIPIB*) or Moratorium Map.
 - Alignment with the National and/or Regional Spatial Plan(s) specifying protected areas and land designated for other use (*Area Penggunaan Lain – APL*).
 - Assessment on whether the Identified Investment is located on or goes through government-protected areas.
 - Assessment on potential natural disaster occurrences in the project location.
 - Assessment on potential Indigenous Peoples (IPs)' land rights.
- f. Prepare an initial environmental permitting plan on schedule, estimated cost and party responsible for developing the required environmental document and obtaining the environmental permit.
- g. Assess E&S risks and impacts of the Identified Investment (including its associated facilities) that include:
 - (i) Screening and scoping of E&S risks and impacts.
 - (ii) E&S Baseline study.
 - (iii) Analysis and assessment of risks and impacts.
- h. Prepare a Screening and Scoping report.
- i. Prepare an E&S Impact Assessment report that presents all findings from the E&S risks and impacts assessment.
- j. Prepare an ESMP.
- k. Prepare a LMP and SEP containing a GRM, as components of the ESMP.
- l. Assess the needs for preparation of BMP, LARAP, CHMP, IPP, or other specific studies that are separated from the ESMP.
- m. Liaise with PLN staffs, or appointed parties, including the party that is assigned to carry out the technical studies for the respective Identified Investment, to ensure alignment of the general project design with the ESMP.

- n. Support PLN to consult with stakeholders and disclose the result of E & S impact assessment and the ESMP.

The abovementioned scope and responsibilities in preparing the E&S Impact Assessment and ESMP, as well as details of their reporting outlines (provided in Section 5.2), will be refined in a site/subproject-specific ToRs.

5.2 Outline of the E&S Impact Assessment Report and ESMP

5.2.1 Overview

As much as possible, the E&S Impact Assessment process (e.g., Scoping, Baseline Study, and Analysis and Assessment of Impact) is to be conducted inline or merged with the development of the National Environmental Impact Assessment (or ‘Regulatory EIA’, e.g., AMDAL or UKL-UPL)¹. However, if these are not possible, or the national regulation only requires simple Environmental Impact Assessment document (SPPL), a separate or supplementary assessment reports should be developed as a stand-alone document per PLN’s ESMS, in compliance with the World Bank ESSs. Note that on social issues, the consultant should follow the ESMS and the associated management guidelines and address them in the supplementary assessment reports since national requirements do not address most of social issues required in the PLN’s ESMS. And in the case where there are gaps between PLN’s ESMS with the World Bank ESSs requirements, the E&S Impact Assessment will apply the most stringent requirements.

The table below presents the sections expected for the E&S Impact Assessment report (either prepared as stand-alone documents or merged documents with Regulatory EIA). The ESMP is typically embedded within the E&S Impact Assessment report. See point no. 9-10 for minimum subjects to be included as part of the ESMP.

Table 5-1 Minimum Sections of E&S Impact Assessment and ESMP Report

No.	Sections/Subjects	Description
1	Executive summary and non-technical summary	<ul style="list-style-type: none"> • Detailed executive summary of the overall ESIA, including project development plan, design and components which may result in E&S impacts, project timeline, assessment of the potential impacts and ratings of significance, and proposed management and monitoring plan.

¹ When the E&S Impact Assessment report and the ESMP are to be merged with the Regulatory Environmental Impact Assessment, Bank clearance on the document does not replace the requirement for obtaining government approval on the National Environmental Impact Assessment document and relevant environmental permitting.

No.	Sections/Subjects	Description
		<ul style="list-style-type: none"> • Non-technical summary/NTS (concise version of the executive summary) shall be prepared and disclosed alongside the ESIA package, translated into Bahasa Indonesia and using non-technical terms which will be more easily understood by the potentially affected community. The NTS will also summarize the project's plan for stakeholder engagement and consultation, as well as feedback and grievance mechanism that will be available for community to convey their input and concern.
2	Introduction	<ul style="list-style-type: none"> • Overview of project investment. • Brief description of the project proponent / project developer. • Brief description of the E&S experts involved in the Impact Assessment and ESMP development.
3	Policy, legal and institutional framework	<ul style="list-style-type: none"> • PLN's E&S policies and legal framework, including existing laws and rules, other related environmental law and rules, international conventions, treaties and agreements, and international standards, guidelines. • Institutional framework. • Project's applicable E&S Standards.
4	Project description and alternative selection	<ul style="list-style-type: none"> • Project background. • Project location, overview map and site layout maps. • Comparison and selection of alternatives. • Description of the selected alternative.
5	Summary of preliminary E&S screening and scoping results	<p>Brief description on previously conducted screening and scoping process including the followings, noting that a separate Screening and Scoping Report should be submitted prior to undertaking detailed baseline study and impact assessment for the ESIA – see Section 5.2.2):</p> <ul style="list-style-type: none"> • Preliminarily identified impacts and significance level. • Alternative analyses (if applicable).

No.	Sections/Subjects	Description
		<ul style="list-style-type: none"> ● Preliminarily identified area of influence. ● Preliminarily identified sensitive receptor. ● Baseline study approach rationales. ● Level of impact assessment required.
6	Description of the surrounding E&S baseline	<ul style="list-style-type: none"> ● Study boundaries. ● Methodology and objectives. ● Physical components (e.g., geology maps, environmental quality data and climate data). ● Biological components including biodiversity maps, including key biodiversity areas. ● Socio-economic components including population distribution, livelihood information. ● Cultural components including maps with location of cultural, historical, and religious importance. ● Visual components.
7	Stakeholder engagement, public consultation and disclosure	<p>All relevant project's stakeholder should be engaged as part of the impact assessment process to determine any key concerns or inputs into the Project design for construction and operation. Thus, the ESIA shall also report on the followings:</p> <ul style="list-style-type: none"> ● Identification and mapping of stakeholder based on the expectations, concerns, influence levels and interest levels. ● Summary of previous consultation undertaken for the project and those conducted to obtain feedback and input for ESIA preparation, including the purpose of meeting, where, when, and how the meeting was conducted (approach), and meeting participants (stakeholders attended the meeting). ● Summary of main feedback or comments received, and how comments taken into account in the E&S impact assessment and preparation of management plan.
8	Impact and risk assessment	<ul style="list-style-type: none"> ● Impact Assessment methodology.

No.	Sections/Subjects	Description
		<ul style="list-style-type: none"> ● Identification potential impacts on: <ul style="list-style-type: none"> ○ Labor aspect. ○ Working condition. ○ Public health safety and security. ○ Natural resources (e.g., soil, surface water, and groundwater). ○ Biodiversity (flora & fauna). ○ Indigenous people. ○ Tangible and intangible cultural heritage. ○ Land usage. ○ Community livelihood. ● Impact significance. ● Induced and cumulative impact assessment.
9	ESMP (see Section 5.2.1)	<ul style="list-style-type: none"> ● Proposed mitigation measures for each identified E&S impact. ● Indicators of mitigation measures performance. ● Monitoring parameter. ● Monitoring approach. ● Location and time of mitigation measures and monitoring. ● Responsible parties and estimated cost for mitigation and monitoring. ● Estimated cost. ● Capacity building to implement management and monitoring plan.
10	Stakeholder Engagement Plan (SEP) – see Section 5.2.2	Specific plan prepared based on stakeholder identification and mapping to engage broad stakeholders regarding project design, implementation risks, impacts, and mitigation measures; as well as providing accessible and effective GRM.
11	Labor Management Plan (LMP) – see Section 5.2.3	Specific Management Plan that defines mitigation measures and monitoring plan for labor aspects for the project (such as contractual aspect, working conditions, human resource management, etc.) as required from the E&S Impact Assessment.
12	Conclusions and recommendations	Summary of impact assessments, mitigation and monitoring actions, and recommendation on stand-alone management plans to be prepared (i.e.,

No.	Sections/Subjects	Description
		Biodiversity Management Plan (BMP), Land Acquisition & Resettlement Plan (LARAP), Cultural Heritage Chance-Find Procedure (CFP), and Indigenous People Plan (IP Plan) as relevant).
13	Other	Detailed technical surveys, maps, documentation, and minutes of meetings of ESIA consultation and disclosure, and other information (could be annexed).

5.2.2 Screening and Scoping of E&S risks and impacts

5.2.2.1 Screening against ISLE TA Project Selection Criteria

Upon completion of carrying out a preliminary survey on location(s) of the Identified Investment, the Consultant will need to confirm the application of ISLE TA Project's selection criteria and further screen the Identified Investment for its alignment with the National Policy and Strategic plan, National and/or Regional Spatial Plan(s) and to assess the potential natural disaster occurrences in the project location.

This below checklist will review and identify potential risks of planned activities to the environment, workers, local communities, presence of Indigenous Peoples, or any land acquisition that will be assessed as part of the preliminary E&S Impact Assessment.

Table 5-2 Project E&S Screening Form

Name of the Project		
Project location		
Brief Description of Project (project scale and activities)		
Screening #1: Project Eligibility		
Is the project included in the Selection Criteria in Section 2: Assignment Objective and Location? (Y/N)		
Note: If the answer is YES, screening is stopped and should not be continued (project application will be rejected)		
Screening #2: Potential Environmental and Social Impacts		
Will the proposed project activities and its associated facilities ² (if any) likely to generate environmental and social impacts? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS1 Assessment and Management of Environmental and Social Risks and Impacts, and (ii) PLN ESMS' Manual Chapter 5 (Impact Assessment), 6 (Management of the E&S Impacts), and 7 (Monitoring and Review).
Will the proposed project involve a mixed workforce (local and/or external) or lead to		If the answer is YES, refer to: (i) World Bank ESS2 Labor and Working Conditions, and

² Associated Facilities means facilities or activities that are not funded as part of the project and, in the judgment of the Bank, are: (i) directly and significantly related to the project; (ii) carried out, or planned to be carried out, contemporaneously with the project; and (iii) 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.

