

REQUEST FOR EXPRESS OF INTEREST

SENIOR ENVIRONMENTAL AND SOCIAL STANDARDS CONSULTANT (SESSC)

REFERENCE NO. CRRCIP-IC-09

The Government of Lao Peoples Democratic Republic (GoL) has received financing support from the World Bank's (WB) International Development Association (IDA) to implement the Lao PDR Climate Resilient Road Connectivity Improvement Project (CRRCIP), and intends to apply part of the proceeds for consulting services.

The proposed Climate Resilient Road Connectivity Improvement Project (CRRCIP) seeks to build about 300 km of District Roads and Rural Roads in the poor districts of Khammouan, Savannakhet, and Saravan provinces. The MPWT in consultation with the DPWT of these three provinces had identified a long list of proposed roads. About 100 km of roads in each of the provinces will be selected from the roads in this longlist through a prioritization exercise based on aspects which include: (i) passing through a poor district – based on poverty headcount, (ii) criticality of the link for climate resiliency of the network, (iii) connectivity to agricultural areas, (iv) population served by the road, (v) traffic level, (vi) not passing through environmentally sensitive areas, and (vii) no resettlement of more than 200 people (or 40 households) and/or more than 40 households severely affected with 10 percent of productive assets owned by individual household lost in all three target provinces. The proposed project provides connectivity to National Roads and access to the east-west economic corridor between Vietnam and Thailand thus increasing market linkages and contributing towards greater economic gains to the local communities.

The CRRCIP now intends to engage a part-time, suitably qualified, and experienced Senior Environmental and Social Standards Consultant for the Environmental Research and Disaster Prevention Division of the Public Works and Transport Institute, Ministry of Public Works and Transport, to undertake tasks under Components 1 and 3 as described in the Terms of Reference (ToR). The full ToR for the assignment can be found at the following website: <https://ppmd.mof.gov.la/opportunities/com> or can be provided to interested candidates upon written request to the email address below.

The CRRCIP now invites eligible individual consultants to indicate their interest in providing the Services. Interested Consultant should provide information (CV, Expression of Interest, other supporting information, if any) demonstrating that s/he has the required qualifications and relevant experience to perform the Services. In order to qualify for this position, the candidates shall meet the following experience and competence requirements :

- A Master degree in environmental sciences, environmental engineering, social sciences, social development, road and transport engineering, community or rural development or related field of expertise.
- A minimum of 10 years' experience in environmental and social impact assessment and resettlement action plans under infrastructure projects.
- At least 2 similar assignments working on or completed within the past 3 years.
- Having experience and knowledge on World Bank's ESF (ideal), or safeguards requirements of other international agencies, and GOL environment and social safeguard requirements especially those related to Resettlement and Compensation Decree, ESIA/IEE legislations, and other concerned regulations on environmental and social safeguards related to water infrastructure will be highly desired.
- Experience in working with government agencies to support and develop their institutional capacity would be an advantage.
- Good spoken and written English with ability to prepare report in English language, and computer literacy (Microsoft Office and Excel) will be necessary.
- Willingness and ability to travel to project site frequently.

The attention of interested consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" 4th edition of November 2020 ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest. A Consultant will be selected in accordance with the Competitive Selection of Individual Consultants method set out in the Procurement Regulations.

Expressions of interest must be delivered in a written form to the address below (in person or by e-mail) on or before 6 July 2025, 16:00 o'clock Lao time (submissions via email are also acceptable). Only the shortlisted candidates will be contacted.

Department Planning and Finance, Ministry of Public Works and Transport
Lanexang Avenue, Phonxai Village, Saysettha District, Vientiane Capital, Lao PDR.

