

VOLUME 1 – CHAPTER 6

ORGANIZATIONAL FRAMEWORK AND RESPONSIBILITIES

Table of Content

6	ORGANIZATIONAL FRAMEWORK AND RESPONSIBILITIES	1
6.1	OVERALL ORGANISATION AND COORDINATION OF RESPONSIBILITIES	1
6.2	GoL RESETTLEMENT ORGANIZATIONS	3
6.2.1	The Resettlement Committee	3
6.2.2	Roles and Functions of Resettlement Committee	5
6.3	RESETTLEMENT MANAGEMENT UNIT	6
6.3.1	Responsibilities of RMU.....	6
6.3.2	Staffing and Organization of RMU.....	9
6.3.3	Location of RMU	11
6.3.4	RMU Activities to Date	11
6.4	DISTRICT RESETTLEMENT (OR COMPENSATION) WORKING GROUPS	12
6.5	NTPC'S RESETTLEMENT ORGANIZATION	18
6.5.1	Location of the NTPC's Resettlement Office	18
6.5.2	Staffing of the NTPC's Resettlement Office	18
6.5.3	Responsibilities of NTPC Resettlement Office.....	22
6.6	VILLAGE ORGANIZATIONS	25
6.6.1	Village Resettlement and Development Committees	25
6.6.2	Nakai Plateau Village Forestry Association	26
6.6.3	Reservoir and Fisheries Management	26
6.7	GRIEVANCE COMMITTEE	28
6.8	OTHER AGENCIES AND ORGANIZATIONS	29
6.8.1	Provincial Authorities	29
6.8.2	Lao Women's Union (LWU)	29
6.8.3	Consultants and Contractors	29
6.8.4	NGO Involvement.....	30
6.9	RESETTLEMENT MONITORING	30
6.9.1	Independent External Monitor (IEM).....	30
6.9.2	Panel of Social and Environmental Experts	31
6.10	SETTING GENDER BALANCED TARGETS	32

List of Annexes

Annex 6-1:	Modified Division of Responsibilities between GoL and NTPC	34
Annex 6-2:	Terms of Reference for Technical Staff Assigned in RMU	38
Annex 6-3:	Terms of Reference for District staff (Livelihood Development)	41
Annex 6-4:	Terms of Reference of Key RO Staff	43
Annex 6-5:	Terms of Reference of International TA (from NTPC).....	49
Annex 6-6:	Nakai Plateau Village Resettlement Committees (May 2003)	54

List of Tables

Table 6-1:	Scheduling of RMU Staff Positions up to COD.....	11
Table 6-2:	RC, RMU and DRWG/DCWG Key Activities since October 1999.....	11
Table 6-3:	Main Activities of Respective District Resettlement/Compensation Working Groups	12
Table 6-4:	Scheduling of Nakai GoL (DWG) Staff in relation to village relocation, development.....	14
Table 6-5:	Indicative positions and Scheduling of downstream District GoL staff.....	15
Table 6-6:	Indicative person-month requirement (of NTPC, RMU and District Resettlement / Compensation Working Groups) from the start of 2005 to COD (late 2009)	16
Table 6-7:	GoL Staff Allocation to NT2 Social and Resettlement Activities (as of June 2003).....	17
Table 6-8:	Indicative Scheduling of NTPCs RO Staff and TA - Vientiane.....	19
Table 6-9:	Indicative Scheduling of NTPCs Nakai Management, Admin and Infrastructure Staff	19
Table 6-10:	Indicative Scheduling of NTPCs Nakai RO Staff - Livelihoods	21
Table 6-11:	Indicative Scheduling of NTPCs Health staff.....	22
Table 6-12:	Indicative Scheduling of NTPC engaged TA for the downstream program.....	22
Table 6-13:	Indicative Scheduling of NTPCs RO Project Lands Staff	22
Table 6-14:	Indicative Gender Balanced Targets in Staffing of NTPC-Related Institutions.....	33
Table 6-15:	Summary of Responsibilities of NTPC and GoL as per CA, with some modifications	34

List of Figures

Figure 6-1:	Revised Overall Organization for the Social & Resettlement Components of the NT2 Project	2
Figure 6-2:	Detailed Organization of GoL for the Social and Resettlement Components of the NT2 Project	8
Figure 6-3:	Indicative Organization of NTPCs Resettlement Office (as of July 2004).....	20
Figure 6-4:	Indicative Organization of the NPVFA	27
Figure 6-5:	Proposed Organisation Chart for Reservoir Management	28

6 ORGANIZATIONAL FRAMEWORK AND RESPONSIBILITIES

6.1 OVERALL ORGANISATION AND COORDINATION OF RESPONSIBILITIES

Nam Theun 2 (NT2) is the largest and most complex development project in which the Lao Government has been involved, in cooperation with the private sector. In response to the Projects resettlement component, GoL has established a specific resettlement organizational structure, which comprises:

- a Resettlement Committee (RC),
- a Resettlement Management Unit (RMU),
- seven District Resettlement (or Compensation) Working Groups (DRWGs/DCWG)
- and Village Resettlement and/or Development Committees (VRCs)

Collectively, these organizations form the GoL agencies responsible for implementing, in cooperation with the NTPC, the NT2 Projects Social Development Plan (SDP). On its side, the Nam Theun Power Company (NTPC) has established a Social and Resettlement Division, or Resettlement Office, to manage and implement NTPC's responsibilities in the furtherance of the SDP.

While detailed descriptions of these institutions, including their responsibilities and staffing, are presented later in this chapter, the relationship and coordination between the GoL, which was first outlined in the CA of 3/10/02, has now been refined. A new overall organization chart for social and resettlement matters on the NT2 Project has been adopted, as shown in Figure 6-1. Within this overall framework, and through their parallel agencies, the GoL and the NTPC are jointly responsible for the planning, implementation and outcomes of the social and resettlement program of the NT2 Project. However, GoL or NTPC will take specific or primary responsibility for certain program components, or have equally shared responsibilities for other components, as summarised below

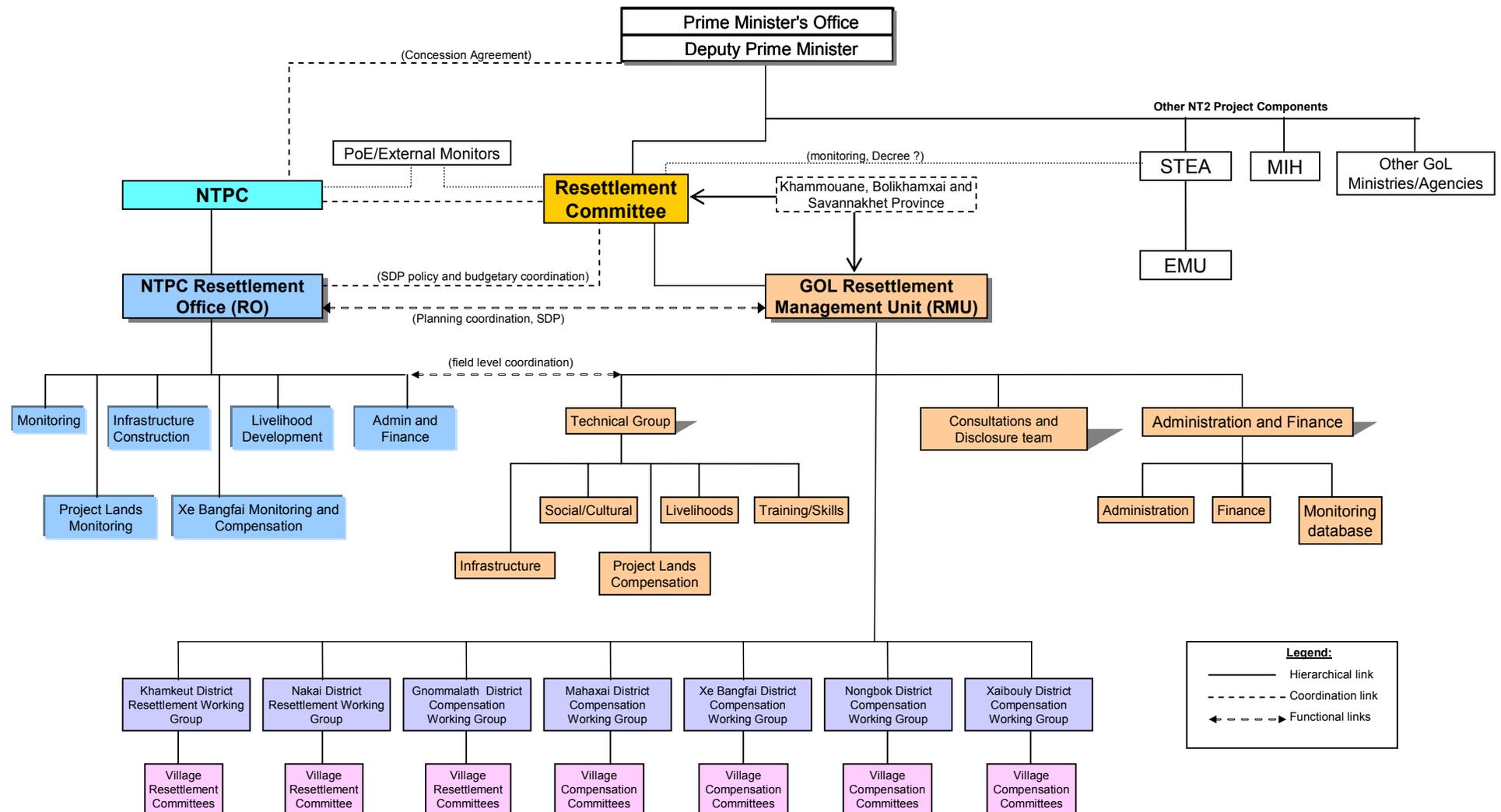
- NTPC has primary responsibility for infrastructure design and construction, with GoL support as required;
- GoL has primary responsibility for consultations with villagers, and for community development, with NTPC support as required;
- NTPC has primary responsibility for budget preparation, disbursements and acquittals;
- NTPC and GoL share joint responsibility for program scheduling and monitoring;
- GoL and NTPC share joint responsibility for livelihood development such as agriculture, livestock, forestry and fisheries; and
- NTPC and GoL share joint responsibility for the conduct of surveys etc, although NTPC takes the lead in data analysis.

The Concession Agreement, Schedule 4, Part 1, Clause 7 to 12 provides another level of detail of the respective GoL and NTPC responsibilities for detailed social and resettlement activities, as contemplated in 2002 (with some modification), and this matrix is attached as annex 6-1.

Mechanisms in place to ensure close coordination and cooperation between the GoL and NTPC include:

- the NTPC will become an official member of the RC, as co-Chairman;
- NTPC will act as procurement agent, and is the source of funding for the program;
- all plans and budgets are developed reviewed and approved by both the RO and the RMU;
- the RC has the right (duty ?) to review and provide approval or no-objection to all plans; and
- the NTPC's RO and the GoL's RMU share the same office in Nakai.

Figure 6-1: Revised Overall Organization for the Social & Resettlement Components of the NT2 Project



6.2 GOL RESETTLEMENT ORGANIZATIONS

Until recently, no formal administrative structure existed in Lao PDR to deal with involuntary resettlement caused by large development projects. For a small number of cases, which involved involuntary resettlement, *ad hoc* institutional arrangements had been made at the project level for resettlement implementation. The 2003 draft National Policy on Involuntary Resettlement and Compensation designates the Science, Technology and Environment Agency (STEA) as the regulatory Agency charged with the responsibility for policy oversight. STEA is authorised, in this policy, to (a) disseminate information, (b) review , evaluate and approve or otherwise Resettlement Plans, (c) review monitoring reports; and (d) provide technical guidelines to Implementing Agencies.

STEA is also charged with assisting GoL to prepare technical guideline on the various aspects of resettlement plan preparation and implementation. While Implementing Agencies remain responsible, it will receive assistance from other ministries or agencies, and in the case of the NT2 Project these include the Ministry of Industry and Handicrafts, Ministry of Communication, Transport, Post and Construction, the Ministry of Information and Culture and the Ministry of Agriculture and Forestry, who will provide inputs for resettlement planning and delivery of economic rehabilitation assistance. However, STEA's role in resettlement s still relatively new, and was established after the NT2 projects organisation was established.

In the case of the Nam Theun 2 Project, the Government has established specific units (or committees) to work with the NTPC to plan and implement the Project, including:

- ❖ the Resettlement Committee;
- ❖ the Resettlement Management Unit; and
- ❖ the District Resettlement and Compensation Working Groups

These units or committees are staffed by current GoL staff who are seconded to work either full time or part time for the Nam Theun 2 Project, except in the case of GoL engaging hired staff during peak periods of activity.

6.2.1 The Resettlement Committee

To effectively organize and coordinate resettlement activities for the NT2 Project, the GoL, through the Committee for Planning and Cooperation (CPC), established the NT2 Resettlement Committee (RC) by Decree 12/CPC, signed by the Deputy Prime Minister on January 25, 1995. This Resettlement Committee was initially led by the Director of the Rural Development Committee at the State Planning Committee. Following establishment, the RC has been actively involved in all resettlement related activities, including:

- Preparation of Draft National Resettlement Policy, and preparation of NT2 Resettlement Policy (approved by State Planning Committee on February 5, 1998);
- Preparation of Draft RAP in 1996 and 1997, and preparation of RAP in 1998;
- Organization and direction of the RMU;
- Liaison within GoL at central, provincial and district levels;
- Liaison with NTPC; and
- Consultations at National and Regional Levels.

After receiving the RAP of July 1998, the Government, after taking into account that the duties and responsibilities of the RC with regard to the implementation and monitoring of resettlement, recognised a need for the RC to be strengthened and to have a greater involvement of Provincial officials. On November 4, 1998, the Government issued decision No. 64/PMO (see Box 6.1) to appoint new members to the Committee and to clarify and expand its role and responsibilities. This new committee membership resulted in:

- (a) All three affected Provinces being represented on the RC; and
- (b) The RC being chaired by the Governor of the Khammouane Province, in which most of the resettlement and related activities would occur.

Soon after its appointment, the new constituted RC organized and chaired the RAP National Public Consultation Workshop in January 1999, and has taken a coordinating role in the review and endorsement process of the RAP.

The RC is responsible to the Vice Prime Minister, who is the chairman of the national level Nam Theun 2 Project Steering Committee.

The joint World Bank and Asian Development Bank pre-appraisal mission of October 2004 has recommended that the NTPC become a member of the NT2 Resettlement Committee, in the position of co-Chairman.

The Gender Action Plan and Review also has recommended the addition of three provincial women leaders, as well as including on the Secretariat the Deputy RMU staff filled by the Khammouane LWU (see Section 6.10).

Box 6.1 (English Translation)

**Lao People's Democratic Republic
Peace Independence Democracy Unity Prosperity**

Prime Minister's Office

No. 64/PMO

Date: November 4, 1998

**DECISION ON THE APPOINTMENT OF THE NAM THEUN 2 PROJECT
RESETTLEMENT COMMITTEE**

Based on the requirements of activities provided under the decision No. 023/SPC of February 5, 1998 on the policy for the resettlement and establishment of livelihoods for the population within the context of the Nam Theun 2 Project,

The Deputy Prime Minister, Standing Member of the Government decides:

Article 1: To appoint the committee in charge of the resettlement of the population within the Nam Theun 2 Project area, comprising of the following persons:

1. The Governor of Khammouane Province as Chairman.
2. The Deputy Governor of Savannakhet or/and Director of Industry & Handicraft Department, as members.
3. The Deputy Governor of Bolikhamxay Province, as member.
4. The representative of GOL's NT2 Project Office (in charge of environmental & social issues) as member.
5. The head of the Resettlement Management Unit, as secretary.

Article 2: General mandate: Represent the Government in directing, guiding, managing the resettlement of the population affected by Nam Theun 2 Project in accordance with the Decision 023/SPC of February 5 1998 on the resettlement policy for the Nam Theun 2 Project.

Article 3: Tasks:

1. To determine work plan and policies related to resettlement within the context of the Nam Theun 2 Project.
2. To organize the Resettlement Management Unit (RMU) from the provincial level to the district and village level, and outline with a systematic structure, clear roles and responsibilities.
3. To determine the rights and responsibilities of all parties involved in the resettlement implementation relating to the Nam Theun 2 Project, and specifically the responsibilities of the Resettlement Management Unit (RMU) and the Resettlement Unit of the project developers (NTPC).
4. To set a budget for resettlement based on the funds provided from different sources and more particularly from the project developers and the World Bank in compliance with the above mentioned work plan and policy.
5. Outline procedure for using such budget in an efficient and transparent manner.
6. To solve disputes that may arise between the Resettlement Management Unit (RMU) and the Resettlement Unit of the project developers (NTPC).
 - To bring solutions to grievances of the population.
 - To apply procedures for mediation, consultation, education and guidance.

- In the event that disputes may not be solved through mediation, the issue shall be submitted to higher authorities for consideration.

7. Monitor and control the resettlement activities carried out by different parties with the view of ensuring goods results, and provide reports.

Article 4: The Resettlement Committee will receive the following treatment:

1. Members of the Committee will remain civil servants assigned to their respective original positions and shall continue to receive normal treatment from their original agencies.
2. When performing actual activities, such as participating to meetings, supervising field works, members of the Committee shall receive per diems, travelling cost and other allowances from the Project.
3. Treatment of the Resettlement Management Unit shall be separately considered by the Committee in according to the budget plan.

Article 5.

The Resettlement Committee is entrusted to issue internal rules, allocates responsibilities among each member as appropriate with the view of achieving the committee's mandate and ensuring external coordination, and more specifically with the World Bank and other external organizations.

Article 6.

The hereby appointed Resettlement Committee shall account directly to the Government for resettlement within the context of the Nam Theun 2 Project.

Article 7.

This Decision is effective from the date of signing and replace the decision No. 12/SPC of January 25, 1995 on the appointment of the Nam Theun 2 Project Resettlement Committee.

**Deputy Prime Minister,
Standing Member of the Government,
Bounyang VORACHIT**

cc: Party Central Committee Office
State Planning Committee
Ministry of Industry & Handicraft
Ministry of Agriculture & Forestry
Science, Technology and Environment Organization
Khammouane, Savannakhet, Bolikhamxay Provinces
Nam Theun 2 Electricity Consortium (NTEC)

6.2.2 Roles and Functions of Resettlement Committee

The RC is responsible for ensuring that those aspects of the SDP that are GoL's responsibility to implement are carried out on time and on budget. In addition, the RC has overall responsibility for all resettlement and compensation activities, even though many may be carried out by others, NTPC included, which will be made more practical by the inclusion of the NTPC in the RC.

The Concession Agreement, Schedule 4, Part 1, clause 4 specifies that the RC has the overall responsibility for directing, guiding, and managing the Resettlement Process, and its main roles and functions include¹:

- Preparing, or advising the RMU and RO in the preparation, of plans and policies relating to resettlement in order to ensure the achievement of the Resettlement Objectives;
- Coordinating with the GoL Nominated Representative in relation to the Resettlement Process;
- Coordination and liaison with the NTPC;
- Allocating roles and responsibilities for relevant agencies involved in the Resettlement Process, including the RMU, the DRWGs and the VRCs, and ensuring that the overall staffing pattern promotes gender sensitivity;
- Preparing and issuing the Resettlement Regulations and internal rules;

¹ These roles and responsibilities are a paraphrase of those appearing in the CA, after some modification has been made.

- Monitoring and supervising the implementation of the obligations of both the GoL and the NTPC with respect to the Resettlement Process, including providing no-objections or approvals to activities carried out by RMU, other GoL agencies and the company's RO (no-objection);
- Appointing an independent monitoring agency;
- Facilitating transparency and accountability of management and activities undertaken under the RC's supervision;
- Liaison with external organisations on resettlement issues relating to the project;
- Reviewing and resolving issues arising among the various Government Agencies and the Company, including disputes which may arise between the RMU and RO, before it is deemed a dispute and thus resolution is required according to the Consultation and Dispute Procedure;
- Distributing entitlements to PAPs and ensuring the view of PAPs are heard and incorporated into Project design;
- Setting an annual resettlement budget, with the participation of NTPC in compliance with the work plans and policies mentioned above; and
- Providing guidelines for the allocation of the budget.

