

VOLUME 4 – CHAPTER 9

MONITORING AND EVALUATION OF PROJECT LANDS PROGRAM

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9 MONITORING AND EVALUATION OF PROJECT LANDS PROGRAM

To ensure that the Project Lands program is implemented successfully and that the villagers materially improve their livelihood after resettlement, a monitoring program will be implemented consisting of two components, internal and external.

Internal monitoring will be conducted by the GOL/RMU and the NTPC/RO as a tool to assist in tracking progress and identifying problems during implementation and making necessary adjustments. External monitoring will be conducted by teams of independent monitors, who will use the internal monitoring data and data gathered by themselves to assess whether resettlement objectives have been met, assess resettlement efficiency, effectiveness, impact and sustainability, and whether resettlement entitlements and procedures were appropriate for meeting the objectives, and provide recommendations on necessary changes to the plans.

9.1 INTERNAL MONITORING

9.1.1 Main activities

To help ensure that the Project Lands RAP and EMDP are implemented successfully and that the resettlers are able to restore or improve their livelihood and living standards after resettlement, the internal monitoring program will be undertaken jointly by the NPTC's RO and the GoL's RMU. The main monitoring activities will include:

- **Monitoring of detailed planning:** The internal monitoring program will firstly track the progress of the inventory of losses and registration of these losses and PAPs (the Baseline Study), the consultation with PAPs, the preparation and disclosure of updated Resettlement Plans, and their approval by GOL/NTPC/IFIs.
- **Day to day monitoring** (but reported monthly) **of the physical progress** of resettlement implementation against the planned schedule in each approved Resettlement Plan, including compensation payments, infrastructure development, house construction and relocation, delivery of replacement land, irrigation development, replacement of social services and delivery of agricultural extension assistance,
- **Process monitoring** will be conducted to:
 - (a) ensure that the consultation activities are being implemented, with due regard to gender and ethnic differences;
 - (c) ensure and record the implementation of the grievance mechanism;

While outcome and socio-economic monitoring will be the primary responsibility of the Independent Monitoring Agency, the internal monitoring teams may be called or required to assist in measuring the progress being made towards restoring land abased productivity and/or income levels

The main aim of the internal monitoring is to identify any problems with implementation and report those back to management, for corrective action.

9.1.2 Ethnic related monitoring

Monitoring will include the collection of data based on ethnicity indicators. This involves disaggregating information based on the different ethnic groups, such as in Oudomsouk Town, on the Gnommalat Plain, along National Road 8B, etc. to ensure that smaller and more vulnerable minorities, especially in villages of mixed ethnic identity, are monitored separately in order to assess progress and to identify problems in adjustment and adaptation.

9.1.3 Gender related Monitoring

All data collection will be gender disaggregated, and gender specific monitoring will involve an ongoing evaluation of gender roles and the division of labour at the level of the household in order to ensure that either men or women are not overburdened by new tasks in relation to previous labour practices. In addition, monitoring of impacts will gender-disaggregated, as will the assessment of the appropriateness of the various livelihood activities and approach used and to inform if adjustment is needed.

9.1.4 Monitoring of construction phase social impacts

The 4 to 5 years construction period of the NT2 dam and hydropower facilities presents a number of particular threats and risks to the local populations. A construction workforce of over 4,000 is anticipated, and it has been estimated that up to four times this number of 'camp followers' may immigrate to the areas, including family, traders, merchants and service providers are included. This large and diverse population will be living and working in close proximity to local communities and is likely to have a number of both social and economic impacts.

A transitional monitoring system to be implemented during the construction period has been designed and is already in operation for some components such as the UXO survey and clearance program, which has already begun. Information will be collected on the numbers and types of in and out-migrants during this period. Special attention will be placed on identifying the types and motives of camp followers in order to identify any potential socially-unacceptable activities which may develop. District authorities will be responsible for monitoring in and out-migration throughout the extensive construction areas. Training and capacity development is already being provided to district authorities by the RMU in preparation for their monitoring role.

Summary terms of reference (TOR) for internal monitoring of the Project Lands program is provided in Annex 9-1.

9.2 INDEPENDENT MONITORING

The Concession Agreement requires an independent assessment of whether the SDP's objective of ensuring that its specific objectives for Project Affected Persons have or will be met and whether actions taken adequately address the mitigation and compensation requirements. These assessments will be made by two independent monitoring and evaluation bodies;

- ❖ An Independent Monitoring Agency (IMA) of a team of individuals with extensive experience in resettlement planning, implementation and monitoring, socio-economic survey and analysis, rural development and environmental impact assessment, composed of both Lao national and international experts.
- ❖ the Panel of Social and Environmental Experts (POE) who will act independently of both GOL and NTPC and in accordance with relevant World Bank guidelines, assess whether mitigation measures and resettlement procedures adequately protect both the environment and the interests of those affected by the Project.

