

ASIAN DEVELOPMENT BANK

TAR: AFG 37075

TECHNICAL ASSISTANCE

TO THE

ISLAMIC TRANSITIONAL STATE OF AFGHANISTAN

FOR PREPARING THE

HERAT-ANDKHOY ROAD PROJECT

September 2003

CURRENCY EQUIVALENTS

(as of 04 September 2003)

Currency Unit	–	afghani/s(AF)
AF1.00	=	\$0.0208
\$1.00	=	AF48.00

ABBREVIATIONS

ADB	–	Asian Development Bank
CNA	–	comprehensive needs assessment
EIA	–	environmental impact assessment
EIRRP	–	Emergency Infrastructure Rehabilitation and Reconstruction Project
IEE	–	initial environmental examination
MPW	–	Ministry of Public Works
NGO	–	nongovernment organization
TA	–	technical assistance
US	–	The United States of America

NOTE

In this report, "\$" refers to US dollars.

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I. INTRODUCTION

1. The Islamic Transitional State of Afghanistan has requested Asian Development Bank (ADB) technical assistance (TA) to prepare the Herat-Andkhoy Road Project. An ADB Mission visited Afghanistan in May 2003 to undertake fact-finding for the TA and reached an understanding with the Government on the goal, purpose, scope, implementation arrangements, and terms of reference of the TA.¹ The TA is included in ADB's Country Strategy and Program Update for 2003-2005, approved in June 2003.

II. ISSUES

2. Afghanistan is a landlocked country. With a large area (about 652,000 square kilometers) and a population of 26 million spread across the largely mountainous terrain, roads are the principal means of transport for domestic and international traffic. The road network comprises about 6,000 kilometers (km) of national roads. Of that length, primary roads comprised 3,300 km including 2,400 km that was originally paved. The national primary road network consists largely of the 2,227 km ring road (Kabul–Mazar-e Sharif–Sheberghan–Maymana–Herat–Kandahar–Kabul) and links to neighboring countries totaling about 800 km.² The 615 km Sheberghan–Maymana–Herat section of the ring road is only partly constructed and is generally unpaved. The secondary and tertiary roads network of about 15,000 km consists of either gravel or earthen roads.

3. Much of Afghanistan's road infrastructure has been destroyed or damaged in more than two decades of conflict. Lack of resources and capacity prevented maintenance, and has led to major deterioration and loss of infrastructure. The effects of military actions are more pronounced in the form of damaged bridges and tunnels, which have become bottlenecks to the movement of people and goods. Restricted movement has further aggravated the division and disintegration of the country, as travel time and vehicle operating cost on roads significantly increased.³ The result is a virtual loss of efficient means of transport connecting Kabul to regional centers, and regional centers to remote villages.

4. The Government has declared that reconstructing/ rehabilitating the road network is the country's top priority. Improved roads will facilitate physical and social integration of Afghanistan by providing its populace with an efficient mode of transport and extending the reach of the central Government. Rebuilding the road network is also critical to facilitate humanitarian and development assistance. The reconstruction and rehabilitation works will involve labor-intensive construction methods that will provide much-needed employment and income-generating opportunities. They will contribute to social stability by engaging, among others, refugees and ex-combatants. They will also help promote production, trade, and commerce, thereby expediting economic recovery and growth. A strengthened transport system will serve regional interests as well, with the possibility of reestablishing Afghanistan as a trade hub, bringing enormous benefits to the country.

¹ The TA first appeared in *ADB Business Opportunities* (Internet edition) on 3 July 2003.

² The international links are to Iran, Pakistan, Tajikistan, Turkmenistan, and Uzbekistan.

³ Travel from Kabul to Kandahar (1,066 km) used to take less than 12 hours before the conflict. Soon after the conflict, it took about 30 hours.

5. During the preconflict period, the recorded traffic on the primary network varied between 250 and 1,000 vehicles per day. Recent traffic surveys indicate that the traffic levels have grown rapidly and have significantly exceeded these figures.⁴ To keep up with increasing traffic volume, promote trade links with neighboring countries, and improve the movement of goods and services, and thus foster trade and commerce, it is essential that the entire primary road network be rehabilitated on a priority basis. This idea is also supported by the findings of the comprehensive needs assessment (CNA) report for the transport sector.