Occupational Health and Safety (OHS) risks such as work accidents and/or disruption to the work environment? (Y/N)		(ii) PLN ESMS' Labor and Working Conditions Management Guideline.
Will the proposed project involve the use of chemical and hazardous materials and/or result in the production of solid or liquid waste (e.g. water, hazardous, domestic or construction wastes), or an increase in waste production during construction or operation phase? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS3 Resource Efficiency and Pollution Prevention and Management, and (ii) PLN ESMS' Hazardous Material Management Guideline, Hazardous Waste Management Guideline, and Non-Hazardous Waste Management Guideline.
Will the proposed project involve the use of resources, including energy, water, and raw material? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS3 Resource Efficiency and Pollution Prevention and Management, and (ii) PLN ESMS' Energy Efficiency Management Guideline and Water Efficiency Management Guideline.
Will the proposed project investment create risks of increased air pollution (e.g., dust, noise, vibration, gas emissions)? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS3 Resource Efficiency and Pollution Prevention and Management, and (ii) PLN ESMS' Air Quality Management Guideline and Noise and Vibration Management Guideline.
Will the proposed project affect the quantity or quality of surface waters (e.g. sea, rivers, streams, wetlands) or groundwater (e.g. wells)? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS3 Resource Efficiency and Pollution Prevention and Management, and (ii) PLN ESMS' Wastewater and Water Quality Management Guideline.
Will the proposed project create risks of increased soil degradation or erosion? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS3 Resource Efficiency and Pollution Prevention and Management, and (ii) PLN ESMS' Erosion and Sediment Control Management Guideline.
Will the proposed project have possible impacts and risks on community health and safety from construction and/or operational activities? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS4 Community Health and Safety, and (ii) PLN ESMS' Community Health, Safety, and Security Management Guideline.
Are there any potential risks of community and worker exposure to water-borne, water-based, water-related, and vector-borne diseases, and communicable and non-communicable diseases that could result from project activities? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS4 Community Health and Safety, and (ii) PLN ESMS' Community Health, Safety, and Security Management Guideline.
Will the proposed project involve interactions between contractors and the		If the answer is YES, refer to: (i) World Bank ESS4 Community Health and Safety, and (ii)

remote local beneficiaries and affected communities? (Y/N)		PLN ESMS' Community Health, Safety, and Security Management Guideline.
Will the proposed project involve any disproportionate impacts and risks on certain groups (vulnerable groups, gender, etc.)? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS4 Community Health and Safety, and (ii) PLN ESMS' Community Health, Safety, and Security Management Guideline.
Will the proposed project require land (public or private) to be acquired (temporarily or permanently)? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement, and (ii) PLN ESMS' Land Acquisition and Resettlement Management Guideline.
Will project activities affect people's economic activity/community access to land use? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement, and (ii) PLN ESMS' Land Acquisition and Resettlement Management Guideline.
Will the proposed project use land that is currently occupied or regularly used for productive purposes (e.g. gardening, farming, a fishing location, forests)? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement, and (ii) PLN ESMS' Land Acquisition and Resettlement Management Guideline.
Will the proposed project result in the loss of income sources and means of livelihood due to land acquisition? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement, and (ii) PLN ESMS' Land Acquisition and Resettlement Management Guideline.
Are there any sensitive natural habitats (forest, riverine, coastal, mangroves, coral reefs, wetlands, peatland) areas or threatened species that could be adversely affected by the project? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources, and (ii) PLN ESMS' Biodiversity Management Guideline.
When activities are proposed to be located in the above habitats and/or ecosystems, are the design and/or scientifically proven studies demonstrate that no other viable alternatives within the region exist; all due process required under international obligations or national law that is a prerequisite has been complied with; potential adverse impacts on the habitat will not lead to measurable net reduction or negative change in those biodiversity values for which the critical habitat was designated; net reduction in the population of any Critically Endangered, Endangered, or restricted-range species, over a reasonable		If the answer is YES, refer to: (i) World Bank ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources, and (ii) PLN ESMS' Biodiversity Management Guideline.

time period is not anticipated; a mitigation strategy is designed to achieve net gains of those biodiversity values for which the critical habitat was designated; and requirement for a robust and appropriately designed, long term biodiversity monitoring and evaluation program aimed at assessing the status of the critical habitat is required during further development of the activities.		
Will the proposed project involves harvesting or exploiting a significant amount of natural resources such as marine and aquatic resources, timber and non-timber forest products, freshwater, etc.? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources, and (ii) PLN ESMS' Biodiversity Management Guideline.
Are there social-cultural groups present in the project area, or who use the project area, who may be considered as "indigenous peoples/ethnic minorities/tribal groups"? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities, and (ii) PLN ESMS' Indigenous People Management Guideline.
Are there community members of the indigenous groups in the project area who will either receive benefits or are adversely impacted by the project? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities and (ii) PLN ESMS' Indigenous People Management Guideline.
Do such groups use indigenous languages that differ from the national language or language used by the majority, in the project area? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities, and (ii) PLN ESMS' Indigenous People Management Guideline.
Will the proposed construction activities be implemented in areas known as a cultural heritage site? (Y/N)		If the answer is YES, refer to: (i) World Bank ESS8 Cultural Heritage, and (ii) PLN ESMS' Cultural Heritage Management Guideline.

5.2.2.2 Scoping Assessment

The Scoping assessment will confirm the overall E&S Impact Assessment study boundary. The study boundary shall be presented as a map or series of maps using GIS software, which should include: (i) project's footprint (including transmission lines right of way, land acquisition sites, etc.) and showing alternatives if necessary in the scoping phase; (ii) ecological boundary (potential extent of direct, indirect and cumulative impacts – terrestrial habitats, migratory species, etc.); (iii) administrative boundary (affected sub-villages, villages, districts, etc.); and (d)

social boundary (potential extent of direct and indirect impacts – employment/income, land acquisition, access to natural resources, cultural heritage, health and safety, etc.).

Scoping shall consider the timeframe necessary to collect all relevant data and allow for an adequate number of sampling events to capture environmental data from different seasons, habitat types, weather events, flow conditions etc. and methods to adequately sample the host community populations. Scoping shall consider the appropriate methodologies for assessing impact, and whether this is qualitative or quantitative, whether it involves stakeholders, the expertise required for complex assessments and requirements for models, software, GIS, laboratory analysis and other tools.

5.2.2.3 Screening and Scoping Report

The Consultant shall prepare a Screening and Scoping Report (while the summary will be presented in the Final ESIA report), which at minimum will include the followings:

- Result of screening assessment and project risk category.
- The identification of sensitive receptors that may be affected, against project activities and components.
- The potential environmental and social impacts from the project.
- Define E&S Impact Assessment study boundary.
- Proposed scope, approach/methodology for baseline studies and impact assessment.
- An analysis of alternatives.

See PLN ESMS Chapter 5 for more detailed guidance on screening and scoping, and follow the guidance provided therein, to address the gap between the prevailing local practice and the established international practice on screening and scoping. The proposed scope and approach/methodology for baseline studies and impact assessment will need to follow PLN ESMS requirement, and comply with the World Bank ESSs.

Subject to the screening and scoping results, the extent of E&S Baseline and Impact Assessment should be conducted commensurate with the potential impacts from the proposed TL activities. Should new information found and may affect the scope of work and budget defined in the Proposal, the Consultant may propose a revised scope of work and budget for the Assignment, for PLN and the World Bank review and clearance by the end of this stage. The revised scope of work will be based on the outputs of screening and scoping and may include changes to the timeframes, expertise, assessment methodology and tools, and scale of project area of influence.

5.2.3 E&S Baseline and Impact Assessment

Baseline study and impact assessment for the project will be undertaken in accordance with the agreed Screening and Scoping Report. The scope of study and approach/methodology of the assessment shall be in compliance with the World Bank's ESSs requirements and PLN's ESMS and Management Guidelines.

The E&S Baseline study will include an initial desktop study and followed by primary data collection as appropriate to the project development stage. When the available information is not sufficient, further efforts may be required to obtain the necessary baseline information to enable adequate environmental and social risks and impacts assessment.

The potential risks and impacts will be analyzed using appropriate methodology and sufficient environment and social baseline data relevant to project risk so that the assessment can identify the significance of pre- and post-impact mitigation (residual impact) quantitatively or qualitatively, at least sufficiently to allow appropriate mitigation measures to be identified. The assessment of risks and impacts will include the direct impacts of project activities and associated facilities activities that are assessed — for example, land acquisition, air and water pollution, loss of or damage to valued habitats or cultural heritage, community and worker safety, vulnerable groups — as well as potential cumulative, indirect, and induced effects where relevant.

5.2.4 Contents of the ESMP

The Consultant shall develop a final report that includes the results of the E&S Impact Assessment and its ESMPs. In alignment with PLN's ESMS and in compliance with the World Bank ESSs, results of E&S Impact Assessment could be combined with relevant regulatory Environmental Impact Assessment report (e.g. AMDAL [TL with capacity higher than 230 kV] or UKL-UPL [TL with capacity range from 35 kV to 230 kV]), subject to regulators' approval, or prepared as stand-alone document if combining with regulatory EIA is not possible/allowed and for projects that only requires SPPL (TL with capacity less than 35 kV). Likewise, developed ESMPs could be combined with regulatory Mitigation and Monitoring Plans (i.e., the RKL-RPL) when deemed necessary. Note that on social issues, the consultant should follow the ESMS and the associated management guidelines and address them as part of the regulatory Environmental Impact Assessment report, or in a standalone, supplemental ESMP since national requirements do not address most of social issues required in the PLN's ESMS.