In addition, the RC has the right to review and approve all Resettlement Works (which include the budgets), either those in the regular (monthly, quarterly and annual) plans or ad hoc plans, prepared by the RMU or Company's RO, before they are undertaken. The RC will ensure observance of the Safeguard Policies detailed in Section 3.9, concerning Involuntary Resettlement, Indigenous People, Cultural Property and Gender.

The resettlement committee meets every 6 months to review the past 6 months activities, and the work plan and budget for the following 6 months. In between these bi-annual meetings, the chairman (the Provincial Governor of Khammouane) is the standing member and takes all decisions, and provides signatures, for all matters relating to or under the responsibility of the RC.

6.3 RESETTLEMENT MANAGEMENT UNIT

In January 1997, the RC issued an administrative notice defining the main responsibilities of the RMU, which were further elaborated on in the Concession Agreement (CA) between the NTPC and GoL.

6.3.1 Responsibilities of RMU

The responsibilities of RMU, under the leadership of the RC, and in close coordination with the RO, include the following (according to the CA of 2002, with some modification):

- (i) Coordinating, in partnership with the RO, the planning and implementation of the Resettlement Process;
- (ii) Work with the Companies RO in day-to-day management of the Resettlement Process in accordance with the general policies and specific directions of the RC;
- (iii) Organising, coordinating and facilitating GOL authorities to participate in resettlement planning by carrying out socio-economic surveys of the affected people, consulting with affected villages, investigating potential resources and developing livelihood scenarios, and identifying and assisting most vulnerable families;
- (iv) Carry out public consultations throughout the Resettlement Process to help identify needs and solutions to potential problems and generally keeping PAP's informed;
- (v) Managing the designated GoL implementation budget for the Resettlement Process;
- (vi) Obtaining and allocating resettlement budgets to DRWGs, and through them, to affected villages and households, or to other agencies (public or private) directly involved in resettlement implementation;
- (vii) Ensuring that all RMU and DRWG staff receive training on gender, ethnic and poverty concerns and participatory processes, and consciously practice these approach in their daily tasks;

- (viii) organizing community participation and skills training for PAP, with particular attention to providing opportunity for the most vulnerable and most disadvantaged in communities;
- (ix) monitor the progress of implementation of the obligations of GOL and ensure their programs and completed within the agreed schedule and the safeguard procedures on gender, ethnicity, resettlement and culture;
- (x) In collaboration with the DRWGs coordinate the civil works with the RO, organise technical training from various institutions for PAPs, organising them to develop their allocated farm plots and arranging the logistics for the physical relocation of the households;
- (xi) Ensuring that all staff and advisors are provided training on gender, poverty and ethnic sensitivity;
- (xii) Promoting gender and ethnic equity within the RMU, especially concerning personnel recruitment at all levels, assignment of authority, and staff training (see Section 6.10 on Setting Gender Balanced Targets);
- (xiii) Ensuring that gender equity within village resettlement and development tasks, especially in planning, decision-making, assignment of authority, data collection, training, remunerations, and income-generating opportunities;
- (xiv) Ensuring that the Lao Women’s Union (LWU) helps to lead the Resettlement Process, especially to monitor gender equity and women’s security;
- (xv) Ensuring that the Lao National Front (LNFC) is able to participate in the Resettlement Process and to address ethnic minority issues; and
- (xvi) Participating in the Grievance Procedure.

The RMU, together with the RO as appropriate, will coordinate the whole resettlement process, and manage field resettlement activities undertaken by the DRWG/DCWGs. Obviously, the staff of the RMU will work in close partnership with both the RO and the DRWGs/DCWGs.

Figure 6-2: Detailed Organization of GoL for the Social and Resettlement Components of the NT2 Project

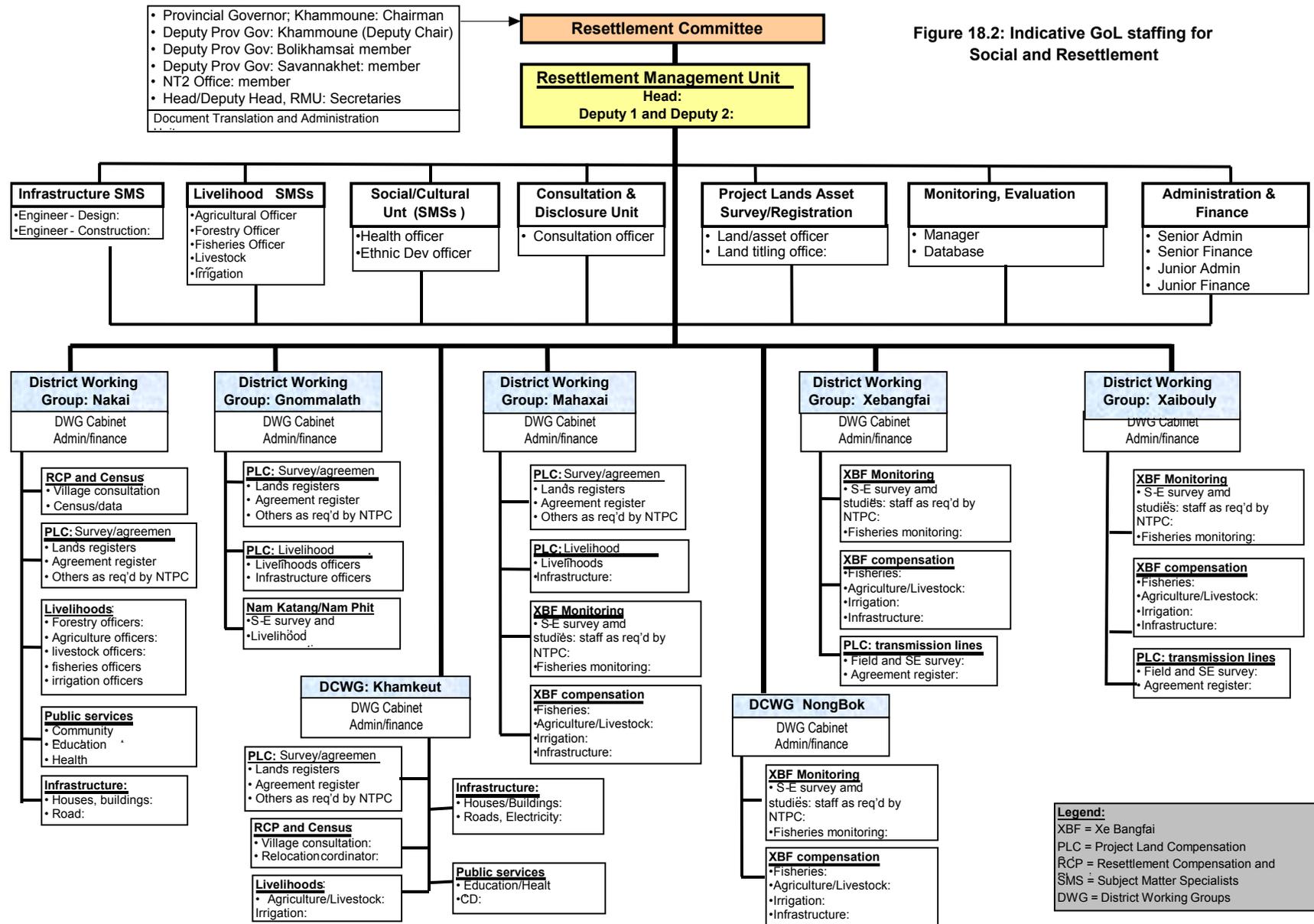


Figure 18.2: Indicative GoL staffing for Social and Resettlement

6.3.2 Staffing and Organization of RMU

RMU staff will generally be experienced national and provincial level managers and professionals able to coordinate and advise on a range of key activities. They will also be required to report on the plans and progress of activities to the RMU cabinet and directly to the RC, as required. The RMU will be composed of a cabinet and eight technical and administrative units, as shown in Figure 6-2 and as described below. Overall personnel recruitment will aim for a 50-50 gender balance (see Section 6.10 and Table 6-14). The positions are scheduled in Table 6-1.

- (i) **RMU Cabinet** - Comprised of a Manager, and two deputy managers, with at least one being seconded from the LWU. The Cabinet is responsible for the coordination of activities and providing management assistance to the technical units and DRWG/DCWG as required. The Cabinet will be required to amalgamate the annual, and quarterly plans of each DRWG/DCWG into one plan and budget and present to the RC, through the RO. Similarly, they will work with NTPC to acquit budget expenditures on a monthly, quarterly and annual basis. They will also be responsible for an on-going review of policies relating to relocation, resettlement and compensation entitlements etc,
- (ii) **Infrastructure Development Unit** - This Unit will contain two professional or technical staff to assist RO engineers. They will be responsible for:
 - Assisting RO engineers in the concept design, and then drafting and BoQ estimation of houses, roads, electricity, irrigation and other infrastructure; and
 - Assisting RO in the contracting process and then in the supervision of the construction of houses, roads, electricity and irrigation and other infrastructure.
- (iii) **Livelihood Development and Training Unit** - This Unit will comprise staff responsible for coordinating the Agriculture Program on behalf of the Provincial authorities. It will comprise an Agronomist, a Livestock Specialist, a Field Irrigation Engineer, a Fisheries Specialists, Foresters and a Training Coordinator. They will be Government staff from either Province or District, seconded to the RMU and based in Nakai. To work effectively with women villagers on livelihood activities, women technicians will be sought for at least one-half the staffing of this unit. In coordination with the RO agricultural, forestry and fisheries experts and advisors, they will be responsible for:
 - Coordination of the field level activities that are implemented by the Agricultural Extension Workers (AEWs), Livestock Extension Workers (LEWs), Village Irrigation Assistants (VIAs), Fisheries Extension Workers (FEWs) and Village Forestry Agents (VFAs);
 - Facilitating the conduct of the Farmer Field Schools (FFSs) organised by the AEWs and LEWs;
 - Assisting in the procurement of inputs for the Agricultural & Livestock Development Programs;
 - Monitoring the progress of implementation and the rate of uptake of improved crop and livestock production practices and the extent of irrigated dry season cultivation.
- (iv) **Social Services Development Unit²** - This unit of four staff will comprise a Health Officer, an Ethnic Development Officers, and two Community Development Officers. At least one-half the staffing of this unit will be women. They will be responsible for:
 - Ensuring customary rituals are followed in relocation activities;
 - Ensuring ethnic and cultural aspects are fully considered in resettlement and compensation planning and implementation;
 - Monitoring and facilitating the resolution of any issues which may affect community cohesion;
 - Monitoring Social Management and Security issues and gender concerns;
 - Managing the health program (the Health officer); and
 - Assisting in education activities, as required.
- (v) **Consultation and Disclosure Unit** - This unit will consist of 1 staff, the Consultation Program Manager, who will be responsible for:

- Organising and coordinating, with NTPC, in the conduct of training to prepare for villages consultations;
 - Organising, and coordinating with NTPC in the preparation of consultation materials and facilities; and
 - Organising and assisting DRWGs in the conduct of the village consultations.
- (vi) Land Asset Registration and Titling Unit** - This unit will work with NTPC Project Lands team, or their contractors (who will take the lead in surveys and registration) and be responsible for GoLs input and responsibilities in this program, mainly assets registration. On the plateau, this officer will coordinate with Provincial and District agencies responsible for land titling. The unit will take special note to differentiate between commonly owned assets and individually owned assets, which ensures that women do not lose control of goods and property that they own.
- (vii) Monitoring and Evaluation Unit²** - This unit will have one staff concerned with Demographic and Socio-Economic databases, and they will be responsible for:
- Maintenance of the GoL database (in coordination with NTPC) of socio-economic data, registered populations, resettlement or compensation entitlements of PAPs, and completed resettlement and compensation delivery;
 - Ensuring that all data collection using gender and poverty sensitive techniques (gender disaggregated, use of the “heads of household,” distinguishing families and household, and identifying vulnerable families;
 - Informing the finance unit with regard to compensation payments payable; and
 - Providing information to internal and to the external monitoring organizations.
- (viii) Administration and Finance Unit** - This unit will have about 4 staff who will work closely with NTPC’s administration and finance officers, to ensure the effective and prudent operation and financing of all social and resettlement activities. It will also provide assistance and training to administration and finance staff in each District in the development of monthly and quarterly budget plans and acquittals, and the monitoring of expenditure on a daily and monthly basis.

² While the Social and Cultural Development and the Compensation, Monitoring and Evaluation Units will have branches in each District, the RMU and the NTPC will maintain control over finances and databases.

Table 6-1: Scheduling of RMU Staff Positions up to COD.

Section / Position	2005 (qtr)				2006 (qtr)				2007 (qtr)				2008 (qtr)				2009 (qtr)			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
RMU Staff																				
1 Head																				
2 Deputy 1																				
3 Deputy 2																				
4 Design Engineer SMS																				
5 Construction Engineer SMS																				
6 Agriculture Officer																				
7 Forestry Coordinator																				
8 Fisheries Coordinator																				
9 Livestock Coordinator																				
10 Irrigation Coordinator (part time)																				
11 Health Coordinator																				
12 Ethnic/CD Coordinator																				
13 Consultations Manager																				
14 Land/Assets Officer																				
15 Monitoring/Evaluation officer																				
16 Database Officer																				
17 Senior Administration Officer																				
18 Senior Finance Officer																				
19 Junior Admin Officer																				
20 Junior Finance Officer																				

6.3.3 Location of RMU

The RMU head office will be located in the Nakai District Centre, where it will share the same office as the NTPC's RO. From this Nakai office, the RMU will coordinate activities in all of the Districts of Nakai, Gnommalath, Mahaxai, Xe Bangfai, Nongbok and Xaibouly, and Khamkeut Districts.

6.3.4 RMU Activities to Date

The RMU has been in existence for six years (since 1997), and during this period it has been responsible for and involved in a wide range of key activities. Table 6-2 below gives an indication of the range of activities facilitated or managed by the RMU over the last four years.

Table 6-2: RC, RMU and DRWG/DCWG Key Activities since October 1999

Activities	Responsible Parties	Date	Remarks
Ordinary & Extraordinary RC meeting to endorse Activities Report, Registration Booklet and selection of Ban Nong Boua as Pilot Village.	RC, RMU	March 2000 Sept' 2000	
Governor of Khammouane Province was appointed as chairman of RC.	RC	December 2000	
Census Booklet distribution to the households.	RMU, DRWG	October 2000	
Ag extension to plateau villages- Farm equipment and seeds distribution and training to plateau villages.	DWG, RO	1999	On going
Health support to plateau villages mosquito net distribution, establishment of medicine revolving funds.	DWG, RO	2000	On going
Theun Douane and Nakai Neua Farm Evaluations.	RC, RMU, DRWG	October 2000	
Consultation on Resettlement site selection with village.	DRWG, VRC	Dec' 2000	
Study tours: > villager study tour to Paksong agriculture > staff study tour to Luang Prabang sloping land agriculture > staff study to Houay Ho Resettlement program > etc,	RO, RMU, DWG, VRC	2001 - 2004	
Agricultural training for the youth from plateau villages at Nakai Neua Farm.	RO, DWG, VRC	2001	
Facilitating the 2001 Forestry survey and inventory.	RO		
Facilitating the Soil survey of the Pilot Village.	RO		
Public Consultation on Pilot village layout (all people of Ban	RMU, RO, DWG, VRC	April 2001	

Activities	Responsible Parties	Date	Remarks
Nong Boua + 15 people from 3 neighbouring villages)			
Health check (baseline) of reservoir households.	DRWG, RO, NGO	January 2001	On going
Pilot village site clearing, fencing.	RO, VRC	January 2001	On going
Pilot village: Obtain Provisional land certificate from Provincial government.	RMU, DRWG	2001	On going
Community Forest: various consultations and meetings at village, district and province level.	RMU, RO, DRWG, VRC	February. 2001 Sept' 2001	
Pilot Village: Rice bank establishment in Pilot Village	DRWG, RO, VRC	2001	On going
School support: Ban Sop Hia and Ban Sop Phene (equipment and teacher support)	RO, DRWG	2001	On going
Survey's along Xe Bang Fai survey.	RMU, DRWG, RO	August 2001	
Ethnic survey on Nakai Plateau	RMU, DRWG, RO	January 2002	On going
Ethnic survey along the XBF	RMU, DRWG, RO	mid 03 - early 04	
Population census on the plateau	RMU, DRWG, RO	May-July 2003	
Official handover oh houses to Pilot villagers	RMU, DRWG	March 2004	
2nd round of consultation on plateau, and along Xe Bangfai	RMU, DRWG, RO	May - August 2004	

6.4 DISTRICT RESETTLEMENT (OR COMPENSATION) WORKING GROUPS

DRWGs have been established in three Districts: Nakai, Khamkeut and Gnommalath Districts. In the other four Districts - Mahaxai, Xe Bangfai, Nongbok, Xaibouly - DRWGs were originally formed, but they have name been re-designated as DCWGs, as the use of the term 'resettlement' in these Districts was confusing local villagers .

The DRWG/DCWGs are responsible for implementing, in cooperation with villagers, and under the technical direction of the RMU and RO, the relocation, rehabilitation, compensation and development activities specific to their Districts, as summarized in Table 6-3 below.

Table 6-3: Main Activities of Respective District Resettlement/Compensation Working Groups

Main Activities of DRWG, DCWGs	Districts
Undertake consultations with affected villages and individuals regarding the resettlement entitlements;	All
Organizing and facilitating the process of identifying resettlement sites, designing village layout, as well as plot allocation and distribution;	Nakai, Khamkeut
Facilitating relocation, and providing relocation and transitional assistance	Nakai and Khamkeut
Implementing the livelihood program for the villages, and assisting in the related training activities.	Nakai and Khamkeut
Assistance in Project Land PAP asset surveys, socio-economic surveys and PLP asset registration	All Districts, except Nongbok
Assistance in Planning and implementing the Project Lands compensation activities	All Districts, except NongBok
Xe Bangfai surveys (socio-economic, fisheries, livelihoods).	Mahaxai, Xe Bangfai, Nongbok, Xaibouly
Xe Bangfai consultations and disclosure	Mahaxai, Xe Bangfai, Nongbok, Xaibouly
Xe Bangfai compensation and development	Mahaxai, Xe Bangfai, Nongbok, Xaibouly
Reporting on the progress of all activities to the RMU.	All

The District Resettlement (and Compensation) Working Groups will be directly responsible, under the direction of the RMU, for implementing the relocation and rehabilitation work in their district, including:

- Carrying out consultations on resettlement and compensation entitlements among PAPs, using gender, ethnic and poverty sensitive approaches;
- Organising and facilitating the process of identifying Resettlement Sites, designing village layout and plot allocation and distribution;
- Organising the implementation of the required livelihood programs for the villages;

- Arranging logistics for the relocation and providing relocation and transitional assistance;
- Providing progress reports to the RMU and the district governments;
- Participating in the Grievance Procedure; and
- Supervising the VRCs.

The staff of the DRWG/DCWGs are drawn from local district staffing allocation, seconded to work, generally full time, on the NT2 Project activities. However, during peak staff requirements the GOL will have to recruit a large number of extra 'hired' staff who will in most cases be recruited from recent University graduates. The type and number of staff depends on the types and scale of resettlement tasks in that particular district. Table 6-6 indicates the type, number and scheduling of staff required in Nakai District, and Table 6-4 the type, number and scheduling of staff in other Districts. The selection and recruitment of DRWG / DCWGs will be gender and ethnically sensitive and aim for gender balance. (See section 6.10 and Table 6-13.)

