

TERMS OF REFERENCE FOR CONSULTANCY SERVICES TO DESIGN REVIEW AND CONSTRUCTION SUPERVISION FOR REHABILITATION OF IRRIGATION SCHEMES

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1 PROJECT CONTEXT

The Government of Malawi with funding from the World Bank is implementing a USD 95 million five-year (2018-2023). The objective is to increase commercialization of agriculture value chain products with strong prospective market/commercial (value chain – buyer) linkages.

The Ministry of Agriculture (MoA) is implementing the AGCOM project in collaboration with Ministry of Industry (MoI) and Ministry of Trade (MoT). Other implementing agencies are the Ministry of Land, Housing and Urban Development (MoLHUD), Malawi Investment and Trade Centre (MITC), Malawi Bureau of Standards (MBS) and Competition and Fair Trading Commission (CFTC). An independent Project Implementation Unit (PIU) comprising Specialists and headed by a National Project Coordinator (NPC) is coordinating the implementation.

AGCOM project has four components and these are:

1.1 **Building productive alliances**

This supports the integration of small-scale and emerging farmers (defined as farmers cultivating not more than 8 ha) into value chains by improving their capacity to finance and execute productivity-enhancing investments and respond to the requirements of end-markets and buyers (off-takers): There is a provision of matching grants to participating POs for capital investments with a view to increasing production, yield, quality and sale of agriculture products, improving post-harvest storage and processing capability.

AGCOM will match 70% of approved costs in support of producer organisation in a producer alliance accessed only by Producer Organizations (PO) that are in a Productive Alliance (PA). Further, a Partial Credit Guarantee Fund (PCGF) will be established to facilitate eligible participating POs access to private sector financing for PO sub-projects and this activity also includes capacity development on agriculture lending and implementation of the PCGF. PCGF is a special fund designed to reduce credit risks of project beneficiaries' in order to make their credit applications more attractive to financial institutions (FI). All value chain players (including producer organisations) in a Productive Alliance can apply for a loan through a PCGF if their proposal is successful.

The project, under the same component, provides the last-mile infrastructure (LMI). LMI is public good infrastructure financed by AGCOM and aimed at facilitating operations by the selected POs and off takers in a productive alliance as well as serving the communities beyond the PAs. These may include; rural feeder roads, access to electricity, access to clean water, large-scale irrigation schemes.

1.2 Support investment enabling services

This has two sub-components (a) Access to Agricultural Financing --TA will be financed to assess the critical challenges of the current system, examine international experience, and identify suitable risk mitigation mechanisms to strengthen the Malawian warehouse receipt system and concrete engagement models to increase the uptake of farmers as well as Small and Medium Enterprises (SMEs). The TA will also explore strategies for increasing farmers' and SMEs' access to warehouses in rural areas including women and youth. (b) Access to Land for Commercial Agriculture---The project will provide support for the policy and regulatory environment for increasing access to land and tenure security for commercially oriented smallholder and commercial farmers as well as other actors in agricultural value chains.

1.3 Contingent emergency response

This component will allow rapid reallocation of project proceeds in the event of a natural or man-made disaster or crisis that has caused or is likely to immediately cause a major adverse economic and/or social impact. To trigger this component, the Government needs to declare an emergency or provide a statement of fact justifying the request for the activation of the use of emergency funding.

1.4 Project coordination & management

This component is financing project management activities, including the hiring of the Project Implementation Team. The PIU will coordinate the implementation of project activities, monitor project progress, ensure sound fiduciary management, social and environmental safeguards compliance, and engage in communication and reporting.

Cross-Cutting Issues - gender, youth and social inclusion, nutrition, and Climate Smart Agriculture (CSA) and resilience managed under the broader scope of Environmental and Social Safeguards

2 LAST MILE INFRASTRUCTURE (LMI)

Under Component 1 (Building Productive Alliances), Subcomponent 1.3 involves Last-mile Infrastructure (LMI) investments for the Productive Alliances. LMI invests in last-mile public good infrastructure to enable the creation of more PAs. Activities supported through this subcomponent include: (a) developing/rehabilitating small-scale irrigation infrastructure benefiting POs in PAs to accelerate the diversification, intensification, and commercialization of agricultural production; (b) constructing/rehabilitating feeder roads to improve access to agricultural areas; (c) improving access to electricity in project areas; and (d) providing access to clean water for value addition where required. Several Implementing agencies are leading the implementation of specific investments as follows: Department of Irrigation (DoI) is responsible for irrigation investments, the Roads Department manages Road rehabilitation works, and Departments of Water Supply and the Ground Water sections are responsible for implementation of Water Supply. ESCOM as the lone and sole supplier is the main stakeholder in provision of electricity.