6. The CNA report reveals that the ring road linking Kabul to Kandahar–Herat–Mazar-e Sharif urgently needs rehabilitation/reconstruction. The report has placed the rehabilitation/reconstruction of the ring road as immediate (short-term) priority. Corresponding to this assessment, assistance from funding agencies, both bilateral and multilateral, to Afghanistan's road sector has focused on rehabilitation/reconstruction of the ring road. The Kabul–Kandahar road is currently being rehabilitated with funding from Japan and the United States (US). The rehabilitation of the road from Kandahar to Herat is being studied by Japan, Saudi Arabia, and the US. The section from Kabul to Doshi across the Hindu Kush mountain range, the major artery connecting Kabul to the northern half of the country, including the Salang Tunnel at an altitude of 3,363 meters (m), is being rehabilitated with funding from the World Bank. The adjacent section from Doshi to Pul-e Khumri is in a relatively good condition. Rehabilitation and reconstruction of the road from Pul-e Khumri to Andkhoy via Mazar-e Sharif is being financed under the \$150 million loan 1997-AFG: Emergency Infrastructure Rehabilitation and Reconstruction Project (EIRRP), which was approved by ADB's Board of Directors in June 2003. This loan also finances a 55 km international link to Uzbekistan. The link, branching out from the ring road at Naibabad and leading to Hairatan, is connected by a road cum railway bridge over the Amu Darya River to Termez, Uzbekistan.

7. The 550 km stretch of the road between Herat and Andkhoy is a westward extension of the ring road section covered under the EIRRP, and runs through one of the most remote and least developed areas of the country. This road section and the adjacent road section from Sheberghan to Andkhoy, which is to be rehabilitated under EIRRP, were studied for improvement more than 30 years ago with assistance from the then Soviet Union. Construction started in 1976 and continued until 1978. Most of the required bridges were built and graveling was done for most of its length. Due to the outbreak of civil strife and with the resultant shortage of funds, work on the road was suspended and was never resumed on a full scale. By this time, improvement of other sections of the ring road, which had been also under external assistance, was completed to a paved standard. Although local governments occasionally carried out minor rehabilitation work, the road gradually deteriorated into its current miserable condition — being merely a track where most of the section easily turns impassable in the rainy season. Remoteness of the road from major commercial and administrative centers has contributed to its deterioration. The Sabzak Pass between Herat and Qal'eh-ye Naw is at an altitude of 2,100 m, and becomes impassable during winter due to heavy snow. Only recently, nongovernment organizations (NGOs) and the United Nations agencies started emergency repair of severely deteriorated sections to facilitate passage of humanitarian aid.

8. Rehabilitating and improving this road to a standard allowing easy motor vehicle movement will continue an aborted undertaking which started over 30 years ago to complete the basic road network that would connect major regional centers to each other and facilitate physical integration of the country. Provision of better means of transportation to remote

⁴ For a ring road section near Mazar-e Sharif, over 3,000 vehicles per day, and for the Kandahar-Spin Boldak road, over 4,000 vehicles per day have been recorded.

provinces is also crucial in extending the reach of the government in Kabul and fostering political stabilization of the country. The road will improve connectivity within the areas it serves as well as with the two major regional centers, Herat and Mazar-e Sharif, thus facilitating provision of much-needed humanitarian aid, basic public services, and safety and security to otherwise isolated and devastated remote villages. The road will also open up a trade route that connects the northern part of Afghanistan and neighboring Uzbekistan and Tajikistan to Afghanistan's third largest city, Herat, and further to Iran. As significant travel time reduction is anticipated, this road could become an alternative route for the Central Asian republics to transport goods to and from the warm water ports on the Persian Gulf and the Arabian Sea.

III. THE TECHNICAL ASSISTANCE

A. Purpose and Output

9. The TA will carry out a project preparatory study of the rehabilitation and improvement of the road connecting Herat to Andkhoy with due consideration of possible alternative alignments and design standards, in accordance with the latest ADB requirements, guidelines, and handbooks for project preparation and implementation. The primary goal of the TA is to further elaborate the scope of required improvement; assess the feasibility of the improvement from the engineering, economic, social, and environmental points of view; and prepare a project suitable for implementation with ADB financing. The output of the TA will be (i) a detailed evaluation of the project impacts and risks, and proposals for mitigation measures; (ii) recommendation of project implementation arrangements suitable for the postconflict situation in Afghanistan; (iii) preliminary engineering designs, preliminary cost estimates, and outline technical specifications; and (iv) requirements for sustainability of the investment. These will be prepared in a format suitable for use in further processing by ADB for possible loan financing.

