

22 November 2013

FOR APPROVAL PARA. 22.

To: James A. Nugent
Director General, SERD *[Signature]* 6 Dec '13

Through: Munawar Alam *[Signature]*
OIC, SETC

From: Jong Hyun Nam *[Signature]*
Safeguards Specialist, SETC

Subject: C-TA0013-INO: Sustainable Infrastructure Assistance Program;
— Request for Approval of Subproject 5: Strengthening Community
Participation in Project Design, Implementation, and Monitoring in
Regional Roads Development Projects (P46380)¹

I. INTRODUCTION

1. The above subproject is part of the C-TA0013-INO: Sustainable Infrastructure Assistance Program (SIAP) that was approved by the ADB Board of Directors on 17 June 2013.² The C-TA0013-INO is a technical assistance cluster (TAC) financed by Australian Agency for International Development³ and administered by ADB.

2. **Progress of SIAP.** This is the fifth subproject under the \$20 million SIAP. Approval of the subproject will make total approvals of \$7.215 million. No further subprojects are expected to be considered for approval in 2013. There are no implementation performance issues to report.

3. **Issues.** Improved road infrastructure in southern Java is necessary to remove existing constraints to economic growth and investment in this isolated area. Similarly, road network improvements are needed to support economic development in less developed and remote districts in northern Kalimantan. These will reduce transport costs, as well as complement the Brunei Darussalam-Indonesia-Malaysia-Philippines East ASEAN Growth Area programs to reduce non-physical barriers to trade, including improving customs, immigration, quarantine, and security.

4. ADB and the Islamic Development Bank (IsDB) are co-financing, together with the Government of the Republic of Indonesia (the Government), the Regional Roads Development Project (RRDP) to strengthen national and regional connectivity of 476 kilometers (km) of strategic and national roads in four provinces of Indonesia: Central Java, East Java, East

¹ The subproject number is the same number as referenced in e-Ops.

² The TA first appeared in the business opportunities section of ADB's website on 27 March 2013.

³ ADB. 2013. *Technical Assistance Cluster to the Republic of Indonesia from the Government of Australia for the Sustainable Infrastructure Assistance Program*. Manila.

Kalimantan, and West Kalimantan.⁴ In addition, ADB has approved a project preparatory technical assistance (TA) for the second phase of the RRDP (RRDP II), which will rehabilitate about 200 km of roads in Java and Kalimantan.⁵

5. Prior to Board consideration of the RRDP on 24 November 2011, nongovernment organizations (NGOs) including Alliance of Nusantara Indigenous People West Kalimantan, Mining Advocacy Network East Kalimantan, Solidaritas Perempuan (Womens' Solidarity), and Hawaii-based Ulu Foundation, sent letters of concern to ADB's Board of Directors related to RRDP. In the letters, their main concerns were: (i) the consultations undertaken were insufficient with respect to indigenous peoples; (ii) there was no information about the social, economic, and cultural status of women; (iii) the preparation process of the project ignored the principles of free, prior, and informed consent; (iv) the project ignored the presence of indigenous peoples along the project development sites, and has the potential to cause displacement and destruction of environment in the living and production areas of indigenous peoples and other communities; (v) the project would potentially be unsupported by the indigenous peoples and some civil society organizations because it ignored the consultation process and did not seek indigenous peoples' consent; and (vi) there was insufficient information disclosure, particularly to the affected communities (e.g. no documents were provided in Bahasa Indonesia to the affected communities).

6. The RRDP became effective on 3 July 2012. Eight civil works contract packages in the ADB-funded section have been tendered; two contract packages have been awarded. The civil works are expected to commence by end-2013 for East Java and West Kalimantan, while the procurement of civil works under the IsDB-funded section (Central Java) is still underway. The RRDP II is under project preparatory TA stage, and the ensuing loan is expected to be approved in 2014.

7. With this background, the proposed subproject aims to address the NGOs' concerns and strengthen stakeholder engagement to ensure they maximize the benefits of the investment project through support for enhanced communications and participation measures.

8. ADB's Strategy 2020⁶ emphasizes gender equity as a driver of change essential for achieving inclusive and sustainable growth, and reducing poverty. Mainstreaming gender in project design is an important component to support Strategy 2020 objectives. The current gender mainstreaming categorization for RRDP is "Some Gender Benefits". By incorporating results of the gender analysis under the proposed subproject, the gender benefits aspects of RRDP can be strengthened by incorporating additional and specific gender benefits in project implementation.