9.2.1 The Independent Monitoring Agency

The main objective of independent monitoring is to provide an independent review and assessment of achievement of resettlement objectives, changes in living standards and livelihoods, restoration or improvement of the economic and social base of the affected people and achievement of SDP objectives, the effectiveness, impact and sustainability of entitlements, and the need for further mitigation measures if any. The main monitoring activities will include:

- Independent monitoring of the **detailed planning**, to track the progress of the inventory of losses and registration of these losses and PAPs (the Baseline Study), the consultation with PAPs, the preparation and disclosure of updated Resettlement Plans, and their approval by GOL/NTPC/IFIs.
- Verification of the activity-level monitoring which is conducted by the RMU and the RO, to verify the resettlement implementation against the Resettlement Plans, including compensation payments, infrastructure development, house construction and relocation, delivery of replacement land, irrigation development, replacement of social services and delivery of agricultural extension assistance,
- Process monitoring will be conducted to;
 - (i) verify that the baseline information of all affected persons has been carried out after detailed design, all losses inventoried and valued, and the provision of compensation, resettlement and rehabilitation entitlements has been carried out in accordance with the Resettlement Policy and approved Resettlement Plan;

- (ii) verify that consultation activities are being implemented effectively;
 - (iii) verify that the grievance mechanism is being implemented effectively;
 - (iv) identify any problems with implementation; and
 - (v) verify that funds for implementation are provided by the project management in a timely manner and its amounts sufficient for their purposes, and that such funds are used in accordance with the Resettlement Plan;
- Outcome monitoring, to measure and assess the results and achievements of compensation in relation to goals for sustainable livelihood restoration; and
 - Periodic socio-economic monitoring, to measure the progress being made towards restoring income levels and living standards, or improving income levels and living standards for poor and vulnerable households.

Summary TOR for the IMA for the Project Lands is provided in Annex 9-2.

The IMA will be engaged through a competitive bidding process, which will be open to institutions, NGOs and individuals. Final selection will be made by the RC with recommendations from the RO and the RMU. The IMA will be engaged by 15 May 2005. Once engaged the IMA will report directly to the RC. The IMA could be the same or different from the IMA recruited for the Nakai Plateau and downstream areas.

This IMA will provide full time Lao staff to be on site, to assist and ensure that the data collected by NTPC and GOL are accurate and balanced. They will be supported by recurrent inputs from regional and international experts.

9.2.2 Panel of Social and Environmental Experts

A three member Panel of Experts (PoE), to be composed of two men and one woman has been established by the GOL with approval and guidance from the World Bank. It is mandated to provide GoL with an independent assessment and review of environmental and social issues associated with the NT2 Project. The PoE is required to act independently of both GoL and NTPC and in accordance with relevant World Bank guidelines, and protect both the environment and the interests of those affected by the NT2 Project.

The PoE comprises three members who are experts of international standing. The CA requires that one member shall be an environmental generalist with expertise in environment/development trade-offs, one other member shall have expertise in tropical forest and biodiversity conservation, utilization and management, and the third member shall be a social scientist with expertise in resettlement and indigenous peoples in South East Asia. Alternatively, one member may be as recommended unanimously by the two other members as being an expert in a field related to any of those specified requirements and who is considered by them as a person who will enhance the role and function of the PoE. All candidate members must also be acceptable to the World Bank.

Any vacancy in the membership of the PoE may be filled by the GoL provided that the criteria above are satisfied and subject to NTPC having the right of veto on one out of any three qualified candidates put forward by GoL. The GoL may terminate the appointment of any member.