The main requirement for increased staff at the District level will be on the Nakai plateau where 15 new villages and the livelihoods of 1,100 families will be have to developed over a period of at least 5 years. A staff needs assessment undertaken in August 2003 developed the following general guidelines for Government extension staff requirement on the Nakai plateau:

- For Agriculture/crops extension: 1 staff per village (or 50 families, approximately)
- For Community Development: 1 staff per village (or 50 families, approximately)
- For Irrigation: 1 staff per 100 families
- For Forestry: 8 staff (survey: 4, logging (same 4), sawmill: 2, nursery: 4)

These staff will be assigned to specific villages (for agriculture and CD, for example) or Units (infrastructure, forestry, for example) and will be supported by the RMU officers and coordinators, and especially by the TA employed by the NTPC. As a general rule, the offices of the various DRWG/DCWGs will be in the normal offices of the administration and line agencies involved. However, the NTPC will provide funds for those offices that will need to be extended and/or renovated to accommodate increased staff (especially on Nakai plateau) and increased activity. As of June 2003, the designated staff of the GoL resettlement organizations total 12 full time and up to 25 part-time staff, as shown in Table 6-7.

Table 6-5: Indicative positions and Scheduling of downstream District GoL staff.

Section / Position	no. staff	2005 (qtr)				2006 (qtr)				2007 (qtr)				2008 (qtr)				2009 (qtr)				2009 (qtr)			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Gnomarlart DWG																									
Cabinet	2																								
Admin/Finance: senior	1																								
Admin/Finance: junior	1																								
Census and database	1																								
PL Livelihoods compensation	3																								
PL Infrastructure compensation	2																								
(Nam Phit/Katang)																									
Monitoring	2																								
Livelihood/fisheries compensation	3																								
Mahaxai DWG																									
Cabinet	2																								
Admin/Finance: senior	1																								
Admin/Finance: junior	2																								
Census and database	1																								
PL Livelihoods compensation	2																								
PL Infrastructure compensation	2																								
Xe Bangfai monitoring	2																								
XBF Fisheries compensation	2																								
XBF other Livelihoods comp.	2																								
XBF Infrastructure comp.	2																								
Khamkerd DWG																									
Cabinet	2																								
Admin/Finance: senior	1																								
Admin/Finance: junior	1																								
PL-Nam Pan Livelihoods	2																								
PL-Nam Pan Infrastructure	2																								
Community Development	2																								
Nam Theun Fisheries																									
Fisheries monitoring	1																								
Fisheries compensation	2																								
XBF DWG																									
Cabinet	2																								
Admin/Finance: senior	1																								
Admin/Finance: junior	1																								
Xe Bangfai monitoring	1																								
XBF Fisheries compensation	3																								
XBF other Livelihoods comp.	2																								
XBF Infrastructure comp.	2																								
Saibouly DWG																									
Cabinet	2																								
Admin/Finance: senior	1																								
Admin/Finance: junior	1																								
Xe Bangfai monitoring	1																								
XBF Fisheries compensation	2																								
XBF other Livelihoods comp.	2																								
XBF Infrastructure comp.	1																								
Nongbok DWG																									
Cabinet	2																								
Admin/Finance: senior	1																								
Admin/Finance: junior	1																								
Xe Bangfai monitoring	1																								
XBF Fisheries compensation	2																								
XBF other Livelihoods comp.	2																								
XBF Infrastructure comp.	1																								

Table 6-6: Indicative person-month requirement (of NTPC, RMU and District Resettlement / Compensation Working Groups) from the start of 2005 to COD (late 2009)

Position	NTPCs RO									
	VTE	Nakai	RMU*	Nakai DRWG*	Khamkerd DRWG*	Gnomarlar t DRWG*	Mahaxai DCWG*	XeBangfai DCWG*	Nongbok DCWG*	Xaibouly DCWG*
Manager	57	51	57	57	33	57	57	39	39	39
Deputy Manager	6	57	111	114	33	57	57	39	39	39
TA, TO, Staff and Coordinators										
> Agriculture/Livestock		645	108	429						
> Irrigation/WUG		240	105	245						
> Fisheries		72	51							
> Forestry		408	57	114						
> Infrastructure	18	378		231						
> Health	6	171	57							
> Consultations			30							
> CD/Ethnic Officer	6	231	57	537	60					
> Training		27								
> Admin/Finance	204	327	216	228	90	102	171	57	60	60
> Database and GIS	12	24	102			24	57			
> Project Lands	12	114	39		120	102	78			
> XBf and Downstream NT		567			69	147	210	210	168	168
indicative, total person months input required (from start 2005 to COD)	321	3,312	990	1,955	405	489	630	345	306	306

Table 6-7: GoL Staff Allocation to NT2 Social and Resettlement Activities (as of June 2003³)

Location, and name		Normal position	Position in NT2	tenure	ethnicity
Khammoune Province					
1	Mr Le Kakanya	Province Governor	President RC		Kaleung
2	Mr Thaiyaphone Singthong	Deputy of Province Governor	Deputy of President RC	PT	Phouthai
Bolikhmasai Province					
1	Mr Khamphan Soudthidampha	Deputy of Province Governor	Member RC		Meoi
Savannakhet Province					
1	Mr Soukkaseum Phothisan	Deputy of Province Governor	Member RC		Kaleung
	Inthanalongsin		Secretary	PT	
RMU					
1	Mr Hoy Phomvisouk	NT2	Head of RMU	FT	Thai deang
2	Mr Maniveng Phetoudom	Director of LIL project	Deputy of RMU	PT	Phouthai
3	Ms Keoula Souliyadeth	Deputy head of Prov LWU	Deputy, Women's affairs	PT	Kaleung
4	Mr Keonouam	Finance Prov Department	Land officer	FT	Phouthai
5	Mr Vanphain Phommalin	Finance Prov Department		PT	Phouan
Nakai District Working Group					
1	Mr Thonekeo	Dep. Head of District Cabinet	Head of RDWG	PT	Thai deang
2	Mr Sengkeo	Head: Construction off..	Deputy head of RDWG	PT	Phouthai
3	Mr Khamying Boualaphan	Head of Trade Union	Coordinator	PT	Kaleung
4	Mr Khamveui Souliyapom	Head, Justice/Court Office	Pilot Village manager	FT	Phouthai
5	Mr Inthasone	Head, DAFO	Member	FT	Phouan
6	Mr Siangsouang	Head of welfare	Member	PT	Thai deang
7	Mr Bounhiang	Head of Youth Union	Member	PT	Phouthai
8	Ms Dr Khamla Nartdavong	Head of District LWU	Member	PT	Kaleung
9	Mr Bounmy Phanouvong	Head of Health	Member	PT	Phouthai
10	Mr Syhai Keokaitthin	Head of education	Member	PT	Phouan
11	Mr Sengxai Komnaloan	Lao NFC	Member	PT	Thai Deang
Gnomarlart District Working Group					
1	Mr Gavin Dolaysan	Deputy District Chief	Head of DWG		Katak
2	Mr Manivong Chanthavong	Deputy District Cabinet	Deputy of DWG	PT	Kaleung
3	Ms Khien Xayyavonkoug	Head of District LWU	Member	PT	Makong
4	Mr Khamson Sindhavong	Head, Lao NFC t	Member	PT	Kaleung
5	Mr Kamkeo Xaykhamphanh	Head of DAFO	Member	PT	Kaleung
6	Mr Namchai	Deputy head of Health	Member	PT	Kaleung
7	Mr Somphao		Member	PT	Kaleung
8	Mr Somchai Douangphixai	Head of planning	Member	PT	Phouthai
Mahaxai District Working Group					
1	Mr Bounthan Hounnavong	Deputy district Chief	Head of RDWG	PT	
2	Mr Kingkeo Sensakda	Deputy Dist. Cabinet	Deputy, RDWG	PT	
3	Mr Sengkeo Manivong	Head, labor & welfare	Member	PT	
4	Mr Chantha Souphavong	LNFC	Member	PT	
5	Ms Keota Phengsavath	Head of district LWU	Member	PT	
6	Mr Boungeun	DAFO	Member	PT	
7	Mr Sivily	Health	Member	PT	
XeBangfai District Working Group					
1	Mr Vongphet Chitpanya	Head of district cabinet	Head of RDWG		Kaleung
2	Mr Sonphet Mitaloun	Head of Prov STEA	Coordinator	PT	Kaleung
NongBok District Working Group					
1	Mr Kheung	Head of district cabinet	Head of RDWG	PT	Kaleung
2	Mr Souvanno	District cabinet staff	Member	PT	Yooy
Khamkerd District Working Group					
1	Mr Kongkham	Head of district cabinet	Head of RDWG	PT	
2	Ms Soumy Saimany	Head of district LWU	Member	PT	
3	Mr Bounliang	Head of DAFO	Member	PT	
				PT	

³ Since 2003 GOL officers in all these positions may have changed.

6.5 NTPC'S RESETTLEMENT ORGANIZATION

The NTPC has established a Resettlement Office (RO) to be specifically responsible for all social and resettlement activities of the NTPC, in close cooperation with the GoLs RC and RMU.

The NTPC's Resettlement Office will be responsible for:

- Providing sufficient human resources to ensure the objectives and targets of the SDP are met, by the engagement of national and international experts;
- Providing funding for the implementation of the resettlement activities consistent with the quantity and quality of the agreed entitlements and measures;
- Providing prompt and adequate compensation to the Resettlers and the other PAPs in accordance with the NT2 Resettlement Policy, with such compensation being based on the principle of actual full replacement or the payment of full replacement cost;
- Providing for any other costs associated with mitigating the social effects of the Project on any PAPs, in accordance with this Part;
- Ensuring that consultation and participation methods and implementation processes ensure gender, ethnic and poverty sensitivity, so that the least advantaged families and persons are given equitable opportunities;
- Assisting Lao institutions to foster human and physical resource capacity to sustain development efforts, build local ownership and model self-reliant mechanisms;
- Ensuring the use of local knowledge in developing production systems that suit the Resettlers' needs and environment and which avoid dependency on the Project or any Government Authority; and
- Providing housing and community buildings at resettlement sites, reasonable access to all weather roads provided where practical, plus water and electricity connections to all Resettlers' houses.

6.5.1 Location of the NTPC's Resettlement Office

The NTPC's Resettlement Office will have offices in the following locations:

- Vientiane;
- Nakai, the main field office;
- Gnommarlart, the field office for project Lands activities;
- Thakhek, mainly logistical and coordination support; and
- Khamkerd, to support (for 2 years) the Project Lands work and the one resettlement village of Ban Nam Pan).

6.5.2 Staffing of the NTPC's Resettlement Office

The RO will have staff nominally allocated to the following Units:

- Livelihoods (planning and development) Unit;
- Infrastructure (design, planning and construction) Unit ;
- Administration and Finance Unit;
- Project Lands and Xe Bangfai (studies and compensation) Unit;
- Consultation, Disclosure and Ethnic Unit; and
- Monitoring, Mapping, Database and Document Unit.

The relative organisation of these Units is presented in Figure 6-3, while the scheduling of engagement of each staff position is presented in Table 6-4 and Table 6-5. Staffing of the NTPC RO is developed over three general phases, (i) the development and preparation phase, up until Financial Close, (ii) the construction phase, with a focus on the plateau and project lands, from FC to COD; and (iii) the Post COD phase, with a focus on consolidation of plateau livelihoods, and the Downstream program. Table 6-4 and Table 6-5 show only the second phase as this is the phase requiring the most intensive TA input. ToRs

for key staff are provided in Annex 6-4. A key responsibility of NTPC TA will be to provide training of local GoL staff in all aspects of the social and resettlement program.

Recruitment of long-term and short-term Lao and international Technical Assistance, specialists and consultants will aim for an overall Gender ratio of 50:50 at all levels, as described in section 6.10.

Table 6-8: Indicative Scheduling of NTPCs RO Staff and TA - Vientiane

Position/ Section	2005 (qtr)				2006 (qtr)				2007 (qtr)				2008 (qtr)				2009 (qtr)			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
A Vientiane Resettlement Office																				
1 Management																				
Resettlement Manager and Planner (Int'l)																				
Dep. Resettlement Manager/Planner (Int'l)																				
2 Admin & Finance																				
Administration and Program Officer																				
Finance Officer																				
Procurement Officer																				
Finance/Contracts Officer																				
3 Support																				
Scheduling, Monitoring & Database																				
GIS & Mapping																				
4 Social Services and CD																				
Health Officer																				
Ethnic/Community Development TA (Int'l)																				
5 Infrastructure planning/design/contracts																				
Rural Infrastructure Engineer (Int'l)																				
Senior Lao TA: Rural Engineer																				
Senior Lao TA: Irrigation Engineer																				
6 Project Lands																				
GIS and database																				

Table 6-9: Indicative Scheduling of NTPCs Nakai Management, Admin and Infrastructure Staff

Position/ Section	2005 (qtr)				2006 (qtr)				2007 (qtr)				2008 (qtr)				2009 (qtr)			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
B Nakai Field Office																				
1 Management																				
Field Resettlement Manager/Planner (Int'l)																				
Dep Field Resettlement Manager/Planner																				
Scheduling, Monitoring & Database Officer																				
Institutional/Gender Advisor (Int'l)																				
Training Coordinator																				
2 Admin and Finance																				
Admin/Finance Officer																				
Admin/Finance Officer																				
Admin/Finance Officer																				
Admin/Finance Assistant																				
Admin/Finance Assistant																				
Logistics assistance (Drivers): 2																				
3 Infrastructure																				
Rural Infrastructure Engineer (Int'l)																				
Senior Lao TA: Road Construction																				
Senior Lao TA: Electrical Installation																				
Senior Lao TA: House/Building Construction																				
Senior Lao TA: Community Organizer																				
Senior Lao TA: Water Supply Installation																				
Junior Lao TA: House/Building Construction																				
Junior Lao TA: Road Construction																				
Junior Lao TA: Electrical Installation																				
Junior Lao TA: Water Supply Installation																				

Figure 6-3: Indicative Organization of NTPCs Resettlement Office (as of July 2004)

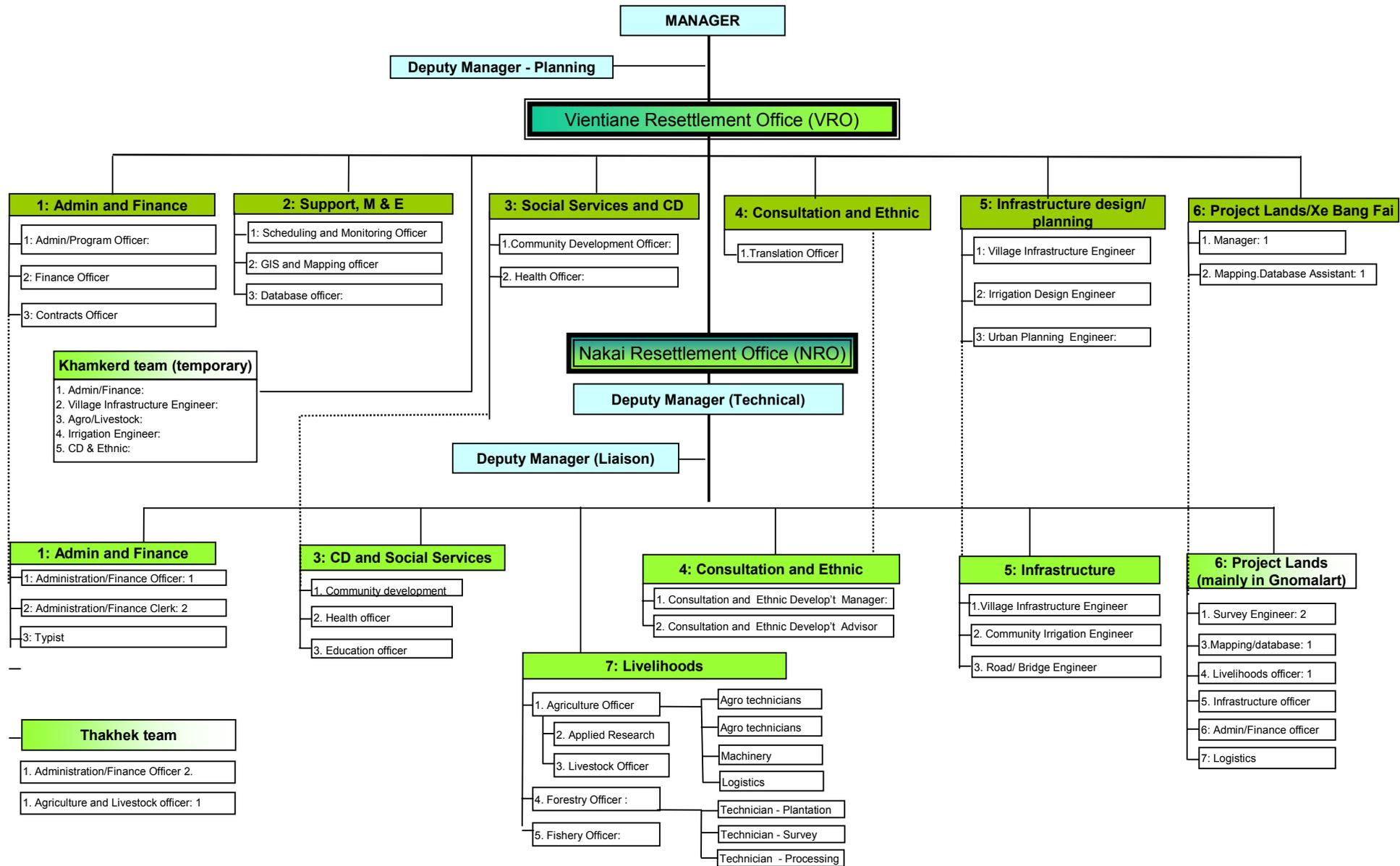


Table 6-10: Indicative Scheduling of NTPCs Nakai RO Staff - Livelihoods

Position/ Section	2005 (qtr)				2006 (qtr)				2007 (qtr)				2008 (qtr)				2009 (qtr)			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
4 Ethnic and Community Development	Financial Close																COD			
Ethnic & Community Development (Int'l)																	Nakai			
Lao TA: Community Development, women																	Nakai			
Lao TA: Community Development, men																	Nakai			
Lao senior TA: Training/Gender																	Nakai			
Lao senior TA: Monitoring																	Nakai			
5 Agriculture and Livestock																				
Ag/Livestock Extension & FLUPAM TA (Int'l)																	Nakai Office			
Applied Ag/Liv Research TA (Int'l)																	Nakai Office			
Senior Lao TA: Ag/Liv Manager																	Nakai Office			
Senior Lao TA: Ag/Liv Appl/Res																	NB, Bma			
Junior Lao TA: Ag/Liv Appl/Res																	Nong Boua			
Seed Production, Processing, Storage																				
Veterinary and Supplies Storeperson																				
Agro-Machinery officer																	Nakai			
Logistics assistance (Drivers): 5																	Nakai Office			
Senior Village Agric & Livestock TA																	Nam Pan			
Senior Village Agric & Livestock TA																	NB, BM, PPB			
Senior Village Agric & Livestock TA																	PS, then Sopon			
Senior Village Agric & Livestock TA																	Done and KK			
Senior Village Agric & Livestock TA																	Talang , Sophene			
Senior Village Agric & Livestock TA																	SMA, Bkham, SH			
Senior Village Agric & Livestock TA																	Nakai Dtai, Nakai I			
6 Irrigation																				
Irrigation Engineer (Junior, Int'l)																				
Senior Lao TA: Irrigation Construction																	Nam Pan			
Senior Lao TA: Irrigation Construction																	NBoua, Bouama, F			
Senior Lao TA: Irrigation Construction																	Other villages			
Senior Lao TA: Irrigation/WUG																				
Lao TA: Soil Conservation/Land Mgt																	NBoua, Bouama, F			
7 Forestry																				
Forestry Specialist (Int'l)																				
Institutional Development (Int'l)																				
Wood Industry/Marketing Specialist (Int'l)																				
Lao TA: Forestry Program Manager																				
Lao TA: Forestry Management																				
Lao TA: Forestry Business																				
Lao TA: Domestic Timber Marketing																				
Lao Admin/Finance x 2																				
8 Fisheries (reservoir only)																				
Aquatic Resources Management Spec. (Int'l)																				
Lao: Administrator and Data Base																				
Lao: Fish Catch Monitoring/ Comm Liaison																				
Lao: Fish Catch Monitoring/ Ecology																				
Lao: Engineer																				
Lao: Fish Taxonomist / Ecologist																				