9. For both RRDP and RRDP II, the Directorate General of Highways (DGH) of the Ministry of Public Works is the executing agency, and the Directorate of Planning (Bina Program) in DGH is the implementing agency, responsible for overall project management. However, DGH and local governments have low capacity in planning, implementing, and monitoring community participation in their projects. Therefore, there is a need to develop manuals and training videos

⁴ ADB. 2011. *Report and Recommendation of the President to the Board of Directors: Proposed Loan to the Republic of Indonesia for the Regional Roads Development Project*. Manila. (Loan 2817-INO, \$180 million, approved on 24 November 2011).

⁵ ADB. 2012. *Technical Assistance to the Republic of Indonesia for the Regional Roads Development Project II*. Manila (TA 8138-INO, \$1,500,000, approved on 8 August 2012).

⁶ ADB. 2008. *Strategy 2020: The Long-Term Strategic Framework of the Asian Development Bank 2008–2020*. Manila.

for integrating community participation into road projects, and to train key stakeholders, including DGH and local government staff, to strengthen their internal capacities and to adopt best practices and lessons learned for effective implementation of future projects.

II. IMPACT, OUTCOME AND OUTPUTS

A. Impact and Outcome

10. The impact of the proposed subproject will be that community benefits of the project roads are maximized, particularly for vulnerable groups such as indigenous peoples and women. The outcome will be improved community participation in addressing safeguards issues such as environment, resettlement, indigenous peoples, gender mainstreaming, and HIV/AIDS and human trafficking in the design and implementation of road projects. The design and monitoring framework is in Appendix 1.

B. Methodology and Key Activities

11. **Output 1: Stakeholder Analysis and Community Survey for RRDPs Completed.** A stakeholder analysis and community survey covering various safeguard issues such as environment, resettlement, indigenous peoples, gender mainstreaming, road safety, and HIV/AIDS and human trafficking awareness and prevention, will be undertaken for both RRDP and RRDP II. The stakeholder analysis will identify the various groups with vested interest in (or who may be affected by) the project roads during both, the implementation and operation phase. The project team conducted such analysis during project preparatory TA for RRDP. However, the communities requested that the program be tailored to assist the project affected people, particularly vulnerable people including women and indigenous peoples, to participate more in the project design and, therefore, benefit more from the project's outputs. The detailed community survey will identify concerns, expectations, potential for benefits, opportunities, and constraints in the communities, particularly with respect to the project roads. It will also identify means to conduct meaningful consultations with the host communities. In particular, Output 1 will focus on identification of the various groups of women beneficiaries and indigenous peoples and their key concerns in the communities affected by the two RRDP projects.

12. **Output 2: Communication Strategy and Participation Plan for RRDPs Approved.** The subproject will support development of a project-specific communication strategy and participation plan for the RRDPs. Community-level meetings and activities at a range of locations within the project area will ensure community members, including women, indigenous peoples, those with lowest incomes, and those with mobility impairments and/or disabilities, maximize their contribution to and benefit from the associated projects. During the community-level meetings, the consultants will brainstorm with participants about community issues and help define women's concerns, expectations, and ways that the communities could maximize their inputs to and benefits from the project roads. The communication strategy and participation plan will identify: (i) the most suitable information-sharing technique, including dissemination of basic project information among affected people including women, indigenous peoples, those with lowest incomes, and those with mobility impairments and/or disabilities; (ii) existing community groups including women and indigenous peoples' groups, and development of ways to strengthen their capacity, and analysis of what activities they can be involved in; (iii) means to form community groups, including women and indigenous peoples' groups, if no existing community group is available and determine in what capacity they can be involved, and (iv) a pilot location to introduce innovative solutions in community participation and communication.

13. Gender and indigenous people specialists with adequate experience will be mobilized on project sites (i) to conduct community-level meetings for women and indigenous peoples to identify their concerns and expectations for the projects, and (ii) to develop gender and indigenous people analysis and action plans based on their findings. In collaboration with the team leader and community development specialists, the gender and indigenous people specialists' analysis will be incorporated in the communication strategy and participation plan.

14. For improved communication with local communities, the subproject will support the translation of relevant output documents into Bahasa Indonesia and/or local dialects in the form of leaflets. These summary leaflets will be distributed to affected communities and all relevant documents will be publicly disclosed in ADB's RRDP project website (<http://www.adb.org/projects/38479-034/main>).

15. The communication strategy and participation plan will be fully agreed with DGH and be implemented in cooperation with DGH and supervision consultants for RRDPs to maximize the benefits to the local communities, particularly women and indigenous peoples. Furthermore, the implementation of the plan will be monitored throughout the project cycle with the help of the supervision consultants.

16. Output 3: Strengthened Key Stakeholders' Capacity on Implementing Community Participation in Road Development Projects, and Knowledge Product for Sustainability.

