



LAO PEOPLE'S DEMOCRATIC REPUBLIC
PEACE INDEPENDENCE DEMOCRACY UNITY PROSPERITY

MINISTRY OF PUBLIC WORKS AND TRANSPORT
DEPARTMENT OF ROADS

Ref. No. 30722 / DOR
Date : 13 November 2023

REQUEST FOR EXPRESS OF INTEREST (REOI)
NATIONAL GENDER AND SOCIAL INCLUSION CONSULTANT TO SUPPORT PIT-MPWT
REFERENCE NO. ICS-054

The Government of Lao Peoples Democratic Republic (GoL) has applied for financing support from the World Bank's (WB) International Development Association (IDA) to implement the Southeast Asia Regional Economic Corridor and Connectivity (SEARECC) with a project duration of six (6) years starting from middle of year 2022 and intends to apply part of the proceeds for consulting services. The Ministry of Public Works and Transport (MPWT) is the lead implementing agency of the SEARECC. The proposed of SEARECC seeks to improve the domestic and regional transport connectivity and logistics facilities, with associated policy reforms for increased economic activities along selected transport corridors in Northern Lao PDR. The project scope includes improvement of transport connectivity and logistics services in Lao PDR, trade facilitation, border crossing control management, and agriculture trade along the NR2 corridor and five provinces in the corridor catchment area. National Road 2 (NR2), 295 km long and a part of ASEAN highway No. 13. SEARECC consists of five (5) components as follow: (1) Lao PDR and Regional Connectivity Enhancement, (2) Logistics Services Development and Vorder-Crossing Management, (3) Strengthening Institutional Capacity and Regulatory Framework in Agriculture, Transport, and Investment Planning, (4) Project Management and (5) Contingency Emergency Response.

The SEARECC now intends to engage a full-time suitably qualified and experienced as **National Gender and Social Inclusion Consultant (NGSIC)** for the Public Works and Transport Institute (PTI) to support SEARECC Project for a period of 12 months from December 2023 to November 2024 to undertake the tasks described in the Terms of Reference (ToR). This shall be a full time and time-based contract. This assignment is to provide the technical assistance and management to the SEARECC implementing agencies for integrating Gender and social inclusion in the activities they are required to carryout for the SEARECC project. The full ToR for the assignment can be found at the following website www.mpwt.gov.la or can be sent to candidates upon written request to the e-mail address below.

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 Post graduate Degree in one of the following fields: Social Sciences, Gender and Development, Social research, Development Policy, Planning and Management.
- A minimum of 10 years' work experience in women's development, gender and social inclusion program development and management; research and capacity building in such areas would be an added advantage.
- Relevant work experience with a government agency and at the regional or higher levels is desirable; such experience in public works and transport would be an added advantage.

- Well informed, knowledgeable, and connected with the current initiatives by government, bilateral agencies and NGOS in addressing gender and social inclusion needs and rights of women, poor and excluded in Laos.
- Fluency in spoken and written English and Lao.

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 mail, or by fax, or by e-mail) by 27 November 2023, 16:00 o'clock Lao time (submissions via email are also acceptable). Only 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 : Ms. Vanh Dilaphanh
Director General of Department of Planning and Finance (DPF - MPWT)
E-mail : proc.dpf.mpwt@gmail.com with Cc : k_litta@yahoo.com, dilaphanhana@yahoo.com, bottaphanith@yahoo.com, siriphone.inthirath@gmail.com and souksamaymmnv@gmail.com.

Yours sincerely,



Mr. Litta Khatiya

Director General, Department of Roads (DOR - MPWT)
Head of Project Procurement Committee

TERMS OF REFERENCE (TOR)
NATIONAL GENDER AND SOCIAL INCLUSION CONSULTANT (NGSIC)
REFERENCE NO. ICS-054

1 INTRODUCTION

1.1 Project Background

The Southeast Asia Regional Economic Corridor and Connectivity (SEARECC, the Project) which became active in 2022 seeks to improve regional and domestic trade and climate resilient transport connectivity along an East-West corridor in Southeast Asia, and to provide immediate and effective response in case of an Eligible Crisis or Emergency. The Project consists of 5 Components: Component 1: Lao PDR and Regional connectivity enhancement Component 2: Logistics services development and border-crossing management Component 3: Strengthening institutional capacity and regulatory framework in agriculture, transport, and investments planning Component 4: Project Management Component 5: Contingency Emergency Response. The Project will be financed by The Government of Lao PDR (GoL), World Bank Group Financing of International Development Association (IDA), and Commercial Financing during 31-May-2022 to 31-May-2028.