It should be noted that many of the sector activity programs will be contracted to ngos, consulting firms or other institutions. Thus, the staffing shown in tables 6-10 and 6-11 are not necessarily NTPC/RO staff as such, but staff of these contracted institutions. Contracts will stipulate gender staffing balance, experience in remote rural development, and pre-assignment training in gender, poverty and ethnic sensitivity. Programs which may be contracted out include;

- ❖ agriculture and livestock program and community development program;
- ❖ Forestry program;
- ❖ Fisheries program; and
- ❖ (portions of) the Health program;

Table 6-11: Indicative Scheduling of NTPCs Health staff

Position/ Section	2005 (qtr)				2006 (qtr)				2007 (qtr)				2008 (qtr)				2009 (qtr)			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
9 Health																				
Int TA: Public Health Manager																				
Lao TA: Public Health Manager																				
Int TA: Public Health Consultant																				
Int TA: Public Health Advisor																				
Admin and Finance																				
Admin and Finance																				

Table 6-12: Indicative Scheduling of NTPC engaged TA for the downstream program

Position/ Section	2005 (qtr)				2006 (qtr)				2007 (qtr)				2008 (qtr)				2009 (qtr)			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
10 Xe Bangfai and downstream																				
Manager (Int'l)																				
Implementation Planning TA - Team																				
Fisheries - livelihoods Monitoring																				
Lao TA: senior																				
Lao TA: junior																				
Lao TA: database																				
Monitoring Advisors (Int'l)																				
Compensation - Livelihoods program																				
Thai/Lao TA: Program manager																				
Thai/Lao TA: senior, aquaculture																				
Thai/Lao TA: senior, natural fisheries																				
Thai/Lao TA: junior, aquaculture																				
Thai/Lao TA: junior, natural fisheries																				
Admin and Finance:																				
Admin and Finance:																				
Admin and Finance: 3 drivers																				

Table 6-13: Indicative Scheduling of NTPCs RO Project Lands Staff

Section / Position	2005 (qtr)				2006 (qtr)				2007 (qtr)				2008 (qtr)				2009 (qtr)			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Project Lands Program																				
PLs Resettlement Manager (Int'l)																				
PLs Coordinator																				
PLs Field Manager																				
PLs Database and Mapping (Int'l)																				
PLs Database and Mapping (Lao)																				
PLs Livelihood TA (Int/Lao)																				
PLs Infrastructure Engineer (Int/Lao)																				
Field Survey Engineer																				
Livelihood Compensation Officer																				
Infrastructure Compensation Officer																				
Admin Officer x 2																				
Finance officer: senior																				
Finance officer: junior																				

6.5.3 Responsibilities of NTPC Resettlement Office

The RO will be concerned with all aspects related of resettlement, and livelihood, social and community Development. However, for some aspects, it will take the lead role. For example, in the delivery of village infrastructure such as roads, water and electricity distribution systems, housing and schools. These are considered to be on the critical path schedule, in that they must all be finalised, and villagers moved and settled in, before the subsequent filling of the reservoir can proceed. The RO will also be primarily responsible for most of the budgetary administration, due both to its responsibility for those tasks allocated

to NTPC primary or sole responsibility, and as the procurement agency for NTSEP equity funds the NT2 Project. To ensure sustainable interventions, the RO with the RMU will help to strengthen local institutional capacity and to ensure compliance with safeguard measures regarding good governance and accountability, and sensitivity on gender, poverty and ethnicity are fulfilled.

Close and daily liaison and cooperation between the RO and the RMU have been, and will continue to be a feature of the social and resettlement activities in the NT2 Project, as both the GoL and the Project developers have a clear goal to ensure all social and resettlement issues are dealt with professionally and fairly, and in a timely and sustainable manner.

The Concession Agreement, Schedule 4 Part 1 states that, under the direction of the RC, the RO will have the following responsibilities:

- Monitoring the implementation of the NPTC obligations under the Schedule and ensuring that they are implemented;
- Providing quarterly reports to the RC in the format required on status of resettlement activities being carried out;
- Co-ordinating closely with the RMU in the planning and implementation of the Resettlement Process;
- Liaising and cooperating in good faith with the Government Authorities responsible for resettlement including the RMU at the working level;
- Seeking the RC's approval/no-objection for all activities the RO proposes to undertake prior to undertaking such activities by submitting plans to the RC;
- Complying with all reasonable guidelines, policies and directions issued by the RC from time to time in accordance with the NT2 Resettlement Policy and within the funding obligations of the CA in relation to the Resettlement Process.

More recent planning has more clearly defined the role of the NTPC's RO, and its main responsibilities are now understood in more detail, and include the following tasks:

1. **Finalization of SDP (pre-FC):** This is a major task of the RO pre-FC, requiring selection and management of external consultants and experts, coordination between the various disciplines, and integrating lessons learned from pilot field activities into updated versions of the SDP.
2. **Leading or contributing to in discussions with World Bank Safeguard Experts (pre-FC):**
3. **Budget Preparation, Disbursements, Acquittals:** A significant amount of the resettlement budget in the CA is under the primary responsibility of the NTPC. In addition, those funds from the proposed WB loan (NTSEP) for GoL equity will also be managed by NTPC through its role as procurement agent for NTSEP. Thus, the RO will be administratively responsible for the financial management of most of the SDP budget, including many activities which may be assigned to the RMU as its primary responsibility.

Together with the RMU and relevant DRWG/DCWGs, quarterly activity plans, and then quarterly and monthly budgets plans will be developed for approval by both the NTPC CEO and the RC Chairman. Annual Plans and Budgets will have to be approved by the full RC. The RO will provide training to RMU and DRWG/DCWG staff on disbursement and accounting procedures, so that accounts will be acquitted to the RO on a monthly basis. Appropriate procurement policies and procedures (consistent with WB procedures) will be developed and monitored by the RO.

4. **Staffing, training and capacity building:** The RO will be responsible for providing qualified and capable staff to effect and assist in the resettlement program. The drafting of job descriptions, the selection and engagement of staff and TA, the monitoring of staff performance, and taking appropriate action in cases of under or non performance will be crucial tasks. The RO will ensure that a focus of its staff and TA is to work closely with, and providing guidance and assistance to, GoL counterparts. The RO will ensure compliance with safeguards, including setting Gender Balanced Targets for planned activities and staff recruitment as set forth in section 6.10. A detailed description of the ToRs for all positions within the RO is shown in Annex 6-4.

5. **Scheduling and monitoring:** The RO will be responsible for maintaining and updating the social and resettlement program schedule. The schedule will be maintained and updated in both Lao and English, and distributed each month (or quarter) to the Unit managers). This schedule, showing both the progress of past activities, ongoing activities and plan for future activities, will also be a tool for monitoring project progress.
6. **Database Management:** The RO will develop and maintain essential databases, appropriately disaggregated by gender, poverty levels and ethnicity for effective monitoring of safeguard compliance. This work relates to:
 - Population census of the plateau resettlement population;
 - The socio-economic status and development of the plateau PAP;
 - Socio-economic and other databases related to the Xe Bangfai villages and compensation program;
 - Project Lands databases, which will include land and assets database and registries, PAP socio-economic database and compensation agreement database.
7. **Mapping and GIS:** The RO will be responsible for the following activities:
 - Base topographic maps of various scales and type;
 - Base maps with project features, resettlement villages etc, superimposed on topographic maps;
 - Other thematic and explanatory maps linked to databases.
8. **Plateau resettlement - village layout design:** NTPC will manage the topographic survey programs, leading to designs of potential village layouts to be discussed with villages and, following consensus, the finalisation of layouts.
9. **Plateau resettlement - village infrastructure design:** NTPC will assist communities with planning, designing and construction of village domestic water supply, electricity, roads and public buildings such as schools, nursery, community centre and office, clinics, meeting hall, etc.
10. **Irrigation survey and design:** Using the same topographic survey from (viii) above, the RO will develop conceptual designs and costs for resettlement village agricultural and irrigation systems. Following consensus on concept, detailed designs and BoQ/costs will be developed, most likely by contracts to irrigation design firms.
11. **Plateau resettlement - village infrastructure construction:** NTPC's RO will manage the tendering, contracting and supervision of house construction, road and electricity construction, public buildings construction (schools, clinics, nurseries, village meeting hall etc.) and village water supply construction.
12. **Plateau resettlement - irrigation construction:** NTPC's RO will manage the tendering, contracting and supervision of the construction of irrigation systems for resettlement villages.
13. **Agricultural and Livestock Development:** NTPC's TA will support the testing and introduction of diversified irrigated upland cropping, as well as paddy rice production, for the resettled households, through the provision of agricultural inputs and enhanced extension delivery mechanisms during the initial resettlement period.
14. **Fisheries Program Development:** NTPC's TA will provide TA support to the planning and progressive implementation of the reservoir fisheries program.
15. **Forestry Program Development:** NTPC's TA will support the conduct of resource surveys, the establishment and strengthening of Nakai Plateau VFA and the provision of training, provide assistance in forest surveys and logging, and processing and especially in the development of management expertise in the NPVFA.
16. **Project Lands Baseline Study:** NTPC will be responsible for this component, and provide support and TA to:
 - Remote Sensing data acquisition and analysis;
 - Socio-economic surveys (by engagement of a contractor);
 - Land parcel and Assets registration (by engagement of a contractor);
 - Compensation agreements (with the GoL); and
 - Compensation implementation (with the GoL).

17. Xe Bangfai and other Downstream Areas :

The NTPC will be jointly responsible with the GOL for this component. It will provide financial support and TA to assist GoL to ensure compliance with safeguard measures when conducting;

- Village socio-economic Baseline and Monitoring Surveys;
- Fisheries Baseline and Monitoring Studies;
- Special studies (riverside gardens, domestic water sources, riparian assets etc);
- Public Consultation and Disclosure; and
- Implementation of Mitigation and Compensation.

18. Consultations:

NTPC's RO will assist the GOL in all aspects of the Public Consultation and Disclosure program.

6.6 VILLAGE ORGANIZATIONS

6.6.1 Village Resettlement and Development Committees

Villages already have administration and development committees, and these will continue to be strengthened to ensure that villages can fully participate in decision making, and then development of their ownership of activities related to the NT2 project. In those Nakai plateau villages where relocation is required, villages have already appointed their own VRC, which is generally made up of the five main members of the village administration (see Annex 6-6). In 2004, these five members usually consisted of:

- Village Head;
- Deputy Village Head, in charge of economic development;
- The LWU, which traditionally plays a role in promoting social and economy development of women;
- The Lao Youth Union (LYO); and
- The Lao National Front for Construction (LNFC) which includes the village elders.

Except for the Village Head who is elected every two years, the members were appointed. In 2005, two further changes will be encouraged: 1) the VRCs will be expanded to seven to nine members, of which at least three positions are reserved for women. (See Section 6.10 and Chapter 17 in Volume 2 for further discussion on this). 2) The entire VRC will be elected for 2 year periods.

In essence, the VRCs, later to become the Village Development Committees (VDCs), act as the village administrations, elected every 2 years. VRC / VDC will prepare for, and then effect, resettlement and compensation⁴.

These VRCs have and will continue to receive special training in regard to the various functions they will be required to undertake. Being directly responsible to the DRWGs/DCWGs, some of the typical responsibilities of the VRC/VDCs include:

- Representing the interests of the village;
- Public consultation with their village in relation to the Resettlement Process;
- Coordinating with mass organisations at village level in relation to the Resettlement Process;
- Developing Village Development Plans (VDPs) for their village;
- Monitoring and evaluating the Resettlement Process in their village;
- Organising villagers in implementing relocation and agricultural development (including selection of village sites); and
- Participating in the Grievance Procedure.

⁴ A complete listing of the VRCs on the Nakai Plateau is displayed in Annex 6-6.

All resettlement villages will need to make joint decisions about the management of community resources in the resettlement area, as the village livelihoods will be based on the utilisation of an unusually large number of shared or community resources. This will require new community groups, structures and institutions to be established, developed and strengthened. These management systems will be required at two levels. The first level is at the village community level, including committees for: village resettlement, village forestry, village fisheries and reservoir management, irrigation water user, and other functions such as production or marketing support. The second level covers the entire resettlement area for inter-community decisions mainly on reservoir management and community forestry. These various institutions are essential to ensure the successful resettlement of villages into new locations and livelihood systems, such as:

- reservoir fishers - community organisations at the village and reservoir level;
- resettlement area forestry - community organisations at the village and resettlement area level; and
- irrigation - village organisations at village level.

Thus, a range of livelihood specific community institutions will have to be developed, at both the village and whole resettlement area level, to deal with issues arising from resource management.

6.6.2 Nakai Plateau Village Forestry Association

A unique and crucial feature of the NT2 Project SDP is the development of local villager's management of the resettlement area production forest. In order to manage and sustainably utilise the forests of the resettlement area for the exclusive benefit of the resettled households the GoL has worked with the NT2 Project to establish the Nakai Plateau Village Forest Association (NPVFA). This association is composed of all PAPs on the Nakai plateau, although in each of the 15 villages, the Village Forestry Committees (VFCs) represent the association members in most meetings and decision making processes (see Figure 6-4). The NPVFA and VFCs will be constituted, using Gender Balanced Targets (see 6.10 and 26.2.3 for further details).

6.6.3 Reservoir and Fisheries Management

Although the NT2 reservoir will be a valuable resource for resettled families, it will be used for a number of potentially competing and conflicting purposes by a wide variety of stakeholders. These multiple uses include power-generation, transport, conservation, fishing, tourism, agriculture (drawdown area) and other recreational and income related purposes. In order to manage these diverse functions, a Reservoir Management Coordination Authority (RMCA), comprising representatives of all the major stakeholders, will be established to formulate policy and take all major decisions in regard to reservoir management.

It is essential that the diverse need of all resettlement villagers are fully represented in decisions taken by the RMCA. To achieve this, a Nakai Reservoir Fishers Association (NRFA) will be formed, comprising members of all village groups or committees formed to ensure sustainable and effective management of livelihood activities which rely on the reservoir or its resources. This Association will represent the combined interests of all resettlement villages in regard to reservoir management decisions by the RMCA. For the NRFA to effectively represent member interests, which in some instances may be at variance to the interests of possibly more influential groups, it will require significant capacity building and support.

At the village level, groups with interests in the reservoir and its resources will most likely be formed into a Village Fisheries and Reservoir Committees (VFRC), established to promote reservoir-based activities within the community, including fishing, drawdown-area grazing, recession cropping, duck raising, and transport and tourism-related activities. The VFRCs will thus represent village interests at the level of the entire resettlement area in regard to reservoir management through the VRMA.

The various institutions and diverse groups with an interest in reservoir management will need to be linked and organized if they are to effectively cooperate in the best interests of all reservoir stakeholders, and a representation of these possible links and groups possible is presented in Figure 6-5. Furthermore, the VFRC, VRMA and NRFA will be constituted, using Gender Balanced Targets (see 6.10 and 17.2.2 for further details).

Figure 6-4: Indicative Organization of the NPVFA

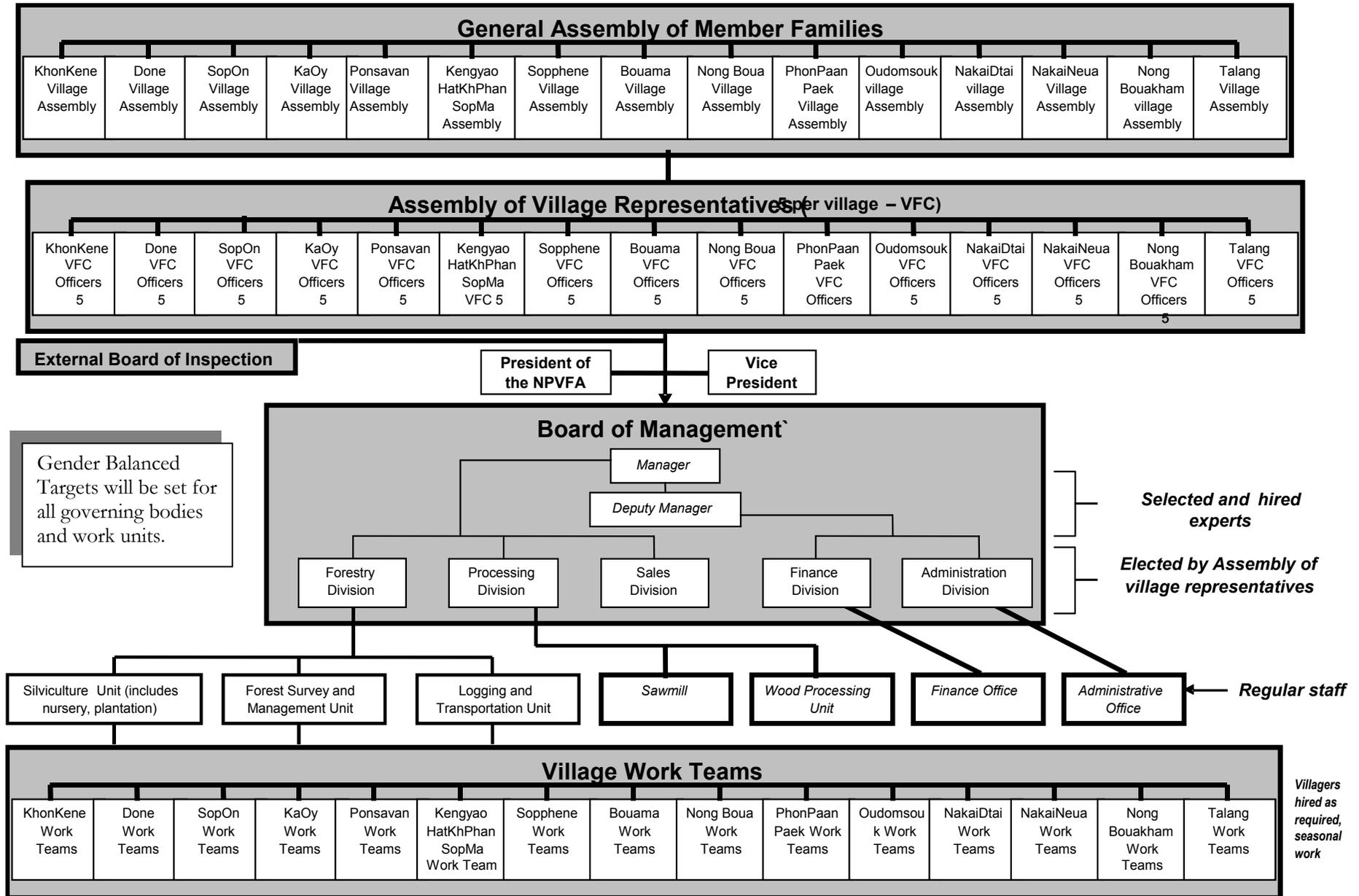
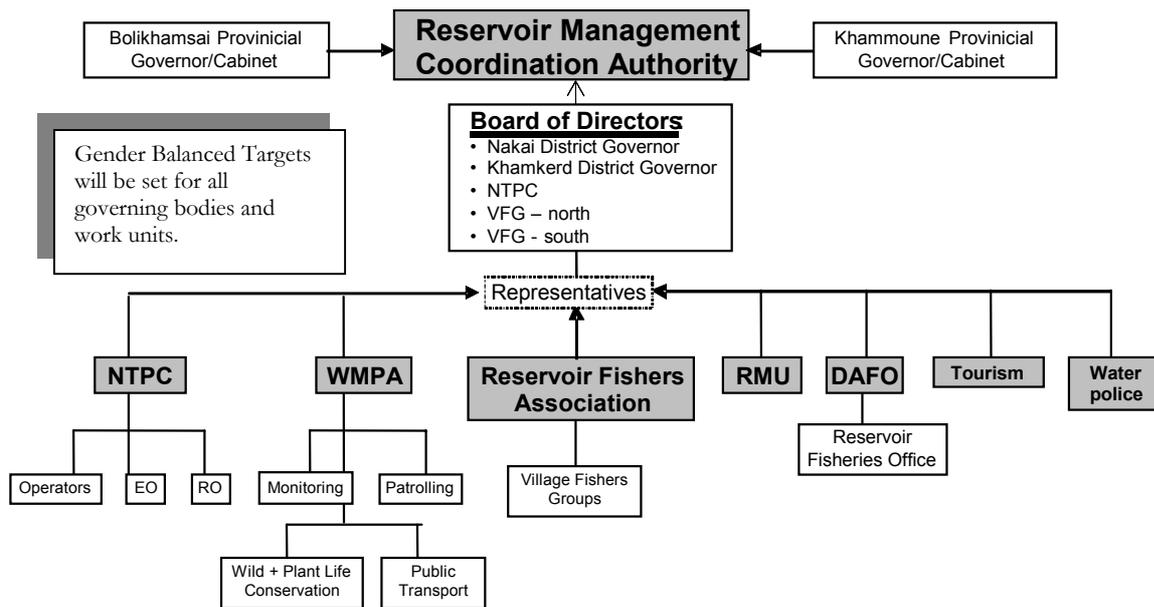


Figure 6-5: Proposed Organisation Chart for Reservoir Management.