The subproject will support the development of a manual including training video clips for planning, implementing, and monitoring community participation practices for road projects. The training manual will be developed based on many freely available existing guidelines and/or manuals, and will be tailored to the needs of government and communities. Furthermore, relevant staff in key counterpart agencies, including DGH and local governments, will be trained on how to facilitate community participation in the development of road projects. Finally, a knowledge product will be published that will capture the lessons learned and results from Outputs 1–3 that can be used by similar projects in other parts of the country.

III. COST AND FINANCING

17. The Strengthening Community Participation in Project Design, Implementation, and Monitoring in Regional Roads Development Project–Subproject 5 is estimated to cost \$1.1 million equivalent, of which \$1.0 million will be financed from the TAC, on a grant basis, by the Government of Australia, and administered by ADB. The estimated cost includes the management fee of 5%. The Government of Indonesia will provide counterpart contributions in the form of counterpart staff, access to data, and other in-kind contributions. The detailed cost estimates and financing plan are in Appendix 2.

IV. IMPLEMENTATION ARRANGEMENTS AND SCHEDULE

18. **Implementation arrangements.** The National Development Planning Agency (BAPPENAS [Badan Perencanaan dan Pembangunan Nasional]) will be the executing agency, and the DGH of the Ministry of Public Works will be the implementing agency. The Directorate of Planning in DGH will be responsible for overall project management and implementation of Subproject 5. DGH, as the implementing agency, will have day-to-day interaction with the consultants. A consulting firm, preferably an NGO, will be engaged to implement Subproject 5. The subproject will require 3 international consultants for 17 person-months and 5 national consultants for 70 person-months. The subproject will be implemented over 24 months, starting in May 2014, with completion expected in April 2016.

19. Consultant recruitment for the subproject will be undertaken by ADB according to its Guidelines on the Use of Consultants (2013, as amended from time to time). A consulting firm, preferably an NGO, will be recruited following the quality-based selection method. Terms of reference for consultants are outlined in Appendix 3. Disbursements under the subproject will be made in accordance with ADB's *Technical Assistance Disbursement Handbook* (May 2010, as amended from time to time). Advance payment for workshops and training will be provided through the use of an Advance Payment Facility.

20. **Implementation Schedule.** Table 1 shows the major milestones of the subproject.

Table 1: Proposed Implementation Schedule

| Milestones | Expected Completion Date |
|---|---------------------------------|
| Subproject proposal | December 2013 |
| Mobilization of consultants | May 2014 |
| Inception Mission | June 2014 |
| Completion of Communication Strategy and Participation Plans for RRDPs | Q3 2015 |
| Midterm Review Mission | Q3 2015 |
| Capacity Building to Key Stakeholders (including publication of training manuals) | Q1 2016 |
| Subproject Completion Report | Q2 2016 |

Q = quarter; RRDPs = Regional Roads Development Project and Regional Roads Development Project II.
Source: Asian Development Bank estimates.

V. OTHERS

21. Intra and interdepartmental comments were sought. The paper has been revised to incorporate these comments. The minutes of the departmental review meeting and the interdepartmental comments matrix are attached.

VI. RECOMENDATION

22. Pursuant to para. 27 of OM Section D12/OP, we request your approval for the provision of technical assistance not exceeding the equivalent of \$1.0 million, on a grant basis, financed by the Government of Australia and administered by ADB, through C-TA0013-INO: Sustainable Infrastructure Assistance Program to the Republic of Indonesia for Strengthening Community Participation in Project Design, Implementation, and Monitoring in Regional Roads Development Projects–Subproject 5.

Attachments: (i) Minutes of Departmental Review Meeting
(ii) Inter-Departmental Comments Matrix

cc: Deputy Director General, SERD; Director, SEEN; SEER; SEHS; SEPF; SERC; SEUW; OIC-SETC; Country Director; Deputy Country Director; A. Gill, IRM; F. Emmanuel; P. Liwanag, CTIS; H. Hong; I. Caetani, OCO; S. Zaidansyah, OGC; J. Hilay, OSFM; J. Pedersen, OSP2; K. Sakamoto; J. Zhang, RSDD; C. Morris, RSGP; S. Tukuafu, SEOD; Programs Officer/Senior Operations Assistant, IRM; Chrono; eStar.