GoL has requested the assistance of the World Bank, the European Investment Bank (EIB) and other donors for the Improvement and Maintenance of National Road 2 (NR2) West and East, as well as selected feeder roads improving local connectivity and improvement of cross-border facilities. The development of NR2 provides links to Thailand and Vietnam, which can help achieve Lao PDR's aspiration to become a land-linked country through the development of economic corridors.

The improvement of climate resilience and safety of selected local roads about 300 km in Phongsaly, Oudomxay, Luangnamtha, Xayabouly, and Luangprabang using hybrid performance-based contract (PBC) contracts, which include 18 months for construction and 3 years for maintenance.

The improvement of border-crossing facilities at Pang Hok in Phongsaly bordering to Dien Bien Phu, Vietnam, and Muang Ngeun in Xayabouly bordering to Nan province are led by the DOR with support from the Department of Housing and Urban Planning (DHUP), Ministry of Public Works and Transport (MPWT). Works in Pang Hok will be limited to refurbishment of the existing facilities, whereas works in Muang Ngeun with require full rehabilitation and expansion of the Border crossing.

1.2 Environment and Social Conditions

The NR2 will be connecting with the Thai border at Huai Kone-Nam Ngeun and NR2-East (NR2E) connecting with the Vietnamese border at Panghok-Tay Trang, Dien Bien Phu Province. The Project will pass through semi-urbanized areas and may impact a substantial number of land parcels and roadside commercial operations. Communities, facilities and other receptors located along the road sections could potentially be disrupted by road construction and operations. There are also the ethnic communities located alongside the project road. These communities would be affected primarily by labor influx, dust, noise, vehicle emissions, and other forms of pollution from construction, drainage blockage, traffic interruption, removal of vegetation, and impacts to temples during construction, as well as increased traffic flow, speed and noise during operations.

1.3 Environment and Social Standard Requirements

MPWT is the implementing agency for the proposed project. The project is being supported by financing from the World Bank, and requires compliance with the WB's Environment and Social Framework (ESF). MPWT prepared and disclosed in March 2022 an Environment and Social Management Framework (ESMF, including Labour Management Procedures (LMP) and a Preliminary Environmental and Social

Impact Assessment (ESIA) for NR2W), a Resettlement Policy Framework (RPF), an Ethnic Groups Engagement Framework (EGEF), an Environment and Social Commitment Plan (ESCP) and a Stakeholder Engagement Plan (SEP). Based on detailed design and identification of impacts, MPWT has required the consultant team to prepare necessary Environment and Social Management Plans (ESMPs) and other management plans as needed (RAPs, etc.) in line with WB requirements.

Environment and social (E&S) reports being prepared by the team of consultants include an (ESMP), a (RAP) or Abbreviated Resettlement Action Plan (A-RAP), an (EGEP), a (SEP), a Gender Action Plan (GAP), and a LMP. The ESMP will also incorporate the Environmental Code of Practice (ESCP), the Environmental and Social Health and Safety (ESHS), and the Code of Conduct (COC) to prevent and address Sexual Exploitation Abuse (SEA), Gender-Based Violence (GBV) and Violence Against Children (VAC) to be applied by Contractors.

MPWT is the Project Implementing Agency. MPWT's Department of Roads (DoR) is responsible for the overall management and implementation of the Project. DoR has appointed a Project Manager to lead the Project Management Unit (PMU) with responsibilities for day-to-day implementation in close coordination with other agencies of MPWT and Department of Public Works and Transport (DPWT).

The Environmental Research and Disaster Prevention Division (EDPD) of the Public Works and Transport Institute (EDPD/PTI) of MPWT will lead all aspects of safeguards preparation, implementation, supervision and reporting as required by WB. EDPD/PTI is also responsible for fulfilling the IEE requirements and ensuring timely issuance of the environment and certificate (ECC) for the Project. The PMU/DoR with supported by EDPD/PTI oversees the implementation of ESCP, SEP, RAP, EGEP, ESMP, and other safeguard measures.

To implement ESCP, SEP, RAP, EGEP, ESMP, five project resettlement committees (PRCs) have been established (Phongsaly, Oudomxay, Luangnamtha, Xayabouly, Luangprabang). The Vice-Governor from each five 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, the Ethnic Group Engagement Plan (EGEP) including Grievance Redress Mechanism (GRM), ESCP, SEP, ESMP, and other management plans.

For NR2, Feeder roads, dry ports and 2 border crossing points, EDPD/PTI is responsible for ensuring effective and timely implementation of safeguard measures including providing training and capacity building to key agencies and DPWTs and submitting monitoring reports to WB. EDPD/PTI will also responsible for working closely on the development and implementation of the ES reports and training of MPWT and DPWT staff. The EDPD/PTI assisted by the above consultants and field engineers will be responsible for review and approval of the C-ESMP prepared by the contractors and ensuring their effective implementation. Close supervision of the work contracts and the mitigation measures by local authorities and/or communities will also be required. The Project activities also have to be conducted according to GoL laws and regulations especially those related to environment and social standards. EDPD/PTI will also be responsible for the overall guidance, supervision, and coordination of the E&S activities of the Project including provision of training on E&S requirements of the WB.