The PoE is an independent body, achieved by:

- The explicit requirement in the CA that the PoE must act independently of the GoL and NTPC and in a manner which, in the Panel's own opinion, and in accordance with the World Bank Guidelines, best protects both the environment and the interests of those affected by the NT2 Project
- NTPC guaranteed funding commitment for the PoE up to an annual ceiling while the PoE is kept as a standing body;
- The requirement that the PoE be a standing body until the third anniversary of the COD and thereafter, at the discretion of the GoL, be a standing body until the sixth anniversary of the COD

and, in any event, for the remainder of the Concession Period, be an *ad hoc* body which may be reconstituted from time to time at the direction of the GoL;

- The provisions that the qualifications, experience and independence of the individual members of the PoE cannot be challenged by NTPC;
- The provisions that the individual members of the PoE cannot be sued by NTPC in respect of any comment or recommendation made by them, whether made in accordance with the provisions of the CA or not, even if made negligently and even if NTPC or another person suffers loss as a result of NTPC complying with that comment or recommendation;
- Limiting the rights of NTPC to appeal a comment or recommendation of the PoE, requiring that there be three Experts to hear the appeal and providing that those three Experts may only find against a comment or recommendation of the Panel of Experts if they find a breach by the Panel of Experts of the requirements
- Subject to compliance with requirements outlined in the CA, an ability to amend or overturn its previous comments or recommendations except in respect of matters referred to them.

The PoE has had six missions on the Project to date, including January and July 1997 and in January 1998, 1999, 2001 and 2003. Appendix D of Volume 1 presents the PoE comments on resettlement, while the EAMP contains copies of the complete PoE reports.

The POE's functions and obligations include:

- Providing an independent review of, and guidance on the treatment of environmental and social issues associated with the Project;
- Those specific rights set out in the Concession Agreement in respect of social and environmental issues and safeguard compliance on environment, gender, resettlement, poverty and ethnic minorities relating to the Project;
- Providing written reports stating whether, in their opinion the parties have complied with their respective Environmental and Social Objectives; and the World Bank Guidelines have been complied with in the amelioration or remediation of Unanticipated Project Impacts;
- Recommending remedial action in the case of considered non-compliance.

Monitoring and evaluation system has to be implemented in the project land areas and concentrating where the most severe impacts have occurred. It will be necessary to analyse the impact of the project on the men and women of different type of households and to evaluate livelihood restoration.

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Annex 9-1: Terms of Reference: Internal Monitoring of Implementation on the Project Lands Program.

1. MONITORING OBJECTIVE

The objectives of internal monitoring are to:

- confirm that the baseline information of all affected persons has been carried out after detailed design, all losses inventoried and ownership and use registered, assets valued, and the provision of compensation, resettlement and other rehabilitation entitlements has been carried out in accordance with the provisions of the Resettlement Policy and the approved Resettlement Plan;
- confirm that resettlement objectives are being met;
- track the provision of staff resources in order to assess if sufficient resources are provided by the project management with appropriate skills and in a timely manner;
- follow the progress of the provision of compensation, resettlement, livelihood restoration and other rehabilitation entitlements, and that these are in accordance with the provisions of the approved Resettlement Plan;
- monitor funds disbursement, and assess if they are sufficient for their purposes, and that such funds are used in accordance with the provisions of the Resettlement Plans; and
- identify any problems with implementation and report these back to management for timely action; and
- ensure that all resettlement has been completed and livelihood activities in place before commencement of civil works for project lands.

2. MONITORING BASIS

Internal monitoring will be carried out on the basis of

- The agreed Social Development Plan – The Resettlement Plan and Ethnic Minority Development Plan (EMDP) for the Project Lands
- Updated Resettlement Plans for each Project Land or Project Land Groups
- The Concession Agreement Schedule 4, Part 1
- The IFIs' policies on involuntary resettlement and indigenous peoples
- Monitoring Indicators, to be developed

3. MONITORING SCOPE

To achieve the objective as stated in Para 1, the RMU and RO will monitor three four key aspects of the SDP implementation.

3.1 The detailed planning and preparation of updated resettlement plans.

While the SDP provides an overall plan for the implementation of resettlement for land required for project construction, these Resettlement Plan will need to be updated and detailed separate Resettlement Plans prepared for various Project Lands after detailed design and completion of the Baseline Phase 2 Study. The purpose of monitoring this aspect will be to assess whether

- (i) necessary baseline data is being collected on inventory of losses, valuation of losses, household preferences,
- (ii) asset ownership and use registered,
- (iii) design work is completed in a timely manner following agreed participatory planning procedures, and
- (iv) updated resettlement plans prepared consistent with the principles and strategies outlined in the approved Resettlement Plan.

