

TERMS OF REFERENCE

Contract:	ICS-09		
Project:	Kyrgyz Republic: Skills Development System Transformation Program		
Expertise:	Social Safeguards Consultant		
Source:	National	Category:	Independent Individual Consultant

Objective and Purpose of the Assignment.

The Government of the Kyrgyz Republic has requested the small expenditure financing facility (SEFF) activity to support project preparation activities for the \$39.5 million Skills Development System Transformation Program (SDSTP) planned for ADB Board approval in 2026. The SDSTP, which uses results-based lending (RBL) modality, aims to (i) enhance the employability and competitiveness of the country’s youth by building a more inclusive, skills-oriented education system; and (ii) increase the seismic resilience of educational infrastructure. The program will support the implementation of the National Education Development Program for 2021–2040, its Action Plan for 2027–2032, and the State Program for Safe school and preschool educational institutions in the Kyrgyz Republic for 2015–2024.

The program will i) expand the government’s ongoing effort to transform the general education system by creating smooth pathways from general to vocational and higher education and better aligning it with labor market demand; and ii) further scale up government investments in seismic resilience and improved learning environments. Project outputs will be: (i) Governance and system efficiency of secondary education and TVET improved; (ii) Seismic resilience and learning environments of educational infrastructure improved; (iii) Quality and labor-market relevance of TVET programs enhanced; (iv) Skills track integrated into upper-secondary education (grades 10–12). The project is estimated to cost \$44.5 million, comprising \$20.0 million (COL), \$19.5 million (an ADF grant from the thematic window to support geophysical risk reduction), and \$5 million expected to be financed by the Government of the Kyrgyz Republic.

Scope of Work

ADB’s Safeguard Policy Statement (2009) applies to RBL. Specifically, RBL programs must be designed to achieve the policy objectives and adhere to the policy principles of the Safeguard Policy Statement but using the government’s program safeguards system. The International Safeguards Specialist will lead a program safeguards system assessment (PSSA) and will be supported by the National Environment Safeguards Consultant. The PSSA preparation is in line with the requirements of ADB as defined in ADB Technical Staff Guidance for Results-Based Lending for Programs (November 2021), to identify gaps in the program’s safeguards system, if any, and to identify required program actions to ensure consistency of the program’s safeguards system with ADB SPS requirements.

In addition, the National Social Safeguards Consultant shall ensure that program systems are functioning, and social risks are managed during early implementation stages the project and shall gradually hand over the monitoring and management of social risks and related tasks to the Safeguards Officer of the Implementing Agency.

Detailed Tasks and/or Expected Outputs.

PSSA preparation

In coordination with International Safeguards Specialist, the National Social Safeguards Consultant will:

- Interview implementing agency's social safeguards officer and other relevant persons on how social issues are being managed, monitored and reported at corporate level and how mitigation measures are implemented in order to comply with the safeguards requirements and relevant national and local laws and regulations; understand the experience and practices exercised in ADB or other Development Bank funded projects relating to Involuntary Resettlement and social safeguards, as well as institutional capacity of the organization to support the implementation of the project;
- Conduct field visits to selected relevant sites to assess the adequacy of DMC's safeguard systems and to assess potential social safeguards issues pertinent to the RBL program;
- Support in carrying out consultations with key stakeholders during PSSA preparation. Ensure that consultation meetings on PSSA will provide adequate and relevant information in a form and language accessible to people being consulted. Prepare minutes and document consultation meetings;
- Support detailed engineering design (DED) Social Specialist in conducting stakeholder consultations with MoE, local educational authorities and other key stakeholders; and in the establishment and initial implementation of grievance redress mechanism (GRM);
- Perform other tasks relevant to PSSA preparation.

Program Implementation

During program implementation, the National Social Safeguards Consultant will:

- Conduct orientation on PSSA, PAP, and Land Acquisition and Resettlement Plan (LARP) (as required) with Social Safeguards Officer and other relevant staff of project implementation unit (PIU) of EA - Ministry of Education and IA as required;
- Prepare screening and categorization of the first batch of subprojects under the program, one for each type, based on ADB Involuntary Resettlement checklists and ensure that no category A subprojects are permitted;
- For each type of subproject, prepare the required social safeguard documents (e.g., Land Acquisition and Resettlement Plan for category B subproject and Social Due Diligence Report for Category C subproject);
- In coordination with National Social Safeguards Consultant, conduct meaningful consultations with stakeholders around major rehabilitation and new construction sites, school staff, students and local authorities;
- In coordination with National Environmental Safeguards Consultant, ensure grievance redress mechanism is established and functional;
- Conduct site inspections together with the Social Safeguards Officer to monitor the PSSA, PAP, LARP and other social safeguards requirements. Use checklist to record findings and recommend corrective actions if issues are found;
- Prepare the first periodic social monitoring report (semi-annual social monitoring report for category B project) and submit to ADB until cleared for disclosure;
- Train and gradually hand over the social risks management and monitoring tasks to safeguards officer.

Minimum Qualification Requirements.

- The Consultant shall have a minimum of bachelor's degree in Sociology, Anthropology, Social Sciences or any other allied field;
- The Consultant shall have at least 5 years of working experience in Kyrgyz Republic in preparing, implementing, and monitoring social safeguards requirements. Experience in

supporting the ADB projects, in particular RBLs and knowledge of SPS 2009 is an advantage. Experience in the implementation of multilateral development organizations' safeguard requirements is an advantage;

- Prior experience with international donor-funded projects preferable (ADB projects desirable);
- Strong coordination, communication, and reporting skills;
- Proficiency in Kyrgyz and Russian, some proficiency in English is desirable.

Reporting Arrangements:

- Compilation of relevant national and local laws and regulations
- Interview documentation
- Field visit documentation
- Minutes of consultations
- Inputs for social parts of PSSA as requested and instructed by International Consultant.

The consultant's contract will be a Lump Sum contract. Employment will be intermittent. Payment will be based on the reporting schedule (Milestones).

Place of Execution:	Duration:	Dates:
Duty station is in PIU, located at the address: Bishkek, Manas ave. 22A.	12 months, with the possibility of extension.	Contract Commences _____, subject to ADB approval. Contract Validity _____.
Contract Period:	-----	-----