5.2.4.1 Environmental and Social Management Plan

The ESMP should include the following:

1. Identification of measures and actions in accordance with the mitigation hierarchy that reduces potentially adverse E&S impacts to acceptable levels. If applicable, it should include compensatory measures. Specifically, this section should:
 - a. Identify and summarize all anticipated adverse E&S impacts (including those involving Indigenous Peoples or involuntary resettlement).
 - b. Describe—with technical details—each mitigation measure, including the type of impact to which it relates and the conditions under which it is required (e.g., continuously or in the event of contingencies), together with designs, locations, periods, equipment descriptions, and operating procedures, as appropriate.
 - c. Estimate cost required to implement mitigation measures.
 - d. Determine parties in charge to implement mitigation measures.
 - e. Estimate any potential E&S impacts of these measures.
 - f. Take into account, and be consistent with, other stand-alone mitigation plans required for the project (e.g., for involuntary resettlement, indigenous peoples, or cultural heritage as relevant).
2. Identification of monitoring plan and reporting activities. This will include identify monitoring objectives and specify the type of monitoring, with linkages to the impacts assessed in the E&S Impact Assessment and the mitigation measures described in the mitigation plan matrix. Specifically, the monitoring plan will include:
 - a. A specific description, and technical details, of monitoring measures, including the parameters to be measured, methods to be used, sampling locations, frequency of measurements, detection limits (where appropriate), and definition of thresholds that will signal the need for corrective actions.
 - b. Monitoring and reporting procedures to (i) ensure early detection of conditions that necessitate particular mitigation measures, and (ii) furnish information on the progress and results of mitigation.
 - c. List of parties in charge to implement monitoring measures.
 - d. Estimated cost to undertake monitoring measures.

Description on the E&S mitigation measures and monitoring plan should be summarized in a mitigation plan matrix and monitoring plan matrix, with templates provided below.

Template for E&S Impact Mitigation Plan Matrix in the ESMP

Activity	Potential E&S Impact	Proposed Mitigation Measures	Responsible Party to Implement Mitigation Measures	Performance Indicators of Mitigation Measures Implementation	Location of Mitigation Measures Implementation	Period of Mitigation Measures Implementation	Estimated Cost of Mitigation Measures Implementation and Cost Center
Pre-Construction Phase							
1.							
.....							
Construction Phase							
1.							
.....							
Operation and Maintenance (O&M) Phase							
1.							
.....							
Decommissioning Phase (if applicable)							
1.							
.....							

Template for E&S Monitoring Plan Matrix in the ESMP

Proposed Mitigation Measures	Parameter to be Monitored	Location of Monitoring	Monitoring Methodology	Monitoring Time/Period	Parties Monitoring	Estimated Cost of Monitoring Measures Implementation and Cost Center
Pre-Construction Phase						
1.						
.....						
Construction Phase						
1.						
.....						
Operational and Maintenance Phase						
1.						
.....						
Decommissioning Phase (if applicable)						
1.						
.....						

5.2.4.2 Stakeholder Engagement Plan and Grievance Mechanism

The SEP should be prepared in a clear and concise manner. The main function of SEP is to record the list of stakeholders identified, inputs received from them during the preparation stage and how the project will engage with them differently depending on their needs and preferred communication channels throughout the project lifecycle. SEP should be prepared in accordance with World Bank ESS10, PLN ESMS and the Stakeholder Engagement Management Guideline that consists of the following stages:

1. Identification and analysis of key stakeholders.
2. Development of a stakeholder engagement strategy.
3. Determination of implementation schedule and budget required.
4. Determination of monitoring and reporting frequency.

The SEP should consist of the following components:

- a. Description of the identified project investment.
- b. Location of the identified project investment.
- c. The objective of the SEP.
- d. Previous stakeholder engagement activities (if any).
- e. Stakeholder identification and analysis (including a matrix of stakeholder analysis).
- f. Institutional arrangements.
- g. Stakeholder communication.
- h. Information disclosure.
- i. GRM.
- j. Monitoring and reporting.

See the PLN's ESMS Management Guideline on Stakeholder Engagement attached to this TOR for more detail. Template to develop SEP and GRM in accordance with PLN ESMS is provided in **Annex 1**.

5.2.4.3 Labor Management Procedure

The Identified Investment will involve the hiring of project workers (may include direct, contracted, primary supply, community, government workers) for construction civil works, the supply of associated goods and services, and management of facilities during project investment implementation. As part of this E&S Impact Assessment, an assessment of the labor management requirements under the project investment and potential risks may result from the use of labor (including direct and contracted workers, supplier, and community worker, when

relevant) should be carried out. This assessment will include reviewing the existing national laws and regulations for consistency with the objectives and requirements of the World Bank ESS2 and PLN ESMS and its Labor and Working Conditions Management Guideline. Note that the LMP should cover not only the workers on the contractor's payroll but also those who may be hired by the third party (e.g. subcontractors and employment agencies) for the purpose of the investment.

Key areas to be reviewed for project-specific labor management are as follows:

- a. Existing national labor management procedures with clear employment terms and conditions.
- b. Provisions for equal opportunity, prevention of discrimination and protection of vulnerable workers.
- c. The role of workers' organizations where applicable under national law.
- d. Contractual arrangement that covers general workers' rights and compensations, duties and responsibilities, working time, workplace conditions, etc..
- e. Protections against all kinds of forced labor and protections against child labor below the minimum national working age.
- f. Provisions for management of third-party contracted workers, for ascertaining the reliability of contractor entities, and for monitoring primary suppliers and remedying non-compliances.
- g. Provisions for application of Occupational Health and Safety (OHS) measures.
- h. Existing of specific employment grievance mechanisms particularly regarding Gender-Based Violence (GBV) or Sexual Exploitation and Abuse/Harassment (SEA/SH) cases.

See the Working Conditions Management Guideline attached to this TOR for more detail, which provides details to elaborate national labor regulations which need to be explicitly addressed in the LMP.

5.3 Generic Environmental and Social Considerations

The following list provides typical environmental and social considerations that shall be taken into account in the E&S Impact Assessment.

Pre-Construction:

- Resettlement and land acquisition.
- Illegal occupant in PLN land.
- Impacts on IPs, including impact on customary land.

- Exclusion of IPs and vulnerable peoples in the consultation process.
- TL route design to avoid, where possible, natural habitat, critical habitat, and protected areas.

Construction:

- Waste generation.
- Soil erosion.
- Fugitive dust and other emissions, such as construction vehicles.
- Noise pollution.
- Hazardous materials such as oil spills.
- Habitat alteration (terrestrial as well as aquatic).
- Electric magnetic fields.
- Hazardous materials.
- Right of way construction causing habitat fragmentation, and loss of wildlife habitats.
- Introduction of non-native invasive species.
- Visual and noise disturbance by maintaining equipment in that locality.
- Worker camps and associated waste.
- Impacts of construction of bridges, and roads for access on aquatic habitats (both in construction and maintenance phases).
- Impacts from laying ocean cables on seagrasses, localized plumes and impacts on coral areas.
- GBV, sexual exploitation and abuse, STI and HIV/AIDS.

Operational issues:

- Maintenance of rights of way vegetation controls in the form of land clearance.
- Overhead risks to birds and bats.
- Hazardous materials Sulphur Hexafluoride (SF6).
- Fuels for construction vehicles.
- PCBs' handling and disposal for retrofitting old transmission lines.

Occupational Health Considerations:

- Live power.
- Working at height.
- Electrical hazards.
- Electrocutation.
- Falling materials.

- Electric magnetic fields.
- Chemical exposure.

Community Health:

- Electromagnetic interference.
- Visuals, noise and ozone.
- Aircraft navigation.
- Labor influx.
- GBV, Sexual exploitation and abuse.

6 LAND ACQUISITION AND RESETTLEMENT ACTION PLAN

6.1 Overview of the Assignment and Objectives

The overall objective of this assignment is to prepare a LARAP to address adverse impacts due to land acquisition and resettlement caused by the Identified Investment which is in compliance with the World Bank ESS5, PLN ESMS' Land Acquisition and Resettlement Management Guideline. Specific objectives for this assignment are to:

- Identify the project scope of impacts on loss of land and assets, income and access, and analysis of impacts severity on project-affected peoples.
- Conduct a survey to obtain information on the household-level socioeconomic baseline of each and all project-affected household.
- Develop the list of affected people who need to physically resettle due to the investment.
- Develop the inventory of land and non-land asset loss due to the project for each affected household and determine the severity of impact.
- Conduct vulnerability assessment and identify groups of affected people who are vulnerable to shocks due to land acquisition and resettlement. (see the ESMS and relevant Management Guidelines for more details on vulnerability assessment)
- Assess livelihood and welfare impacts due to land acquisition and resettlement.
- Develop a livelihood restoration plan for severely affected people and vulnerable groups.
- Develop an entitlement matrix.
- Develop a grievance redress mechanism.
- Develop implementation arrangement.
- Identify budget for the implementation of the LARAP.

Identify presence of Indigenous Peoples (IP) and potential impacts on their land and/or cultural heritage following World Bank ESS7 and PLN ESMS' Indigenous People Management Guideline.

The scope of requirements and level of detail of the LARAP vary with the magnitude and complexity of resettlement. See more the World Bank ESS5 and PLN ESMS' Land Acquisition and Resettlement Management Guideline for more detailed guidance. Note that the LARAP need to address the detailed guidance provided to the Guideline which elaborates legal requirements under the existing national law.

As part of the Proposal to prepare the LARAP, the Consultant should include, i.e. (i) detailed work plan, methodology, timeframe, and organization; (ii) a questionnaire and survey guidance; (iii) conduct training for all involved parties joining in the LARAP development.

It should be noted that the preparation of the LARAP will start in parallel with the Feasibility Study. The Consultant will work with the feasibility studies team and share information and data where possible and must be prepared to adapt their work plan and outputs to ensure that the LARAP responds to the most up to date design features, and that E&S risks can be mitigated through design. The assignment will include undertaking the necessary stakeholder and community consultation as required with the appropriate approach set in the PLN's ESMS Stakeholder Engagement Management Guidelines.

