



Overview

Application deadline	27 October 2025
Contract start and end date	November 3 rd to December 24 th
Duration	7 weeks, 11 working days
Program sector(s)	Gender equality, climate change, sustainable livelihoods, animal health, One Health
Project/Program name	Enhancing the Commercial Paravet Program in Northern Lao PDR Pilot Project (ECPPNL) in Luang Prabang Province
Type of consultancy	External Baseline Evaluation
Project/Program location	PakXang District, Luang Prabang province, Lao PDR
Consultant location	In-country
Funded by	Danish Ministry of Foreign Affairs and AgCoTech

Background

CARE International is a global NGO working to end poverty and achieve social-justice. We rebuild and improve the lives of the most vulnerable groups, especially women and girls who are often the most marginalised individuals in their communities and face unequal access to social and economic rights. In 2024, CARE worked in more than 100 countries around the world, supporting 200 million people from vulnerable communities to fight poverty and social injustice. To date, CARE supported over 52 million participants to promote lasting change in their lives, in line with the Sustainable Development Goals.

CARE International in Lao PDR began its operations in 1992 and has worked since then to improve the lives of vulnerable groups in both rural and urban areas, particularly the ethnic minority communities. CARE works in partnership with community members, the government, local civil society organisations, and the private sector. CARE currently implements projects in seven provinces: Vientiane Capital, Phongsaly, Luang Namtha, Luangprabang, Salavan, Champasack and Sekong.

CARE's "Marginalized Women and Girls" program in Laos empowers women and girls through integrated initiatives focusing on women's health, economic empowerment, and climate resilience, utilizing evidence-based practices to drive sustainable socio-economic justice. This is achieved by strengthening health systems, combating gender-based violence, improving food access, fostering resilient livelihoods and inclusive value chains, and enhancing climate adaptation through community-driven action plans that combine scientific and traditional knowledge, ultimately contributing to poverty reduction and a more equitable society. CARE Laos commits to women and girl empowerment, locally led and globally scaled through a comprehensive approach to long-term commitment to building local capacity as central to our mission.

CARE's 'ECPPNL' project aims to strengthen the livestock systems of smallholder farmers by developing and use a business model for paravet services that consider gender roles, while also establishing a robust

monitoring system to assess social impacts and support the production of verified carbon units (VCUs) that contribute to global carbon emission reductions.

Project Context

Luang Prabang Province is a province located in northern Laos, with mountainous terrain and many ethnic groups with different lifestyles and cultures. Most people reside in rural areas and work in subsistence farming, making them particularly susceptible to the effects of climate change. People's livestock farming and agriculture production are frequently directly impacted by climate change. In some years there have heavy and prolonged rainfall, causing floods, while others have little and unseasonal rainfall, causing droughts, which in turn leads to low agricultural yields and food shortages at the household level. In addition, animal disease outbreaks are frequent and directly impact people's incomes. However, Luang Prabang province's five-year socioeconomic development plan (2025–2029) focuses on improving fisheries and livestock, particularly increasing the number of each type of livestock to 208,009 cows and 69,743 buffaloes. It also provides veterinary equipment, preventive medicine, and medication for animal diseases to farmers and village veterinarians.

In Luang Prabang Province, Pakxang District is categorized as a poor district. The survey of various areas throughout Pakxang district, it is seen that most of the people live in agriculture, mainly rice cultivation and animal husbandry: in this, cattle breeding is an important occupation and the main source of income for families. Pak Xang District has a total of 52 villages, with a population of 24,502 people, consisting of 3 ethnic groups: Hmong, Khmu and Lao. With a total of 16,481 cows and 6,995 buffaloes, the mountainous terrain and 65% of the land covered by forests demonstrate that the people of Pakxang district have a history of rearing large animals and have the potential to make it their primary source of income and future exports. However, livestock production is still based on nature and uses rudimentary techniques. Vaccinations are not continuous, there is no grass cultivation to assist livestock husbandry, people still lack the expertise and experience necessary to raise animals appropriately, and access to paravet services is still restricted. Widespread outbreaks of animal diseases such as hemorrhagic, parasitic infections, foot-and-mouth disease, and diphtheria have been brought on by all of this. These diseases directly affect household food security and result in a significant number of animal deaths annually. A project to develop paravet networks in a commercial model to promote and enhance farmers' knowledge in dealing with the repercussions of seasonal animal disease outbreaks has been organized by CARE International in Lao PDR in partnership with AgCoTech, based on the local reality and potential. To make community livestock systems robust and sustainable, it specifically assists individuals in obtaining information about services, training, timely animal health service, proper animal husbandry techniques. At the same time, the project will foster cooperation among CARE, AgCoTech, and government sector partners; track and report project outcomes to donors; and construct AgCoTech business models that promote gender roles and provide smallholder farmers with sustainable advantages.