B. Methodology and Key Activities

10. The TA will broadly explore the possibility of providing efficient road infrastructure that would serve the short-term goal of providing humanitarian aid, basic public services, safety and security, and a longer-term goal of regional economic development and national integration.

11. The consultants to be engaged for the TA will (i) carry out studies on the appropriate level of rehabilitation based on traffic demand forecast and other requirements, and develop a design standard for rehabilitation; (ii) identify alternative alignments to the existing road and carry out preliminary engineering, economic, social, and environmental assessments for them; (iii) recommend a preferred road alignment for further study and investment based on the result of preliminary assessments; (iv) prepare preliminary engineering designs and cost estimates; (v) conduct economic, social, and environmental assessment based on the design, and check the suitability of the design; (vi) carry out further economic, social, environmental, and other studies in accordance with ADB's guidelines and procedural requirements for loan processing; and (vii) prepare possible implementation arrangements and institutional requirements for project implementation and maintenance, taking into account the difficult geographic/socioeconomic conditions in the country. A summary of initial poverty and social analysis is in Appendix 1.

12. Alternative alignments would most likely be considered for (i) the Herat-Qal'eh-ye Naw section where the existing road crosses the Sabzak pass at an altitude of 2,100 m, where the road is narrow, winding, and has a steep gradient; and (ii) the Maymana–Andkhoy section where an alternative alignment directly connecting Maymana to Sheberghan, capital of Jawzjan Province, could significantly reduce travel time from Maymana to Mazar-e Sharif, which is the largest commercial and administrative center in the northern half of the country. The consultants will compare constructing new alignments and rehabilitating/improving the existing road, and prepare a recommendation of a preferred road alignment with an evaluation matrix detailing the merits and demerits of each alternative with respect to engineering, economic, social and environmental considerations. At a tripartite meeting, the Government and ADB will review the recommendation and select a road alignment for further study.

C. Cost and Financing

13. The total cost of the TA is estimated at \$1,180,000 equivalent, comprising \$807,000 in foreign exchange, and \$373,000 equivalent in local currency. ADB will provide \$1,000,000 equivalent, covering the entire foreign exchange cost and a portion of the local currency cost of \$193,000 equivalent, on a grant basis from ADB's TA funding program. The Government will finance the remaining \$180,000 equivalent of the local currency cost through in-kind contributions of the Executing Agency (EA). Detailed cost estimates and the financing plan are in Appendix 2.

14. The Government has been advised that approval of the TA does not commit ADB to finance any ensuing investment project.

D. Implementation Arrangements

15. A multidisciplinary team of consultants will provide a total input of 76 person-months of consulting services: 32 international and 44 domestic. The consultants will have expertise in (i) road engineering, (ii) transport economics, (iii) environmental assessment, and (iv) social analysis. The team of consultants, from an international consulting firm in association with domestic consultants, will be selected and engaged by ADB using ADB's quality- and cost-based selection procedures and in accordance with its *Guidelines on the Use of Consultants* (using the simplified technical proposal procedure) and other arrangements satisfactory to ADB for engaging domestic consultants. Equipment will be procured in accordance with ADB's *Guidelines for Procurement* under the direct purchase procedure. The outline terms of reference for the consultants are in Appendix 3.

16. The Ministry of Public Works (MPW) will be the EA for the TA. MPW will nominate a core group of counterpart staff, headed by a TA director, to work closely with the consultants for day-to-day implementation and reporting the progress of the TA to ADB.

17. The TA will be implemented over 8 months, starting in December 2003 and ending in July 2004. Advance action for the recruitment of consultants was approved by the President on 10 September 2003. The consultants will submit (i) an inception report within 1 month, (ii) an interim report within 3 months, and (iii) a draft final report within 6 months of the start of the TA. The interim report will include recommendations regarding the road alignment to be further studied under the TA. The draft final report will include, among others, reports on safeguard issues to be used for subsequent loan preparation. During TA implementation, tripartite meetings involving the Government, consultants, and ADB will be held in Kabul, as needed, to review and discuss progress of the TA. A tripartite meeting to discuss the draft final report will

be held in Kabul within 1 month of its issuance and the consultants will submit the final report within 1 month of the meeting, incorporating the comments of the Government and ADB.