DESIGN AND MONITORING FRAMEWORK

| Design Summary | Performance Targets and Indicators with Baselines | Data Sources and Reporting Mechanisms | Assumptions and Risks |
|---|--|--|---|
| <p>Impact Community benefits of the road projects are maximized</p> | <p>By 2019 Community concerns and expectations reflected in the design and implementation of the road projects in Indonesia.</p> <p>30 of the identified safeguards issues such as resettlements, indigenous peoples, environment, gender, HIV/AIDS, human trafficking are adopted in the RRDPs.</p> | <p>Project review missions</p> | <p>Assumptions Local communities and local governments remain supportive of community participation program.</p> |
| <p>Outcome Improved community participation in addressing safeguards issues such as resettlement, indigenous peoples, environment, gender, HIV/AIDS, and human trafficking in the design and implementation of the road projects</p> | <p>By 2016 At least 50 community-level meetings are held.</p> <p>At least 20 women's group meetings in local communities are held.</p> <p>At least 10 indigenous peoples group meetings are held.</p> <p>Community participation is strengthened via implementation of a communication strategy and participation plan during whole project cycle.</p> | <p>Project review missions</p> | <p>Assumptions Local communities, particularly women, are willing to participate in the program.</p> |
| <p>Outputs 1. Stakeholders analysis and community survey for RRDPs completed</p> | <p>By 2016 Completed report on stakeholder analysis focusing on women and indigenous peoples.</p> | <p>Consultants' report Stakeholders analysis</p> | <p>Assumptions Local communities, particularly women, are willing to participate in the program.</p> |
| <p>2. Communication strategy and participation plan for RRDPs approved</p> | <p>By 2016 Completed communication strategy and participation plan for RRDPs.</p> <p>Completed gender and indigenous peoples analysis and action plan.</p> | <p>Consultants' reports Project review missions and ADB project website Public disclosure of relevant documents on ADB's project website</p> | <p>Assumption Local communities, particularly women, are willing to participate in the program.</p> |

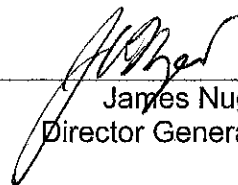
| Design Summary | Performance Targets and Indicators with Baselines | Data Sources and Reporting Mechanisms | Assumptions and Risks | | | | |
|--|--|--|--|---------------|-------------------------|---------|--|
| | At least 200 copies of the translated summary of outputs are distributed to the affected communities and local offices and/or community centers. | | | | | | |
| 3. Strengthened key stakeholders' capacity on implementing community participation in road development projects, and knowledge product for sustainability | <p>By 2016 A manual including training videos on planning, implementing, and monitoring community participation program for road projects is developed.</p> <p>At least 5 trainings and/or workshops for key stakeholders (DGH staff, local governments, and communities) for community participation program is performed.</p> <p>A knowledge product that captures the lessons learned and results from output 1–3 is published.</p> | <p>Developed manuals with training videos</p> <p>List of trained key stakeholders (DGH staff, local government staff, and community members)</p> <p>Published knowledge product</p> | <p>Assumption Local communities and local governments are willing to participate in the training.</p> | | | | |
| Activities with Milestones | | Inputs | | | | | |
| <p>Outputs 1 and 2: Developed Stakeholder Analysis and Community Survey, and Communication Strategy and Participation Plan</p> <ol style="list-style-type: none"> 1. Mobilize consultant team in the project sites by Q2 2014. 2. Consultant team to submit an inception report by Q2 2014. 3. Consultant team to conduct consultation with affected communities by Q2 2014–Q2 2016. 4. Consultant team to submit periodic activity reports by Q2 2014–Q2 2016. 5. Consultant team to submit a draft report including stakeholders analysis and community survey, communication strategy and participation plan, gender analysis and action plan, and indigenous peoples analysis and action plan for RRDP by Q4 2014. 6. Consultant team to submit a final stakeholders analysis and community survey, communication strategy and participation plan, gender analysis and action plan, and indigenous peoples analysis and action plan for RRDP by Q1 2015. 7. Consultant team to submit a draft report including stakeholders analysis and community survey, communication strategy and participation plan, and indigenous peoples analysis and action plan for RRDP II by Q2 2015. 8. Consultant team to submit a final stakeholders analysis and community survey, communication strategy and participation | | <table border="1"> <thead> <tr> <th data-bbox="1024 1115 1235 1146">Item</th> <th data-bbox="1235 1115 1442 1146">Amount ('000)</th> </tr> </thead> <tbody> <tr> <td data-bbox="1024 1146 1235 1209">Government of Australia</td> <td data-bbox="1235 1146 1442 1209">1,000.0</td> </tr> </tbody> </table> | Item | Amount ('000) | Government of Australia | 1,000.0 | |
| | | Item | Amount ('000) | | | | |
| | | Government of Australia | 1,000.0 | | | | |
| | <p>The Government of Indonesia will provide counterpart support in the form of counterpart staff, access to data, and other in-kind contributions.</p> | | | | | | |