Attention : Mr. Vannasone K. Thepvongsa
Deputy Director General, Department Planning and Finance (DPF - MPWT)
Email: proc.dpf.mpwt@gmail.com with Cc : pphonh.plv@gmail.com, inthapada@hotmail.com; 8
chnthl@yahoo.com and maxmahaxay11@hotmail.com

Yours sincerely,



Mr. Phitsaphonh Philavong

Deputy Director General, Department of Roads
Head of Project Procurement Committee

TERMS OF REFERENCE (TOR)
SENIOR ENVIRONMENTAL AND SOCIAL STANDARDS CONSULTANT (SESSC)
REFERENCE NO. CRRCIP-IC-09

I. INTRODUCTION

(a) Project Background

1. The proposed Project aims to improve climate resilient road access in targeted provinces, enhance capacity to manage road network, and in case of an Eligible Crisis or Emergency, respond promptly and effectively to it. The MPWT in consultation with the DPWTs of the three provinces has analyzed the entire 3,600 km network of the District Roads and Rural Roads in ten districts with high poverty headcounts, using a geo-spatial analysis, and shortlisted about 100 km of roads in each of the provinces through a prioritization exercise to be the proposed project roads. The prioritization was based on aspects which include: (i) passing through a poor district – based on poverty head count, (ii) criticality of the link for climate resiliency of the network, (iii) connectivity to agricultural areas, (iv) population served by the road, (v) traffic level, (vi) not passing through environmentally sensitive areas, and (vii) no resettlement of more than 200 people (or 40 households) and/or more than 40 households severely affected with 10 percent of productive assets owned by individual household lost in all three target provinces. The Project comprises the following four components:

- **Component 1: Climate Resilient Road Access:** The project will support (i) improvement of about 300 km of District Roads and Rural Roads in the provinces of Khammouan, Savannakhet, and Saravan to the standards of Class V/VI roads as per the Ministry of Public Work's (MPWT's) Road Design Manual and addressing climate and disaster resilience aspects, (ii) construction supervision of the project road improvement works, and (iii) maintenance of the project roads post improvement during the project period.
- **Component 2 - Project Management:** This component will support (i) financial audit, (ii) technical audit of the project road improvement works during construction, (iii) environmental and social monitoring, (iv) road safety audit of the project road designs, (v) road user satisfaction surveys carried out at the start of implementation, at mid-term, and at the close of the project, (vi) incremental operating costs, (vii) technical and operational assistance for the day-to-day management, monitoring and evaluation of the Project, and (viii) land acquisition, resettlement, and rehabilitation.
- **Component 3: Institutional Development:** This component will support MPWT in (i) capacity building of local contractors in the areas of Output and Performance-based Road Contracts, climate resilience, road safety, and environmental and social risk management, (ii) a study on climate resilient road network planning and prioritization and capacity building of MPWT and DPWTs, (iii) preparation of a road sector financing strategy, (iv) training of MPWT and DPWT staff on cross-cutting issues including road maintenance, road safety, gender, citizen engagement, and climate disaster risk, (v) a female internship program, and (vi) preparation of environmental, social, technical, and economic documents for any future road projects in Lao PDR. .
- **Component 4: Contingent Emergency Response Component:** Contingent Emergency Response Component: This component will support MPWT in case of an Eligible Crisis or Emergency in responding promptly and effectively to it as per the Contingent Emergency Response Manual.

2. **Project Design:** The Project will adopt the design standards specified in MPWTs Road Design Manual. The Road Design Class is V/VI depending upon the traffic volume in the design year i.e., 100 – 300 passenger car units per day roads as Class V and 50 – 100 passenger car units per day roads as Class VI. Geometric design will be for a design speed of 60 kmph (flat terrain) or 40 kmph (rolling terrain). The cross-sectional parameters will be 2 lanes of 2.75 m width and 0.75 m wide shoulders on both sides for roads designed for Road Design

Class V. For Road Design Class VI, the cross-sectional parameters will be one lane of 3.5 m width and 1.5 m wide unpaved shoulders on both sides. The pavements will mostly have Double Bituminous Surface Treatment surfacing except for few stretches which will be laid with a concrete pavement. Many of the cross-drainage structures may need to be replaced with newly constructed concrete bridges or box culverts as the existing structures are in dilapidated condition. The project roads will not have major realignments and generally follow the existing alignments.

(b) Implementing Agencies

3. The Department of Roads (DOR), under MPWT, with support from provincial Department of Public Works and Transport (DPWT), is responsible for implementation of this Project including overall technical oversight, execution, and management of the Project and has appointed a dedicated team (Project Management Unit - PMU with support from DPWT/Project Implementation Unit-PIU) to be responsible for the day to-day implementation, and operation of the project, including contracting and supervision of all consultants.