IV. THE PRESIDENT'S DECISION

18. The President, acting under the authority delegated by the Board, has approved the provision of technical assistance not exceeding the equivalent of \$1,000,000 on a grant basis to the Government of the Islamic Transitional State of Afghanistan for preparing the Herat-Andkhoy Road Project, and hereby reports this action to the Board.

SUMMARY INITIAL POVERTY AND SOCIAL ANALYSIS

A. Linkages to the Country Poverty Analysis

Sector identified as a national priority in country poverty analysis?	Yes	Sector identified as a national priority in country poverty partnership agreement?	No PPA yet
<p>Contribution of the sector/subsector to reduce poverty in Afghanistan: Much of Afghanistan's road infrastructure has been destroyed or damaged by two decades of war. Lack of resources and capacity prevented maintenance, and led to major deterioration and loss of infrastructure. Revival of the economy depends critically on reconstruction, rehabilitation, and further improvement of the road infrastructure. Such rehabilitation, reconstruction, and improvement would also contribute to employment creation, income generation at the household level, rehabilitation of displaced populations and ex-combatants, improvement of security and stability, interethnic reconciliation, and political unification of the country. The Project will utilize, to the extent possible, labor-intensive construction methods to provide much-needed employment and income-generation opportunities. It will contribute to social stability and poverty reduction by engaging, among others, refugees and ex-combatants.</p>			

B. Poverty Analysis

Proposed Classification: Core Poverty Intervention

<p>What type of poverty analysis is needed? The scope of poverty analysis will be determined during TA implementation.</p>
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C. Participation Process

<p>The project design will be developed through stakeholder consultations. Community consultation will be carried out to determine engineering solutions to minimize resettlement impacts, if any. Based on the technical requirements, opportunities for local communities, displaced populations, and ex-combatants in particular, to work on the civil works such as earthworks will be incorporated.</p> <p>Stakeholder Analysis: The TA will include a design of a full participation strategy to apply before and during the construction period.</p>

D. Potential Issues

Subject	Significant, Not Significant, Uncertain, None	Strategy to Address Issues	Plan Required
Resettlement	Uncertain	The Maymana–Andkhoy section will not involve land acquisition. For the Herat–Maymana section, land was acquired based on an old design. The Project may require additional land acquisition if alternative alignments are adopted.	Not known
Gender	Uncertain	The Executing Agency (EA) will ensure that women and men are given equal opportunities for employment on the Project. Contractors will be required to ensure equal payment for equal work. The supervision consultant will monitor these actions in due course.	A specific clause will be included in the bidding documents of the civil works.
Affordability	Not Significant	The improved road will have no toll.	No
Labor	Not Significant	Employment opportunities within the Project will be available to all on the basis of professional competence, irrespective of gender, and ethnic, or religious group.	No
Indigenous People	None	No indigenous people and communities will be negatively affected by the Project.	No
Other Risks/ Vulnerabilities	Institutional Capacity	The capacity of the EA to address social issues is very inadequate. A TA cluster for Capacity Building for Reconstruction and Development for Afghanistan was approved in 2002. One of its major components will strengthen key infrastructure agencies to ensure social safeguard policies and incorporate social dimensions in the development of road sector projects.	TA

COST ESTIMATES AND FINANCING PLAN
(\$'000)

Item	Foreign Exchange	Local Currency	Total
A. Asian Development Bank Financing^a			
1. Consultants			
a. Remuneration and Per Diem			
i. International Consultant	640	0	640
ii. Domestic Consultant	0	80	80
b. International and Local Travel	50	10	60
c. Reports and Communications	7	3	10
2. Equipment ^b	15	0	15
3. Survey	0	45	45
4. Vehicle Hire	0	25	25
5. Miscellaneous Administration and Support Costs	0	20	20
6. Representative for Contract Negotiations	5	0	5
7. Contingency	90	10	100
Subtotal (A)	807	193	1,000
B. Government Financing			
1. Office Accommodation	0	60	60
2. Counterpart Staff	0	100	100
3. Others	0	20	20
Subtotal (B)	0	180	180
Total	807	373	1,180

^a Financed on a grant basis by ADB's TA funding program.