3.2 The physical progress of implementation of updated resettlement plans

The internal monitoring track the implementation of all measures and actions to be designed in the updated resettlement plans. They include, but are not limited to the following;

- Compensation payment
- Resettlement site development
- Resettlement house construction
- Resettlement community infrastructure
- Relocation
- Livelihood development activities (both community and household)
- Transitional measures
- Environmental measures
- Public health measures

3.3 Social issues.

The internal monitoring will also need to track the incorporation an addressal of social issues in program implementation, such as:

- **Consultation, participation.** The RMU/RO would monitor these processes and the various mechanisms as well as measures taken. They l assess the quality and meaningfulness of this process in terms of allowing the primary stakeholders to participate actively in the process.
- **Disclosure.** The RMU/RO will monitor disclosure of the updated resettlement plans to affected people for the cultural and language appropriateness of the disclosure methods, and whether affected people know their entitlements and know whether they have received all of their entitlements.
- **Gender.** The gender strategy has been mainstreamed in the SDP and would be further incorporated in the detailed planning and followed through implementation. The RMU/RO will assess (i) whether there has been adequate gender analysis during the detailed planning, design and implementation, (ii) the designed institutional and staffing mechanisms as well as its capacity to address gender issues, (iii) women's representation and participation in the detailed planning and implementation process, (iv) identification of gender concerns and adequacy of measures taken to address them, (v) women's overall perception of the detailed planning and implementation process, (vi) gender inclusiveness such as health programs for men and women and technical training to both men and women, rather than segregating health awareness for women and technical training for men, although the programs might be in women only or men only groups; (vii) delivery of land titles in the names of both husbands and wives; and (viii) the effectiveness of resettlement and livelihood programs for restoring women's income and living standards.
- **Ethnic minority concerns:** The RMU/RO will monitor and assess the adequacy of the measures taken to address ethnic minority concerns. The RMU/RO will assess whether the principles and strategy outlined in the SDP have been followed and adequate ethnic sensitivity has been accorded.
- **Vulnerable groups:** The RMU/RO will monitor the appropriateness of various entitlements, programs and activities and methods of delivery for various vulnerable households and groups, and the need for adjustment or additional measures.
- **Transparency:** It is necessary to monitor how information is distributed and to whom, in order to make sure that all PAPs have the proper information and access to knowledge. Related to this is the functioning of decision-making bodies and how this information is properly recorded and made available to the population as a whole.
- **Grievance mechanism:** The RMU/RO will monitor the effectiveness of the grievance mechanism, types of grievances, if and how resolved.

3.4 Outcome assessment is the primary responsibility of the independent Monitors. Howeverm, the The RMU/RO would also monitor the attainment and sustainability of the objectives of the Resettlement Plan. Monitoring indicators would include.

- Restoration of household income and living standards, and improvement for vulnerable households.
- Housing conditions restored, including size, area and quality.
- Restoration of commercial activities and business
- Infrastructure provision, including road, water supply and drainage systems, power supply, irrigation systems.
- Agricultural land replaced, irrigation developed, and productivity restored
- Public services restored. Access to schools, medical services, information, market, employment etc.
- Public health, safety and security impacts, including physical and mental status, whether any peculiar problems were experienced during transition or because of interaction with construction workers and camp followers
- Restoration of or strengthening of community organizations.

4. MONITORING APPROACH AND METHODOLOGY

4.1 The general approach for internal monitoring will consist of the following activities by the RMU/RO Monitoring Team:

- maintain and regularly update a data base for each affected household with baseline socio-economic data, health and nutrition data, inventory of loss data, values of losses, registration of property and assets, entitlements due, compensation paid, resettlement entitlements delivered, rehabilitation measures delivered;
- maintain and regularly update a data base of all consultations with affected people, documenting locations, dates, participants, issues discussed, concerns of affected people, actions taken to address concerns, and feedback to affected people on how their concerns are being addressed;
- maintain and regularly update a data base of all grievances made by affected people, including date of grievance, name of aggrieved, nature of the grievance, how and when addressed at each level of the grievance mechanism;
- for each project area and component, maintain and regularly update a schedule of resettlement planning and implementation activities and commencement of construction activities, prior to which all compensation and resettlement must be completed for a particular component;
- monitor the use of entitlements by affected people; assess the impact and appropriateness of entitlements and the method of their delivery on affected people, in terms of meeting the resettlement objectives;
- recommend to management appropriate adjustments to make the resettlement program more effective.

All data will be disaggregated by gender and ethnicity. The internal monitoring database shall be made available to the Independent Monitoring Agency.

The RMU/RO Monitoring Team will develop a monitoring plan responding to the scope of work and general framework outlined here.

5. REPORTING

The RMU/RO Monitoring team will produce a monthly progress report summarizing the resettlement implementation for that period. The reports will contain a description of monitoring activities, findings in relation to whether the project activities have been implemented and completed as planned and budgeted, findings in relation to achievement of objectives, and recommendations, timetable and budget for addressing outstanding problems.