| Activities with Milestones | Inputs |
|---|--------|
| <p>plan, gender analysis and action plan, and indigenous peoples analysis and action plan for RRDP II by Q3 2015.</p> <p>9. Consultant team to submit the translated summaries of Outputs in Bahasa Indonesia and/or local dialects by Q4 2015.</p> <p>10. Distribution of Bahasa Indonesia and/or local dialects translated materials to the affected communities and public disclosure of the documents, both in English and Bahasa Indonesia, in ADB website by Q1 2016.</p> <p>11. Adoption and commencement of communication strategy and participation plan for RRDPs by Q2 2016.</p> <p>Output 3: Strengthened Key Stakeholders' Capacity on Implementing Community Participation in Road Development Projects, and Knowledge Product for Sustainability</p> <p>1. Consultant team to assess key stakeholders' (DGH, local governments, and communities) capacity on planning, implementing, and monitoring community participation in road development by Q3 2014.</p> <p>2. Consultant team to conduct workshops and/or orientation to develop manual and training videos with key stakeholders (DGH, local governments, and communities) by Q2 2015.</p> <p>3. Consultant team to submit a training manual including videos by Q4 2015.</p> <p>4. Consultant team to conduct training workshops to key stakeholders (DGH, local governments, communities) for planning, implementing, and monitoring community participation in road development projects by Q1 2016.</p> <p>5. Consultant team to submit a knowledge product that captures lessons learned and results from Outputs 1–3 by Q2 2016.</p> <p>6. Consultant team to submit a project completion report by Q2 2016.</p> | |

ADB = Asian Development Bank; DGH = Directorate General of Highways; Q = quarter; RRDPs = Regional Roads Development Project and Regional Roads Development Project II.



Munawar Alam
 OIC, SETC



James Nugent
 Director General, SERD

COST ESTIMATES AND FINANCING PLAN
(\$'000)

| Item | Amount |
|---|-----------------|
| Government of Australia^a | |
| 1. Consultants | 723.09 |
| a. Remuneration and per diem | 638.26 |
| i. International consultants (17 person-months) | 254.80 |
| ii. National consultants (70 person-months) | 263.76 |
| iii. Per diem (1,554 days) | 119.70 |
| b. International and local travel | 20.03 |
| c. Reports and Communications | 64.80 |
| 2. Workshops including Training Workshops | 82.44 |
| 3. Vehicle hire | 56.40 |
| 4. Surveys | 20.00 |
| 5. Miscellaneous administration and support costs | 60.00 |
| 6. Representatives for Contract Negotiations | 15.00 |
| 7. Contingency | 43.07 |
| Total | 1,000.00 |

Note: The technical assistance (TA) Subproject 5 is estimated to cost \$1,100,000, of which contributions amounting to \$1,000,000 from the TA Cluster funded by the Government of Australia are presented in the table above. The Government of Indonesia (The Government) will provide support in the form of counterpart staff, access to data, and other in-kind contributions. The value of Government contribution is estimated at 9.09% of the total TA Subproject cost.

^a Administered by the Asian Development Bank. This amount also includes ADB's administration fee, audit costs, bank charges, and provision for foreign exchange fluctuations (if any), to the extent that these items are not covered by the interest and investment income earned on this grant or any additional grant from the Government of Australia. Source: ADB estimates.

OUTLINE TERMS OF REFERENCE FOR CONSULTANTS

I. Objective of the Assignment

1. The Asian Development Bank (ADB) is seeking a firm, preferably a nongovernment organization, to help improve community participation in Regional Roads Development Projects. For reasons of economy and efficiency, ADB is particularly interested in proposals from a firm who have operational experience in the project areas of Central Java, East Java, East Kalimantan, and West Kalimantan.

II. Qualifications of the Consultant

2. The firm should have the capability to mobilize the following consultants with respective qualifications.

3. This assignment of **Team Leader** (international, 2 years intermittent) will be undertaken by an individual consultant with regional experience who should have the following minimum qualifications:

- (i) Experience overseeing and implementing community mobilization projects; preference will be given to candidates with previous experience in mobilizing communities benefitting from transport projects;
- (ii) At least 8 years of experience in a community development role or related area, such as gender or rights-based approaches;
- (iii) Management experience of at least three years; ability to supervise a team of two international specialists and five national specialists;
- (iv) Familiarity with gender mainstreaming, indigenous peoples, and road projects, the development opportunities and challenges that they present to a community, and the ability to facilitate community discussion around these issues, through the use of participatory tools including stakeholder analysis and community survey, and communication strategy and participation plan focusing on gender and indigenous peoples;
- (v) Familiarity with HIV/AIDS and human trafficking awareness and prevention program in road projects;
- (vi) Ability to work with multiple stakeholders, including civil society, government, community, private sector, and ADB; and
- (vii) English language skills of a high standard. A working knowledge of Bahasa Indonesia would be preferred.