^b Includes desktop computers, printers, other necessary office equipment, and Internet connection. The Government is responsible for all taxes and duties, if any. Equipment will be turned over to Ministry of Public Works (MPW) after completion of the technical assistance (TA).

Source: Asian Development Bank estimates.

OUTLINE TERMS OF REFERENCE FOR CONSULTING SERVICES

A. Objective

1. The consultants will carry out a project preparatory study for the rehabilitation/ improvement of a road section of the Afghanistan ring road connecting Herat in the west of the country to Andkhoy in the northwest corner. An existing unpaved road alignment connecting these two cities measures about 550 kilometers (km).

B. Qualifications of Consultants

2. The consultants will have (i) extensive experience in preparing and implementing road investment projects, preferably in postconflict situations; (ii) sound analytical skills; and (iii) ability to clearly articulate and present proposals. The team leader must have expertise in carrying out a feasibility study of road investment projects in all types of terrain, especially mountainous terrain. The team leader will have overall responsibility for implementing the study and managing a team of consultants with expertise in road engineering including project implementation, transport economics, social analyses, and environmental assessment. The Technical Assistance (TA) will require about 32 person-months of international and about 44 person-months of domestic consulting services. The consultants will be required to assist and be part of all Asian Development Bank (ADB) TA and loan preparatory missions sent to the country during the study.

C. Scope

3. The consultants will (i) carry out studies on the appropriate level of rehabilitation based on traffic demand forecast and other requirements, and develop a design standard for rehabilitation; (ii) identify alternative alignments to the existing road, and carry out preliminary engineering, economic, social, and environmental assessments for them; (iii) recommend a preferred road alignment for further study and investment based on the result of preliminary assessments; (iv) prepare preliminary engineering designs and cost estimates; (v) conduct economic, social, and environmental assessment based on the design, and check the suitability of the design; (vi) carry out further economic, social, environmental, and other studies in accordance with ADB's guidelines and procedural requirements for loan processing; and (vii) prepare possible arrangements and institutional requirements for project implementation and maintenance, taking into account the difficult geographic/socioeconomic conditions in the country.

4. Alternative alignments would most likely be considered for (i) the Herat–Qal'eh-ye Naw section where the existing road crosses the Sabzak pass at an altitude of 2,100 m, where the road is narrow and winding and has a steep gradient; and (ii) the Maymana–Andkhoy section where a shortcut from Maymana to Sheberghan, capital of Jawzjan Province, could significantly reduce the travel time to Mazar-e Sharif, which is the largest commercial and administrative center in the northern half of the country. The consultants will compare constructing new alignments and rehabilitating/improving the existing road, and prepare the recommendation for a preferred road alignment with an evaluation matrix detailing the merits and demerits of each alternative with respect to engineering, economic, social, and environmental considerations. At a tripartite meeting, the Government and ADB will review the recommendation and select the final road alignment for further study.

5. The consultants will work closely with the staff of the Ministry of Public Works (MPW) and officials of other related ministries/ agencies/ local governments. The consultants will be based in Herat/Shebergan or a place on the Herat–Andkhoy road based on security considerations prevailing at the time. The terms of reference for the consultants include, but are not limited to, the following.

1. Engineering and Implementation Arrangement Study

6. For this study, the consultants will undertake these tasks:

- (i) Review available engineering data and study on the Project road; identify two or three alternative alignments and survey the alternative alignments.
- (ii) Review existing traffic data and study for the project area, if any; plan and carry out necessary traffic counts, origin-destination and axle load surveys; and forecast traffic demand for both passenger and freight over a 20-year period.
- (iii) Develop a design standard for rehabilitation/improvement based on the traffic forecast and other considerations relevant to determining design standards.
- (iv) Assess the technical feasibility of the alternative alignments; with input from the economic, social, and environmental studies, recommend a preferred alignment for further study.
- (v) Conduct a detailed condition survey, and prepare a preliminary geometric design.
- (vi) Conduct a road safety audit of the preliminary design; and identify road safety issues, impacts, and prioritization for treatment in subsequent stages of project implementation.
- (vii) Investigate availability and costs of local and imported construction materials.
- (viii) Estimate quantities and unit costs of the items of work required and prepare cost estimates including foreign exchange and local components, separately identifying taxes and customs duties.
- (ix) Prepare procurement and implementation arrangements including contract packaging and a project implementation schedule taking into account the geographic/socioeconomic conditions in the project area.
- (x) Prepare terms of reference for consulting services required for project implementation.
- (xi) In collaboration with the maintenance management system consultant engaged for TA 3874-AFG: Capacity Building for Reconstruction and Development – Subcomponent 3B: Project Planning and Sustainability in the Transport Sector, identify institutional and financial requirements for maintaining the Project road.