6.2 Scope of Work and Responsibilities

The Consultants are required to:

- a. Identify the span of potential impacts including: (i) the project investment component or activities requiring land acquisition, (ii) the zone of impact of such components/activities, and (iii) associated facilities (if any) and its potential land acquisition and resettlement impacts.
- b. Undertake a fieldwork and collect primary and secondary data to adequately describe the baseline social setting. In doing so, use quantitative and qualitative methods, assess the potential impacts from proposed investment in relation to land taking for the project investment.
- c. Identify all households whose lands are potentially affected by the project (both temporary and permanent and include titled-landowners and non-titled occupants).
- d. Conduct a census of all affected households (including the household size, livelihood sources, social organization, dependency on location specific livelihood resources,

conditions of local land and job market, and other relevant socio-economic conditions that are necessary to assess the severity of impact for and vulnerability of affected people)

- e. Develop the list of people who need to physical relocate due to the proposed investment.
- f. In coordination with the Licensed Surveyor who will carry out the Detailed Inventory and Measurement Survey to obtain data which will be used to assess: (i) loss of land (residential, agricultural, or other land uses), assets attached to the land (houses, shops, trees/crops, and other structures), and/or public assets (local public infrastructures); (ii) loss of income or access to livelihood source, including conducting an assessment on any other impacts due to land taking action.
- g. Conduct a socioeconomic assessment including conditions of local land and labor market, availability of livelihood resources and safety net, and other underlying conditions that may determine the severity and vulnerability of project impact for affected people. Describe the overall socio-economic profile of the project-affected people.
- h. Conduct a vulnerability assessment, based on the result of census and socioeconomic assessment, including the list of vulnerable and severely affected groups who are vulnerable to shocks due to land acquisition and resettlement under the investments. See the Management Guideline for Land Acquisition and Resettlement of the PLN ESMS for more detailed guidance.
- i. Conduct a series of consultations with affected people on:
 - Initial consultation is to discuss the project development plan, the intention and process to acquire the land for the proposed investment, include the establishment of a cut-off date in conjunction with the detailed inventory and measurement survey, also to obtain their aspirations on the process and preliminary identified potential impact of the land acquisition on their asset and/or livelihood.
 - Conduct focus group discussions with women, youth, internal migrants, jobless, landless, and vulnerable groups including Indigenous People and people whose livelihoods are dependent on location specific resources which will be lost as a result of land acquisition. LARAP should clarify the inputs received and present strategies to support livelihood restoration of the people severely affected by or vulnerable to shocks due to the project. Consultation methods should be consistent with the cultural and social norms and values of the local communities, be inclusive, the consultation could be in national (Bahasa) or in local languages to ensure the local communities be able to follow the discussion, convenient times and locations.
 - LARAP consultation to obtain feedback/inputs and concerns of the proposed impacts/risks mitigation measures.

- j. Provide timely advice on social issues and risks, related to the land aspect to guide the FS team to ensure that impacts can be managed in design where possible and be flexible to adapt the LARAP based on new design information.
- k. Set methods and procedures to determine the value of assets to be offered to land/assets owners for each type of affected asset that should reflect the replacement cost of acquired assets. This will include the development of methods for transparency in negotiation, based on the appraiser standard and in coordination with the appointed independent public appraiser (KJPP). The matrix of eligibility of the affected people based on the type and status of assets affected will be developed and consulted with all project affected people.
- l. Develop a physical relocation plan and livelihood restoration plan to guide physical relocation process and support that will be provided to restore livelihoods of affected people, focusing on severely affected and vulnerable groups identified under the vulnerability assessment.
- m. Coordinate closely with relevant parties, noting that the detailed inventory and measurement surveys by the licensed surveyor and compensation appraisal by the licensed public appraiser will be procured by PLN to facilitate it for the preparation of the Land Acquisition Plan (*Dokumen Perencanaan Pengadaan Tanah/DPPT*).

It should be noted that voluntary land donation is not expected for transmission line development.

The abovementioned scope and responsibilities in preparing the LARAP, as well as details of their reporting outline (provided in **Section 6.3**), will be refined in a site/subproject-specific ToRs.

6.3 Outline of LARAP

The LARAP shall clearly present the institutional responsibilities, timetable/program, land area/survey details, the scope and scale of impacts on the livelihood and welfare of affected people, the list of severely affected and vulnerable groups and drivers of their vulnerability, physical relocation plan, a livelihood restoration plan focusing on severely affected and vulnerable groups, maps, land ownership and others with attachments to land, and cost and budget for the land acquisition implementation, including estimated cost for assets compensation and support for physical relocation and livelihood restoration. It should specify how the project investment's GRM will be used for the land acquisition aspect, how it has been communicated to the affected people, and how it has been modified (if at all) for the local context. The following shall be included:

- a. Description of the project. General description of the project and identification of the identified project investment area.
- b. Objectives. The main objectives of the resettlement program.
- c. Legal framework. The findings of an analysis of the legal framework, covering: (i) the scope of the power of compulsory acquisition and imposition of land use restriction and the nature of compensation associated with it, in terms of both the valuation methodology and the timing of payment; (ii) applicable legal and administrative procedures, including relevant judicial process and any available grievance redress mechanisms; (iii) laws and regulations relating to the agencies responsible for implementing resettlement activities; and (iv) gaps between local laws and practices covering compulsory acquisition, restriction of land use and provision of resettlement measures and the ESMS and MG on LAR (which is aligned with the ESS5), and the mechanisms to bridge such gaps.
- d. Institutional framework, covering (i) identification of agencies responsible for LARAP, (ii) assessment of the relevant agencies capacities; (iii) any steps to improve the institutional capacity of the relevant agencies.
- e. Result of census, socioeconomic assessment and vulnerability assessment. Describe the overall socio-economic profile of the project-affected people, and the characteristics of severely affected and vulnerable people and drivers of their vulnerability.
- f. Potential impacts. Identification of:
 - The project component or activities that give rise to displacement, explaining why the selected land must be acquired for use within the timeframe of the project.
 - The zone of impact of such components or activities.
 - The scope and scale of land acquisition and impacts on structures and other fixed assets.
 - Any project-imposed restrictions on the use of, or access to, land or natural resources.
 - Alternatives considered to avoid or minimize displacement and why those were rejected.
 - The mechanisms established to minimize displacement, to the extent possible, during project implementation.
 - Livelihood and welfare impacts for severely affected and vulnerable groups.
- g. Eligibility. Definition of the affected people and criteria for determining their eligibility for compensation and other resettlement assistance.

- h. Valuation of and compensation for losses. Methodology to be used in valuing losses to determine their replacement cost, and a description of the proposed types and levels of compensation for land, natural resources and other assets under local law and such supplementary measures as are necessary to achieve replacement cost for them.
- i. Entitlement matrix.
- j. Physical relocation plan and livelihood restoration plan, focusing on severely affected and vulnerable groups.
- k. Community participation. Strategy for consultation with, and participation of, affected people, design and implementation of the resettlement action; summary of view and how the views were taken into account in preparing the LARAP; the choice made by affected people regarding options available for them; and institutional arrangement by which affected people can communicate their concerns, and measures to ensure that such vulnerable people, including indigenous peoples and women, are adequately represented.
- l. Grievance Redress Mechanism. Affordable and accessible procedures to settle disputes arising from the resettlement. The GRM should consider the availability of judicial recourse and community/traditional disputes settlement mechanisms.
- m. Monitoring and Evaluation. Arrangement for monitoring of the action plan implementation by the implementing agency, supplemented by third-party monitors as considered appropriate by the Bank and performance monitoring indicators to measure inputs, outputs and outcomes for resettlement plans.
- n. Implementation schedule.
- o. Cost and budget. For all action plans, including allowance and inflation.
- p. Arrangement for adaptive management. Include provisions for adapting LARAP implementation in response to unanticipated changes in project condition, or unanticipated obstacles to achieving satisfactory resettlement outcomes.

See the management guideline on LAR attached to the ToRs for more detail.

7 INDIGENOUS PEOPLE PLAN

7.1 Overview of the Assignment and Objective

As mentioned in **Section 1**, the presence of IPs at the project locations will be confirmed as part of the E&S identification and screening for the E&S Impact Assessment. The present assignment aims to develop IP Plan in the case Indigenous community are present in the Identified Investments. The IP Plan should be developed to fully address the World Bank ESS7,

PLN's ESMS Indigenous People Management Guideline, irrespective of formal recognition by the Government of Indonesia. The scope of the measures required under the IP Plan is defined based on the nature of risks and impacts and specific provisions may be required depending on the nature of the anticipated impacts.

Specific objectives for this assignment are to:

- Conduct the IP screening to identify if IPs are present in the area affected by the investment.
- Carry out a meaningful consultation and collect their demographic, socioeconomic, cultural and other relevant characteristics of the affected Indigenous Peoples including their attachment to and dependence on natural and cultural resources within the project affected areas.
- Document the result of the meaningful consultation processes and describe the inputs received during the process.
- Assess social risks and potential impacts and benefits concerning indigenous peoples present in the identified investment area.
- Set a plan to avoid adverse impacts of projects on IPs or when avoidance is not possible, to minimize, mitigate and/or compensate for such impacts.

7.2 Scope of Work and Responsibilities

Consulting services are required to conduct the preparation of the IP Plan with activities described in **Section 7.2.1-7.2.2**. The scope and responsibilities in preparing the IP Plan, as well as details of their reporting outline (provided in **Section 7.3**), will be refined in a site/subproject-specific ToRs.

7.2.1 Screening of IP

In the context of Indonesia, IPs may be referred to as *Komunitas Adat Terpencil* (Remote Indigenous Community), *Masyarakat Adat* (Customary Communities) and *Masyarakat Hukum Adat* (Customary Law Communities). The IP screening should be strictly conducted using the criteria in the World Bank's ESS 7 and PLN ESMS Indigenous People Management Guideline, hence not only through desktop review of the existing government data or AMAN/BRWA registration, but also site screening (during Screening and Scoping Stage). This approach is adopted to recognize the difference between the prevailing definitions of the IPs in Indonesia and that in the World Bank's ESS 7 and PLN ESMS Indigenous People Management Guidelines.

Any social group that has all the following characteristics to varying degrees will be considered an IP, even if they are not recognized as such in any existing IP classification system in Indonesia:

- Self-identification as members of a distinct indigenous social and cultural group and recognition of this identity by others.
- Collective attachment to geographically distinct habitats, ancestral territories, or areas of seasonal use or occupation, as well as to the natural resources in these areas.
- Customary cultural, economic, social, or political institutions that are distinct or separate from those of the mainstream society or culture.
- A distinct language or dialect, often different from the official language or languages of the country or region in which they reside.

Site screening will commence in consultations with community representatives, local organizations, including Adat organizations or other community organizations, relevant government agencies, academics, etc. of the potentially affected people, their leaders, and recognized institutions. This screening will inform further engagement processes, including consultation approaches that seek to promote the participation of women, youth, and other vulnerable members of the affected communities. Such screening will not only be limited to the immediate project footprints but also cover potential areas where projects do not have footprints for the E&S Impact Assessment but are likely to be indirectly affected by the project.