The monthly progress reports will include but not be limited to the following information:

- The number of PAPs by category of impact per component and project area, the status of compensation payment and relocation and income restoration for each category;

- The number of vulnerable households, women-headed households;
- The status of various baseline data collection activities, detailed village design and planning activities, detailed implementation activities;
- The amount of funds allocated for operations or for compensation, resettlement, rehabilitation, and the amount of funds disbursed for each;
- The number of complaints and grievances and eventual outcome and any outstanding issues requiring management or IFIs' assistance;
- The number of consultation meetings, significant issues requiring action, action taken and any outstanding issues requiring management assistance;
- Implementation problems;
- Revised actual resettlement implementation schedule.

6. TEAM COMPOSITION

The RMU/RO Monitoring team will be made up of:

- One scheduling/monitoring/database officer in each field office being fed data from the teams in the field (RO/RMU)
- Program officers responsible for each program (i.e., various livelihood programs, infrastructure, community development, resettler health) (RO)
- The ethnic minority, gender, and consultation specialists (RO)
- Village infrastructure, agriculture, and community development officers (RMU/DWG)

The terms of reference of the above staff would include gathering, recurrent analysis and reporting on quantitative and qualitative data and recurrent analysis.

7. BUDGET AND RESOURCE REQUIREMENTS

The Project has budgeted for the operational costs for the field offices where the RMU and RO staff will work side by side. There is a staffing schedule for all project staff. All key staff, including those needed for resettlement planning, implementation, and monitoring will be recruited and in place within one month of Financial Close.

Annex 9-2: Terms of Reference: Independent Monitoring of Project Lands Program

1: MONITORING OBJECTIVE

The purpose of the independent monitoring of the resettlement program is two-fold.

- (a) To strengthen the management capacity of the resettlement implementing agencies through provision of objective analysis of the resettlement implementation progress and recommendations to resolve any outstanding issues.
- (b) To provide an objective assessment of the achievement of Resettlement objectives through monitoring various aspects of the implementation program.

Specific objectives will be to (i) verify results of internal monitoring; (ii) assess whether resettlement objectives have been met; specifically, whether livelihoods and living standards have been restored or enhanced; (iii) assess resettlement efficiency, effectiveness, impact and sustainability; and (iv) ascertain whether the resettlement entitlements were appropriate for meeting the objectives, and whether the objectives were suited to conditions of affected people.

2: MONITORING BASIS

The independent monitoring will be carried out on the basis of

- The agreed Social Development Plan – The Resettlement Plan and Ethnic Minority Development Plan (EMDP) for the Project Lands
- The baseline socio-economic survey prepared by NTPC as part of the Baseline Phase 2 Study
- The approved updated resettlement plans for the Project Lands after detailed design,
- The Concession Agreement Schedule 4, Part 1
- The IFIs' policies on involuntary resettlement and indigenous peoples
- The Monitoring Indicators to be developed

The IMA will monitor and evaluate achievements and impacts related to implementation of the approved Resettlement Plans. The IMA will require a database sufficient to evaluate that the objectives of the Resettlement Plan are being met. The IMA will develop a comparable database of "before" and "after" resettlement conditions. The database will consist of data acquired through the internal monitoring database of each affected household, which will form the basis for the Project's record keeping system. The IMA will expand the database as necessary with maps, charts, photographs of affected properties, copies of compensation agreements and land titles, payments, and valuation documents relating to resettlement.

3. MONITORING APPROACH AND METHODOLOGY

To achieve the objectives as stated in paragraph 1, the independent monitoring will use the following main processes:

- (i) identification and selection of an appropriate set of indicators for gathering and analyzing information on resettlement impacts;
- (ii) use of various formal and informal surveys for impact analysis, (including data collection, either by using and validating data collected by the RMU/RO, or by collecting data with the RMU/RO, or by collecting own data);
- (iii) use of participatory methods for monitoring and evaluation;
- (vi) reporting.

The independent monitoring will undertake the following main activities:

- 3.1. **Verification of the Baseline household survey** conducted by NTPC as part of the Baseline Phase 2 Study of all affected persons.