4. The Environmental Research and Disaster Prevention Division (EDPD) of the Public Works and Transport Institute (PTI) under MPWT is responsible for supervision, capacity building/training, compliance monitoring and reporting of environmental and social aspects.

5. The proposed project improvement works will be carried out using Output and Performance-based Road Contracts (OPRC) and/or traditional Item-rate contracts. Some provinces have expressed interest in adopting area based OPRCs and these may be feasible if some of the proposed roads for improvement are in the vicinity of each other. The proposed project will improve/construct the pavement, drainage, and structures, and provide road safety appurtenances. The proposed project will have consultants for supervision and monitoring of the works, audits, and road user satisfaction surveys.

(c) Environment and Social Risk Management

6. The project will bring benefits but also moderate, temporary environmental and social impacts from road improvements. Environmental concerns include construction-related issues like soil erosion, water disruption, and pollution, while social impacts involve potential exclusion of vulnerable groups, labor risks, community health challenges, and minor economic displacements and relocations. Additional risks include land clearing, unexploded ordnance, and increased illegal trade from enhanced road connectivity. These issues are manageable with planned mitigation measures

7. The MPWT has developed Environmental and Social Framework (ESF) instruments to align the project with the World Bank's environmental and social standards (ESSs)¹. These instruments, including an Environmental and Social Management Framework (ESMF) with a Labor Management Plan (LMP), a Resettlement Policy Framework (RPF), an Environmental and Social Commitment Plan (ESCP), and a Stakeholder Engagement Plan (SEP) with an Ethnic Groups Engagement Framework (EGEF), identify potential environmental and social risks and impacts and propose mitigation measures. These ESF instruments were disclosed on the MPWT's website on 21 May 2024.

8. The Project must adhere to the Government of Laos (GOL)'s EIA Decree (2022). After consultations with the Provincial Department of Natural Resources and Environment (PONRE) of three provinces, it was agreed that one Initial Environmental Examination (IEE) report will be prepared for each province, encompassing all subprojects (roads) within that province. As per the Terms of Reference (TOR) for the Feasibility Study (FS) Consultant, an IEE report for each province will be drafted by the FS consulting firm and submitted to the respective PONREs for review and the issuance of an Environmental Compliance Certificate (ECC) per province. The EDPD/PTI will facilitate and coordinate with the firm and PONREs for the preparation of the IEE and issuance of the ECC.

¹ <https://www.worldbank.org/en/projects-operations/environmental-and-social-framework/brief/environmental-and-social-standards>

9. A Feasibility Study (FS) is being conducted by the FS Consulting Firm, including detailed design and site-specific environmental and social assessments for each road section. The study encompasses the preparation of E&S risk management plans such as Site-specific Environmental and Social Management Plans (ESMP), Site-specific Biodiversity Management Plans (SS-BMP), and either a Resettlement Action Plan (RAP) or an Abbreviated Resettlement Action Plan (A-RAP), as required by the ESF instruments. The Stakeholder Engagement Plan (SEP), which incorporates an Ethnic Group Engagement Plan (EGEP) and a Labor Management Procedure (LMP), will also be integrated into these plans. Additionally, the FS Consulting Firm will prepare bidding documents for approximately 300 km of roads.

10. For supervising the project construction, the Project Management Unit (PMU) will engage an Implementation Support and Work Supervision Consultant (ISWS). This consultant will assist the PMU in overseeing, reviewing, and approving the preparation, compliance monitoring, and reporting of the Contractor's Environmental and Social Management Plan (C-ESMP) as prepared and implemented by the contractors in accordance with the approved SS-ESMP. The C-ESMP includes requirements for the LMP, TMP, BMP, SEP with EGEP. ISWS will ensure these plans are effectively implemented, monitored, and reported.

11. To implement ESCP, SEP, RAP/ARAPs, EGEP, ESMP, project resettlement committees (PRCs) and Provincial Environmental and Social Monitoring Working Committee (ESMC) will be established in the three project provinces (Khammouan, Savannakhet, and Saravan). The Vice-Governor from each three provinces will chair the resettlement committee. The PRCs including representatives of the DPWT, district Lao Front for National Development (LFND), district Lao Women's Union (LWU), district Agriculture and Forestry (DAFO), and district natural resources and environment offices (DONRE) will oversee and facilitate the implementation of RAP/ARAPs, the Ethnic Group Engagement Plan (EGEP) including Grievance Redress Mechanism (GRM), ESCP, SEP, ESMP, and other management plans.