4. This assignment of **Community Development Specialists** (3 nationals, 2 years intermittent) will be undertaken by individual consultants with local experience who should have the following minimum qualifications:

- (i) Strong local knowledge of the project area, including fluency in the local language of the area of responsibility;
- (ii) Very strong facilitation and community mobilization experience, including ability to help a community group design and execute small-scale development activities;
- (iii) At least 5 years of experience in a community development role or related area, such as gender or rights-based approaches;
- (iv) Familiarity with gender mainstreaming, indigenous peoples, and road projects, the development opportunities and challenges that they present to a community, and the ability to facilitate community discussion around these issues, through the use of participatory tools including stakeholder analysis and community

- survey, and communication strategy and participation plan focusing on gender and indigenous peoples;
- (v) Familiarity with HIV/AIDS and human trafficking awareness and prevention program in road projects;
- (vi) Ability to work with multiple stakeholders, including civil society, government, community, private sector, and ADB; and
- (vii) English language skills, including ability to produce regular written reports.

5. This assignment of **Gender Specialist** (international, 2 years intermittent) will be undertaken by an individual consultant with regional experience who should have the following minimum qualifications:

- (i) Experience in conducting gender analysis and developing plans targeting women for development projects for a minimum of 8 years. Previous experience in transport infrastructure projects will be highly regarded;
- (ii) Previous experience working in Southeast Asia with preference for previous experience working in Indonesia;
- (iii) Experience in leading community-based consultation and seeking community inputs;
- (iv) Familiarity with the use of participatory tools including stakeholder analysis and community survey, and communication strategy and participation plan;
- (v) Familiarity with HIV/AIDS and human trafficking awareness and prevention program in road projects;
- (vi) Ability to work with multiple stakeholders, including civil society, government, community, private sector, and ADB; and
- (vii) English language skills of a high standard. A working knowledge of Bahasa Indonesia would be preferred.

6. This assignment of **Gender Specialist** (national, 2 years intermittent) will be undertaken by an individual consultant with regional experience who should have the following minimum qualifications:

- (i) Experience in conducting gender analysis and developing plans targeting women for development projects for a minimum of 5 years. Previous experience in transport infrastructure projects will be highly regarded;
- (ii) Very strong facilitation and community mobilization experience, including ability to help a community group design and execute small-scale development activities;
- (iii) Experience in leading community-based consultation and seeking community inputs;
- (iv) Familiarity with the use of participatory tools including stakeholder analysis and community survey, and communication strategy and participation plan;
- (v) Familiarity with HIV/AIDS and human trafficking awareness and prevention program in road projects;
- (vi) Ability to work with multiple stakeholders, including civil society, government, community, private sector, and ADB; and
- (vii) English language skills, including ability to produce regular written reports.

7. This assignment of **Indigenous People Specialist** (international, 2 years intermittent) will be undertaken by an individual consultant with regional experience who should have the following minimum qualifications:

- (i) Experience in conducting indigenous people or ethnic minority analyses, and developing plans targeting indigenous people or ethnic minority for development

- projects for a minimum of 8 years. Previous experience in transport infrastructure projects will be highly regarded;
- (ii) Previous experience working in Southeast Asia with preference for previous experience working in Indonesia;
- (iii) Experience in leading community-based consultation and seeking community inputs;
- (iv) Familiarity with the use of participatory tools including stakeholder analysis and community survey, and communication strategy and participation plan;
- (v) Familiarity with HIV/AIDS and human trafficking awareness and prevention program in road projects;
- (vi) Ability to work with multiple stakeholders, including civil society, government, community, private sector, and ADB; and
- (vii) English language skills of a high standard. A working knowledge of Bahasa Indonesia would be preferred.

8. This assignment of **Indigenous People Specialist** (national, 2 years intermittent) will be undertaken by an individual consultant with regional experience who should have the following minimum qualifications:

- (i) Experience in conducting indigenous people or ethnic minority analyses and developing plans targeting indigenous people or ethnic minority for development projects for a minimum of 5 years. Previous experience in transport infrastructure projects will be highly regarded;
- (ii) Very strong facilitation and community mobilization experience, including ability to help a community group design and execute small-scale development activities;
- (iii) Experience in leading community-based consultation and seeking community inputs;
- (iv) Familiarity with the use of participatory tools including stakeholder analysis and community survey, and communication strategy and participation plan;
- (v) Familiarity with HIV/AIDS and human trafficking awareness and prevention program in road projects;
- (vi) Ability to work with multiple stakeholders, including civil society, government, community, private sector, and ADB; and
- (vii) English language skills, including ability to produce regular written reports.