6.7 GRIEVANCE COMMITTEE

Irrespective of how well conceived and planned the resettlement program may be, individual or village complaints will be encountered. To ensure that the basic rights and interests of Resettlers are protected, concerns adequately addressed and entitlements delivered, a grievance procedure has been designed for NT2.

The grievance procedures, and more particularly the agencies involved, have recently been reviewed in order to avoid lengthy procedures for addressal of grievance. Thus, there will only be now three levels, or agencies involved in reviewing and adjudicating on grievances brought forward by villagers (see Chapter 8 for details), namely;

- (i) Village Grievance Committee, composed of an equal number of women and men elders and other respected persons in the community, which will be strengthened by the NT2 Project
- (ii) District Grievance Committee, which will be basically the Districts Justice Department, assisted by 3 other people from (a) the District cabinet, (b) the LWU, and (c) the LNFC to form a gender-balance review process.
- (iii) The Provincial Grievance Committee, which will be the Provincial Courts

This Project Grievance Committee (PGC) will review and adjudicate upon grievances submitted by any persons., firstly at the village, then the District and finally the Provincial level (if the earlier step could not resolve the grievance). or RMU level. The GoLs RMU, the DRWGs and the NTPC would be called as technical specialists or witnesses to any grievance hearing.

The findings of the DGC and PGC are binding on the RMU and RO. The Committee must maintain a public record showing all claims received and the decisions made, which must be taken within 30 days. The DGC & PGCs cannot award compensation that goes beyond what is established as a matter of practice or what would be outside the limits of the budgets agreed to by the NT2 project and Resettlement Committee. Beyond the DGC, access to the PGC, or the Court is a last resort.

6.8 OTHER AGENCIES AND ORGANIZATIONS

6.8.1 Provincial Authorities

Khammouane, Savannakhet, and Bolikhamxay Provinces are represented on the Resettlement Committee and in the Resettlement Management Unit. Many aspects of the resettlement implementation require the approval and support of the provincial government including all land allocation activities for resettlement purposes. Similarly all changes in government service facilities, such as setting up new clinics and schools in the villages also require approval by different departments of the provincial governments. Allocating rights to existing forests to villages requires permission from the provincial government.

These approvals will need to be either granted prior to construction commencing, as a fast track approval system or as authority delegated to the RMU, so that delays do not hamper Project implementation. It is important, therefore, that during the resettlement planning and implementation, the RMU work closely with concerned provincial governments and departments to keep them fully informed on progress so that they do not feel by-passed. Village plans will need to be submitted to allow for timely review by provincial officials.

6.8.2 Lao Women's Union (LWU)

The LWU will play an important role in resettlement implementation for the Project. They will help organize designated activities, particularly those involving the community, and coordinate training on different subjects, such as public health, family planning, education and skills for women.

Representatives of provincial LWU and district level LWU will be hired as staff in both the RMU, and the DRWGs. In other words, they will be part of the management teams in carrying out designated resettlement activities for the Project. The LWU will address gender issues in the resettlement villages, and initiate income generating activities targeted to women. However, the LWU should not be viewed as the only means of addressing gender concerns. As requested by the LWU and the participants of the Gender Workshop of December 2004, women technicians and leaders of relevant district and provincial departments will be mainstreamed into all aspects of the NTPC work. Furthermore, all GoL seconded personnel and contracted personnel will be required to perform their tasks in a gender sensitive manner.

6.8.3 Consultants and Contractors

Many of the technical activities concerning relocation, infrastructure and livelihood can be carried out by private contractors and local or international consultants under specific contracts to the NTPC or the RMU. Some of these organizations will have technical capacity, extensive knowledge of local socio-economic conditions and experienced local staff, which will allow them to quite effectively carry out some designated components of the resettlement program. Co-operation between consultants and contractors on the one hand and government organizations responsible for implementing the RAP will provide excellent opportunities for the transferral of skills and knowledge. This implies that training (on-the-job) should be an important aspect of contracts. Also, the make-up of the overall consulting selection will be gender-balanced to promote women as role models for professional activities.

Some examples of the types of contracts, which may be let, are:

- (i) Studies and surveys:** including both baseline studies and soil surveys within the identified agricultural land for each resettled village. Most socio-economic and other surveys will be undertaken jointly by NTPC and GoL, although there may be some sub-contracting to GoL agencies.
- (ii) Construction:** including house construction by local/national contractors using the villagers themselves as labourers, electricity installations by qualified contractors, irrigation infrastructure by regional/national contractors⁵ and road construction also by local contractors.

⁵ There is a strong case for the NTPC to develop its own Irrigation Construction Unit, to be operational for three to four year since no local companies in Lao have any experience or skill in the development of terraced upland irrigation systems.

6.8.4 NGO Involvement

NGOs have skills that may enhance government organizations in carrying out specific tasks as outlined in the RAP. Such tasks may include developing and implementing agricultural activities, organizing community-based development activities, aspects of the health program and adult education. These activities will not only help to develop village-based organizations and capacities, but also provide excellent training opportunities for staff from provincial and district agencies. Besides experience, criteria for selection of NGOs will include the gender and ethnic composition of the hired teams.

6.9 RESETTLEMENT MONITORING

To ensure that the SDP is implemented successfully and that the villagers materially improve their livelihood after resettlement, a monitoring program will be implemented consisting of two components. Internal monitoring will be undertaken jointly by the NPTC's RO and the GoL's RMU, and will regularly monitor (a) the physical progress of resettlement implementation against the planned schedule, (b) the development of (or compensation for) livelihoods by project affected families, and (c) the compliance with the socio-economic safeguards, including gender, poverty and ethnic concerns.

6.9.1 Independent External Monitor (IEM)

While the main objective of the NT2 Resettlement Policy is to ensure that PAPs are better off after resettlement, achievement of this objective may be difficult to judge by those implementing the Plan. To overcome this, monitoring and evaluation will be undertaken by an independent institution (the Independent External Monitor or IEM), engaged to supplement and backstop the internal monitoring.

The IEM will be recruited to ensure that potential candidates, who may include NGOs and social science institutions, have the appropriate work experience and qualifications to carry out the external monitoring and. Selection of the IEM, at Project approval, will be made jointly by the RO and the RC/RMU, who will ensure an appropriate selection of international and Lao members of the agency. The IEM will be gender-balanced, and ensure that all members have sufficient gender sensitivity training. The likely composition and annual inputs of team members of the IEM would include:

- ❖ International Monitoring Specialist, for 1.5 months per year;
- ❖ Regional Monitoring Specialist for 3 months per year;
- ❖ A senior Lao Monitoring Specialist, as manager, full time; and
- ❖ Junior Lao monitors, 5 in total, full time.

The IEM will ensure that pre-project socio-economic, health and fish baseline data, among others, are adequate benchmarks for monitoring during the resettlement implementation period. They will then be responsible for verifying and reporting on:

- Implementation of the resettlement obligations and social development objectives of the CA;
- Changes in social and economic conditions of re-settler households (based on internationally acceptable indicators developed for re-settlers for income level, sources of income, food sufficiency and nutrition, basic health and education conditions, and status of vulnerable groups (women, poorest families, disabled, elderly, illiterate, etc.);
- Progress of re-settlers in reaching the Household Income Target and the Village Income Target with special attention paid to the poorer households and female-headed households;
- Achievement of the Resettlement Objectives and Resettlement Provisions;
- Any other aspects of the Resettlement Process which the RC considers is necessary to monitor and evaluate at any particular time; and
- Compliance with all safeguard measures related to resettlement, gender, ethnicity and poverty.

6.9.2 Panel of Social and Environmental Experts

A three member Panel of Experts (PoE), 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; and
- 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 undertaken eight missions to the Project to date, including January and July 1997 and in January 1998, 1999, 2001, 2003, 2004 and early 2005. Appendix E 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.

6.10 SETTING GENDER BALANCED TARGETS

For promotion of Gender Equity, the NTPC and the GoL will use Gender Balanced Targets (GBT) for recruitment, staff assignments, training, community and district organizations, and planned interventions. GBTs are often inserted into long-term and detailed planning to project expected results in terms of women and men's participation in activities. For the NTPC the purposes, GBT objectives are:

1. to set gender selection requirements for staff recruitment;
2. to increase opportunities for women to take up assignment of authority;
3. to reserve positions of authority and decision-making for women on organizations affecting the lives of their families and themselves;
4. to guide the selection for participation in professional and community training; and
5. to set an indicative target for monitoring Gender Equity within institutions.

Table 6-14 presents an indicative list of Gender Balanced Targets in Staffing for the NTPC-related Institutions. From this GBT table collected in December 2004, the following gender actions will be undertaken in order to improve further gender sensitivity and gender equity in NTPC's efforts:

- Add to the Resettlement Committee at least one prominent woman from each province (total of 3), preferably from sector Departments, and add the LWU representative seconded as the Deputy Head of the RMU. The Resettlement Committee consists of Governors and Vice-Governors of impacted provinces and districts. In late 2004, the positions were filled by men.
- Give priority to the hiring of women for the RMU, especially for mid-level technical positions and for all sub-offices. The RMU in 2004 improved its gender balance by recruiting young women for base level CD and administration work, but continues to lack women at the mid-technical level, particularly in agriculture, a field critical for women's involvement.
- Give priority to the hiring of women for staff the NTPC's Resettlement Office (RO). The major recruitment for Lao and international Technical Assistance (TA) positions will occur after FC. The trend of improving the RO's gender balance in its staffing, begun in 2004, needs to continue, particularly for mid-level and senior levels. In late 2004, men filled all staff positions on crops, irrigation, forestry and livestock, creating a serious gender imbalance given that women constitute at least 50% of the farmers and forest-gathers. With aggressive recruiting techniques, women technicians in all these sectors can be found. Furthermore, it is smart development to fill the technical gender gap immediately.
- Add at least one, and preferably two, women as Cabinet members to each DRWG / DCWG. In late 2004, the cabinets of the DRWGs consisted of three appointed men in Nakai and two in each of the other concerned districts. Recognizably, only a few women hold senior leadership and technical positions, but they do exist in certain departments besides the LWU (usually in health, education and finance). For example, in Nakai, the head of the Audit Department is a woman with a strong education background.
- Add a NTPC budget line to supplement the recruitment of at least 15 contracted women police officers for Nakai, Gnommalath and Lak Sao areas and urge all district police units linked to NTPC to add female staff for upcoming permanent staff changes. Women officers will be essential for handling issues of women's security, trafficking, and other social abuses, especially given the expected high influx of outside workers and camp followers. Currently in Nakai only 2 women officers are among the 45 member unit. Similar situations are assumed in other districts. (See Social Management Plan.) Estimated cost per year is US\$10,000 for 15 women officers.

Table 6-14: Indicative Gender Balanced Targets in Staffing of NTPC-Related Institutions

Institution working with NTPC	Position Level	Persons in Place 12/ 2004		For Improved GBT		GBT %	
		M	F	M	F	M	F
Resettlement Committee (RC)	Senior	5	0	5	3	62	38
	Secretariat (RMU)	1	0	1	1	50	50
Resettlement Management Unit (RMU)	Senior	2	1	2	1	66	33
	Mid	4	0	4	4	50	50
	Base	3	5	3	5	38	62
NTPC Resettlement Office (RO)	Senior /Advisors	2	0	2	2	50	50
	Mid	6	3	6	6	50	50
	Base	8	0	8	8	50	50
District Resettlement Working Group - Nakai GBT based upon possibility of NTPC support for contract hiring of 4-8 province women for Agriculture and Community Development work.	Cabinet	3	0	3	2	60	40
	Admin/Finance			2	2	50	50
	Infrastructure			2	*		
	Senior Officer			12			
	Village Officer						
	Agric /Livestock			8	6	60	40
	Com Dev			6	8	40	60
Forestry	Senior Lao TA			2	1	66	33
	Junior Lao TA			2	1	66	33
District Compensation Working Group – 6 Downstream Districts Gnommalath, Mahaxai, Khamkeut, Xe Bang Fai, Saibouly, Nongbok 2005-2009	Cabinet	2	0	2	1	66	33
	Admin/Fin			1	1	50	50
	Census/data					50	50
	Agriculture					50	50
	Livestock					50	50
	Com Dev					50	50
	Forestry					50	50
Fisheries					50	50	
Compensation					50	50	
District Police (Nakai, Gnommalath, Lak 20 NTPC support for adding women officers	Officers			45	15	66	33
Village Resettlement / Development Committee)	Head & Deputies	3	0	7-9 members with at least 3 women		66	33
	Others	1	1				
Village Grievance Com.		2-3	0	3	3	50	50
Village Monitoring Com		2-3	0	3	2	60	40
Village : Infrastructure	Work Group					70	30
Village : Family Affairs	Work Group					30	70
Village : Income/Food	Work Group					50	50
Village : Health	Work Group					50	50
Village : Education	Work Group					50	50
Village Forestry Assoc	Villages Nakai					50	50
Village Fishing Reservoir Assoc	Villages Nakai					50	50
Reservoir Manage Coop Authority	Nakai Dist.					70	30
Nakai Plateau Forestry Assoc	Nakai Dist.					50	50

*Further search on data about women engineering graduates within the province needs to be done before determining GBT possibilities.

***** * * * *****

Annex 6-1: Modified Division of Responsibilities between GoL and NTPC

The Concession Agreement, Schedule 4, Part 1, clause 7 to 12 set out the framework and the detailed division of responsibilities between the NTPC and the GoL. Following review of the CA by key stakeholders, some modifications have been suggested be made to this matrix, mainly to include NTPC to provide a backup role to the GOL for certain activities, and these are indicated in Table 6-15.

Table 6-15: Summary of Responsibilities of NTPC and GoL as per CA, with some modifications

CA reference	SDP reference	Activity description	Responsible Party	Supporting Party
		Finalisation of Social Development Plan	NTPC	GoL
Village Development (plateau) : Planning Stage				
7.1	App H, Ch. 10	Population census, socio-economical survey, registration	GoL	
7.2	Ch. 19	Survey of village land areas and suitability (irrigation and soil condition)	NTPC	GoL
7.3	Ch. 19	Plan village locations	NTPC	GoL
7.4	Ch. 4 & 19	Consult village on village location and other matters	GoL	
7.5	App J.	Prepare and move pilot village	NTPC	GoL
7.6	Ch. 19	Prepare detailed site plans and plot plans	NTPC	
7.7	Ch. 4 & 19	Consult with villages on the plans		
7.7.1.	Ch. 4	consult with the Resettlers on the Detailed Village Plans. (...)	GoL	
7.7.2	Ch. 19	revise the Detailed Village Plans to take into account all reasonable recommendations from the Resettlers	NTPC	
7.8	Ch. 19	Finalise the location for each household	GoL	NTPC
7.9	Ch. 19	Inform households of their location	GoL	
7.10	Ch. 20, 27	UXO survey and clearing for Resettlement Area, community awareness program, on-call	NTPC	
Village Development (plateau) : Implementation Stage				
8.1	Ch. 19	Obtain land certificate from Provincial Government	RMU	
8.1.1	Ch. 19	Provision of such information as the Khammouane Provincial Government requires in order to grant a land certificate (...)	NTPC	
8.1.2	Ch. 19	RMU responsible for liaising with the Khammouane Provincial Government to obtain the land certificate	GoL	
8.2	Ch. 19, 27	Clear Village sites - Land clearing and fencing	GoL	NTPC
8.3	Ch. 19.7	Develop a mechanism to distribute farm/house plots among households	GoL	NTPC
8.4	Ch. 19, 27	Organise the villages for relocation, including transport	GoL	NTPC
8.5	Ch. 20	- Design and construct infrastructure and equipment - Relocation of Cultural Heritage	NTPC	
8.5.1-8.5.18, 8.5.21	Ch. 20	Infrastructures : Access roads, Electricity (generators + 22 kV line); ponds, water supply, irrigation, community buildings	NTPC	
8.5.19	Ch. 20	GOL to provide detailed plans to the Company regarding the relocation of items of cultural heritage	GoL	
8.5.20	Ch. 20	move items of cultural heritage for each village ; (...).	NTPC	
8.6	Ch 20	Construction of house for each family of Resettlers	NTPC	GoL
8.7		Physical relocation		
8.7.1	Ch. 26.7	Necessary rituals conducted prior to relocation.	GoL	
8.7.2	Ch. 19, 27	All Resettlers to be relocated before Reservoir impoundment	NTPC	
8.7.3	Ch. 10	(...) no establishment of households other than bona fide Resettlers	GoL	
8.7.4	N.A.	with some flexibility to allow for some relatives of Resettlers to return	GoL	
8.7.5	N.A.	Preferences of any Resettlers to be relocated in Stage 2 to move for legitimate reasons in Stage 1 should be considered	GoL	
8.8	Ch. 8, 17, 38, 44	resettlement monitoring (RO and RMU + IEM)	NTPC + GoL	
Livelihood Development (plateau): Planning Stage				
9.2	App. I	Demonstration farm		
9.2.1.	Pre-SDP	Maintenance of the demonstration farm at Theun Duane	NTPC	
9.2.2.	Pre-SDP	Evaluation of the experience gained from the demonstration farm	NTPC	GoL
9.2.3	Pre-SDP	Adjustment of the plans for the Resettlement Process	NTPC + GoL	