Although the LMI sub-component is designed to directly support the building and functioning of the PAs, it will be managed separately from the direct investments in PAs provided through matching grants. Support will focus on infrastructure that has a prohibitively high cost for PAs but yields benefits that extend beyond project PAs to reach surrounding rural communities. The infrastructure investments will enable otherwise unfeasible PAs to become sustainable and profitable, and they will help POs to manage risk, especially related to drought, and hence reduce the vulnerability of participating farmers. The main selection criteria will be ‘No PA, No LMI’ meaning that LMI will only be implemented where there is a Productive Alliance.

3 OBJECTIVES AND LOCATION OF THE CONSULTANCY

The Ministry of Agriculture through Department of Irrigation would like to engage the services of a Local Consultant who is duly registered with the National Construction Industry Council (NCIC), to review the designs and also to supervise the construction works for irrigation schemes being rehabilitated under the LMI Investments.

The objectives of the assignment are:

- a) To review detailed designs for the Irrigation rehabilitation works;
- b) To review and finalize detailed bidding documents for the works;
- c) To provide engineering supervision and quality service during the rehabilitation works

The consultancy services will be undertaken in the six (6) irrigation schemes within AGCOM’s Productive Alliance impact areas spread across the country. The 6 Irrigation schemes are presented in Table 1. The Consultant will not be limited to the target areas listed herein if more area for development is identified.

Table 1: Location and Basic Data of Targeted Irrigation Schemes

Package No.	Scheme Name	District	Study Level	Potential Area (ha) ¹
1	Limphasa	Nkhatabay	Design Review	600
2	Masenjere	Nsanje	Design Review	600
3	Muona	Nsanje	Design Review	525
4	Nambuna	Dedza	Design Review	400
5	Kanjedza	Phalombe	Design Review	600
6	Salankhuku	Phalombe	Design Review	1000

4 SCOPE OF ASSIGNMENT

4.1 REVIEW OF DESIGNS AND DRAWINGS

This is a for the consultant to review, understand and make few modifications where necessary for the designs produced. For the rehabilitation works, there are no major changes to the System design necessitating intensive review for the works.

This review will focus on key structures that are being rehabilitated including:

1. Rehabilitation of Headworks
2. Main, Secondary and Tertiary Irrigation Facilities and Hydraulic structures
3. Drainage System
4. Flood Protection Structures
5. In-scheme Roads
6. Drawings
7. Cost Estimates
 - Revise Bills of Quantities and confidential project cost estimates for the selected irrigation development option expressed in Malawi Kwacha (MK) at the time of preparing the cost estimate.

4.2 CONSTRUCTION SUPERVISION

This is the second stage of the consultancy contract and it is a Time-Based Contract. The proposed duration for the construction works for each scheme ranges from 5 - 8 months. The tasks for the Consultant at this stage shall therefore include but not be limited to the following:

- (a) Evaluating and approving the Contractors' work schedule and working methods to ensure that they are practical and provide for effective and efficient utilization of approved resources
- (b) Ensure the adherence to the availability of the contractor's personnel and equipment on site during the construction period as stipulated in the contract agreement
- (c) Preparing and submitting the following documents for the Client's review and approval:
 - (i) Construction schedule
 - (ii) Payment certification and procedures
 - (iii) Reporting procedures; and upon the Client's approval, approve all pertinent forms, certificates, and other documents to be used by the Contractors
 - (iv) Organisation of monthly site meetings with stakeholders (farmers, contractors and client) where progress and plans shall be discussed
- (d) Verifying that all Contractors proposed to work on the contract are acceptable and also capable of carrying out the works without prejudice based on gender
- (e) Reviewing the Contractors' proposed procedures for investigation, material testing and drawings, and monitoring these activities to ensure conformity with the contract documents