12. ***Need for this TOR.*** For the CRRICIP, EDPD/PTI is responsible for providing overall guidance, supervision, coordination, compliance monitoring, and reporting of the E&S activities to ensure the effective and timely preparation and implementation of ESF instruments and E&S risk management plans, including SS-ESMP, SS-BMP, and ARAPs/RAPs. Responsibilities include: (i) facilitating FS consulting firm and coordinating with local authorities in the preparation of E&S risk management plans and IEE reports by the FS consulting firm, and in securing ECC issuance by PONREs; (ii) quality reviewing C-ESMPs prepared by contractors and submitted by ISWS; (iii) providing training and capacity building to DPWTs/PIUs, key agencies, and community committees; and (iv) conducting quarterly E&S compliance monitoring and submitting bi-annual monitoring reports to the World Bank.

13. EDPD/PTI will engage one intermittent Senior Environmental and Social Standards Consultant (SESSC), two full-time Environmental and Social Standard Officers (ESSOs), and one E&S Supporting Staff (ESSS) to assist EDPD/PTI in the timely and effective implementation of ESF instruments and Environmental & Social (E&S) management plans, including SS-ESMPs, SS-BMPs, contractor-specific ESMPs (C-ESMPs), and other relevant plans. The two ESSOs will rotate across three provinces to oversee, monitor, and report on the ESCP and E&S management plans, focusing on contractor performance. The ESSS, stationed at the EDPD office, will handle administrative support. ***This TOR is specifically for the SESSC role.***

II. OBJECTIVE OF ASSIGNMENT

14. The objective of this assignment is to provide technical supports to EDPD/PTI for the overall guidance, supervision, coordination, compliance monitoring, and reporting of E&S activities. This support aims to ensure the effective and timely preparation and implementation of ESF instruments and E&S risk management plans, including SS-ESMP, SS-BMP, ARAPs/RAPs, and IEE reports being prepared by the FS consulting firm, as well as facilitating the issuance of Environmental Compliance Certificates (ECC) by PONREs, as detailed in Paragraph #12. ***“Need for this TOR”.***

15. Main responsibilities will include, but not limited to, the following:

- i) Assist the EDPD/PTI Director and/or main coordinator responsible for CRRCIP to supervise, manage, monitor, and report on the implementation of (i) Environmental and Social Commitment Plan (ESCP), (ii) Resettlement Action Plan (RAP) and/or Abbreviated Resettlement Action Plan (ARAP), (iii) Site Specific Environmental and Social Management Plan (SS-ESMP) covering Traffic Management Plan (TMP), and Labour Management Procedure (LMP) (covering Sexual Exploitation and Abuse / Sexual Harassment and Violence Against Children (SEA/SH and VAC)), (iv) and Site Specific Biodiversity Management Plan (SS-BMP), (v) Stakeholder Engagement Plan (SEP), Ethnic Group Engagement Plan (EGEP), and (vi) Gender Action Plan (GAP). This includes ensuring close coordination and consultation with the PMU of DOR responsible for CRRCIP, the WB and other agencies on issues related to ESCP, SS-ESMPs (including LMP, SEA/SH and VAC and TMP), SS-BMPs, RAP/ARAPs, SEP with EGEPs, and other environmental and social aspects.
- ii) Provide implementation support to the PRCs, DPWT, PONRE/DONRE, and local authorities during the implementation of ESCP, SS-ESMPs (including LMP, SEA/SH and VAC and TMP), SS-BMPs, RAP/ARAPs, SEP with EGEPs and assist in addressing other environmental and social standard requirements and monitoring including consultation and GRM monitoring of contractor performance especially on social compliance and consultation with local community. It is important to ensure that compensation is completed before works can begin.
- iii) Work closely with full time ESSOs, ESSS , DPWTs, PONREs, local authorities, FS consulting firm, the construction supervision consulting firm and the contractors hired for CRRCIP implementation to supervise environmental and social performance of civil work and monitor standards (ESCP, SS-ESMPs (including LMP, SEA/SH and VAC and TMP), SS-BMPs, RAP/ARAPs, SEP with EGEPs and other environmental and social requirements) compliance.