7.2.2 Consultation and Engagement

7.2.2.1 General Scope

Once the IP's presence is confirmed, the Consultant shall assist PLN in conducting a process of meaningful consultations with the potentially affected IPs as part of the IP Plan preparation. Such engagement is expected to be an iterative process until common understanding has been reached, including the involvement of Indigenous people's knowledge in the E&S Impact Assessment. The extent, frequency and degree of engagement required by the consultation process should be commensurate with the identified potential risks and concerns raised by respective IPs. See more detail in the PLN ESMS' Indigenous People Management Guideline.

Community participation needs to be based on gender-sensitive and inter-generationally inclusive approaches. Effective consultations are built upon a two-way process that should:

- Involve members of affected communities and their recognized representative bodies and organizations in good faith.

- Capture the views and concerns of men, women and vulnerable community segments including the elderly, youth, displaced persons, children, people with special needs, etc., about impacts, mitigation mechanisms, and benefits where appropriate. If necessary, separate forums or engagements need to be conducted based on their preferences.
- Begin early in the process of identification of E&S risks and impacts and continue on an ongoing basis as risks and impacts arise.
- Be based upon the prior disclosure and dissemination/socialization of relevant, transparent, objective, meaningful, and easily accessible information that is in a culturally appropriate language(s) and format and is understandable for affected communities. In designing consultation methods and use of media, special attention needs to be paid to include the concerns of Indigenous women, youth, and children and their access to development opportunities and benefits.
- Place greater emphasis on inclusive engagement for people directly affected by the project, rather than people affected indirectly.
- Ensure that the consultation processes are free of external manipulation, interference, coercion and/or intimidation.
- In addition to the language(s) and media used, the timing, venues, participation composition need to be carefully thought through to ensure everyone could express their views without repercussions.

Such consultations shall be documented and reported in the IP Plan.

7.2.2.2 Participatory Social Assessment (SA)

As part of the consultation process, the consultant will conduct a social assessment (SA), commensurate to the potential risks and impacts. The SA will assess the following, at minimum:

- Demographic, socioeconomic, cultural, historical characteristics of the IP community, including their leadership and decision-making structures, livelihood and land tenure systems, dependence on local cultural and livelihood resources, gender and inclusion of vulnerable groups, among other issues.
- Potential adverse impacts and potential benefits on IP's customary territories, tangible and intangible cultural resources, livelihoods and welfare, social cohesion, etc., as a result of the investment. Measures to avoid adverse impacts, or if such measures are not feasible, measures to minimize, mitigate, or compensate for such impacts, should be identified and described in the IP Plan based on the impact assessment conducted under the E&S Impact Assessment process in close coordination with IP Plan process. It is important to note that intangible impacts on IP communities may only be identified in the consultation process under the IP Plan, which the consultant need to inform the E&S

Impact Assessment consultant so the mitigation measures are included in the ESMP too. Feasible ways to generate benefits for affected IP communities should also be developed through the consultation process. Any impact mitigation and benefit-generation measures should be culturally appropriate and inter-generationally and gender inclusive, based on meaningful consultation tailored to IP and, where relevant. A time-bound management plan should be developed as an integral part of the ESMP but also summarized in the IP Plan too.

- Analysis of relevant stakeholders, either who will be impacted or who have an interest to the activities in question and the elaboration of a culturally appropriate process for consulting with the Indigenous Peoples at each stage of activity preparation and implementation.\

7.2.2.3 Obtain Free, Prior and Informed Consent (FPIC)

A FPIC will be obtained in circumstances in which the project will either: (i) have adverse impacts on land and natural resources subject to traditional ownership or under customary use or occupation; (ii) cause relocation of Indigenous Peoples from land and natural resources; or (iii) have significant impacts on Indigenous Peoples cultural heritage that is material to the identity and/or cultural, ceremonial, or spiritual aspects of the affected Indigenous Peoples.

See more detail on FPIC in the PLN ESMS' Indigenous People Management Guideline.

7.2.2.4 Grievance Handling

The IP Plan will include a culturally tailored approach for the feedback and redress grievance management (FRGM). FRGM will also consider a local dispute-resolving mechanism to ensure that the process entails good will and respect traditional values and practices. Engagement activities, including consultations and dialogues, will be designed to respect local values-systems and practices depending on the level and nature of risks and impacts.

7.2.2.5 Disclosure

The IP Plan will be disclosed in respective project sites where IPs and/or Masyarakat Adat are affected, and if necessary, a summary of key agreements will be prepared and/or communicated in language(s) accessible to the affected communities. At the project level, IP Plan and other relevant documents will also be disclosed on the project's website.

7.3 Outline of IP Plan

- a. Executive Summary. This section concisely describes the critical facts, significant findings, and recommended actions (required for a standalone IP Plan).
- b. Assessments of the identified project's activities with impacts on Indigenous Peoples, include:
 - Review the legal and institutional framework applicable to Indigenous Peoples and/or Masyarakat Adat in the project context.
 - Provide baseline information on the demographic, social, cultural, and political characteristics of the affected communities, the land and territories that they have traditionally owned or customarily used or occupied, and the natural resources on which they depend.
 - Identify key project stakeholders and elaborate a culturally appropriate and gender-sensitive process for meaningful consultation with Indigenous Peoples and/or Masyarakat Adat at each stage of project preparation and implementation, taking the review and baseline information into account.
 - Assess the potential adverse and positive effects of the identified project investment activities. Should land acquisition impact on IP be identified, refer to Chapter 6 on LARAP for addressing the impact.
 - Include a gender-sensitive assessment of the affected Indigenous Peoples and/or Masyarakat Adat's perceptions about the identified project investment and its impact on their social, economic, and cultural status.
 - Identify and recommend, based on meaningful consultation with the affected communities, the measures necessary to avoid adverse effects or, if such measures are not possible, identify measures to minimize, mitigate, and/or compensate for such effects and to ensure that Indigenous Peoples and/or Masyarakat Adat receive culturally appropriate benefits under the project.
- c. Assessments of circumstances requiring FPIC and alternative project design/siting to avoid adverse impacts.
- d. Information disclosure, consultation and participation. This section should:
 - Describe the information disclosure, consultation and participation process with the affected communities that can be carried out during project preparation.
 - Summarize their comments on the results of the social impact assessment and identify concerns raised during consultation and how these have been addressed in project design.

- In the case of project activities requiring FPIC, document the process and outcome of consultations with affected communities and any agreement resulting from such consultations for the project activities and risk management measures addressing the impacts of such activities.
 - Describe consultation and participation mechanisms to be used during implementation to ensure Indigenous Peoples and/or Masyarakat Adat participation during implementation.
 - Confirm disclosure of the draft and final IP Plan to the affected Indigenous Peoples and/or Masyarakat Adat.
- e. Mitigation measures. this section specifies the measures to avoid adverse impacts on Indigenous Peoples and/or Masyarakat Adat, and where the avoidance is impossible, specifies the measures to minimize, mitigate and compensate for identified unavoidable adverse impacts for each affected community, including (if relevant), measures to strengthen the social, legal, and technical capabilities of (i) government institutions to address Indigenous Peoples and/or Masyarakat Adat's issues in the project area; and (ii) affected communities' organizations in the project area to enable them to represent their communities more effectively and participate in the management of risks and impacts.
- f. FGRM. This section describes the procedures to redress grievances by affected Indigenous Peoples and/or Masyarakat Adat communities. It also explains how the procedures are accessible to Indigenous Peoples and/or Masyarakat Adat' and culturally appropriate and gender-sensitive.
- g. Monitoring, reporting and evaluation. This section describes the mechanisms and benchmarks appropriate to the identified investment for monitoring and evaluating the implementation of the IP Plan. It also specifies arrangements for the participation of affected Indigenous Peoples and/or Masyarakat Adat in the preparation and validation of monitoring, and evaluation reports.
- h. Institutional arrangements. This section describes institutional arrangement responsibilities and mechanisms for carrying out the various mitigation measures in the IP Plan. It also describes the process of including relevant local organizations and/or NGOs in carrying out the measures of the IP Plan.
- i. Budget and financing. This section provides an itemized budget for all activities described in the IP Plan.

Where the requirement for FPIC is identified as part of the E&S Impact Assessments, independent specialists will be engaged in order to facilitate FPIC. A stakeholder grievance mechanism will be prepared, included requirements to allow indigenous peoples to submit any feedback or grievances.

See the PLN's ESMS and Management Guidelines on IP for more details.

8 CULTURAL HERITAGE ASSESSMENT AND MANAGEMENT PLAN

A standalone Cultural Heritage Management Plan (CHMP) may be developed if the screening and scoping find significant cultural heritages that may be affected by the project. Note that cultural heritage (CH) that is significant to local communities are subject to protections per World Bank ESS8, PLN ESMS' Cultural Heritage Management Guideline, even if they are not on the official list/government registration of the CH. Note also that a linear project such as a transmission line has a higher chance of affecting numerous CH that are significant to local communities over the long stretch of the TL. Cultural heritage assessment and management plan will be prepared in accordance with the World Bank ESS8, PLN ESMS' Cultural Heritage Management Guideline, as summarized in the following sections. The scope and responsibilities in conducting CH assessment and management plan will be refined in a site/subproject-specific ToRs.

8.1 Screening of Cultural Heritage

Indonesia regulatory framework recognizes both tangible and intangible CH, which mostly are consistent with the ESS8 expectations, however there are known gaps in the implementation capacity at regional level between province/regency agencies, thus non-registered tangible and intangible heritage are still likely to be found.

CH screening (during E&S Impact Assessment's Screening and Scoping Stage) requires a combination of approaches such as database searches and reviews (a visit to cultural agency office is likely to be required to obtain regional level of data), site visits and consultation with local communities and cultural figure in the community, to determine the potential presence, and type, of cultural heritage in the vicinity of a project. The screening needs to capture both tangible and intangible CH, including, but not limited to: (i) archaeological sites and material/objects; (ii) built heritage; (iii) natural features with cultural significance for local community; (iv) movable cultural heritage; (v) ancestral belief, skill, story and knowledge; and (vi) cultural practices or ceremony.