2. Economic Analysis

7. For the analysis, the consultants will undertake these tasks:

- (i) Review available data and economic analysis of the project road; estimate the costs of required construction/improvement works and of maintaining alternative road alignments.

- (ii) Determine the financial and economic vehicle operating costs for representative vehicle types.
- (iii) Using the economic internal rate of return (EIRR) and other economic indicators, conduct preliminary economic assessment of alternative road alignments and comparative evaluation of the alternatives.
- (iv) For the road alignment chosen for further study, prepare economic evaluation of the proposed improvements following ADB's *Guidelines for the Economic Analysis of Projects*, taking into account the reduction of travel time and transport costs in project areas, increase of agricultural production, and other net social benefits resulting from the improved access.
- (v) Estimate the expected distribution of project net benefits among freight transport users, passenger transport users, vehicle owners, labor, the Government, and the economy in general, including international trade.
- (vi) Conduct poverty impact assessment in accordance with ADB's *Handbook for Integrating Poverty Impact Assessment in the Economic Analysis of Projects*.
- (vii) Conduct a quantitative risk analysis in accordance with ADB's *Handbook for Integrating Risk Analysis in the Economic Analysis of Projects*.

3. Social Analysis

8. For the analysis, the consultants will undertake these tasks:

- (i) Conduct preliminary social impact assessment including assessment of possible land acquisition/relocation impacts for the road alignments identified in task (i) of the engineering and implementation arrangement study. Apply relevant screening checklists provided by ADB.
- (ii) Conduct a social assessment of the Project in accordance with ADB's *Guidelines for Incorporation of Social Dimensions in Bank Operations*.
- (iii) Assess the impacts of relocation and resettlement, if any, on the affected population. Prepare involuntary resettlement and ethnic minority development plans according to ADB's *Handbook on Involuntary Resettlement: A Guide to Good Practice* and ADB's *Policy on Indigenous People*.
- (iv) Prepare a participation strategy to apply when preparing and implementing the Project. With the participation of stakeholders, groups at risk with respect to the Project, identify and analyze the reasons for their vulnerability, including their exposure to risks as described in ADB's *Handbook for Poverty and Social Analysis*.
- (v) In coordination with the economic analysis, design a time-bound benefit monitoring and evaluation program, including appropriate monitoring indicators and baseline data, for assessing the benefits of the Project to local communities. The program should address not only the economic benefits but also other social benefits such as stability of the region and integration with other parts of the country.

4. Environmental Assessment

9. For the assessment, the consultants will undertake these tasks:
- (i) Gather and review all available environmental studies and data related to the project area.
 - (ii) Conduct preliminary environmental impact assessment for the road alignment identified in task: of the engineering and implementation arrangement study.
 - (iii) Conduct a field survey necessary to produce a comprehensive environmental assessment of the project roads.
 - (iv) Prepare environmental management plans to implement mitigation measures for each road section.
 - (v) Prepare an initial environmental examination (IEE) and its summary in accordance with ADB's and the Government's environmental assessment guidelines for road improvement.
 - (vi) If the IEE recommends undertaking a full environmental impact assessment (EIA), prepare Terms of Reference (TOR) acceptable to ADB and the Government. Conduct the EIA and prepare the report and its summary accordingly.

D. Resources

10. The table summarizes the consulting service requirements of the Project.

Consultant	International Input (person-months)	Domestic Input (person-months)	Responsibility			
			Engineering Study	Economic Analysis	Social Analysis	Environmental Assessment
Team Leader/ Highway Engineer	8	-	X	X		
Surveying Specialist	3	6	X			
Bridge/Drainage Engineer	3	6	X			
Pavement/Material Engineer	4	8	X			
Traffic Engineer	2	4	X	X		
Project Economist	4	4		X		
Poverty Analyst	3	6		X	X	
Social/Resettlement Specialist	3	6			X	
Environment Specialist	2	4				X
Total	32	44				