3.1.2 **A twice-yearly sample household survey**, using the same or similar questionnaire to that used during the baseline to determine whether RP objectives are being met, of a representative sample, disaggregated by gender, ethnicity and vulnerable groups, to obtain information on the key indicators of entitlement delivery, efficiency, effectiveness, impact and sustainability. Survey and inventory demographically the following persons affected by the Project, namely:

- 100% of persons who had property, assets, incomes and activities severely affected by Project works and had to move house and/or business, or be compensated with other land; persons are considered to be severely affected if they are displaced or lose 10% or more of their productive (income generating) assets;
- 20% of persons who had property, assets, incomes and activities marginally affected by Project works and did not have to relocate house and/or business or be compensated with other land;
- 20% of those affected by off-site Project activities by contractors and sub-contractors, including employment, use of land for contractor's camps, pollution, public health etc.

3.1.3 **Periodic participatory rapid appraisals (PRAs)**. The IMA shall ensure participation of all stakeholders in the monitoring process, (RMU, DRWGs, RO staff, community based organizations, NGOs, community leaders and affected people especially women and vulnerable groups).

PRAs will involve obtaining information, identifying problems and finding solutions through participatory means which will include the following:

- Key informant interviews with selected local leaders, resettlement committee members;
- Focus group discussions on specific topics such as compensation payment, income restoration, relocation;
- Community public meetings to discuss community losses and impacts, construction work employment;
- Structured direct field observations on the status of resettlement implementation, plus individual and group interviews for cross-checking purposes;
- Informal surveys and interviews of PAPs, special interest or vulnerable groups and women; and
- In-depth case studies of problems that have arisen during internal or external monitoring requiring special efforts for resolution.

3.1.4 **Post-resettlement evaluation** 6 to 12 months after all resettlement and income restoration activities have been completed, following the same methodology as for the periodic monitoring during RP implementation. Provide an evaluation report covering the following:

- Whether the resettlement activities have been completed as planned and budgeted
- The extent to which the specific objectives and the expected outcomes/results have been achieved and the factors affecting their achievement or non achievement
- The extent to which the overall objective of the Resettlement Plan and the desired impact of improving living standards, income earning capacity and production levels or at least restoring them to pre-project levels has been achieved and the reasons for achievements or non achievements.
- Description of any further mitigation measures needed to meet the needs of any affected person or families judged and or/perceiving themselves to be worse off as a result of the Project, and a timetable and budget requirements for supplementary mitigation measures.
- Major lessons learned
- Key risk factors
- Recommendations

5. TIME FRAME FOR MONITORING

The IMA will conduct two intensive monitoring activities per year, each indicatively 2 months in duration, continuing until all resettlement activities have been completed. However, it may retain some staff,

database for example, permanently in the field, while field trips in between its biannual mission may also be undertaken. The IMA will be mobilized in May 2005 after Financial Close.

6. REPORTING

The IMA will produce a report following each bi-annual monitoring activity, and an evaluation report 6 to 12 months after the completion of all resettlement activities. The reports will contain a description of monitoring activities, findings in relation to whether the project activities have been implemented and completed as planned and budgeted, findings in relation to achievement of objectives, and recommendations, timetable and budget for addressing outstanding problems. The draft monitoring reports will be shared with RMU and RO for their comments before they are finalized and submitted to RC, World Bank, ADB, AFD and other lenders.

The IMA will maintain a database of resettlement monitoring information that will be updated following each bi-annual monitoring activity. It will contain files on each monitored household and will be updated based on information collected in successive rounds of data collection. All databases compiled will be fully accessible by the RMU and RO.

7. PROPOSED TEAM COMPOSITION

The IMA team will consist mainly of Lao national staff, advised by one or two international resettlement specialists with experience in implementation and/or monitoring of resettlement plans for large hydropower projects. They should have sufficient in-house experience and capacity in place before contracting. The IMA team should include the following specialists:

- A Senior Resettlement Specialist with a strong background in relevant social sciences and extensive experience in planning, implementing, monitoring and evaluating resettlement plans to international standards on large hydropower projects, and preferably with relevant experience in Lao PDR or elsewhere in the region.
- An Ethnic Minority Specialist with experience in working with the ethnic minorities in the Project Area.
- Lao national Resettlement Specialists or Social Development Specialists monitoring team leaders with strong background in relevant social sciences and demonstrated experience in organizing and managing socio-economic data collection and analysis, PRA, group facilitation, and with relevant experience in the Project area.
- A Lao national Gender Specialist with practical experience in gender impact assessment and analysis, preferably with experience in the Project Area.
- Surveyors with demonstrated experience in household surveys, data input and analysis and participatory rapid appraisal techniques, and group facilitation.
- Surveyors and monitoring team leaders should have an equal gender mix and local language skills.