During the Screening, the Consultant should identify the type of cultural heritage (tangible and intangible) and potential impact to cultural heritage through stakeholder consultation process and confirm the status of cultural heritage in the government registration platform. Even though

the cultural heritage is not registered under national record, should the community identify certain cultural beliefs and values of the CH, the Screening should report this.

When the probability of cultural heritage presence is found and/or the project has identified potential/unavoidable adverse impacts towards the CH, further impact assessment to be conducted and cultural heritage management plan shall be prepared.

8.2 Baseline and Impact Assessment

CH Baseline will include detailed profile, location, and condition of the potentially affected tangible CH sites, objects or intangible cultural practices, and the significance of the CH for the local community. These data shall be based on consultation with the affected community and relevant stakeholders with knowledge on the CH (including local and indigenous tradition bearers where appropriate, who may have different interests in, or attach different significance to, the cultural heritage). Baseline data is essential as a basis for undertaking impact assessment.

For the impact assessment key aspects should be considered include the followings:

- Profile of the cultural heritage, including the way in which local community and stakeholders recognize and understand the cultural heritage and the values they attribute to it.
- Location or details of traditional use of the CH, against the project footprint.
- Any existing concern or potential issues arising from different views regarding the CH.
- Views of affected parties and other interested parties regarding ways to address project-related risks to, and impacts on, the CH, including their inputs for mitigation measures.

8.3 CHMP and Chance Find Protocol

Cultural heritage impact (tangible or intangible) mitigation approaches must be decided through an impact assessment process. Mitigation measures are designed in proportion to the nature of risks, impacts and vulnerabilities identified in the impact assessment process. The proposed cultural heritage management measures should be site specific based on consultation with the affected community and in coordination with relevant local/regional authorities. Key aspects should be considered in preparing the management plan include the followings:

- A review of the legal and institutional framework applicable to the potentially affected CH.

- Steps to address the potential impacts on CH and incorporating relevant requirements into the ESMP including chance find procedures.
- Roles and responsibilities of the different authorities, stakeholder, and other interested parties.
- Proposed implementation schedule and budget.
- Monitoring and reporting requirements.

Noting the gaps in the registration of CH at regional/local level, chance find protocol is required to be developed in any case of unknown or underground cultural objects presence within the project's footprint, to include the following components:

- An advanced survey and monitoring of ground-disturbing activities, especially in locations with a high likelihood of cultural heritage.
- Steps for temporary work stoppages in the event of a potentially significant discovery.
- Steps to protect chance finds from the impacts of any further project activities.
- A contractor code of conduct with rules and guidance on how to address chance finds and training of contracted workers.
- Steps for appropriate intervention where chance finds have been discovered.
- A monitoring system for the implementation of the chance finds procedure.
- Arrangements with relevant government authorities.
- Arrangements with relevant indigenous authorities, where appropriate.

9 BIODIVERSITY MANAGEMENT PLAN

9.1 Overview of the Assignment and Objective

A standalone Biodiversity Management Plan (BMP) may be developed if the impact assessment concludes potential significant biodiversity risks and adverse impacts as the result of project activities. The BMP should include details by which impact avoidance, mitigation, and offsetting measures that have been identified during the assessment process, and/or required by permits and licenses, are to be implemented. The BMP may need to go beyond the mitigation measures required by the national law and regulation as determined by the assessment.

9.2 Scope of Work and Responsibilities

To prepare the BMP in accordance with World Bank ESS6, PLN ESMS and Management Guideline on Biodiversity. The Consultant is required to conduct the assessment through a process defined in **Section 9.2.1-9.2.4**. The scope and responsibilities in preparing the BMP,

as well as details of their reporting outline (provided in **Section 9.3**), will be refined in a site/subproject-specific ToRs.

9.2.1 Biodiversity screening

The following screening process should be conducted by the Consultant:

- Preliminary Assessment of Biodiversity Impact for Project Categorization

Preliminary impact should be identified and preliminarily assessed using the risk matrix provided in PLN ESMS.

Data regarding project location that needs to be collected/verified during biodiversity screening is provided in the table below.

Important Aspects in Biodiversity Screening

Aspect	Description
Administrative	To identify the project location and its vicinity administratively (as well as study area and/or Ecologically Appropriate Area of Analysis/EAAA) which will potentially affect the biodiversity values in terms of policies and stakeholders. The administrative information of the project location should also be used to identify the potential of transboundary impact that might occur.
Area Status	To identify the potential presence of national and global conservation and protected areas within the project, impacted and study areas within some distance based on best practice based on professional judgment and potentially affected species. This identification should include regional and international initiative on biodiversity (habitat and species). For instance, Heart of Borneo Initiative, the Tiger Conservation Landscape (TCL), Coral Triangle Initiative, East Asian and Australasian Flyway Partnership (EAAFP), WWF Ecoregion, etc.
Habitat of Proposed Project and Surrounding Areas ³	To identify the landcover, habitat, and ecosystem types within the project area and its relevant surroundings. The presence of natural and unique habitat/ecosystem will become project concern. Some of the natural and unique habitats may not be designated as protected areas under Indonesia regulation or mentioned as internationally recognized areas.
Species of Conservation Significant	To identify the potential species of conservation significance that may inhabit the area. Species of conservation significance include: <ul style="list-style-type: none"> <input type="checkbox"/> Critically Endangered, Endangered and Vulnerable species based on IUCN Red List.

³ Data collection on habitat is presented in Appendix 1

Aspect	Description
	<input type="checkbox"/> Endemic and/or restricted range species. <input type="checkbox"/> Migratory Species. <input type="checkbox"/> Protected species under Indonesia regulations.
Wildlife Sensitivity Map	To identify whether the project area and its vicinity are located within a sensitive area to the wildlife and its habitat.
Stakeholders	To identify the potential stakeholders regarding wildlife and habitat protection and conservation on local level to international level. Liaison with IUCN/Species Survival Commission (SSC) Primate Specialist Group (PSG) Section on Great Apes (SGA) is required to be conducted in advance especially where the great apes (orangutan) may potentially occur within the project area and vicinity (IFC, 2019). It's also suggested (if necessary) to liaise with other IUCN SSC Groups when critically endangered species occur within the project area and vicinity (within AOI).

● Screening Against Exclusion Criteria

Project location should be screened against biodiversity-related Exclusion Criteria of PLN ESMS that include:

- a. Project is expected to result adverse impact to feature or characteristic which qualifies as a location to become part of UNESCO World Heritage sites or Alliance for Zero Extinction (AZE) site.

Screening against World Heritage Sites and AZE sites can be conducted through desktop study by confirming whether the proposed project location is in the list of UNESCO World Heritage Sites and/or AZE sites.

- b. Project is expected to result adverse impact to existing or proposed protected conservation area and/or national and internationally protected ecosystem without legally and technically acceptable process to offset biodiversity net loss.

Screening against existing or proposed protected conservation area and/or national and internationally protected ecosystem can be conducted through overlaying the project location with spatial plans (which have information on protected area) and wildlife sensitivity map. Wildlife sensitivity maps include, but are not limited to:

- Area with international status e.g., Ramsar Wetlands of International Importance, Biosphere Reserves, etc..

- Important area for biodiversity, e.g., Important Biodiversity Areas (IBA), Tiger Conservation Landscape (TCL), and other important areas such as Key Biodiversity Areas (IUCN), etc.
- Presence and distribution of important species, e.g., IUCN List of threatened species, Global Biodiversity Information System, Species abundance: the Living Planet index.

Screening for sensitive wildlife, among others, can be done by using the Integrated Biodiversity Assessment – IBAT Tool⁴.

9.2.2 Biodiversity assessment

Assessment of biodiversity should be conducted through:

- Prediction of impact and impact mapping

All the available information and data collected during the scoping process and from result of baseline study should be analysed to determine what could potentially happen to receptors because of the project and its associated activities. The assessment should include review of interaction of impacts that may intensify the scale and significance of individual impacts. All impacts should be mapped to enable identification of possible indirect and cumulative impacts.

- Determination of significance of impact

Significance of identified and mapped impacts should be assessed using the risk matrix method defined in PLN ESMS. The significance of impact will be assessed based on the probability of the impact to occur and its consequences if it occurs. When the project requires a Critical Habitat Assessment (CHA), the result of the CHA may contribute to the impact analysis, i.e., if based on CHA the project area is classified as “critical habitat”, the consequences of impact on habitat should be considered as significant or highly significant. The CHA shall be carried out in compliance with WB ESS6 and Management Guideline on Biodiversity. The consequence of the impact should consider the following factor:

- a. Type of impact (direct, indirect, and cumulative),
- b. Duration of impact (short, medium, or long term),
- c. Extent or size of the affected area,
- d. Reversibility of impact (reversible or permanent), and
- e. Sensitivity of receptor (vulnerability).

⁴ Details on utilizing the IBAT Tool/platform is presented in Appendix 2.

9.2.3 Planning of mitigation measures

The consultant should develop the mitigation measures following the mitigation hierarchy approach: (i) first seek to avoid damaging any biodiversity; (ii) then aim to minimize any such damage; (iii) then consider how to restore sites or species populations damaged by the project; and (iv) then if adverse biodiversity impacts remain to compensate through specific actions (not merely cash) comprising a biodiversity offset. Note that biodiversity offsets should be viewed as a last resort with 'no net loss' objective for general habitat and 'net gain' objective for critical habitat.

9.2.4 Monitoring and review.

Consultant should develop a monitoring plan for activities planned in the management plan, considering some following items, but not limited to:

- Parameters to be monitored.
- Monitoring location.
- The frequency of inspection and monitoring.
- Instruments that will be used for monitoring, including calibration requirements.
- The resources (personnel qualification).