- (f) Supervising the construction works and examining any material to be used or workmanship employed in connection with the works for compliance with the contract drawings and specification
- (g) Supervising soils and materials samplings and conducting tests at the approved laboratory
- (h) Approving capabilities and qualifications of soils and materials testing laboratory selected by the Contractors for special tests; and reviewing laboratory reports and approving the results of tests performed
- (i) Inspecting at delivery and installation such mechanical materials, machinery and plant supplied to be used for the implementation of the works
- (j) Adopting a strict system of quality control, in order to ensure that all the construction works are carried out in accordance with the contract drawings and specifications; and inspecting all construction materials and workmanship for compliance, accordingly
- (k) Suspending work in coordination with the Client, should discrepancies or differences in planned procedure be discovered during construction; and allowing work to resume only after receiving complete agreement of all parties concerned
- (l) Verifying and performing any measurements and quantity computation and issuance of the Interim and Final Payment Certificates and also Certificate of Completion of Works, and performing final measurements and preparation of account upon completion of the works. Measurements and payments shall be recommended only against those parts of the work which have been duly executed and approved
- (m) With the prior consent and approval of the Client, issuing variation orders or any instructions on extra work order which is likely to increase the cost of work or have an impact on the schedule
- (n) Monitoring the progress of the works and comparing them with the work schedule, and notifying the Contractor of any deviations from the planned programme. Any delay from the planned schedule will be analysed to assess its causes, and the schedule will be amended accordingly to overcome, if possible, this delay
- (o) Maintaining records of the actual costs incurred and periodically forecast the final costs, and preparing the final statement of accounts including amounts paid and outstanding payments
- (p) Assessing the validity and magnitude of the Contractors' claims, and requests for extensions of time; and submitting recommendations to the Client for their settlements
- (q) Prior to the completion of each part of the works, prepare a comprehensive list of items that are required to complete the works, and inspect the works during and upon expiry of the contract period as provided in the contract and before the Contractors delivery of the works to WUAs in the condition required by the contract
- (r) Preparing gender responsive operations and maintenance manuals for each component of the Works in sufficient details to enable the Client's personnel and WUAs to operate and maintain all parts of the works
- (s) Organizing and conducting practical pre-service and on-job training for Counterpart Staff and WUAs (Maintenance Committee) involved in day-to-day activities of the operation and maintenance of the scheme structures

- (t) Ensuring that capable youth, women and all vulnerable gender categories participate in the works without prejudice
- (u) Approve as built drawings as submitted by the contractors at the end of the works executed.

4.2.1 Environmental and Social Safeguards Compliance

The scope for Environmental and Social Compliance Services of the consultant for Works supervision shall be based on standard national guidelines. The consultant shall be expected to put in place measures and monitoring framework to ensure that the Contractor delivers on Environmental and Social obligations under its contract. This includes, but is not limited to the following:

- (1) Supervise the implementation of the Environmental and Social Management Plan (ESMP) and the Environmental and Social Guidelines for contractors (ESGs) during the construction period
- (2) Review the Contractor's Environment and Social Management Plan (C-ESMP) and/or update it in a timely manner to address emerging ESHS issues, or anticipated risks or impacts);
- (3) Review and consider the ES risks and impacts of any design change proposals and advise if there are implications for compliance with ESIA, ESMP, consent/permits and other relevant project requirements;
- (4) Undertake, as required, audits, supervisions and/or inspections of the site where the Contractor is undertaking activities under its contract, to verify the Contractor's compliance with ES requirements (including, Sexual Exploitation and Abuse (SEA) and Safety and Health response obligations, Gender Based Violence (GBV), Child Abuse and Exploitation (CAE) and Code of Conduct (CoC);
- (5) Undertake audits and inspections of Contractor's accident logs, monitoring findings and other ES related documentation, as necessary, to confirm the Contractor's compliance with ES requirements;
- (6) Undertake audits and inspections of Contractor's Grievance Redress Mechanism Log books to confirm contractors' compliance to GRM requirements;
- (7) Agree remedial action/s and their timeframe for implementation in the event of a noncompliance with the Contractor's ES obligations;
- (8) Ensure representation of Safeguards Specialists at relevant meetings including site meetings, and progress meetings to discuss and agree appropriate actions to ensure compliance with ES obligations;
- (9) Ensure adherence of preventive measures under COVID-19, including conducting necessary awareness to workers and promotion of hygiene practices such as provision and use of hand sanitizers and hand washing facilities.