Purpose of Baseline Evaluation

The purpose of the Baseline Evaluation is to establish base measurements of the **objective and result indicators** identified in the project Logical Framework, against which to evaluate the project's impact before, during, and after implementation in the Lao country context.

The objectives of the ECPPNL project are as follows:

1. Design and Pilot a Gender-Inclusive Paravet Model – Develop, test, and document a sustainable private-sector supported paravet model that promotes smallholder farmer education to improve large ruminant health and productivity and gender inclusion.
2. Establish a Monitoring System for Social Impact and Verified Carbon Units (VCUs) – Implement a framework to track the medium-term social benefits of paravet services and Emission Control Block (ECB) adoption, with data collection to support Verified Carbon Units (VCUs).

The objectives, results, and corresponding indicators to be measured during the baseline will be provided to the selected consultant.

Evaluation target group

Target participants that will be involved in the baseline survey include the following:

1. **Paravets:** Paravets, or village veterinary workers, play a crucial role in delivering animal health services in rural Laos, where access to professional veterinary care is often limited. These community-based animal health providers offer essential services such as vaccination, disease treatment, parasite control, and basic livestock management advice to smallholder farmers. Given the reliance on livestock for livelihoods, food security, and income generation, paravets help improve animal health, productivity, and market access. However, many paravets face challenges such as limited training, lack of access to veterinary supplies, and financial sustainability. Strengthening the paravet system through training, commercialization strategies, and integration with national veterinary networks can enhance the effectiveness and reach of these essential service providers, benefiting both farmers and the broader livestock sector in Laos.
2. **Smallholder farmers:** The smallholder farmers benefiting from this project are primarily smallholder livestock producers in rural Laos, who rely on cattle and buffalo for income, food security, and agricultural productivity. Many face challenges such as limited access to veterinary care, high disease prevalence, and low productivity due to poor nutrition and parasite burdens. By improving access to trained paravets, vaccination programs, and better livestock management practices, the project will help farmers achieve healthier, more productive animals, leading to higher incomes, reduced losses, and greater market opportunities. Additionally, the integration of commercialized veterinary services and sustainable livestock practices will enhance long-term resilience and support the economic empowerment of farming communities, including women and marginalized groups.
3. **District Agriculture and Environmental Office (DAEO):** The District Agriculture and Environmental Office (DAEO) serves as the primary local government agency responsible for agricultural and livestock extension services at the district level. DAEO will be a key implementation partner in the project, facilitating paravet recruitment, farmer engagement, and training delivery. Their close relationships with rural communities will help ensure that the paravet model is accessible, relevant, and sustainable for smallholder farmers. DAEO's involvement will also support the integration of local knowledge, gender-inclusive approaches, and long-term monitoring to enhance the project's impact.

4. **Provincial Agriculture and Environmental Office (PAEO):** The Provincial Agriculture and Environmental Office (PAEO) provides extensive policy and technical support to the DAEO relevant to the agricultural and livestock extension services at the district level. PAEO will be supporting the DAEO to implement the project together with the DAEO including facilitating paravet recruitment, farmer engagement, training delivery and ongoing monitoring.
5. **Provincial Livestock and Fisheries Unit (PLFU):** The PLFU is under the PAEO being responsible for supporting the DAEO staff to implement livestock policies, manage disease control programs, and promote best practices in animal health. The PLFU will play a critical role in the project by providing technical guidance, regulatory oversight, and support for paravet training and certification. Additionally, the department's expertise in disease surveillance, vaccination campaigns, and livestock management will help ensure that the paravet commercialization model meets national and regional veterinary standards.