CA reference	SDP reference	Activity description	Responsible Party	Supporting Party
9.3	Ch. 23	Identification of forest resource for agro-forestry activities	NTPC	
9.4	Ch. 4, 19	Consultations + awareness raising with Reservoir villages on livelihood issues	GoL + NTPC	
9.7	Ch. 23	Community Forestry Program	NTPC	GoL
9.8	Ch. 21	Livestock Improvement Program		
9.8.1 to 9.8.4	Ch. 21	A program to improve livestock productivity will be undertaken once the Resettlers have been relocated, Surveys of common grazing areas and mapping Preparation of livestock development program	NTPC	GoL
9.8.5 to 9.8.10	Ch. 21	Training in livestock management and disease control Improved stock for breeding Purchase of small-scale equipment for feed mixing and processing Salaries and wages of staff Veterinary supplies Contingency	GoL	NTPC
9.9	Ch. 21, 22	Agricultural Development Program		
9.9.1	Ch. 21, 22	Improvement of agricultural productivity on home gardens and in the wetland rice areas (...) Preparation of an agricultural development plan	NTPC	GoL
9.9.2	Ch. 21, 22	Resettlement Village planning, including demarcation of specific areas for wetland rice	NTPC	GoL
9.9.3	Ch. 21, 22	Development of a minimum of 150 hectares for wetland rice production Seeds and other planting material/equipment Fertilisers and other agro-chemicals Audio visual aids for extension work	NTPC	GoL
9.10	Ch. 4, 19	Consult with villagers on livelihood packages	GoL	NTPC
9.11	Ch. 24	Fisheries Development Program		
9.11.1	Ch. 24	Implementation of a fisheries program to ensure that the Reservoir is productive after the villages have been established. All boats in the Reservoir to be registered	NTPC	GoL
9.11.2	Ch. 24	Preparation of a fisheries development plan for a sustainable fishery in the Reservoir (and organisation of activities on a community basis among the households).(...)	NTPC	GoL
9.11.3	Ch. 24	Introduction of native fish species to the Reservoir	GoL	NTPC
9.11.4, 9.11.5	Ch. 24	Equipment and fishing gear Ice plant	NTPC	GoL
9.11.6 - 9.11.8	Ch. 24	Organisation of marketing of fish and fish products Salaries and wages of fisheries staff Training costs	GoL	NTPC
Livelihood Development (plateau) : Implementation Stage				
10.1	Ch. 21	Clear and prepare wetland rice areas	NTPC	GoL
10.2	Ch. 21	Training for Resettlers on new farming techniques, including irrigated rice	GoL	NTPC
10.3	Ch. 21, 28	Provision of farm equipment to families	GoL	NTPC
10.4	n.a.	Training on other income generating activities and technical support	GoL	NTPC
10.5	Ch. 21, 28	Provide other livelihood equipment (per groups of families)	GoL	NTPC
10.6	Ch. 23	Hand over community forest	GoL	
10.7	Ch. 8	Monitor livelihood development		
10.7.1	Ch. 8	Resettlement monitoring – RO and RMU monitoring	NTPC + GoL	
10.7.2	Ch. 8	Resettlement monitoring – independent external monitor	GoL	
Community Development (plateau) : planning stage				
11.1	Ch. 26	Set up Village Resettlement Committee in each village (VRC)	GoL	
11.2	Ch. 7	Develop a training program for the RMU, DRWGs and VRCs, after need assessment	GoL	NTPC
11.3	Ch. 26	Pre-relocation activities plan	GoL	NTPC
11.4	Ch. 26	Community development plan	GoL	NTPC

CA reference	SDP reference	Activity description	Responsible Party	Supporting Party
11.5	Ch. 4, 26	Consultation of the villages on community development plan	GoL	
Community Development: Implementation Stage				
8.10	Ch. 5	Regional Health Program		
8.10.1	Ch. 5	The Company agrees to fund a regional health program for the benefit of Resettlers, aiming at an increase of the general health standards in the Project area, etc.	GoL	NTPC
8.10.2 to 8.10.4	Ch. 5	Implementation	GoL	NTPC
12.1	Ch. 5	Delivery of Resettlers health program (including construction and camp follower camps)	GoL	NTPC
12.2	n.a.	Provide income support and employment opportunities		
12.2.1.	n.a.	RMU to coordinate the provision of income support (...): - To vulnerable households (from the forestry resource dividend fund established by the Nakai Plateau Forestry Association; and	GoL	NTPC
12.2.1.	n.a.	- during the Resettlement Implementation Period, the Company will provide to the RMU (...) 440 kg of rice per person relocated.	NTPC	
12.2.2.	n.a.	The RMU to arrange for the provision and distribution of the transitional income support.	GoL	
12.2.3.	n.a.	The Company will use its reasonable endeavours to ensure that Resettlers shall have the opportunity to participate in employment activities.	GoL	NTPC
12.4	n.a.	Establish guidelines for community development fund with forest resource dividends	GoL	NTPC
12.5.	Ch. 4, 26	Commence monitoring of community development using social indicators		
12.5.1	Ch. 4, 26	Resettlement monitoring – RO and RMU monitoring	NTPC + GoL	
12.5.2	Ch. 4, 26	Resettlement monitoring – independent external monitor	GoL	
Xe Bang Fai and Downstream areas				
7.11	App. N Ch. 30, 32, 44	Fisheries Baseline / Monitoring / reporting for the Xe Bang Fai region		
7.11.1	Ch. 30, 32	Five year baseline study Company to furnish the results obtained in the study to the GOL	NTPC	GoL
7.11.2	Ch. 44	monitoring of impacts caused by the Project on the fishery resources ; report of findings to the GOL at least twice per year.	NTPC	GoL
7.11.3	App. N	Completion of a baseline socio-economic and health survey ; Update one year prior to the COD Two updates + report on findings to the GOL.	NTPC	GoL
7.11.4		RC to discuss the findings of the above monitoring with the villages	GoL	NTPC
8.9.3	Ch. 40, 42	Provide entitlements to Project Affected Persons : Upper and Middle Xe Bang Fai areas	GOL	NTPC
8.9.3.1, 8.9.3.2		Upper and middle Xe Bang Fai	GoL	NTPC
8.9.5		Provide entitlements to Project Affected Persons : Dam region		
8.9.5.1		develop compensation schemes (to be approved by RC) for PAP (including area between the Hinboun head pond and the Dam). (...)	NTPC	GOL
8.9.5.2		The Company to provide compensation funding and the RMU to effect compensation in accordance with the compensation schemes	GoL	NTPC
Project Lands Program				
8.9	Vol. 4	Provide entitlements to Project Affected Persons	GoL	NTPC
8.9.1.	Vol. 4	The Company will fund, and GoL shall provide, compensation to PAP	GoL	NTPC
8.9.4	Vol. 4	Power Station and Transmission Lines		
8.9.4.1		Develop compensation schemes, to be approved by RC.	NTPC	
8.9.4.2		The Company to provide compensation funding...	NTPC	
8.9.4.2		... and the RMU to effect compensation in accordance with the compensation schemes	GoL	NTPC

CA reference	SDP reference	Activity description	Responsible Party	Supporting Party
8.9.2	Vol. 4	Regulating pond and Downstream Channel areas		
8.9.2.1		Development of compensation schemes for PAP (...), to be reviewed and approved by RC.	NTPC	GoL
8.9.2.2		Provision of compensation funding to the RMU, RMU to effect compensation to PAP in accordance with the compensation schemes	GoL	NTPC
8.9.2.3		- design, construction and maintenance of the Regulating Pond, the regulating dam, necessary access roads and agricultural bridges across the Downstream Channel ; - community consultation to determine the locations for the bridges ; - RC's no-objection to be granted for the intended locations. (...)	NTPC	
8.9.2.4		Maintain agricultural bridges across the Downstream Channel	GoL	
8.9.5	Vol. 4	Dam region		
8.9.5.1		develop compensation schemes (to be approved by RC) for PAP	NTPC	
8.9.5.2		The Company to provide compensation funding and the RMU to effect compensation in accordance with the compensation schemes	GoL	NTPC
Post - Resettlement Support				
15.4	Ch. 28	Establishment of the SERF and maintenance of the SERF	GoL	

Annex 6-2: Terms of Reference for Technical Staff Assigned in RMU

The GoL/Resettlement Management Unit (RMU)/Livelihood Training Unit will be staffed with 13 Subject Matter Specialists (SMSs) who are assigned from the province or from national level to deliver technical and coordination support to the Project. The SMSs will all be staff who are seconded from the province to support the implementation of the Project during the life of the RMU. Although they may not work full time in Nakai they would be expected to spend at least 50 percent of the time working in Nakai district specifically supporting the extension activities in the resettled villages. They will be paid daily allowances for the periods that they spend working in the district. Their primary responsibility will be to provide technical support to the field staff assigned in the District Resettlement Working Groups (DRWGs) who will comprise the Agricultural Extension Workers (AEWs), Livestock Extension Workers (LEWs), Village Irrigation Assistants (VIAs) and Village Forestry Agents (VFAs), all in close collaboration with NTPC staff and TA. The overall staff composition of the RMU, including technicians, will aim for a Gender Balanced Target of 50:50. During recruitment, individuals with proven training and experience on gender, ethnic and poverty concerns will be given added points.

The specific ToRs for these staff are outlined below.

Agronomist:

The Agronomists will be seconded to provide regular supervision to the AEWs who are assigned within the DRWGs. She/he will be based in the DAFO in Nakai, and will work in close collaboration with the other SMSs of the RMU and the NTPC/RO TAs. She/he should be graduates in Agriculture with at least 10 years field experience.

Their specific tasks will include:

- Assist the AEWs in the identification of farmers leaders who can be trained as farmer extension agents;
- Compute the seasonal requirements for agricultural inputs and assist the NTPC/RO staff in the procurement process;
- Provide regular supervision of the AEWs in the implementation of the annual programs of on-farm trials and demonstrations;
- Provide regular supervision of the operation of the Demonstration Farm and the Pilot Nursery to ensure that the facilities are adequately maintained and the production and trials programs are effectively implemented;
- Act as resource persons in the conduct of the FFSs on Irrigated Paddy Production, Integrated Irrigated Diversified Crop Production and Soil Fertility Improvement;
- Assist in the facilitation of the Annual Extension Planning Workshops and the reflection meetings for farmers;
- Assist the local TAs in the preparation of the annual work plans and budgets;
- Implement the monitoring procedures to measure the impact of the Agricultural Development Program measuring the uptake of intensified cropping patterns, utilisation of inputs and the production levels obtained.

Livestock Specialist

The Livestock Specialist will be seconded to provide regular supervision to the LEWs who are assigned within the DRWGs. He/she will be required to work in the DAFO in Nakai, will work in close collaboration with the other SMSs of the RMU and the NTPC/RO TAs. He/she should be a graduate in Livestock Husbandry or Veterinary Science with at least 10 years field experience, especially in small livestock which is expected to become a prime income-generating area .

His/her specific tasks will include:

- Provide technical support to the LEWs in the selection of farmer;
- co-operators and in the establishment of the annual programs of trials and demonstrations on improved livestock husbandry;
- Assist the LEWs in the identification of farmers to be trained as Village Livestock Agents;

- Act as resource persons in the conduct of the training of farmers prior the dispersal of livestock on improved Livestock Husbandry;
- Supervise the procurement of seed of forage grasses and legumes and provide technical support in the establishment of forage nurseries;
- Coordinate the annual procurement of supplies of vaccines and biologics for the VLAs;
- Assist in the facilitation of the Annual Extension Planning Workshops and the reflection meetings for farmers;
- Assist the local TAs in the preparation of the annual work plans and budgets;
- Implement the monitoring procedures to measure the impact of the Livestock Improvement Program measuring the impact of livestock dispersal programs, the activities of the VLAs and the production levels obtained.

Field Irrigation Engineer:

The Field Irrigation Engineer will be seconded to provide regular supervision to the VIAs who are assigned within the DRWGs. He/she will be based in Nakai district, in DAFO work in close collaboration with the other SMSs who are working in the RMU and the NTPC/RO TAs. He/she should be graduates in Agricultural Engineering and have at least 10 years field experience in crop irrigation.

Their specific tasks will include:

- Assist the NTPC/RO TAs in the design of the irrigation layouts for each of the resettled villages;
- Provide technical support and hands-on training to the VIAs in preparing water distribution schedules for irrigated upland crops and irrigated paddy production and the maintenance of the field level distribution systems by the Water User Groups;
- Act as resource persons in the conduct of FFSs on Irrigated Paddy Production and Integrated Irrigated Diversified Crop Production;
- Provide regular supervision of the operation of irrigation systems at the Demonstration Farm and the Pilot Nursery to ensure that adequate water supplies are ensured for the dry season cropping;
- Assist in the facilitation of the Annual Extension Planning Workshops and the reflection meetings for farmers;
- Assist the local TAs in the preparation of the annual work plans and budgets;
- Implement the monitoring procedures to measure the extent of irrigated upland crop production and irrigated paddy production.

Water User Group Organiser:

The Water User Group (WUG) Organisers will be seconded for a period of up to five years to provide direct support to the AEWs in the formation of WUGs in each resettled village, which will have responsibility for maintaining the irrigation infrastructure at field distribution level. The WUG Organisers will be based in the DAFO in Nakai, and will work in close collaboration with the other SMSs of the RMU and the NTPC/RO TAs. They should have at least 10 years field experience in community organising activities preferably in the uplands amongst ethnic minorities, and proven experience of working with women villagers.

Their specific tasks will include:

- In collaboration with the AEWs facilitate the establishment of WUGs in each village, the appointment of group leaders and the training of the members in the management of the irrigation water and the maintenance of the field level water distribution infrastructure;
- Provide hands-on training to the VIAs in the conduct of regular meetings of the WUGs in each village and the introduction of appropriate techniques for conflict resolution in relation to water distribution;
- In collaboration with the VIAs and WUG members introduce formal mechanisms, which may include the formation of a Federation of WUGs, for regular consultations to take place between the farmers and the NTPC who will manage the reservoir water resources;
- In collaboration with the NTPC/RO TAs develop and introduce monitoring systems for adoption by the WUG to measure water utilisation;

- Assist in the facilitation of the Annual Extension Planning Workshops and the reflection meetings for farmers;
- Assist the local TAs in the preparation of the annual work plans and budgets;
- Implement the monitoring procedures to measure the impact of the Agricultural Development Program measuring the uptake of irrigated upland crop production.

Fisheries Specialist

The Fisheries Specialist will be seconded for a period of up to five years to provide direct support to the field extension staff in the DRWG who are assigned with specific responsibility for fisheries extension. The Fisheries Specialist will be based in Nakai district DAFO, and work closely with the NTPC Fisheries staff and TA. The Fisheries Specialist should be a graduate in Fisheries and have at least 10 years field experience in fisheries extension preferably with some experience of reservoir fisheries development.

Their specific tasks will include:

- Assist with training of Fisheries Extension Workers (FEW);
- Coordinate extension activities among fisheries staff;
- In collaboration with the FEWs establish / develop Village Fishing Groups in all villages;
- In collaboration with Fisheries Extension Workers; develop training and awareness campaigns for fishers;
- Coordinate with all stakeholders on reservoir management issues;
- In collaboration with NTPC TAs design the framework for and implement the monitoring of catch, species composition, fishing effort and licensing;

Forester:

Two foresters will be seconded from PAFO to provide direct support to the NPVFAs, in close coordination with NTPC.

Their specific tasks will include:

- Providing liaison between the forestry component of the NT2 Project and the Provincial Forestry Office;
- Ensure the forestry surveys obtain the required approvals before, and required endorsements after the conduct of the surveys;
- Ensure the annual logging quotas are estimated according to sustainable logging principles, and that they are submitted and approved on time;
- Ensuring the that non-resettlers (non-eligible) persons are not granted logging quotas, or otherwise allowed to conduct logging;
- Ensure logging according to the quota and the logging plan; and
- Ensure the operation of the sawmill(s) is effective and according to quotas and plans.

Ethnic Minorities Advisor

The Ethnic Minorities Advisor (EMA) will be recruited from a relevant GoL organisation, either the Institute of Culture or the Lao National Front for Construction on a part-time basis in order to advise the RMU on ethnic issues. This advisor will work closely with the Ethnic Minority and Community Development Specialist (international) and the Consultation and Ethnic Affairs Officer (local) at NTPC regarding the implementation of the EMDPs and adherence to the WB and ADB guidelines on Ethnic Minorities. The EMA will also be responsible for conducting workshops and seminars in order to mainstream ethnic issues and to improve ethnic awareness and sensitivity among RMU and RO staff.

Annex 6-3: Terms of Reference for District staff (Livelihood Development)

The DRWGs will provide, through the DAFO and assigned to work in the resettled villages, various village extension workers to where Village Extension Offices will be established. The number of these staff will vary during the implementation of the Project but will rise to a maximum of 16 AEWs, 9 LEWs and 8 VIAs by the third year. These staff may comprise some of the existing male and female staff from the DAFO but will also be augmented by contractual staff who are employed by the RMU funded by the NTPC. They will be working full time on the Nakai plateau providing extension support in the resettled villages. The overall staff composition of the Livelihood Development Unit will aim for a Gender Balanced Target of 50:50. During recruitment, individuals with proven training and experience on gender, ethnic and poverty concerns will be given added points.

Agricultural Extension Workers (AEWs)

The AEWs will be contacted for periods of up to three years on annual contracts, which are renewed subject to satisfactory performance assessment, and are assigned to work under the DRWGs and be based in the VEOs in the resettled villages. They will be responsible to the Manager of the DRWG. They will work in close collaboration with the SMS Agronomists and Water User Group Organisers who are seconded to the RMU. They should be high school graduates ideally with some basic training in Agriculture and preferably with some field extension experience. Forty percent of AEWs positions will be reserved for women candidates.

The specific tasks will include:

- Identify farmers leaders within each of the resettled villages who can be trained as farmer extension agents;
- In consultation with the farmers in each resettled village identify their seasonal requirements for agricultural inputs;
- Provide direct supervision of the implementation of the annual programs of on-farm trials and demonstrations and coordinate with the farmer co-operators for the conduct of periodic field days and take responsibility for measuring the crop production;
- Identify the participants for the FFSs on Irrigated Paddy Production, Integrated Irrigated Diversified Crop Production and Soil Fertility Improvement, and participate in the periodic farmer training sessions that take place;
- Organise the annual reflection meetings with the farmers in each resettled village to record the accomplishments of the previous years activities and identify problems and issues that need to be addressed;
- Identify the farmer leaders to participate in the Annual Extension Planning Workshops and provide feedback to each resettled village on the content of the plans that are formulated;
- Gather monitoring information under the direction of the SMSs to measure the impact of the Agricultural Development Program measuring the uptake of intensified cropping patterns, utilisation of inputs and the production levels obtained.

Livestock Extension Workers (LEWs)

The LEWs will be contacted for periods of up to three years on annual contracts, which are renewed subject to satisfactory performance assessment, and are assigned to work under the DRWGs and be based in the VEOs in the resettled villages. They will be responsible to the Manager of the DRWG. They will work in close collaboration with the SMS Livestock Specialist who is seconded to the RMU. They should be high school graduates ideally with some basic training in Agriculture and preferably with some field extension experience. Forty percent of LEWs positions will be reserved for women candidates.

Their specific tasks will include:

- Select the farmer co-operators for the establishment of the annual programs of trials and demonstrations on improved livestock husbandry;
- Identify the farmers to be trained as Village Livestock Agents (VLAS) and assist in the organisation of the training of the VLAs;

- Act as resource persons in the conduct of the training of farmers prior the dispersal of livestock on improved Livestock Husbandry;
- Supervise the establishment of forage nurseries and monitor the production organising periodic field days for farmers to visit to observe the performance of the improved grasses and legumes;
- Arrange for the distribution of supplies of vaccines and biologics for the VLAs;
- Participate in the Annual Extension Planning Workshops specifically in relation to the livestock activities and also in the reflection meetings for farmers;
- Assist the local TAs in the preparation of the annual work plans and budgets;
- Gather monitoring information under the direction of the SMSs to measure the impact of the Livestock Improvement Program measuring the impact of livestock dispersal programs, the activities of the VLAs and the production levels obtained.

Village Irrigation Assistants (VIAs)

The VIAs will be contacted for periods of up to three years on annual contracts, which are renewed subject to satisfactory performance assessment, and are assigned to work under the DRWGs and be based in the VEOs in the resettled villages. They will be responsible to the Manager of the DRWG. They will work in close collaboration with the SMS Field Irrigation Engineers who are seconded to the RMU. They should be high school graduates ideally with some basic training in Agriculture and preferably with some field experience of irrigated agriculture. Forty percent of AEWs positions will be reserved for women candidates.

Their specific tasks will include:

- Under the supervision of the SMS Field Irrigation Engineers prepare the water distribution schedules for irrigated upland crops and irrigated paddy production and coordinate the maintenance of the field level distribution systems by the Water User Groups;
- Supervise the operation of the irrigation infrastructure in the resettled villages and provide regular feedback to the Field Irrigation Engineers of any problems that are encountered;
- Assist the AEWs in organising the FFSs on Irrigated Paddy Production and Integrated Irrigated Diversified Crop Production;
- Assist in the facilitation of the Annual Extension Planning Workshops and the reflection meetings for farmers;
- Assist the local TAs in the preparation of the annual work plans and budgets; and
- Gather monitoring information under the direction of the SMSs to measure the extent of irrigated upland crop production and irrigated paddy production.