The Client shall share the Environmental and Social Management Plan (ESMP) and Environmental and Social Guidelines (ESGs) for Contractors as these outline the environmental, social, health and safety (ESHS) requirements that will apply to the project.

4.2.2 Defects Liability Period

The duration for the defects liability period (DLP) shall be 12 months. In this stage the Consultant shall prepare, together with the Contractors, and the District Counterpart Staff, the list of all the defects to be rectified by the Contractors during the DLP. The AGCOM PIU Engineer in liaison the Department of Irrigation (DoI) shall vet all the defects lists for all the works as prepared and agreed therein. The Consultant shall ensure that, at the end of the DLP, all the Contractors have rectified all the defects outlined in the list prepared for all the sites.

5 DURATION

The assignment is limited to the time of contractual implementation of the rehabilitation works which is a maximum of 8 months of actual implementation and 12 months of Defects Liability Period. Duration of each Phase is shown in Table 3.

Table 3: Duration for each phase

Stage	Sub-Stage	Timelines (Months)
A.	1. Inception Report - review and understand the design and make recommendations	0.5
	Sub-Total	0.5
B. Supervision	1. Construction Supervision	8
	2. Defects Liability Period	12
	Sub-Total	20
	Grand Total	20.5

6 STAFFING REQUIREMENTS AND QUALIFICATIONS

The following are the minimum qualifications for Consultant's key personnel required to carry out the services and the expected level of effort for each Scheme:

No.	Key Personnel	Minimum Qualification	Minimum Professional Experience	Person-months			
				Design Review	Construction Supervision	Defects	Total
1.	Team Leader	MSc Civil Engineering or MSc Irrigation Engineering	<ul style="list-style-type: none"> - 15 years relevant professional experience and registered with the Malawi Board of Engineers or any other internationally recognised Engineers Body - At least 3 assignments as a Team Leader in similar in nature and magnitude - Experience in carrying out detailed feasibility studies for irrigation projects - Experience in designing medium to large scale irrigation projects with participation of farmers - Experience in designing and construction of small to medium scale dams - Experience in construction supervision of Irrigation and water related infrastructure projects - Practical knowledge in integrated water resources planning and management with 	1	2	1	4

N o.	Key Personnel	Minimum Qualification	Minimum Professional Experience	Person-months			
				Design Review	Construction Supervision	Defects	Total
			emphasis on climate change and resilience building				
2.	Irrigation Engineer (2)	MSc Civil Engineering or MSc Irrigation Engineering	<ul style="list-style-type: none"> - 10 years relevant professional experience - At least 3 assignments similar in nature and magnitude - Experience in carrying out detailed feasibility studies for irrigation projects - Experience in designing medium to large scale irrigation projects with participation of farmers - Experience in construction supervision of water related infrastructure projects 	1	4	0	5
3.	Supervising Engineers (6)	BSc Civil Engineering or BSc Irrigation Engineering	<ul style="list-style-type: none"> - 5 years relevant professional experience - At least 3 assignments similar in nature and magnitude - Experience in construction supervision of irrigation and water related infrastructure projects 	0	8	2	10

N o.	Key Personnel	Minim um Qualifi cation	Minimum Professional Experience	Person-months			
				Design Review	Construc tion Supervisi on	Defec ts	Total
4.	Environmental and Social Specialist	BSc in Environ mental Science or Social Science	- 5 years relevant experience in monitoring safeguards compliance including implementation of C-ESMP for construction projects. Sound knowledge on gender, SEA/SH, CAE and other social issues common in construction sites - At least 3 assignments similar in nature and magnitude	1	6	0	7
5.	Hydrologist	MSc Hydrolo gy or MSc Water Resourc es Enginee ring	- 10 years relevant professional experience - At least 3 assignments similar in nature and magnitude - Experience in carrying out detailed feasibility studies for irrigation projects including dams	1	0	0	1
6.	Topographica l Surveyor	BSc Land Surveyi ng or Diplom a Land Surveyi ng	- 10 years (BSc) and 15 years (Diploma) relevant professional experience - At least 3 assignments similar in nature and magnitude - Experience in carrying out detailed feasibility studies for irrigation projects including dams	1	2	0	3

7 DELIVERABLES

The Consultant shall produce a series of reports in English language during the services. These reports shall be submitted to the Client (DoI) through the PIU Engineer according to the following schedule and in the following quantities. These are merely indicative and does not preclude additional reports that the Consultant may be required to prepare within this

consultancy. In addition to the hard copies, the Consultant will also be required to submit the above reports in acceptable electronic formats (e-copy in CD or memory stick/flash disk). The Consultant shall allow for a maximum of 15 days period in between submission of reports and review by the Client. Table 4 presents summary of the deliverables.