9.3 Outline of Biodiversity Management Plan

The components of BMP are described as follow.

a. Objective(s)

The objective of the project specific biodiversity management is 'no net loss' on the biodiversity value. However, for some cases, especially for project located within critical habitat area, will have a higher goal, which is 'net gain' on biodiversity value.

b. Activities

All the activities planned as part of the mitigation measures and activities for managing the critical habitat (based on the critical habitat assessment) will be described in clear manner in the BMP. If an offset is planned, then it should be included as one of the management activities, while the detail of the offset may be documented in a separate *Biodiversity Offset Management Plan* document as per ToRs agreed by the World Bank.

c. Project Requirement

The BMP should also state the project requirements that the implementing entities must follow to achieve its objectives, such as biodiversity-related prohibitions or specific restrictions for civil works contractors and project workers. These may cover, for example, the clearing or burning of natural vegetation; off-road driving; hunting and fishing; wildlife capture and plant collection; purchase of bush-meat or other wildlife products; free-roaming pets (which can harm or conflict with wildlife); and/or firearms possession. The use of fauna spotters during site clearing and preparation is also recommended.

Seasonal or time-of-day restrictions may also be needed to minimize adverse biodiversity impacts during construction or operation. Examples include (i) limiting blasting or other noisy activities to the hours of the day when wildlife are least active; (ii) timing of construction to prevent disturbance during the nesting season for birds of conservation interest; (iii) timing of reservoir flushing to avoid harming key fish-breeding activities; or (iv) curtailment of wind turbine operation during peak bird migration periods.

d. Performance Indicator

Every mitigation measure or management activity planned should have an indicator of success as a tool to determine achievement targets and control the implementation of the management activity. Management indicators determined shall be measurable, wherever possible to be quantitative in nature and can be measured with applicable tools.

e. Institutional Responsibility

The management plan must identify and describe the responsibilities of all parties (PLN, contractor or other relevant third parties) and competent authorities. The management plan must also identify the roles and responsibilities of individual positions within these organization, including the person or persons that are responsible to follow up and take action upon grievance related biodiversity, habitat, or ecosystem services that are submitted through the formal grievance mechanism.

f. Implementation Schedule

The management plan should detail an implementation schedule for the key BMP activities, taking into account the planned timing of construction and other project activities, including any permit or license that should be obtain prior activity's commencing.

g. Cost Estimates

The management plan should include cost estimates for BMP implementation, including up-front investment costs and long-term recurrent costs. The BMP also specifies the funding sources for project implementation as well as recurrent operating costs.

h. Monitoring, Recordkeeping and Reporting

The management plan must call for inspection/monitoring of the project's footprint and activities, and of ecological and biodiversity mitigation and offsetting measures, in order to ensure compliance with the requirements of the Management Plan. The monitoring plan should specify:

- Monitoring location.
- Parameters to be monitored.
- Regulatory criteria and any specific requirement imposed on the project by government (as applicable).
- The frequency of inspection and monitoring.
- Instruments that will be used for monitoring, including calibration requirements.
- The required qualifications of persons who will conduct the monitoring and inspection, and of any members of the public who may participate in monitoring.
- Records that must be kept and the person responsible for keeping the records.
- Reports that will be prepared, to whom the reports are to be submitted for review, and the length of time records will be kept. This will include summary reports at intervals and to which institutional should be submitted.

i. Management Plan Review

The management plan should determine and state the schedule of management plan review. Regular review of the management plan and the party responsible for conducting a review, making an amendment and the party approving the results of the review and the changes made (if any) must be stated in the management plan.

10 QUALIFICATION

The Technical Assistant team should be consisted of E&S Impact Assessment Team Lead supported by a team of specialists. The team should include at least 3 (three) professionals who already have a certificate of competence, including one person qualified as a team leader in accordance with the provisions of Regulation of the state Minister of Environment No. 7/2010 Annex 1.

The Consultants proposal shall clearly identify the sub-contracting or joint venture arrangements with a consortium (if relevant). The proposal shall identify the procurement of significant services such as laboratory testing, translation or GIS data and imagery and separately include the budgeted costs.

The E&S Impact Assessment Consultant team shall include expertise for, and provision of, professional and comprehensible reports, in both English and Bahasa Indonesia.

All **key** team members listed above should have proficient computer skills and proficiency in English.

E&S Impact Assessment Team Leader should at least 7 years relevant experience in preparing AMDAL/ESIA for infrastructure projects in Indonesia and has sufficient knowledge of the World Bank Environmental and Social Framework (ESF) and/or other International Financial Institutions (IFIs) standards. He/she shall have experience for conducting impact assessment in power project including transmission line. The E&S Impact Assessment Team Leader shall fulfill the competency standard for qualification as the AMDAL Team Leader, in order to comply with the Regulation of Minister of Environment No 07, 2010.

E&S Impact Assessment Team Members should have at least 5 years relevant knowledge and experiences in conducting AMDAL/ESIA for infrastructure projects in Indonesia, and familiar with the World Bank Environmental and Social Framework (ESF) and/or other International Financial Institutions (IFIs) standards. They shall have relevant expertise such as e.g. ecology, hydrology, ichthyology, hydrochemistry, biodiversity, sociology, livelihood restoration, archaeology, consultation, public health, agriculture and/or rural development.

Subject to the identified risk & impact at the beginning of E&S Impact Assessment, the following specialists may be required to be involved in the E&S Impact Assessment process or the E&S Instrument development:

Internationally Experienced Social Specialist with a minimum of 10 years of relevant professional experience in social impact assessments and the management of stakeholder consultation and participation in the context of large infrastructure projects. He/she should have experience in preparing social management tools and instruments used in good international practice and World Bank safeguards policies (or similar policies and standards of International Financial Institutions) and will be responsible for the overall outputs of the social-related scope of this ToRs.

Social, Land Acquisition and Stakeholder Consultation Specialist with a minimum of 8 years of relevant professional experience in community consultation and social surveys, also preparation of SIA, SEP, and LARAP in the context of infrastructure projects in Indonesia. The Expert must be able to communicate effectively in Bahasa Indonesia and has extensive experiences in coordinating the social baseline survey teams.

Indigenous People and Cultural Heritage Specialist with relevant educational background, specialization and professional experiences of a minimum of 8 years in engaging with

Indigenous People (IP) and Cultural Heritage (CH)-related issues in Indonesia, also in preparation of relevant assessment and management plan to address potential project impacts on the IP and CH (including IP Plan, and CHMP) in the context of infrastructure projects in Indonesia.

Internationally Experienced Biodiversity Management Specialist with a minimum of 10 years of relevant professional experience in the development and implementation of effective biodiversity management in an Indonesian / South-East Asia context. The specialist must have experience in applying ESS6, in particular identifying and managing impacts on Critical Habitats. The Specialist must have the skills to translate the findings from the AMDAL and ESIA studies into an effective, legally appropriate and feasible Biodiversity Management Plan under the ESMP. In addition, there is an important need to assess the capacity of PLN and associated organizations for effectively implementing the ESMP/BMP and identify capacity gaps and potential ways to address them.

Botanist: Botanical specialist for survey of hill and montane flora with at least 7 years' experience in botanical surveys and preparation of technical reports. The expert needs to have a broad taxonomic knowledge of different plant groups, including bryophytes (often good indicators of humidity and temperature), experience in botanical surveys in Javan mountain areas, access to reference guides for accurate identification, and knowledge of typical indicator species along altitudinal gradients in Java.

Terrestrial ecologist (tropical forests) with a minimum of 7 years of relevant professional experience in the ecological impact assessment of infrastructure projects. He / she should have relevant experience in the assessment of the quality of modified and natural tropical forest environments, and the impacts from land clearance and changes to land use, preferably in Indonesia or Southeast Asia. The team member shall have experience in coordinating the inputs from a variety of biodiversity specialists.

Wildlife Expert with a degree in terrestrial biology, ecology, or a closely related field, with specialization in zoology or wildlife ecology and a minimum of 7 years of relevant professional experience in the zoological impact assessment of infrastructure projects. He / she should have relevant experience of ecological surveys and investigations and nature protection management in Indonesia or Southeast Asia.

GIS Specialist with at least 5 years of relevant professional experience in analyzing and presenting complex spatial data, clearly and accurately, for EIA for large infrastructure projects.

ANNEX 1 TEMPLATE OF STAKEHOLDER ENGAGEMENT PLAN

Stakeholder Engagement Plan (SEP)

The scope and level of detail of the plan should be commensurate and proportionate with the nature and scale, potential risks, and impacts of the project and the concerns of the stakeholders who may be affected by or are interested in the project. Depending on the nature of the scale of the risks and impacts of the project, the elements of an SEP may be included as part of ESMP, and preparation of a stand-alone SEP may not be necessary.

The SEP should be clear and concise and focus on describing the project and identifying its stakeholders. It is key to identify what information will be in the public domain, in what languages, and where it will be located. It should explain the opportunities for public consultation, provide a deadline for comments, and explain how people will be notified of new information or opportunities for comment. It should explain how comments will be assessed and taken into account. It should also describe the project's grievance mechanism and how to access this mechanism. The SEP should also commit to releasing routine information on the project's E&S performance, including opportunities for consultation and how grievances will be managed.

1. Introduction/Project Description

Briefly describe the project, the stage of the project, its purpose, and what decisions are currently under consideration on which public input is sought.

Describe location and, where possible, include a map of the project site(s) and surrounding area, showing communities and proximity to sensitive sites, and including any worker accommodation, lay-down yards, or other temporary activities that also may impact stakeholders. Provide a link to, or attach a nontechnical summary of, the potential social and environmental risks and impacts of the project.

2. Brief Summary of Previous Stakeholder Engagement Activities

If consultation or disclosure activities have been undertaken to date, including information disclosure and informal or formal meetings/or consultation, provide a summary of those activities (no more than half a page), the information disclosed, and where more detailed information on these previous activities can be obtained (for example, a link, or physical location, or make available on request).

3. Stakeholder identification and analysis

Identify key stakeholders who will be informed and consulted about the project, including individuals, groups, or communities that:

- Are affected or likely to be affected by the project (project-affected parties).
- May have an interest in the project (other interested parties).