Fisheries Extension Workers (FEWs)

The FEWs will be contacted for periods of up to three years on annual contracts, which are renewed subject to satisfactory performance assessment, and are assigned to work under the DRWGs and be based in the VEOs in the resettled villages. They will be responsible to the Manager of the DRWG. They will work in close collaboration with the SMS Fisheries Specialist who are seconded to the RMU. They should be high school graduates ideally with some basic training in Agriculture and preferably with some experience of reservoir fisheries. Fifty percent of FEWs positions will be reserved for women candidates.

Village Forestry Agents (VFAs)

The VFAs will be DAFO staff, or specially contracted staff (for periods of up to three years on annual contracts, renewable subject to satisfactory performance assessment) assigned to work for the NPVFA. they will be responsible to the Manager of the NPVFA., and work in close collaboration with the SMS Foresters who are seconded to the RMU, under the direction of NTPC TA. Forty percent of AEWs positions will be reserved for women candidates.

Annex 6-4: Terms of Reference of Key RO Staff

The overall staff composition of the RO will aim for a Gender Balanced Target of 50:50. During recruitment, candidates with proven training and experience on gender, ethnic and poverty concerns will be given added points.

The **Social and Resettlement Division Manager** will be work based in Vientiane with frequent travel to the site. His/her main responsibilities will include (i) providing coordination of studies already well advanced as part of securing the World Bank approval to the Social and Resettlement Measures for the NT2 Project and satisfying the needs of the Lenders and other interested parties; (ii) Planning, developing and implementing the Social and Resettlement Measures and related studies/actions required by the CA; (iii) Planning for and take all necessary action to mitigate the effects of NGOs (in liaison with the Public Relations Branch); (iv) Cooperating closely with the Environmental Branch of NTPC.

The main tasks of the manager of the SRD, which will be updated when necessary to reflect the changing responsibilities and activities of the Project team will include:

- Establishing the RO and plan the activity, budget and resource;
- Planning and implementing the actions required for all Social and Resettlement Measures approved within the CA, including interaction with the environmental measures;
- Ensuring that NTPC/NTPC is kept fully informed of its obligations for all Social and Resettlement matters and as a member of the Project Director's Committee, contributing to the Project reviews and strategy development;
- Completing the social and resettlement studies and, working with the GoL Authorities, secure all required approvals, both World Bank and GoL, and direct the provision of such reports and data as are required by the GoL Authorities, the Lenders and other interested parties;
- Taking early action to be prepared for the questions and actions of NGOs and respond positively at all times to NGOs in these matters in liaison with the Public Relations Manager;
- Setting up the procedures and resource to monitor and report on the execution of the Social and Resettlement plans during all phases of the Project;
- Achieving a close working relationship with the International Social and Resettlement Advisors and Lao Advisors in order to secure the benefit and assistance of their specialist input;
- Preparing a Budget for the Branch, as required by NTPC Procedures and monitor Branch expenditure against this Budget;
- Keeping the staff of the Branch informed of Project progress and positively review their activities and training needs.

The **Deputy (Field) Manager, Social and Resettlement**, will assist in the management of social and resettlement activities at the field level, including pilot village infrastructure and community development activities, and a range of pre-resettlement planning and implementation activities. The Deputy(Field) Manager will be leading an interdisciplinary team and work closely with Government of Lao counterparts. He/she will have a degree related to rural development, agriculture, forestry, irrigation, civil engineering or similar and have at least 10 years experience of field projects related to rural development, agriculture, forestry or rural engineering and construction. He/she must have the ability to manage and provide leadership to a multidisciplinary team and to work effectively with GoL agencies and with villagers including ethnic minorities. He/she should have good interpersonal skills and management skills and proficiency in written and spoken English and Lao. Computer literacy will also be required.

Specific tasks will include:

- Leading NTPC field staff of the Social and Resettlement Division in the planning, budgeting and reporting of field based activities, (agriculture, forestry, village infrastructure, village consultations, surveys etc.) on a monthly, annual and sub-project basis;
- Supervising the implementation, and provide key support and leadership to NTPC field staff implementing forestry, agriculture, fisheries, public consultation, baseline studies and other Social and Resettlement Division programs;
- Assessing and reporting on the effectiveness of program implementation;

- Supervising the management of the Divisions budget and related Division administrative tasks;
- Ensuring coordination with other NTPC Divisions, especially the Technical Division, the Administration and Finance Division and the Environment Division;
- Liaison with, and ensure close coordination and cooperation with Government agencies and counterparts, and provide any support and training that may be required by them; and
- Undertaking any other duties as directed by the Manager of the Social and Resettlement Division.

The **Institutional Advisor (IA)** will be a senior advisory position to guide and advise all NTPC units on institution and capacity building. The position is periodic, approximately 5 months per year for the first three years and 3-4 months per year for the last three years. She / He will assess the workings of the Project's institutional framework, recommend policy and institutional changes, identify capacity gaps, organise training programs for staff, district and provincial officials, assist with training and monitoring of the application of the safeguard policies and their compliance. The IA works closely with RMU and RO staff, district line agencies, mass organisations (LWU, LYU and National Front for Construction), technical specialists and other GoL staff involved in the overall project implementation.

Candidates should have a degree in public policy, sociology, anthropology or development studies and at least 10 years experience with social and institutional development in Lao PDR or the region. Candidates should have excellent communication and training skills and proven methodologies. In addition, ability in conducting culturally sensitive consultations and project implementation experience (field experience) are required. Knowledge of Lao would be a critical advantage.

Specific duties will include:

- Ensuring that all interventions above all build local capacity, ownership and self-reliance, and making recommendations to achieve those standards;
- Assessing capacity and training needs of all hired and appointed staff and arranging appropriate training;
- Training all staff on the safeguard policies (resettlement, environment, gender, poverty and indigenous peoples) and setting up process for monitoring compliance;
- Assessing the institutional framework and making recommendations for efficiency and effectiveness to the RMU and RO leadership;
- Assessing the data collection process to ensure disaggregated information on gender, poverty and ethnicity;
- Working with the RMU and RO to set and enforce good governance and accountability processes, and personnel regulations; and
- Assisting, as needed, RO advisors and consultants with institutions and policy concerns.

The **Village Infrastructure Engineer** will be responsible for providing key assistance in the management of the on-going construction of household and public facilities in Ban Nong Boua pilot village, and provide general civil engineering advice on other construction activities as required. The TA will work closely with GoL and NTPC staff and the maintenance of good and effective working relations will be essential. The consultant should have tertiary qualifications in Civil Engineering and at least 10 years experience of working on rural infrastructure projects. He/she will report to the Manager, Social and Resettlement Division and will also work closely with the GoLs RMU and DRWG, who are jointly responsible for most activities. He/she must be fluent in both Lao and English, and be computer literate and must have the capacity to prepare detailed reports, plans and designs in either language.

His/her tasks will include:

- Providing technical advice⁶ on the construction of the remaining 26 houses in Ban Nong Boua pilot village and on the development of domestic water facilities, the on-going electricity installation, the management of the construction of public buildings and any required improvements in access roads;
- Advicing on the on-going construction of the sawmill and fertilizer factory;
- Providing advice, as required, to the irrigation system construction program, and draft a program for the operation and maintenance, by Ban Nong Boua villagers, of the irrigation scheme;
- Assisting in the planning and construction and/or repairs of any other buildings related to the NT2 project, as agreed to or directed by the Manager, Social and Resettlement Division or other staff of NTPC, as nominated by the Manager; and
- Fulfilling any other related tasks that are identified by the Manager, Social and Resettlement Division, or requested by the RMU or DRWGs in consultation with NTPC and confirmed by the Manager, Social and Resettlement Division.

The **Project Lands Baseline Study Coordinator** will manage the process of surveying, mapping and recording of villager assets affected by NT2 Project construction. He/she will be required to have a degree in civil engineering, agriculture, forestry, geography or other relevant discipline, have experience and ability in land (and asset) survey, some experience in socio economic survey preferable, some experience in GIS mapping and database systems, and have a demonstrated ability to work with multidisciplinary teams, in the field. A good level of written and spoken English is essential and computer skills are essential. The coordinator will work closely with a consultant contracted specifically to conduct the Baseline Study. He/she will report to the Social and Resettlement Division Manager.

His/her tasks will include:

- Working closely and effectively with relevant Government counterparts and agencies;
- Become familiar with, and able to manage, the GIS and mapping tools, the database tools, the field survey tools and the socio-economic survey tools to be used in the Baseline Study;
- Assisting in and monitor the conduct of both the assets/land field survey and the village socio-economic survey undertaken by the Study Consultant;
- After the Study Consultant has completed the field activities, the coordinator will manage the land/asset inventory database to ensure that it is transferable to use for the asset, land and livelihood compensation process; and
- Assisting in drafting and finalizing compensation agreements with project affected persons or villages, and maintain a user friendly database of all compensation arrangements effected;

The **Village Consultation Coordinator and Facilitator** will assist the RMU and DRWGs in the preparation, conduct and reporting of public disclosure and consultations activities, mainly on the Nakai plateau and along the Xe Bang Fai river. He/she will report to the Social and Resettlement Manager. He/she will be required to have a degree in social sciences or related discipline and relevant post graduate training and experience and ability in the planning and conduct of village level public consultations and/or PRA. He/she should have experience and ability in village level socio-economic data gathering and experience and ability to work with ethnic minorities. He/she must have good level of written and spoken English and an understanding of local languages (Brou, Bo) would be an advantage. Good computer skills will also be required. He/she will work in Khammoune Province for 75 percent of the time and in Vientiane for 25 percent of the time. The duration of the assignment will be for on e year.

The specific tasks will include:

- Assisting in the development of participatory disclosure and consultation (PDC) materials, to be presented to villagers and other stakeholders at the village, district and provincial levels;

⁶ The responsibilities will include planning, designing, costing, tendering, making recommendations regarding the award of tenders, drafting of contracts, management of contracts, monitoring and supervision of the quality and quantity of actual construction activities, and reporting to NTEC on the progress of each construction activity.

- Training, or facilitating training, of PDC teams in participatory consultation and in relevant PRA techniques and tools;
- Ensuring that ethnic minority issues are addressed and incorporated into the implementation of the technical and livelihood programs;
- Assisting in the conduct of village and district level participatory disclosure and consultation programs; and
- Assisting in reporting on these consultations, including collation of data gathered and writing of final reports.

The **Site Investigations Engineer** will be required to manage site investigations and contracts and to monitor preliminary works at the Project site in Nakai District and associated areas. The Site Investigation Engineer will report to the Senior Civil Engineer and the Social Manager, depending on the task involved. He/she must have a civil engineering degree or equivalent professional qualification and have engineering and survey experience of approximately 10 years; construction and or site investigation experience preferable together with good spoken and written English language skills. He/she must be prepared to spend a large proportion of the time in the field. He/she must be computer literate and knowledge of AutoCAD is preferred although not essential. He/she needs to be able to manage consultants, contractors and employees effectively and efficiently and to be self-motivated.

The specific tasks will include:

- Managing and coordinating consultants and contractors who are undertaking site surveys and other engineering related activities;
- Assisting in the development of Terms of Reference (TOR) and contracts for land and engineering survey contractors;
- Monitoring and reporting on preliminary road and bridge works;
- Preparing summary weekly reports of site investigation and preliminary works activities;
- Supervising, monitoring, and participating when required with survey contractors on some tasks;
- Carrying out miscellaneous survey and engineering tasks;
- Preparing budget requests on a regular basis to support field activities;
- Assisting in preparation and interpretation of data, survey results and task reports when required; and
- Manage contractors undertaking UXO survey and clearing tasks, including management of the contractor's reporting requirements as necessary.

The **Forestry Officer** will be required to work in close partnership with the Forestry SMSs who are seconded to the RMU in supporting all forestry related work. The Forestry Officer will report to the Social and Resettlement Manager. He/she will have a degree in forestry with relevant post graduate training and at least 10 years experience in commercial and community managed forestry and have an aptitude for working effectively with local authorities, villagers and other stakeholders at the field/forest level. He/she will spend most of the time in the Project area. A good level of English is required as well as good computer skills. He/she must be self motivated.

The tasks will include the following:

- Reviewing all information, data, studies, plans, laws and regulations related to forestry, community forestry and the Nakai community forestry plan;
- Assisting local government, the RMU and participating villagers in the development of a community forestry management plan;
- Assisting in identifying and engaging any specialist inputs required to support the development of this plan;
- Parallel to the development of the CFM plan, advising and assisting in initiating and implementing the process of community forestry management; and
- Maintaining close cooperation with all relevant stakeholders.

The **Agricultural Development Officer** will be required to work in close partnership with the Agronomists and Livestock SMSs in the RMU in the support of the introduction of improved upland cropping patterns and livestock productivity for the re-settlers. He/she will have a degree in agriculture and relevant post-graduate training and have at least 10 years field experience and a demonstrated skill in facilitating the development of agriculture and farming systems by smallholders together with an aptitude for working effectively with local authorities, villagers and other stakeholders at field/village level. He/she will have a good level of English and fair to good level of computer knowledge and skills. He/she will be self-motivated.

The tasks will include the following:

- Reviewing all information, data, studies and plans related to the development of (the agricultural and agro-forestry components) of livelihoods of the population to be resettled;
- Becoming familiar with the current agriculture and farming systems of plateau villagers, and with potential farming systems to be developed in the resettlement areas;
- Advising and assisting local government agencies, the RMU and villagers in the development of appropriate and productive agriculture and farming systems;
- Assisting in identifying and engaging any specialist inputs or training courses required;
- Providing training to local staff and villagers as required; and
- Maintaining close cooperation with all relevant stakeholders.

The **Fisheries Officer** will assist in a range of activities related to fisheries and livelihoods based on fisheries. Most activities will initially be in the Xe Bangfai region, but work will also be undertaken on the Nakai plateau, in the Nakai Nam Theun NBCA and downstream Nam Theun. He/she will report to the Social and Resettlement Manager and will have a degree in fisheries (reservoir and/or riverine) management, aquaculture, fisheries biology, aquatic ecology or similar and relevant post-graduate training in socio-economic aspects and fish catch studies would be an advantage. He/she should have experience and ability in the planning and conduct of fisheries and fish catch studies and investigation, especially in a riverine environment in participation with villagers, including ethnic minorities, and experience and ability in gathering of (indirect) information from village level socio-economic surveys or similar. He/she must have a good level of written and spoken English and an understanding of local languages (Brou, Bo) would be an advantage. A good level of computer skills is required. He/she will work in Khammoune Province for 75 percent of the time and in Vientiane for 25 percent of the time.

The tasks will include the following:

- Planning and implement (or manage the implementation of) riverine fishing effort and fish catch baseline and monitoring studies. As most of these studies will be implemented on a daily basis by villagers, and thus the officer must train and assist villagers in the studies to ensure accurate information gathering;
- Reporting on the progress and results of these studies, and make improvements in study methodology as required;
- Assisting on the planning and conduct (the fisheries components) of baseline socio-economic surveys;
- Training and guiding GoL staff to assist in the conduct of the studies;
- Advising and assisting in the development of fisheries in the Huay Malai irrigation reservoir, in order to generate income and protein for the pilot village;
- Contributing to the development and confirmation of the NT2 Reservoir Fisheries Management Plan;
- Contributing to the prediction of any impacts on fisheries in the Xe Bangfai (and Nakai Nam Thuen NBCA), and development of options for mitigation and compensation of such impacts;
- Participating in village disclosure and consultation exercises on the Nakai plateau and along the Xe Bangfai; and

- Assisting if/as required, in the conduct of aquatic species, migration and habitat studies.

The **Public Health Officer** will manage the finalization of planning of the health components of the NT2 Social and Resettlement program. He/she will manage the implementation of any health or health related activities undertaken by the Division. And will report to the Manager of the Social and Resettlement Division. He/she will have a degree in Medical Science and/or Public Health and be qualified as a medical doctor with experience and ability in tropical diseases in a public health setting. He/she must have the ability to work with multidisciplinary teams in the field, and to work effectively with GoL agencies and with villagers and with ethnic minorities. He/she should have a good level of written and spoken English, and good computer skills are essential.

The tasks will include the following:

- Ensuring the effective analysis and presentation of health studies and surveys undertaken to date;
- Managing the implementation of any further surveys or studies required, including any HIAs;
- Improving and finalizing the NT2 Project plans, for inclusion in the SDP, in relation to health, including the re-settler Health Program, Regional Health Program and assessment of the Health Program to be developed by the contractors (for construction workers);
- Managing the health aspects of the Pilot Village program, and pre-resettlement program;
- Liaison with, and maintain a close working relationships with Government agencies and staff;
- Working closely with Government counterparts, providing any support and training required by them;
- Assisting in the planning and implementation (health components) of socio-economic baseline surveys or similar; and
- Participating in village disclosure and consultation exercises on the Nakai plateau and along the Xe Bangfai, as required.

Annex 6-5: Terms of Reference of International TA (from NTPC)

Ethnic Minority and Community Development Specialist

The Ethnic Minority and Community Development Specialist (EMCD) Specialist will be hired on a full-time basis for the first two years and then recurrent for three years (approximately 4 months per year) – three years in total. The main responsibility of the EMCD Specialist will be to supervise social programmes of the EMDPs and in other sections of the SDP and to train local consultants and GoL staff. He/she will be based in Nakai with period visits to other project districts, and to Thakhek and Vientiane for coordination and planning with other project staff and GoL agencies. The EMCD Specialist will work closely with RMU staff, district line agencies, mass organisations (LWU and National Front for Construction), technical specialists and other GoL staff involved in community development.

Candidates should have at least a Master's degree in sociology, anthropology or development studies and at least 5 years experience with ethnic issues and social development in Lao PDR or the region. In addition, ability in conducting culturally sensitive consultations and project implementation experience (field experience) are required. Knowledge of Lao would be an advantage.

Specific duties will include:

- Supervision of all social and ethnic mitigation and development programmes that would facilitate project objectives in a culturally sensitive manner, including the consultation process;
- Providing technical assistance, training and support for the RMU in carrying out its duties and responsibilities in relation to resettlement and compensation, including holding ethnic awareness workshops and other events to improve performance in terms of ethnic sensitivity to project planning and implementation;
- Integration or 'mainstreaming' of ethnic minority issues into project planning and following-up on specific interventions and support;
- Ensuring that indigenous knowledge is identified, properly understood and effectively integrated into RAP and mitigation activities, wherever applicable and appropriate;
- Ensuring that WB and ADB policies and procedures related to social and ethnic development issues are adequately addressed in accordance with GoL policies and goals for development;
- Work closely with GoL specialists and agencies responsible for ethnic minority issues, such as the National Front for Construction, the Institute for Cultural Research and the Department of Ethnicity;
- Supervise income generation programmes and community support programmes and coordinate involvement of GoL agencies and NGOs in carrying out tasks, including the formulation of ToRs;
- Responsible for additional studies and data collection as well as analysis of results and integration of information into implementation arrangements;
- Setting up and supervision of monitoring indicators that are 'ethnically specific' and analysis of monitoring results; and
- Work together with NTPC staff and GoL staff in updating budgets and schedules and documentation of results.

Agriculturist

The Agriculturist will be hired for a continuous period of 24 months to provide daily technical supervision during the resettlement of the first set of villages. After that, they could return for up to 6 months per year during the rest of the rest of the villages and for the first few years of livelihood development.

He/she will be required to live and work in Nakai and will be based in the DAFO to work in close collaboration with the Director as well as the SMSs assigned in the RMU and the local TAs. He/she will be required to work closely with the other International TAs to provide on-going supervision of the activities that they propose to ensure timely implementation of the program.