Project Deliverables

Activity Description	Copies		Remarks
	X (Months)	Copies	
Effective Date of Contract			
i. <u>Inception Report</u> : The report shall contain the preliminary assessment of the schemes highlighting various developments Review options, detailed execution plan, approach and methodology including staffing schedule, revised work plan and budget	$A = X + 0.5$	Ten (10)	
ii. <u>Supervision Reports</u> : within five (5) days after the beginning of each month, reporting on progress of the Works; updating the schedule and disbursement. The report should cover the review of the Contractor's proposed Construction Program and recommendations for any essential changes in the Program and the Services Work Plan including listing of possible problem areas that may affect the progress of the Works	$B = A + 1$	Five (5)	Monthly Submissions
iii. <u>Project Completion Report</u>	$C = B + 8$	Five (5)	End of Project
iv. <u>Defects and Final Assignment Report</u> : within thirty (30) days before the completion of the services including Defects report, As-built Drawings, Operation and Maintenance Manuals, detail description of the services performed, handover certificates and Final Accounts of the Works, comparison of cost and budget of the works including detailed description of any changes in the cost of the Works	$D = E + 12.0$	Ten (10)	

8 CONSULTANT FEES AND SCHEDULE OF PAYMENTS

The contract shall be output-based, up to a maximum agreed contract sum. The Consultant's fees shall cover the wages and salaries of the professional staff as inputs utilized on the assignment, provision for supporting services necessary to carry out the assignment, purchase/hire of vehicles, procurement of equipment and direct costs for travel, freight, accommodation, report production and other expenses. In proposing the level, timing and type of professional staff inputs, the Consultant shall take due account of the requirements in the ToRs and will consider all relevant factors that affect the cost of the assignment. The amount and schedule of payment of fees shall be

in accordance with the ToRs of the contract agreement finally made between the Client and the Consultant.

The Consultant shall submit a budget for the execution of the works for the assignment and shall get paid based on achievement of the outlined deliverables. The Client shall only be obliged to pay the Consultant the agreed amounts upon satisfactory acceptance of the deliverable in writing by the Client. The PIU Engineer shall ensure that the Consultant has duly submitted the deliverables within the agreed timelines and that the Client has duly accepted the deliverables in writing and payment has been made to the Consultant. The amount and schedule of payment of fees shall be in accordance with the terms and conditions of the contract agreement finally made between the Client and the consultant. Notwithstanding this, the following schedule will be used as a basis for negotiation:

Stage	Deliverable	Lot 1
Detailed Feasibility and Design Studies	Submission and Acceptance of an Inception Report	20%
Construction Supervision	Submission and Acceptance of Monthly Supervision Reports*6	60%
	Submission and Acceptance of Final Assignment Report including Defects Report, O&M Manuals and As Built Drawings	15%
	Submission and Acceptance of Defects Correction Report	5%
	Total	100%

9 CAPACITY BUILDING AND TRANSFER OF KNOWLEDGE

The overall objective of the capacity building will be to improve the knowledge of the Department of Irrigation (DoI) staff in designing of irrigation infrastructure and construction supervision of the works.

a) Counterpart Staff

From each of the assignment districts, one (1) staff member from the Department of Irrigation (DoI), preferably an Irrigation Engineer, will be provided as counterpart staff on full time basis (the Counterpart Staff). The training of the Counterpart Staff will be on the job. The Counterpart Staff will be given specific pre-planned and agreed assignments geared towards improving his/her capacity. The Consultant will provide a detailed on-the-job training program for the Counterpart Staff at the beginning of the contract. Assigning of activities/work to the Counterpart Staff shall in no way take away any of the responsibilities of the Consultant in delivery under this consultancy; hence should the Consultant see the possibility of delays occurring due to the use of the Counterpart Staff on any particular activity, the Consultant must inform the Client and then undertake the activities using its own staff with the objective of completing the activity with no delays. The Counterpart Staff shall also assist the Consultant in

(a) beneficiary mobilization for meetings; and (b) provision of any available and required background information and data.

b) Collaboration with PCO Specialists

The Consultant shall work closely with the Project Implementation Unit (PIU) through the PIU Engineer in all processes to ensure quality and adherence to specification towards achieving the objectives of the Programme. The DoI, in coordination with PIU Engineer, will have overall technical responsibility for preparing and/or interpreting designs, BoQs, tendering and engineering cost estimates prepared under the Programme. The PIU Engineer shall report to the National Project Coordinator and DoI on all technical matters related to the assignment.