9. Consultants engaged by ADB must be citizens of one of the ADB member countries.

III. Specific tasks

10. This assignment will have a term of 2 years of inputs to commence in May 2014 and must be completed by April 2016. The assignment will have the following tasks and reporting requirements:

Team Leader and Community Development Specialists

- (i) An Inception Report, to be submitted within two weeks after the commencement of this assignment. The Inception Report will summarize the initial findings of the consultant, including the possible issues or problems that may affect the implementation of this assignment, and present a work plan for the duration of this assignment;
- (ii) Stakeholder analysis and community survey, and communication strategy and participation plan with recommended actions for each target community with

- gender and indigenous peoples focus, and summaries of stakeholder analysis, community survey and communication strategy and participation plan in English and Bahasa Indonesia in the form of leaflet;
- (iii) Periodic activity reports to the ADB and implementing agency;
 - (iv) Manuals and training videos for planning, implementing and monitoring community participation program for key stakeholders (e.g. Directorate General of Highways [DGH], local governments, etc.) in English and Bahasa Indonesia;
 - (v) A knowledge product that captures the lessons learned and results from activities that can be used by similar projects in other parts of the country;
 - (vi) Training workshops for key stakeholders (e.g. DGH, local governments, etc.) for community participation program; and
 - (vii) Project completion report, to be submitted within one week after the completion of this assignment. The report will include an overview of the participatory tools, a section on best practices and lessons learned during the assignment, and any recommendations for going forward;

The above tasks will be performed in cooperation with gender and indigenous people specialists.

International and National Gender Specialists

- (i) A consultation report, providing information on consultation activities undertaken, issued raised as well as recommendations and/or suggestions put forward during the consultations. The issues and recommendations should be disaggregated as feasible by group and project location to facilitate appropriate targeting of project initiatives;
- (ii) Providing inputs and recommendations for stakeholder analysis and community survey, and communication strategy and participation plan for each target community focusing on women;
- (iii) Collect quantitative and qualitative data and prepare socioeconomic profiles of the project-affected communities in the Project areas in cooperation with Indigenous People Specialists in accordance with: (i) relevant ADB guidelines and publications, including ADB Safeguards Policy Statement (SPS, 2009), Handbook on Social Analysis (2007), Poverty Handbook (2006), and Policy on Gender and Development (1998), and (ii) the requirements of the Government of Indonesia. The profiles must cover gender and local ethnic minority profiles and determine the indigenous people category for each proposed road section. The ethnic minority profile will include information on their social structure and social organizations, cultural norms, subsistence activities, and the extent to which they maintain their traditional way of living. Examine socioeconomic conditions for ethnic minority peoples and other vulnerable groups to determine social and economic development and constraints;
- (iv) Gender analysis report with recommended action plan, which includes at least (i) development of a comprehensive social and economic profile of women and other vulnerable groups in the project area, that will include health, education and livelihood profiles, (ii) needs and concerns expressed by women (by age group) in relation to accessibility and/or mobility, transport needs and pedestrian safety, (iii) potential transport and road development related employment and livelihood opportunities, and (iv) potential opportunities for women's participation in civil works and/or operations and maintenance of roads after construction (as staff members or managers in road management committees);

- (v) Summary of gender analysis and recommended actions in English and Bahasa Indonesia in the form of leaflet;
- (vi) Gender sensitization and/or orientation training of key stakeholders including DGH and local authorities to build knowledge on gender concepts and principles, foster understanding and appreciation of the differentiated needs and concerns of women and men, the social, cultural and economic inequalities faced by women and the importance of addressing these inequalities;
- (vii) Solicitation of key stakeholders including DGH and local authorities inputs on the proposed structure and content of the manuals and training video for planning, implementing and monitoring community participation program after the gender sensitization and/or orientation training;
- (viii) Provide inputs on a manual and training video for planning, implementing and monitoring community participation program for key stakeholders (e.g. DGH, local governments, etc.) in English and Bahasa Indonesia in cooperation with a team leader and other specialists;
- (ix) Training workshops for key stakeholders (e.g. DGH and local government's staffs, etc.) for community participation program in cooperation with team leader and other specialists; and
- (x) Provide inputs on a knowledge product that captures the lessons learned and results from activities in cooperation with a team leader and other specialists.