16. Results, lessons learnt, and recommendations from the services will be incorporated into the progress reports which will be submitted to EDPD/PTI as part of the contract.

III. SCOPE OF ASSIGNMENT

17. The Consultant (SESSC) is a team leader of E&S consultants. She/he will report to the Director of EDPD/PTI and/or the main coordinator responsible for E&S standards implementation and monitoring of the CRRCIP. The main objective of the SESSC is to provide technical supports to EDPD/PTI for the overall guidance, supervision, coordination, compliance monitoring, and reporting of E&S activities. This support aims to ensure the effective and timely preparation and implementation of ESF instruments and E&S risk management plans, including SS-ESMP, SS-BMP, ARAPs/RAPs, and IEE reports being prepared by the FS consulting firm, as well as facilitating the issuance of Environmental Compliance Certificates (ECC) by PONREs, as detailed in Paragraph #12. ***Need for this TOR***. The Consultant is expected to also liaise and work with concerned government agencies including (but not limited to) MONRE and their local offices (PONREs, DONREs), local authorities, Project Resettlement Committees (PRCs) and concerned project committees or technical teams assigned from the ministries and three provinces.

18. The Consultant will provide technical and management support to EDPD/PTI to carry out the following tasks:

Task 1. Supervision of Feasibility Study Consultant (FS)

- Oversee the FS consultant to ensure the timely preparation, submission, and resubmission of IEEs and E&S Plans (including SS-ESMPs with LMP, SEA/SH and VAC, TMP; SS-BMPs; RAP/ARAPs; SEP with EGEPs) in full compliance with the World Bank's ESS and ESF instruments (ESCP, ESMF, RPF, and SEP with EGEF).

- Assist and facilitate the process of issuance of Environmental Compliance Certificate (ECC) for IEE reports prepared and submitted to PONREs of three provinces by FS consultant.
- Collaborate with the FS consultant to ensure key E&S risk management measures, especially ESHS requirements in the final SS-ESMPs (including LMP and TMP), SS-BMP, GAP, and SEP with EGEP, are thoroughly reviewed and incorporated into bidding and contract documents (BD/CD).

Task 2. Support the Implementation of Resettlement Action Plan (RAP) and/or Abbreviated Resettlement Action Plan (ARAP)

- Develop Implementation Work Plan for the RAP/ARAPs monitoring with a clear timeframe, roles and responsibilities of agencies involved, weekly and monthly milestones indicators of the RAP/ARAPs implementation, a mechanism to deal with delays, development of a database, documentation process and financial flow system to ensure timely processing of payments. The Work plan must be prepared and updated in line with the Project's construction timelines, the prepared RAP/ARAPs, Result Framework and Annual Work Plan of the project.
- Supervise, train and work closely with PMU, EDPD/PTI, PIU, ISWS and PRCs to provide RAP/ARAPs implementation support and report back to the Director of EDPD and/or the main coordinator; as well as consultation with Affected Households, compensation payment, reporting and etc.).
- Prepare Compensation Unit Rate (CUR) and implement the approved Implementation Workplan and ensure the achievement of entire road length of NR 13SE or milestones and to take immediate corrective actions if the progress are not met.
- Establish and build capacity of village level grievance/resettlement committee (locally known as village mediation unit) to handle project related grievances that may be received from PAPs/PAHs and who believe they are affected with respect to resettlement process.
- Conduct regular site visits, observe and interview PAPs/PAHs to review the RAP implementation progress and provide advisory and technical support to address issues and grievance that may be raised and identified during the site visit. Special attention shall be paid to the vulnerable, ethnic and female-headed PAHs.
- Work with PRCs, DRCs and concerned project committees or teams assigned from the ministries and three provinces to ensure the achievement of milestones specified in the work plan and recommend immediate corrective actions if milestones are not met or are not on track.
- Monitor GRM with the PRCs, train PRCs on the GRM, and concerned local authorities and village level grievance/resettlement committee (locally known as village mediation unit) established and trained to handle project related grievances that may be received from PAPs/PAHs and who believe they are PAPs/PAHs with respect to resettlement process.