Scope of the Baseline Survey

The evaluation will cover approximately 10 out of 26 target villages in PakXang District, Luang Prabang Province. The consultant should ensure that village sampling is based on the criteria of demographic diversity, location, and socioeconomic profile. There following are the expected phases of the baseline:

Phase One:

- Review all documents related to this project and relevant CARE policies: CARE Laos policies and tools such as CARE 2030 Vision, CARE Climate Justice Strategy, CARE Right to Health Strategy, CARE Gender Equality Strategy, CARE International in Lao PDR - Climate Change Adaptation Strategy, CARE International in Lao PDR - Gender Equality and Women's Voice Strategy, CARE International in Lao PDR - Health Strategy, MoU, ECPPNL proposal, Log Frame, budget, and other project documents.

Phase Two:

- Develop study design and sampling methodology
- Present inception report along with data collection tools
- Provide data collection tool training to enumerators, and pilot and translate data collection tools into Lao (if the tools are in English).
- Lead the data collection process in the field with multiple target groups along with the enumerators to ensure the data is collected in an effective manner.

Phase Three:

- Overseeing cleaning and validation of quantitative and qualitative data
- Conducting all data analysis
- Present the evaluation result through a data validation workshop
- Prepare draft report and take feedback for finalization and presenting the key findings.
- Provide a one-page summary of the report after the final report is submitted.

Approach and Methodology

The baseline survey will take a mixed-method approach and will process with:

1. A mix of quantitative and qualitative instruments and methods will be used.

2. A participatory approach should be adopted to capture the perspectives of key stakeholders and project participants/beneficiaries.
3. The methodology will be gender sensitive.
4. Sampling will be discussed and decided together with CARE. The baseline survey will cover a minimum of sixteen (10 villages, but can cover more if possible. The sampling will be purposeful and represent local diversity (i.e. distance to roads, gender, ethnicity, geography, environmental risks, access to land).
5. Train staff as enumerators of data collection, especially project staff, and government partners who are invited to join the process of the evaluation.
6. Present findings to relevant partners/stakeholders/CARE Staff
7. All project target groups of beneficiaries should be included during the data collection process.
8. The data collection should be disaggregated by age, gender, and any other relevant diversity criteria in line with the project's objectives.
9. All raw data (including data entry forms, database of entered data, graphics, and analysis for each village) shall be made available to CARE Staff and submitted with the baseline survey.

Roles and Responsibility

Team Members and Roles

Phase	Responsible Person	Primary Tasks
Planning	MILKA team, Climate Change and WEE Advisors and ECPPNL project team	Lead in the facilitation evaluation process and managing the external consultant by collaborating with CARE Donor (Danish Ministry of Foreign Affairs, AgCoTech), and government partners.
	External Consultant	- Lead in designing the necessary methodology and tool for evaluation by collaborating with CARE Laos' program team and CARE team. - Lead in providing training to the data collection team on methodology and tools to be used in the evaluation. - Ensure the appropriate team composition by collaborating with the CARE team regarding ethnic groups. - Lead in writing the inception report.
Data Collection	MILKA Advisor & ECPPNL project team	- Lead in facilitating the logistics and making an appointment with the selected target groups mentioned above. - Provide relevant information and data as requested.
	Consultant	- Lead in collecting the data following the data collection plan.
Data Analysis	External Consultant	- Lead in cleaning the data and data processing/translation if required. - Lead in analyzing the day following the objective and requirement from the baseline survey ToR. - Cross-check all data to ensure that collected data

		meets the needs of the baseline survey objectives and requirements.
Reporting	External Consultant	- Debriefing for the community representative and government partners at the district level. - Debriefing for the program team from CARE Laos, donor, and relevant partners. - Provide a one-page evaluation summary for CARE

Deliverables

Below are summaries of key deliverables:

Deliverable	Description	By when
Inception report	Including the methodology, sampling, tools, and the guiding principles of the evaluation and data analysis plan.	W1 Nov 2025
Data collection	Conduct data collection for the end of project evaluation in sixteen (10 villages in PakXang District, Luang Prabang Province.	W2 Nov 2025
Draft baseline survey report (max 30 pages, annexes excluded)	Included: I. Cover Page II. Table of Contents III. Acknowledgments IV. Abbreviations V. Executive Summary VI. Brief Project Overview VII. Methodology - Brief Baseline survey Design - Sampling strategy - Data analysis plan VIII. Key limitation and ethical Considerations to Baseline survey IX. Results, analysis, and discussion (for baseline survey specifically including a log frame showing baseline survey status for selected indicators). X. Conclusion and recommendations XI. References with proper citation XII. Appendices or Annexes XIII. Photos are CARE property and will be annexed to the final report together with consent forms. (Please refer to CARE Evaluation template)	W1 Dec 2025
Indicator summary table	Update country indicator values in logical framework.	W1 Dec 2025
PowerPoint presentation (debriefing)	Includes the methodology, sampling, tools, key findings, imitations, and recommendations from the baseline survey study.	W1 Dec 2025
Cleaned qualitative and quantitative data sets.	The consultant should deliver, at minimum, all files including quantitative data sets (raw and refined	W1 Dec 2025

	products), transcripts of qualitative data, and others in an easy-to-read format and maintain naming conventions and labeling for the use of the project/program/initiative and key stakeholders.	
Completion of the approved final report	Following the feedback on the draft report – submit the final version along with one page evaluation summary and materials to CARE.	W2 Dec 2025

Timeframe

Fieldwork for the baseline survey is expected to start as soon as possible: ideally in W2 of November 2025. The final report is expected to be submitted by no later than W2 December 2025.

The following table shows the anticipated work schedule:

	Item	Specific Task	Days	Tentative dates
1	Pre-field activities	Project literature review - CARE to support with documents (will be provided by CARE)	1	W1 Nov 2025
		Design methodology and plan data collection. Develop baseline survey study tools.	1	
		Inception report	1	
		Sub-total	3	
2	Field activities	Travel to PakXang, Luang Prabang Province		W2-4 Nov 2025
		Training on data collection, document preparation, coordination with government and CSO partners	1	
		Data collection in 10 villages in PakXang District	4	
		Consultant travel to VTE		
		Sub-total	5	
3	Report writing	Prepare the draft Report	2	W2 Dec 2025
		Finalize the report (considering comments from CARE) and submit the finalized report to CARE.	1	
		Sub-total	3	
		Grant Total	11	

NOTE: CARE in Laos will cover the consultant's transportation and accommodation during data collection in Luang Prabang Province, except per diem and travel insurance.

Selection Criteria

1	Experience	- At least 5 years experience conducting evaluations in the fields of gender equality, climate change, livelihoods, and/or animal/One Health in Lao PDR. - Demonstrated strong social research and reporting skills, including experience conducting quantitative and qualitative research.
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		▪ Demonstrated successful experience in conducting project baseline survey studies, especially for development projects. ▪ Demonstrated good understanding of gender issues, and women's empowerment in Laos. ▪ Relevant technical experience (e.g. climate change, sustainable livelihoods, gender equality, animal/One Health, etc.) is preferred.
2	Qualification	▪ Relevant post-graduate qualifications.
3	Technical skills	▪ Research, survey (e.g. PRA/PLA), stakeholder interviews (ranging from field level to national level stakeholders), report writing, and presentation. ▪ Ability to work autonomously and demonstrated skills in leading baseline survey projects.
4	Language	▪ Excellent command of English (writing and speaking). ▪ Experience in Lao PDR and Lao language skills are desirable. ▪ Proficiency in an ethnic minority language (Khmu, Akha, Hmong) desirable
5	References	▪ A minimum of two referee contacts who have managed the proposed consultant previously.

As a matter of course, all consultants are subject to the following policies:

- CARE Lao Child Protection Policy.
- Terrorist Check Safety and Security Management Plan.
- CARE Code of Conduct.

How to apply

If you are interested in this role, please submit your (1) CV, (2) cover letter, (3) two references, (4) proposed baseline evaluation study plan, and (5) cost quotation (daily rate) to: Lao.contracts@care.org by **27th October, 2025**, please include the text: **“Application for ECPPNL Baseline Evaluation Consultancy”** in the subject of your email.

For specific technical and more information, please contact Ms. Nouandam Kommana at nouandam.kommana@care.org.