The project area covers Laos Northern Mountain areas which is home to many ethnic groups, whose socio-economic status is far behind those of the ethnic groups living in the lower Mekong Corridor. Studies showed that accelerated regional integration and cross-border movement has brought about increased risk of human trafficking for rural women and girls in Laos. A combination of land tenure insecurity, lack of employment and livelihood opportunities (with additional pressures brought about by climate change) and

increased investment by foreign-operated agribusinesses are believed to be important risk factors, particularly for women and girls in the Northern Provinces.

The gender analysis for SEARECC which was conducted as part of the project preparation highlighted persistent gender inequalities in the transport and logistic sectors that would require sustained attention. Three key gender gaps were identified: i) employment gaps in road construction, maintenance, transportation, and logistics, as well as pay disparities and a lack of gender-responsive facilities and practices in the workplace, ii) gaps in women's representation in relevant government agencies and village institutions that would help to address potential negative social impacts from infrastructure interventions, and iii) unequal social norms limiting women's mobility as compared to men.

Building on this assessment, the promotion of economic opportunities for women from local communities has been outlined in the Project Appraisal Document (PAD). However, the gender analysis also offered a suite of more detailed recommendations, suggesting that the project task will pursue these opportunities once the project is active. These included:

- Quotas for employment (based on calculations to ensure the project targets of 20% for national road NRW2 and 30 percent for local roads which have been agreed to in the projects results framework of the PAD can be reached);
- Social and behaviour change communication (SBCC) measures for communities and contractors on topics such as ESHS, occupational health and safety (OHS), GBV Code of Conduct, GBV reporting, HIV and road safety.
- Attractive, safe and suitable work environment and ensuring equal payment between women and men for the same jobs/tasks performed.
- Development of businesses opportunities in the agricultural trade sector through the network of the GoL's Chambers of Commerce under the Ministry of Industry and Commerce.
- Prevent human trafficking and other social risks through existing projects and partnerships for capacity building, in particular to train on ESHS, OHS, GBV Code of Conduct, GBV reporting, and HIV to contractors' workforce and local communities.
- A designated gender focal point working with GoL offices as well as contractors (considering potential Chinese language barriers) for an integrated, systematic and coordinated gender approach resulting in a clear project gender policy, operational guidelines and a gender action plan (inclusive of monitoring and evaluation (M&E) dashboard to track gender indicators as well as reported cases of GBV)

2 OBJECTIVE OF THE CONSULTANCY

This assignment is to provide the technical assistance and management to the SEARECC implementing agencies for integrating Gender and social inclusion in the activities they are required to carryout for the SEARECC project.

The National Gender and Social Inclusion Consultant (NGSIC) will be placed in the EDPD-PTI of the Ministry of Public Works and Transport (MPWT)) in Vientiane for the coordination of GESI integration in the SEARECC project. S/he will report to EDPD-PTI, under supervision of the PMU. The assigned Committee for Promotion of the Advancement of Women and mother-child of MPWT (Representative by Department of Personnel-DoP) will have an advisory role.

3 SCOPE OF WORK

The NGSIC will be responsible for leading the Gender and Social Development (GESI) programmes of the MWPT for the SEARECC project implementation 2022-28. S/he will hold primary responsibility for

coordination and management of all deliverables related to GESI with various departments of MWPT, partners, technical consultants and other government agencies at all levels of project implementation. The NGSIC will be required to travel to the field for oversight of assessments, training, monitoring and communication events.

In particular the NGSIC consultant will have the following tasks and responsibilities:

Task	Responsibilities
(i) Workplan development	<p>(1) Prepare in consultation with MPWT officials and World Bank GESI consultants an overall 5-year GESI workplan, annual workplans for relevant departments and a monitoring plan for the implementation of the agreed GESI related components of the SEARECC project within the overall framework and strategy to promote the advancement of women of the public work and transport sector (2014-2025).</p> <p>(2) Ensure the achievement of milestones specified in the workplan and recommend immediate corrective actions if milestones are not met or are not on track.</p> <p>(3) Undertake other GESI related tasks that may be assigned and agreed with the EDPD/PTI's Director</p>
(ii) Capacity building	<p>(1) Develop a GESI Capacity building strategy and 5 year plan as well as annual training plans for all departments of MPWT to mainstream GESI in planned trainings in coordination with EDPD/PTI and appointed GESI partner agencies and consultants.</p> <p>(2) Facilitate, manage and oversee GESI mainstreaming training of training (ToT) plan development and delivery in coordination with EDPD/PTI and relevant MPWT depts. Coordinate with training institutions and GESI experts engaged for conducting the TOT. and training delivery including</p> <ul style="list-style-type: none"> (a) training needs assessment (b) design of GESI curriculums and resources, (c) preparation, pre-test and delivery of ToT to selected master trainers. (e) delivery of training modules at national, provincial and district levels in collaboration with relevant MWPT depts. <p>(3) Supervise and work closely with EDPD/PTI as well as Department of Personal (DoP) to provide Gender Development Programmes-(GDP) implementation support and report back to the Director of PTI</p> <p>(4) Provide advice and mentoring support for EDPD/PTI and DoP including its junior staff, support staff, and junior consultants (young graduated students) mobilized and hired under the Project to build its in-house capacity on GDP, planning, monitoring and reporting for this Project as well as for other similar types of road projects.</p>
(iii) Monitoring and Evaluation	<p>(1) Manage the technical design and preparation of GESI related guidelines, reporting frameworks and checklists for regular monitoring and reporting on GESI activities as per workplan</p> <p>(2) Manage GESI components for project evaluations in coordination with EDPI/PTI and appointed GESI experts</p> <p>(3) Prepare reports on training and human resource development needs and developments as required by the PMU and the coordinating committee for promotion of the advancement of women</p> <p>(4) Assist EDPD/PTI as well as Department of Personal (DoP) to prepare progress reports on GDP implementation and completion report for submission to the donors (the World Bank, EIB, and other agencies)</p>

(iv) Advocacy and social communications	<p>(1) Prepare required reports and communications with specialised GESI technical assistance for the promotion of the advancement of women empowerment, gender equality and social inclusion at national, regional and international levels</p> <p>(2) Oversight and coordination of documentation of social media products on GESI, lessons learnt briefs and community awareness raising materials.</p> <p>(3) Facilitate consultations awareness campaign with departments, offices, PTI, technical divisions, MPWT's departments and provinces (MPWT, DPWTs, and District officials</p> <p>(4) To work with concerned government agencies including (but not limited to) MONRE and their local offices (PONREs, DONREs), MAF and its local offices (PAOs and DAFOs); MOCI and its local offices (POCI and DOCI), local authorities, PRCs and concerned project committees or teams assigned from the ministries and five provinces (Phongsaly, Oudomxay, Luangnamtha, Xayabouly, Luangprabang) to obtain required information.</p>
(v) Tasks relate with DoP	<p>(a) Assist the DOP in preparing workplan and monitoring plan for the implementation plan of the strategy to promote the advancement of women of the public work and transport sector (2014-2025).</p> <p>(b) Prepare annual training plan, and training plans for 5 years to promote the advancement of women and mother-child of the surrounding department/sections of MPWTM, by coordinating with EDPD/PTI</p> <p>(c) Design and prepare guidelines on the planning, summary, and evaluation to prepare reports on training and human resource development, and the coordinating committee for promotion of the advancement of women and mother-child of each department agency from the national to local levels in a manner of scientific system.</p> <p>(d) Organize a training on the training plan preparation, human resource development, and other tasks relating to the promotion of the advancement of women and mother-child</p> <p>(e) Conduct an assessment on the trainings previously conducted and conduct a training need assessment (TNA) of the government staff and personnel and the committee to promote the advancement of women and mother-child.</p> <p>(f) Design and prepare training topics of each sector in collaboration with departments concerned and EDPD/PTI in order to conduct the trainings</p> <p>(g) Study and prepare the personnel development plan and coordinating committee for the promotion of the advancement of women and mother-child within country, at regional and international levels in the specific specializations required.</p>

4 QUALIFICATIONS AND PROFESSIONAL EXPERIENCE

- A Post graduate Degree in one of the following fields: Social Sciences, Gender and Development, Social research, Development Policy, Planning and Management.
- A minimum of 10 years' work experience in women's development, gender and social inclusion program development and management; research and capacity building in such areas would be an added advantage.
- Relevant work experience with a government agency and at the regional or higher levels is desirable; such experience in public works and transport would be an added advantage.
- Well informed, knowledgeable, and connected with the current initiatives by government, bilateral agencies and NGOS in addressing gender and social inclusion needs and rights of women, poor and excluded in Laos.
- Fluency in spoken and written English and Lao.

5 DURATION OF ASSIGNMENT

The consultant will be hired for a one-year period with a 3 month probation period. The consultant will be recruited by December 2023. The Scope of work and emoluments will be reviewed after a 12-months period based on the progress with the GESI deliverables and emerging project development needs. The consultant will report to Director of EDPD-PTI of the Ministry of Public Works and Transport (MPWT)).