Task 3. Planning, Capacity Building, and Supervision for the Implementation of ESCP, SS-ESMPs (including TMP and LMP), SS-BMPs, SEP with EGEPs

- ***Develop Comprehensive Implementation Work Plans:*** Create detailed implementation work plans for ESCP, RAP/ARAP, SS-ESMP, TMP, and LMP (including SEA/SH and VAC prevention), SS-BMP, SEP, EGEP, and GAP. Each plan should specify clear timeframes, roles and responsibilities, organizational charts, milestones, monitoring indicators, and mechanisms to address delays. Ensure these plans are aligned with the project's construction timelines, Result Framework, and Annual Work Plan.

- **Capacity Building and Support:** Provide regular training for PMU, EDPD/PTI, PIU, ISWS, and SMWGs, on the implementation, monitoring, and compliance of ESCP, SS-ESMP, LMP, TMP, SS-BMP, SEP, EGEP, and GAP. Training should cover handling complaints, grievance mechanisms, culturally sensitive and gender-responsive engagement, and gender equity.
- **Site Supervision and Compliance Monitoring:** Work closely with EDPD/PTI, PIU, PRCs, ISWS, and SMWGs to conduct regular compliance monitoring, ensuring effective implementation and reporting of SS-ESMP, LMP, TMP, SS-BMP, SEP, EGEP, and GAP. Conduct site visits, with a focus on vulnerable and ethnic communities, to assess progress, provide guidance, and address any issues or grievances. Ensure SEA/SH and VAC prevention measures are adhered to, with particular attention to gender-responsive engagement and ethnic considerations.
- **SEP/EGEP and GAP:** Coordinate with government agencies (MONRE, Lao Front for National Development, PONREs, DONREs), local authorities, PRCs, SMWGs, and community groups, including ethnic organizations and gender-focused NGOs, to implement SEP, EGEP, and GAP effectively, ensuring successful implementation of EGEP in line with the government and the World Bank policy of ESS 7. Facilitate inclusive, culturally appropriate, and gender-sensitive consultations, ensuring that voices from all groups are represented and their grievances are recorded and addressed.
- **Data Management:** Support EDPD/PTI in maintaining an IT monitoring and tracking system to record and track data, including grievances, compliance status, and stakeholder engagement, with gender-disaggregated data for GAP monitoring.
- **Advisory Support:** Provide ongoing advisory support to EDPD/PTI, assisting with additional tasks as assigned and ensuring alignment with relevant national legislation and World Bank policies (ESS and ESF instruments).

Task 4. Supervision of Construction Supervision Consultant (ISWS) and Constructor's C-ESMP

- Assist PMU/DOR in revising the TOR for the Construction Supervision Consultant (ISWS) according to the World Bank's comments.
- Review and provide feedback on the Contractor's ESMP (C-ESMP), including LMP, TMP, "Chance Finds Procedure," UXO Clearance and Risk Management Procedure, relevant BMP, and SEP with EGEP, prepared by contractors and submitted by ISWS.
- Oversee the ISWS ES team's daily supervision and compliance checks of the contractor's ESHS performance to ensure effective implementation of the C-ESMP, SS-BMPs, TMP, LMP, SEP with EGEP, UXO Clearance and Risk Management Procedure, and "Chance Finds Procedure." Review the Quarterly ESS Monitoring Report prepared and submitted by ISWS.
- Oversee ISWS in conducting training for contractor staff and communities on the implementation, monitoring, and reporting of the C-ESMP (covering LMP and TMP), SS-BMP, GAP, and SEP with EGEP, with a focus on Community Health and Safety (CHS) and Occupational Health and Safety (OHS).
- Review and provide feedback on Quarterly ESS Monitoring Report and RAP/ARAP Completion Report prepared and submitted by ISWS.
- Oversee the two Beneficiary Assessment to be carried out by ISWS (before and after road improvement);

- Ensure that contractors notify the PMU/PTI within 24 hours of any project-related incident or accident with potential or actual significant adverse impacts on the environment, communities, public, or workers, including road accidents, SEA/SH cases, and serious injuries or fatalities.