International and National Indigenous People Specialists

- (i) A consultation report, providing information on consultation activities undertaken, issued raised as well as recommendations and/or suggestions put forward during the consultations. The issues and recommendations should be disaggregated as feasible by group and project location to facilitate appropriate targeting of project initiatives;
- (ii) Providing inputs and recommendations for stakeholder analysis and community survey, and communication strategy and participation plan for each target community focusing on indigenous peoples and/or ethnic minority;
- (iii) Collect quantitative and qualitative data and prepare socioeconomic profiles of the project-affected communities in the Project areas in cooperation with Gender Specialists (refer to the task [iii] of international and national gender specialists);
- (iv) The presence of ethnic minorities or other vulnerable groups within the zone of influence should be further identified together with the potential impact of the project on these groups. When negative impacts are identified, mitigation measures will be developed and their costs estimated;
- (v) If the social analysis determines that indigenous people are likely to be affected significantly by the Project or that indigenous people are disadvantaged or vulnerable because of their social or cultural identity, develop a time-bound Indigenous People Development Plan (IPDP), including specific measures and approaches to be taken to address the concerns of indigenous people, in accordance with ADB's SPS, including Safeguard Requirements 3: Indigenous Peoples and OM Section F1/BP 2010. The ethnic minority profile will include information on their social structure and social organizations, cultural norms, subsistence activities and the extent to which they maintain their traditional way of living. Examine socioeconomic conditions for ethnic minority peoples and other vulnerable groups to determine social and economic development and constraints. If the indigenous people households and/or groups are to be relocated, the IPDP should include appropriate consultation process for loss of inventory, disclosure of resettlement information, compensation and selection of

resettlement sites, and grievance process. If an Indigenous People Special Action is required, specific strategies should be included to ensure ethnic minority groups receive full benefit of the resettlement plan. Preparation should involve stakeholder participation including participation of the executing and implementing agencies. The IPDP will become the property of the executing agency, therefore, they must be written in full consultation with the executing agency and other responsible agencies and must be deemed by the executing agency to be implementable in the Indonesia context and still meet ADB Policy requirements. As relevant, identify areas for institutional strengthening of the executing agency in implementing IPDP and recommend capacity building training of the executing agency. For all measures proposed under an IPDP, clear linkages must be established with (a) the presence of the need at specific locations; (b) the specific requirements of either ADB policies or Indonesia policies or law that require the need to be addressed; and (c) the means by which the mitigation measures are to be implemented. The point in time during project implementation at which the measures are to be implemented must be identified and detailed budgets prepared.

- (vi) Summary of IPDP in English and Bahasa Indonesia in the form of leaflet if IPDP is prepared;
- (vii) Provide inputs on a manual and training video for planning, implementing and monitoring community participation program for key stakeholders (e.g. DGH, local governments, etc.) in English and Bahasa Indonesia in cooperation with a team leader and other specialists;
- (viii) Training workshops for key stakeholders (e.g. DGH and local government's staffs, etc.) for community participation program in cooperation with team leader and other specialists; and
- (ix) Provide inputs on a knowledge product that captures the lessons learned and results from activities in cooperation with team leader and other specialists.

Table1. Summary of Consulting Services Requirement

| International Positions | Person-months | National Positions | Person-months |
|--------------------------------|----------------------|---------------------------------------|----------------------|
| Team Leader | 7 | Community Development Specialists (3) | 42 |
| Gender Specialist | 5 | Gender Specialist | 14 |
| Indigenous People Specialist | 5 | Indigenous People Specialist | 14 |
| Total | 17 | | 70 |

Source: ADB estimates.

IV. Supervision

11. National Specialists will be supervised by International Specialists in respective areas and all International and National Specialists will report to the Team Leader who will, in turn, be under the supervision of a designated staff member from the Transport and Communications Division of the Southeast Asia Department.

12. The consultant will keep the supervisor informed of the progress in the implementation of this assignment, identify any issues or possible delays to the accomplishment of this assignment, and propose and implement solutions to address such issues or possible delays. All International and National consultants will work closely for this program.

V. Facilities to be provided by ADB and Other Administrative Matters

13. The individual consultants in the team will be highly mobile and will visit different communities along the project sites in accordance with the needs of each. They will be home based or office based when required to work on documents and carry out any other administrative matters.

VI. Travel and Accommodation

14. Consultants are expected to arrange and pay for their own accommodation and travel as agreed in advance with the ADB supervisor (a designated staff member from the Transport and Communications Division of the Southeast Asia Department), subject to reimbursement in line with ADB's terms and conditions of contract.