The specific duties will include:

- Provide overall technical supervision of the Agricultural Development Program in collaboration with the Director of DAFO and the RMU staff;

- Supervise the provision of support to the DAFO including the improvements to the office accommodation and procurement of equipment and vehicles;
- In collaboration with the PAFO identify specific areas of support to strengthen the capacity of the Seed Production Station in Xe Bang Fai to generate seed of annual field crops for dispersal to the resettled villages;
- Collaborate with the DAFO in the recruitment of incremental extension staff to be deployed in the resettled villages and with the RMU Livelihood Manager in the identification of SMSs to be assigned from PAFO or from national level;
- Supervise the development of the existing Demonstration Farm to provide examples of the proposed cropping patterns for use in farmer training and to develop the capacity of the facility for seed production of upland crops;
- Supervise the development of the existing Pilot Nursery in particular establishing an orchard of selected mother trees to provide scion for use in grafting and propagation of fruit trees;
- Assist in the procurement of inputs for the resettled households providing technical guidance on the selection of varieties;
- Assess the technical training needs of the AEWs and assist the local TAs in the RO design appropriate training modules and the delivery of practical hands on training;
- Design and introduce a monitoring procedure to measure the impact of the Agricultural Development Program focussing on the uptake of the intensified cropping patterns, the utilisation of inputs and the production levels attained;
- Prepare in collaboration with the local TAs, the SMSs in the RMU, DAFO staff and the field extension staff to prepare annual work plans and budgets;
- Document the lessons learned during the first two years of resettlement and formulate recommendations for the continuation of the Agricultural Development Program;

Irrigation Agronomist

The Irrigation Agronomist will be hired for a total period of seven months split into an initial input of 3 months in the first year and 2 month inputs in the two subsequent years. He/she will be based in Nakai and will work in the DAFO to provide technical assistance and support to the Agriculturists and Irrigation Staff assigned to the RMU and the local TAs of the RO.

The specific duties will include:

- Assist the Irrigation Engineers in the RO and the SMSs in the RMU in the design of the irrigation layouts for the resettled villages during the first three years;
- Provide on-the-job training for these staff on irrigation practices with a particular focus on the production of diversified upland crops;
- In collaboration with the SMSs and local TAs provide training to the Village Irrigation Assistants to enable them to perform simple calculations of Irrigation Water Requirements for a range of crops;
- Design and introduce a monitoring procedure to measure the adoption of the irrigation practices by resettled households and identify interventions that may be required or modifications to irrigation layouts and designs in other villages;
- Provide inputs for the annual preparation of work plans and budgets that relate specifically to the development of on-farm irrigation in the resettled villages;
- Document lessons learned during the first three years to provide guidance to the local TAs and SMSs in the future implementation of the Agricultural Development Program.

Livestock Production Specialist

The Livestock Production Specialist will be hired for a total period of seven months split into three inputs of 3 months in the first year and 2 months in the two subsequent years. He/she will be based in Nakai and will work in the DAFO to provide technical assistance and support to the Livestock Specialists and Veterinary Staff assigned to the RMU and the local TAs of the RO.

The specific duties will include:

- In collaboration with the RO and the Livestock Specialists in the RMU make a more detailed assessment of the extent of the livestock populations for the households that are to be resettled and their present production practices;
- Make an assessment of the technical capacity for delivery of veterinary services in the district and in collaboration with the local TAs and SMSs in the RMU design a training program for the VLWs;
- In collaboration with the SMSs of the RMU and the staff of DAFO and PAFO develop the concept of training farmer leaders as Village Livestock Assistants (VLAs) and develop and appropriate training modules for these selected farmers;
- Provide technical support in the specification of the content of the veterinary boxes that are to be provided to the VLAs;
- In collaboration with the local TAs and SMSs design cut and carry systems for adoption by resettled villages and recommend appropriate grass and legume forage for on-farm testing to determine the carrying capacity of the farm lots;
- Assist in the design and establishment of on-farm demonstrations of improved pasture and legume forage species in the forested areas, formulate recommendations for the introduction of suitable species that could be planted experimentally in the drawdown zone and provide advice on the utilisation of leguminous hedgerows for cut and carry feeding;
- In collaboration with the SMS in the RMU, as well as the local TAs, provide advise on the selection of the site and the design of the Animal Breeding Centre that will be established in the district and also design appropriate on-farm poultry demonstrations for rearing day old chicks and ducklings;
- To provide inputs for the annual preparation of work plans and budgets that relate specifically to the development of on-farm irrigation in the resettled villages; and
- To document lessons learned during the first three years to provide guidance to the local TAs and SMSs in the future implementation of the Agricultural Development Program.

Soil and Water Conservation Expert

The Soil and Water Conservation Expert will be hired for a total period of four months split into two inputs of 2 months over the first two years. He/she will be based in Nakai and will work in the DAFO to provide technical assistance and support to the Agriculturists assigned to the RMU and the local TAs of the RO.

The specific duties will include:

- In collaboration with the SMSs in the RMU and the local TAs in the RO make an assessment of the existing soil and water conservation practices in the Pilot Village and formulate recommendations for implementation in other villages;
- Assist the SMSs and local TAs in an assessment of the existing layout of the Demonstration Farm and propose improvements that can be incorporated into demonstrations on that site for use in farmer training including the testing of alternative hedgerow species for the stabilisation of the contours;
- Advice on the preparation of training modules for the AEWs on appropriate soil and water conservation practices for adoption in the resettled villages;
- Assist the SMSs and local TAs in the design of the soil and water conservation measures in the resettlement villages for the first two years in order to provide them with guidance on procedures for the resettlement areas;
- To conduct an assessment of the soils and topography in each proposed resettlement site to identify any particular problems that may be encountered and make recommendations on how to address these in each site;
- Provide inputs for the annual preparation of work plans and budgets that relate specifically to the development of on-farm irrigation in the resettled villages; and

- Document lessons learned during the first two years to provide guidance to the local TAs and SMSs in the future implementation of the Agricultural Development Program;

Horticulturist

The Horticulturist will be hired for a total period of four months split into two inputs of 2 months during the first and second years. He/she will be based in Nakai and will work in the DAFO to provide technical assistance and support to the Agriculturists assigned to the RMU and the local TAs of the RO. This position may be combined with Agricultural Specialist listed above.

The specific duties will include:

- In collaboration with the local TAs of the NTPC/RO and the SMSs in the RMU make an assessment of the vegetable and fruit production in the Demonstration Farm and also in the Pilot Village to identify the most appropriate types that should be introduced;
- Assist the local TAs and SMSs in the preparation of guidelines for irrigated cropping of vegetables in the DS and the incorporation of these into modules for farmer training;
- Assess the varieties of vegetable seeds that are available and introduce procedures for simple performance trials to be conducted at the Demonstration Farm;
- Assist the local TAs and SMS in assessing the extent of pest and diseases on current vegetable crops and prepare recommendations for control measures focussing particularly on IPM measures and the use of biological controls;
- Provide inputs for the annual preparation of work plans and budgets that relate specifically to the development of on-farm irrigation in the resettled villages; and
- Document lessons learned during the first two years to provide guidance to the local TAs and SMSs in the future implementation of the Agricultural Development Program.

Gender Specialist

The Gender Specialist will be hired on a full-time basis for the first two years and then recurrent for three years (approximately 4 months per year) – three years in total. The main responsibility of the Gender Specialist will be to mainstream gender issues, supervise social programmes for women and to train local consultants and GoL staff in gender awareness. He/she will be based in Nakai with period visits to other project districts, and to Thakhek and Vientiane for coordination and planning with other project staff and GoL agencies. The Gender Specialist will work closely with RMU staff, district line agencies, LWU and technical specialists and other GoL staff involved in community development.

Candidates should have at least a Master's degree in gender studies or development studies and at least 5 years experience with gender issues and social development in Lao PDR or the region. In addition, ability in conducting gender and culturally sensitive consultations and project implementation experience (field experience) are required. Knowledge of Lao would be an advantage.

Specific duties will include:

- Supervision of all social and development programmes that would facilitate project objectives in a gender sensitive manner, including the consultation process;
- Providing technical assistance, training and support for the RMU in carrying out its duties and responsibilities in relation to resettlement and compensation, including holding gender awareness workshops and other events to improve performance in terms of gender issues;
- Integration or 'mainstreaming' of gender issues into project planning and following-up on specific interventions and support;
- Ensuring that gender issues are identified, properly understood and effectively integrated into RAP and mitigation activities, wherever applicable and appropriate;
- Ensuring that WB and ADB policies and procedures related to social and gender development issues are adequately addressed in accordance with GoL policies and goals for development;
- Work closely with GoL specialists and agencies responsible for gender issues, especially the LWU representatives at the local, provincial and national levels;

- Supervise income generation programmes and community support programmes and coordinate involvement of GoL agencies and NGOs in carrying out tasks, including the formulation of ToRs;
- Responsible for additional studies and data collection as well as analysis of results and integration of information into implementation arrangements;
- Setting up and supervision of monitoring indicators that are gender disaggregated and analyse monitoring results; and
- Work together with NTPC staff and GoL staff in updating budgets and schedules and documentation of results.

Annex 6-6: Nakai Plateau Village Resettlement Committees (May 2003)

Position	Name	Age	Education/work experience	Occupation	
				Main	Extra
Village Oudomsouk					
Village chief	Champa Anousone	49	Primary school, year 5, Army nurse	Farming	
1st deputy	Ms Thone	36	Secondary school, year 3, Army nurse	Farming	Trade
2nd deputy	Ms Nouansy	39	Primary school, year 5, Civilian	Farming	Laborer
Elders Committee	Mr Bounthanh	65	Primary school, year 2, Soldier	Farming	Trade
Woman Union	Ms Phetsamone	36	Secondary school, year 3. Nurse	Farming	Trade
Youth	Mr Chanethavong	34	Secondary school, year 3. Laborer	Farming	Trade
Village Nakai Neua					
Village chief	Mr. Sanamsai Phengsylvom	36	Primary school year 3, Used to be driver	Farming	livestock
1st deputy	Mr. Banchong	50	Secondary school year 3, Police officer	Farming	Trade
2nd deputy	Mr. Sinenorkeo	48	Primary school year 5, Civilian	Farming	NTFP-seeker
Elders Committee	Mr. Kany	48	Primary school year 2, Soldier	Farming	livestock
Woman Union	Ms On	43	Primary school year 2, Civilian	Farming	NTFP-seeker
Youth	Mr. Keo	22	Primary school year 5, Civilian	Farming	NTFP-seeker
Village Nakai Tai					
Village chief	Mr. Keo thosa	38	Primary school year 3, Civilian	Farming	livestock
1st deputy	Mr Ninda Southanone	50	Secondary school year 1; Soldier	Farming	livestock
2nd deputy	Mr. Pheng dokkeo	38	Primary school year 5, Civilian	Farming	livestock
Elders Committee	Mr. Kahom	60	Primary school year 2, Soldier	Farming	livestock
Woman Union	Ms. Sa	43	Primary school year 5, Civilian	Farming	livestock
Youth	Mr. Sang	43	Primary school year 5, Civilian	Farming	livestock
Village SopMa					
Village chief	Mr. Vanhsay Leuisananh	64	Primary school year 3; Provincial youth	Farming	NTFP-seeker
1st deputy	Mr Phui	40	Primary school year 2, Civilian	Farming	NTFP-seeker
2nd deputy	Mr Khamsavath	35	Primary school year 3, deputy Village chief	Farming	NTFP-seeker
Elders Committee	Mr Phouan	67	Primary school year 1, Soldier	Farming	NTFP-seeker
Woman Union	Ms Sai	46	Primary school year 2, Woman Union	Farming	NTFP-seeker
Youth	Mr Khamphai	36	Primary school year 4, Private teacher	Farming	NTFP-seeker
Village SopPhene					
Village chief	Mr Khouan Syphachanh	46	Secondary school, Year 3, Security	Farming	NTFP-seeker
1st deputy	Mr Vah Soulichanh	43	Secondary school, Year 2, Soldier	Farming	NTFP-seeker
2nd deputy	Mr. Bounma	39	Primary school year 2, Civilian	Farming	livestock
Elders Committee	Mr. Sy khung	75	Primary school year 2, Village chief	Farming	livestock
Woman Union	Ms Mei	45	Primary school year 2, Civilian	Farming	NTFP-seeker
Youth	Mr Khang	28	Primary school year 2, Civilian	Farming	NTFP-seeker
Village Thalang					
Village chief	Mr Sangka Phimmasone	41	Primary school year 3, provincial security	Farming	NTFP-seeker
1st deputy	Mr. Don Syharath	44	Primary school year 5; Hinboun security	Farming	NTFP-seeker
2nd deputy	Ms. Noy Phothong	25	Primary school year 4 .Civilian	Farming	Trade
Elders Committee	Mr. Siengpa Sithbangna	52	Secondary school, Year 3. Teacher	Farming	NTFP-seeker
Woman Union	Ms. Choy Saiyavongsa	28	Primary school year 3 .Civilian	Farming	NTFP-seeker
Youth	Mr. Meisy Khamphila	28	Primary school year 3 .Civilian	Farming	NTFP-seeker
Village Nongbouakham					
Village chief	Mr Pin Khuilasith	36	Primary school year 5 .Teacher	Farming	NTFP-seeker
1st deputy	Mr. Vanhsay Komsaisana	38	Secondary school, year 3 .Teacher	Farming	NTFP-seeker
2nd deputy	Mr So	30	Primary year 5. Livestock keeper at Laksao	Farming	NTFP-seeker
Elders Committee	Mr Sanamsai	65	Primary school year 5 Soldier	Farming	NTFP-seeker
Woman Union	Ms Deng	35	Secondary school, year 2, Trade officer	Farming	NTFP-seeker

Position	Name	Age	Education/work experience	Occupation	
				Main	Extra
Youth	Mr Seng	25	Primary school year 5 .Civilian	Farming	NTFP-seeker
Village	Nam Nian				
Village chief	Souvanthorn Khamphisouvong	48	Secondary school, Year 6. BPKP staff	farming	Trade
1st deputy	Mr Sysai	45	Primary school year 4. used to be Soldier	Farming	NTFP-seeker
2nd deputy	Mr Ting Phetlumphane	46	Primary school year 5 used to be Soldier	Farming	NTFP-seeker
Elders Committee	Mr Bounkhum	63	Primary school year 5 Soldier	Farming	NTFP-seeker
Woman Union	Ms Douanphetlumphane	43	Primary school year 4 .Civilian	Farming	NTFP-seeker
Youth	Mr Thavone	28	Secondary school, Year 3. Laborer	Farming	NTFP-seeker
Village	Sop Hia				
Village chief	Mr Souvanthorn Khamphisouvong	48	Secondary school, year 6. BPKP staff	Farming	Trade
1st deputy	Mr Sysai	45	Primary school year 4 used to be Soldier	Farming	NTFP-seeker
2nd deputy	Mr Ting Phetlumphane	46	Primary school year 5 used to be Soldier	Farming	NTFP-seeker
Elders Committee	Mr Sor	56	Primary school year 5 used to be Soldier	Farming	NTFP-seeker
Woman Union	Ms Bouavanh	42	Primary year 2,	Farming	NTFP-seeker
Youth	Mr. Kainboun	28	Primary school year 5. Civilian	Farming	NTFP-seeker
Village	Sop On				
Village chief	Mr Ouam Linesomphou	38	Primary year 5. Bouama village Youth	Farming	NTFP-seeker
1st deputy	Mr KeuthPhanethavong	50	Primary school year 5. clergyman	Farming	NTFP-seeker
2nd deputy	Mr Sing Khomnaloun	35	Primary school year 3 Soldier	Farming	NTFP-seeker
Elders Committee	Mr Tone	67	Secondary school, year 3 Soldier	Farming	NTFP-seeker
Woman Union	Ms Khamsy	40	Secondary school, year 3. village Youth	Farming	NTFP-seeker
Youth	Mr Ox Khenvongsa	25	Secondary school, year 3. village Youth	Farming	NTFP-seeker
Village	Bouama				
Village chief	Mr Sei Dengouthorn	40	Primary school year 4 Independent Soldier	Farming	NTFP-seeker
1st deputy	Mr Thang	55	Primary school year 4 Soldier	Farming	NTFP-seeker
2nd deputy	Mr. Chai	30	Secondary school, year 3 Village Youth	Farming	NTFP-seeker
Elders Committee	Mr Siengkong	68	Primary 3 Used to be the Chief of zone	Farming	NTFP-seeker
Woman Union	Ms Douan	50	Primary school year 2 village Youth	Farming	NTFP-seeker
Youth	Mr Onta	25	Primary school year 4 used to be monk	Farming	NTFP-seeker
Village	Phonsavang				
Village chief	Mr Siengphone	36	Primary school year 2 clergyman	Farming	NTFP-seeker
1st deputy	Mr None	38	Primary school year 5 clergyman	Farming	livestock
Elders Committee	Mr Kham	60	Primary school year 1 Soldier	Farming	livestock
Woman Union	Ms Keui	45	Primary school year 1 village nurse	Farming	livestock
Youth	Mr Deu	24	Primary school year 1 student	Farming	NTFP-seeker
Village	Nong boua				
Village chief	Mr Khamphong	47	Primary school year 3 village security	Farming	livestock
1st deputy	Mr. Khain phaliboua	40	Primary school year 2 employee	Farming	livestock
2nd deputy					
Elders Committee	Mr Pheng	28	Primary school year 5	Farming	livestock
Woman Union	Ms No	48	Primary school year 5 village Youth	Farming	livestock
Youth	Mr Oy	27	Primary school year 2 . Student	Farming	livestock
Village	Phonphanpek				
Village chief	Mr Sy Boualaphanh	41	Secondary school, year 1. Security	Farming	livestock
1st deputy	Mr Ta	48	Primary school year 5. Teacher	Farming	livestock
2nd deputy	Mr Pat	30	Secondary school, year 2. Soldier	Farming	Trade
Elders Committee	Mr Nao	56	Primary school year 2. Soldier	Farming	livestock
Woman Union	Ms Tha boualaphanh	53	Primary school year 2 .Tailor	Farming	livestock
Youth	Mr Thanh	35	Secondary school, Year 3. Civilian	Farming	NTFP-seeker

Position	Name	Age	Education/work experience	Occupation	
				Main	Extra
Village	Ka oy				
Village chief	Mr Lom Saiyarath	45	Primary school year 5 Soldier	Farming	NTFP-seeker
1st deputy	Mr Sanh Sengdaloun	45	Primary year 4. Gnommalat. District police	Farming	NTFP-seeker
Elders Committee	Mr Douan	76	Primary school year 3, Chief of zone	Farming	NTFP-seeker
Woman Union	Ms Ny	55	Primary school year 3. civilian	Farming	NTFP-seeker
Youth	Mr Thongseng	25	Primary school year 5. Student	Farming	NTFP-seeker
Village	Khone Khen				
Village chief	Mr Nor	53	Primary school year 5, Soldier	Farming	NTFP-seeker
1st deputy	Mr Sypaseuth	60	Primary school year 3, Soldier	Farming	NTFP-seeker
Elders Committee	Mr Meui	60	Primary school year 3, Soldier	Farming	NTFP-seeker
Woman Union	Ms Suan	60	Primary school year 1, village Youth	Farming	NTFP-seeker
Youth	Mr Ly	23	Primary school year 5, Soldier	Farming	NTFP-seeker
Village	Don				
Village chief	Mr Phonephet Oudon	52	Primary school year 5 Soldier	Farming	livestock
1st deputy	Mr Bouapha Chanhthida	56	Primary school year 5 Soldier	Farming	livestock
2nd deputy	Mr Thanh	53	Primary school year 4 Soldier	Farming	NTFP-seeker
Elders Committee	Mr Kompary	65	Primary year 5. Primary school teacher	Farming	NTFP-seeker
Woman Union	Ms Phengsy	40	Primary school year 3. Trade officer	Farming	NTFP-seeker
Youth	Mr Vong	20	Primary school year 5 Soldier	Farming	NTFP-seeker