Task 5. Preparation of ES Bi-Annual Monitoring Report and ES Completion Report

- Support PMU and EDPD/PTI in preparing for and facilitating World Bank Missions.
- Assist PMU and EDPD/PTI in the preparation and submission of the Bi-Annual ES Monitoring Report and the ES Completion Report on the implementation of ESCP, RAP/ARAP, SS-ESMPs (including LMP and TMP), SS-BMP, GAP, and SEP with EGEP, recommending corrective actions for any observed compliance gaps.
- Assist EDPD/PTI to prepare RAP/ARAP completion report for submission to the World Bank. Recommend corrective actions for any observed gaps in compliance.
- Assist PMU and EDPD/PTI in promptly notifying the World Bank within 48 hours of any project-related incident or accident with potential or actual significant adverse impacts on the environment, communities, public, or workers, including road accidents, SEA/SH cases, and serious injuries or fatalities.

IV. QUALIFICATIONS REQUIRED

19. The Consultant should have the following qualifications and experiences required to undertake her/his assignment:

- A Master degree in environmental sciences, environmental engineering, social sciences, social development, road and transport engineering, community or rural development or related field of expertise.
- A minimum of 10 years' experience in environmental and social impact assessment and resettlement action plans under infrastructure projects.
- At least 2 similar assignments working on or completed within the past 3 years.
- Having experience and knowledge on World Bank's ESF (ideal), or safeguards requirements of other international agencies, and GOL environment and social safeguard requirements especially those related to Resettlement and Compensation Decree, ESIA/IEE legislations, and other concerned regulations on environmental and social safeguards related to water infrastructure will be highly desired.
- Experience in working with government agencies to support and develop their institutional capacity would be an advantage.
- Good spoken and written English with ability to prepare report in English language, and computer literacy (Microsoft Office and Excel) will be necessary.
- Willingness and ability to travel to project site frequently.

V. EXPECTED DELIVERABLES

20. During the course of her/his assignment, the Consultant will deliver the following outputs to the EDPD/PTI:

Task	Deliverables
Task 1: Supervision of Feasibility Study Consultant (FS)	<ul style="list-style-type: none"> • D1.1. SS-ESMPs covering TMP, LMP (SEA/SH, VAC), SS-BMPs, RAP/ARAPs, SEP with EGEPs are prepared, submitted, and resubmitted as needed by FS consultant. • D1.2. IEEs reports prepared and submitted to PONREs by FS Consultant and ECC issued by PONREs. • D1.3. Key E&S risk management measures reviewed and incorporated into bidding and contract documents
Task 2: Support the Implementation of Resettlement Action Plan (RAP) and/or ARAP	<ul style="list-style-type: none"> • D2.1. Detailed Implementation Work Plan for RAP/ARAP. • D2.2. PRCs, DRCs and village grievance/resettlement committees are trained. Compensation Unit Rate (CUR) established and approved. • D2.3. Site visit and Regular progress reports detailing RAP implementation progress, grievance records, issues and corrective actions. • D2.4. RAP/ARAP is successfully implemented and completely with no pending complaints or grievances.
Task 3. Planning, Capacity Building, and Supervision for the Implementation of ESCP, SS-ESMPs (including TMP and LMP), SS-BMPs, SEP with EGEPs	<ul style="list-style-type: none"> • D3.1. Comprehensive Implementation Work Plans for ESCP, SS-ESMP, TMP, LMP, SS-BMP, SEP, EGEP, and GAP. • D3.2. At least 5 training workshops for PMU, EDPD/PTI, PIU, ISWS, and SMWGs, on the implementation, monitoring, and compliance of ESCP, SS-ESMP, LMP, TMP, SS-BMP, SEP, EGEP, and GAP. • D3.3. Conduct at least two compliance monitoring missions and produce site visit reports annually to ensure effective implementation and reporting of SS-ESMP, LMP, TMP, SS-BMP, SEP, EGEP, and GAP, with a focus on vulnerable and ethnic communities. These visits will assess progress, provide guidance, address any issues or grievances, and document inclusive stakeholder engagement with gender-disaggregated data. • D3.4. EDPD/PTI maintaining IT monitoring and tracking system to record and track data, including grievances, compliance status, and stakeholder engagement, with gender-disaggregated data for GAP monitoring. • D3.5. Ongoing advisory support to EDPD/PTI, assisting with additional tasks as assigned and ensuring alignment with relevant national legislation and World Bank policies (ESS and ESF instruments).
Task 4. Supervision of Construction Supervision Consultant (ISWS) and Constructor's C-ESMP	<ul style="list-style-type: none"> • D4.1. Revised TOR for ISWS based on World Bank comments. • D4.2. Feedback on the Contractor's C-ESMP and related plans (e.g., LMP, TMP, BMP, UXO Clearance). • D4.3. ISWS and contractors conducted regular trainings for contractor staffs and workers on implementation of C-ESMP with a focus on CHS and OHS. • D4.4. C-ESMP covering TMP, LMP, BMP, SEP, EGEP and GAP are effectively implemented by contractors, daily/weekly monitored and quarterly reported to EDPD/PTI. Quarterly ESS Monitoring Reports reviewed and feedback provided. • D4.5. SEP and EGEP: ISWS and contractors conducted consultation and information dissemination with communities before starting construction activities and continue throughout the construction and O&M phases. • D4.6. Two (2) Beneficiary Assessment (before and after road improvement) conducted and report submitted by ISWS. SESSC reviewed and provided feedback before submission to the WB.
Task 5: Preparation of ESS Bi-Annual Monitoring Report and ESS Completion Report	<ul style="list-style-type: none"> • D5.1. Preparation for and facilitation of World Bank Missions. • D5.2. Submission of RAP/ARAP Completion Report to the World Bank. • D5.3. Bi-Annual ESS Monitoring Reports and ESS Completion Report, including corrective actions as needed. • D5.4. Incident notifications to the World Bank within 48 hours, including documentation of SEA/SH cases or serious accidents.