10 RESPONSIBILITIES OF THE CONSULTANT

The Consultant shall carry out the services in a professional manner in keeping with internationally accepted standards, using qualified and appropriate staff. The Consultant may add additional experts deemed necessary to successfully undertake the assignment, but at no extra cost to the client. These additional experts shall endeavour to implement the services with diligence and within the time frame agreed upon in the contract. The Consultant shall furnish to the Client updated curriculum vitae (CVs) of each team member proposed for the assignment. The Consultant's staff shall be ready and willing to work with Government of Malawi staff.

The Consultant shall be responsible for complying with all applicable regulations regarding staff, including but not limited to staff salaries, benefits, and welfare. The Consultant shall also be responsible for freight, travel (including visas) and any other costs for the team members. The Consultant shall not be allowed to change the key team members (Team Leader, Engineers) from the team in the technical proposal. Notwithstanding the above, the Consultant shall replace any other staff member who is unable to carry out the work or is considered by the Client to be unsuitable, with similar or better-qualified members of staff acceptable by the Client.

The Consultant shall be responsible for its head office support costs, the cost of housing and other services for staff on the services and procurement of all office equipment, needed for the assignment. The Consultant shall be responsible for arranging and meeting the cost of all supporting services e.g. printing of reports. In particular:

- **Consultant Office**: Office space can be rented by the Consultant in the main city for each district of the assignment. Provisions for adequate office space should be made in the proposal.
- **Transportation**: The Consultant shall provide and pay for all costs of transportation for its staff for the duration of its services. In line with the available budget, and after consultation with the Client, the Consultant shall procure a vehicle(s) for the assignment.
- **Equipment and Furniture**: Proposals by the Consultants should include provisions for office equipment and furniture, and surveying equipments.

- **Laboratory Tests:** Provisions for field-testing equipment should be included in the proposals. Required tests can be carried out by approved outside laboratories at the Contractors' expense.

At the end of the contract, all items (including vehicles) procured for the assignment (and included in the cost schedule proposal), or for which reimbursement was claimed and received shall be handed over to the Client. The Consultant shall also keep complete records of all services and works carried out and handover to the Client all documents, working papers, calculations and computer data produced during the assignment.

11 INSTITUTIONAL AND ORGANISATIONAL ARRANGEMENTS

The assignment shall, to a larger extent, be managed using the AGCOM governance structures and the PIU Engineer shall have the overall responsibility and provide first line supervision of the consultancy on behalf of the Client (DoI) in the Ministry of Agriculture.

At district level, the Consultant shall be required to work hand in hand with the District Irrigation Officer on the assignment and a selected committee of Water Users appointed by the Water User Associations (WUAs) of the irrigation scheme (or the responsible Committee of the irrigation scheme). The primary responsibility of the District Irrigation Officer and WUA Supervision Committee shall be to provide liaisons between the water users and the contractors during the assignment. They will also participate in determining construction requirements, construction supervision and final certification of works. In this regard the Consultant shall provide on-site training to the District Irrigation Officer and WUA Supervision Committee (preferably at the beginning of the Construction) on how to monitor construction works, identify and resolve conflicts between water users and contractors, ensure gender inequalities are reduced or not perpetuated, understanding the process and procedures of construction scheduling, assessment of damages to private land or property during construction.

At regional level, the Consultant shall be required to work hand in hand with the head of Irrigation Services Division (ISD) under which the irrigation schemes falls within. The primary responsibility of the ISD head shall be to provide backstopping of all activities under the assignment for the districts concerned. He/she will also participate in determining construction requirements, construction supervision and final certification of works. In this regard the Consultant shall also provide on-site training to the ISD staff (preferably at the beginning of the Construction) on how to monitor construction works, identify and resolve conflicts between water users and contractors, ensure gender inequalities are reduced or not perpetuated, understanding the process and procedures of construction scheduling, assessment of damages to private land or property during construction.