Depending on the nature and scope of the project and its potential risks and impacts, examples of other potential stakeholders may include government authorities, local organizations, NGOs, and companies, and nearby communities. Stakeholders may also include politicians, labor unions, academics, religious groups, national social and environmental public-sector agencies, and the media.

a. Affected parties

Identify individuals, groups, local communities, and other stakeholders that may be directly or indirectly affected by the project, positively or negatively. The SEP should focus particularly on those directly and adversely affected by project activities. Mapping the impact zones by placing the affected communities within a geographic area can help define or refine the project's area of influence. The SEP should identify others who think they may be affected, and who will need additional information to understand the limits of project impacts.

b. Other interested parties

Identify broader stakeholders who may be interested in the project because of its location, its proximity to natural or other resources, or because of the sector or parties involved in the project. These may be local government officials, community leaders, and civil society organizations, particularly those who work in or with the affected communities. While these groups may not be directly affected by the project, they may have a role in the project preparation (for example, government permitting) or be in a community affected by the project and have a broader concern than their individual household.

Moreover, civil society and nongovernmental organizations may have in-depth knowledge about the E&S characteristics of the project area and the nearby populations, and can help play a role in identifying risks, potential impacts, and opportunities for the Borrower to consider and address in the assessment process. Some groups may be interested in the project because of the sector it is in (for example, mining or health care), and others may wish to have information simply because public finance is being proposed to support the project. It is not important to identify the underlying reasons why people or groups want information about a project—if the information is in the public domain, it should be open to anyone interested.

c. Disadvantaged / vulnerable individuals or groups

It is particularly important to understand project impacts and whether they may disproportionately fall on disadvantaged or vulnerable individuals or groups, who often do not have a voice to express their concerns or understand the impacts of a project. The following can help outline an approach to understand the viewpoints of these groups:

- Identify vulnerable or disadvantaged individuals or groups and the limitations they may have in participating and/or in understanding the project information or participating in the consultation process.
- What might prevent these individuals or groups from participating in the planned process? (For example, language differences, lack of transportation to events, accessibility of venues, disability, lack of understanding of a consultation process).
- How do they normally get information about the community, projects, activities?
- Do they have limitations about time of day or location for public consultation?
- What additional support or resources might be needed to enable these people to participate in the consultation process? (Examples are providing translation into a minority language, sign language, large print or Braille information; choosing accessible venues for events; providing transportation for people in remote areas to the nearest meeting; having small, focused meetings where vulnerable stakeholders are more comfortable asking questions or raising concerns.)

- If there are no organizations active in the project area that work with vulnerable groups, such as persons with disability, contact medical providers, who may be more aware of marginalized groups and how best to communicate with them.
- What recent engagement has the project had with vulnerable stakeholders and their representatives?

Example: Summary of project stakeholder needs

Community	Stakeholder group	Key characteristics	Language needs	Preferred notification means (e-mail, phone, radio, letter)	Specific needs (accessibility, large print, child care, daytime meetings)
Village A	Parents with young children	Approximately 180 households affected; 300 children	Official language	Written information, radio	Child care for meetings—late afternoon preferred timing
Village A	Refugees	38 extended families, poverty level	Language alternative	Visit with translator and civil society representative	Graphics, education on process

4. Stakeholder Engagement Program

a. Purpose and timing of stakeholder engagement program

Summarize the main goals of the stakeholder engagement program and the envisaged schedule for the various stakeholder engagement activities: at what stages throughout the project’s life they will take place, with what periodicity, and what decision is being undertaken on which people’s comments and concerns. If decisions on public meetings, locations, and timing of meetings have not yet been made, provide specific information on how people will be made aware of forthcoming opportunities to review information and provide their views. For some projects, a stand-alone SEP may not be necessary and its elements may be incorporated into the ESMP.

b. Proposed strategy for information disclosure

Briefly describe what information will be disclosed, in what formats, and the types of methods that will be used to communicate this information to each of the stakeholder groups. Methods used may vary according to target audience. For each media example, identify the specific names (for example, The Daily News and The Independent, Radio News 100.6, television Channel 44). The selection of disclosure—both for notification and providing information—should be based on how most people in the vicinity of the project routinely get information, and may include a more central information source for national interest. A variety of methods of communication should be used to reach the majority of stakeholders. The project should select those that are most appropriate and have a clear rationale for their choices. The plan should include a statement welcoming comments on the proposed engagement plan and suggestions for improvement. For remote stakeholders, it may be necessary to provide for an additional newspaper outlet or separate meeting, or additional documents that should be placed in the public domain. The public domain includes:

- Newspapers, posters, radio, television.

- Information centers and exhibitions or other visual displays.
- Brochures, leaflets, posters, nontechnical summary documents and reports.
- Official correspondence, meetings.
- Website, social media.

The strategy should include means to consult with project-affected stakeholders if there are significant changes to the project resulting in additional risks and impacts. Following such consultation, an update will be disclosed.

Example:

Project stage	List of information to be disclosed	Methods proposed	Timetable: Locations/ dates	Target stakeholders	Percentage reached	Responsibilities
Construction	Traffic management plan	Notification Radio News 100.6 and copy in village hall Poster on community bulletin board	Radio twice daily in weeks of disclosure	Villagers, including pedestrians and drivers	Radio News 100.6 reaches 60% of village Poster on bulletin board reaches another percentage of the population	Community Liaison Officer

c. Proposed strategy for consultation

Briefly describe the methods that will be used to consult with each of the stakeholder groups. Methods used may vary according to target audience, for example:

- Interviews with stakeholders and relevant organization
- Surveys, polls, and questionnaires
- Public meetings, workshops, and/or focus groups on specific topic
- Participatory methods
- Other traditional mechanisms for consultation and decision making.

Example of stakeholder engagement log

Project stage	Topic of consultation	Method used	Timetable: Location and dates	Target stakeholders	Responsibilities
Construction	Traffic safety	Discussion with village schools Public meeting	ABC elementary school September 4, 3:00 p.m. Village A town hall September 8, 5:30 p.m.	Parents and children in village Community	Community Liaison Officer (CLO) Transportation Engineer, Manager, CLO

d. Proposed strategy to incorporate the view of vulnerable groups

Describe how the views of vulnerable or disadvantaged groups will be sought during the consultation process. Which measures will be used to remove obstacles to participation? This may include separate mechanisms for consultation and grievances, developing measures that allow access to project benefits, and so forth.

e. Timelines

Information on timelines for project phases and key decisions. Provide deadlines for comments.

f. Review of Comments

Explain how comments will be gathered (written and oral comments) and reviewed, and commit to reporting back to stakeholders on the final decision and a summary of how comments were taken into account.

g. Future Phases of Project

Explain that people will be kept informed as the project develops, including reporting on project E&S performance and implementation of the stakeholder engagement plan and grievance mechanism. Projects should report at least annually to stakeholders, but often will report more frequently during particularly active periods, when the public may experience more impacts or when phases are changing (for example, quarterly reports during construction, then annual reports during implementation).

5. Resources and Responsibilities for implementing stakeholder engagement activities

a. Resources

Indicate what resources will be devoted to managing and implementing the Stakeholder Engagement Plan, in particular:

- What people are in charge of the SEP.
- Confirm that an adequate budget has been allocated toward stakeholder engagement.
- Provide contact information if people have comments or questions about the project or the consultation process; that is, phone number, address, e-mail address, title of responsible person (individual names may change).

b. Management functions and responsibilities

Describe how stakeholder engagement activities will be incorporated into the project's management system and indicate what staff will be devoted to managing and implementing the Stakeholder Engagement Plan:

- Who will be responsible for carrying out each of the stakeholder engagement activities and what are the qualifications of those responsible?
- How involved will management be in stakeholder engagement?
- How will the process be documented, tracked, and managed (for example, stakeholder database, commitments register, and so forth)?

6. Grievance Mechanism

Describe the process by which people affected by the project can bring their grievances and concerns to the project management's attention, and how they will be considered and addressed:

- Is there an existing formal or informal grievance mechanism, and does it meet the requirements of PLN ESMS standard? Can it be adapted or does something new need to be established?
- Is the grievance mechanism culturally appropriate, that is, is it designed to take into account culturally appropriate ways of handling community concerns? For example, in cultures where men and women have separate meetings, can a woman raise a concern to a woman in the project grievance process?
- What process will be used to document complaints and concerns? Who will receive public grievances? How will they be logged and monitored?
- What time commitments will be made to acknowledge and resolve issues? Will there be ongoing communication with the complainant throughout the process?
- How will the existence of the grievance mechanism be communicated to all stakeholder groups? Are separate processes needed for vulnerable stakeholders?
- If a complaint is not considered appropriate to investigate, will an explanation be provided to the complainant on why it could not be pursued?
- Will there be an appeals process if the complainant is not satisfied with the proposed resolution of the complaint? Not all projects will necessarily have an appeals process, but it is advisable to include one for more complex projects. In all cases, complainants need to be reassured that they still have all their legal rights under their national judicial process.
- A summary of implementation of the grievance mechanism should be provided to the public on a regular basis, after removing identifying information on individuals to protect their identities. How often will reports go into the public domain to show that the process is being implemented?

Example of Grievance Log

PLN Wilayah:
 PLN UP3:
 Submitted by:
 Period:

No.	G r i e v a n c e C o d e	Grievance Information				Follow up Actions			
		Location/ grievance form number:	Date, Day, Time	Complain nt Name	Grievan ce Topic	Person in charge	Date, day, time of process	Follo w up action	Status*
1									
2									

*: *Resolve/ Investigation/ Unresolved*

7. Monitoring and Reporting

Design and provide insight into the level of stakeholder participation, satisfaction, influence, or any other relevant aspect of stakeholder engagement efforts. Meaningful indicators are essential for evaluating the success of the stakeholder engagement process and informing future decision-making and strategy adjustments.

a. Involvement of stakeholders in monitoring activities

Some projects include a role for third parties in monitoring the project or impacts associated with the project. Describe any plans to involve project stakeholders (including affected communities) or third-party monitors in the monitoring of project impacts and mitigation programs. The criteria for selection of third parties should be clear.

b. Reporting back to stakeholder groups

Describe how, when, and where the results of stakeholder engagement activities will be reported back to both affected stakeholders and broader stakeholder groups. It is advised that these reports rely on the same sources of communication that were used earlier to notify stakeholders. Stakeholders should always be reminded of the availability of the grievance mechanism.