Task	Deliverables
Task 6: Other Supports	<ul style="list-style-type: none"> D6.1. Prepared TORs for recruiting consultants to develop ESF instruments for future projects.

VI. DURATION OF ASSIGNMENT:

21. This shall be an output-based contract. The Consultant (SESSC) is expected to start her/his assignment on April 1, 2025 or as soon as her/his contract has been signed. S/he will work for a period of three (3) years on an output-based basis from May, 2025 to December 31, 2028 – a critical period of the ESCP, ARAP, EGEP, SEP, ESMP, BMP, LMP reports and other ES reports. The contract can be then extended on an output-based basis depending on the need, performance and availability of funds. The Consultant's principal place of work shall be at MPWT, EDPD / PTI, Vientiane, Lao PDR.

VII. REPORTING AND PAYMENT

22. Under the output-based contract, the payment will be paid referring to the deliverables outlined under following tasks :

Deliverables	Payment (%)
Task 1: Supervision of Feasibility Study Consultant (FS)	15%
Task 2: Support the Implementation of Resettlement Action Plan (RAP) and/or ARAP	10%
Task 3. Planning, Capacity Building, and Supervision for the Implementation of ESCP, SS-ESMPs (including TMP and LMP), SS-BMPs, SEP with EGEPs	20%
Task 4. Supervision of Construction Supervision Consultant (ISWS) and Constructor's C-ESMP	20%
Task 5: Preparation of ESS Bi-Annual Monitoring Report and ESS Completion Report	30%
Task 6: Other Supports	5%
Total Payments	100%

23. The payment will be made through EDPD/PTI. The Consultant shall submit an invoice to claim payments along with the list of deliverables and reports outlined above to facilitate the payment.

VIII. RESOURCES TO BE PROVIDED BY EMPLOYER:

24. EDPD/PTI will provide i) office space and basic office furniture including photocopier and telephone landline, ii) technical counterparts, iii) basic office assistance, iv) transportation for field work, and v) per-diem and allowance and accommodation expenses (when working out of Vientiane Capital)

25. The Consultant will be responsible for other services that may be required and agreed with EDPD/PTI, including: i) international telecommunication arrangement; ii) organization of the workshops, training and study visit; iii) other assignment related work required for performing the services.