

KINGDOM OF CAMBODIA

Nation Religion King

MINISTRY OF RURAL DEVELOPMENT

Cambodia Southeast Asia Disaster Risk Management Project II (P177185)



INDIGENOUS PEOPLES PLANNING FRAMEWORK

Version 3 (Revision 1)

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Abbreviations

DDIS	Detailed Design Implementation and Supervision
EA/IA	Executing Agency/Implementing Agency
ESCP	Environmental and Social Commitment Plan
ESF	Environmental and Social Framework
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standards
FPIC	Free Prior and Informed Consent
IDA	International Development Association
IPs	Indigenous Peoples
IPP	Indigenous Peoples' Plan
IPPF	Indigenous Peoples Planning Framework
KH-SEADRM2	Cambodia Southeast Asia Disaster Risk Management project 2
MRD	Ministry of Rural Development
NCDD	National Committee for Sub-National Democratic Development
NGO	Non-Government Organization
PPC	Project Preparation Consultants
RGC	Royal Government of Cambodia
RP	Resettlement Plan
RPF	Resettlement Policy Framework
ROW	Right of Way
SA	Social Assessment
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
SH	Sexual Harassment
SIB	Subproject Information Booklet
VAC	Violence Against Children
WB	The World Bank

EXECUTIVE SUMMARY

This Executive Summary summarizes the main points in the project's Indigenous Peoples Planning Framework (IPPF) which was prepared by the Ministry of Rural Development (MRD). This IPPF will be applied to all activities that will be carried out under the second Cambodia Southeast Asia Disaster Risk Management Project (KH-SEADRM II). This IPPF is a living document which may be updated as required during project implementation. If updated, the updated IPPF version will be disclosed through the same channels.

PROJECT DESCRIPTION SUMMARY

Chapter 1 describes the purpose of the KH-SEADRM II which aims to support the reconstruction of the rural transport infrastructure that was affected by the flash floods in 2020. The project also support government's effort in mainstreaming disaster risk management dimensions into national disaster resilience strategy for transport infrastructure system. The KH-SEADRM II will finance reconstruction of approximately 200–300km of rural roads and bridges, focusing in seven select affected provinces including Banteay Meanchey, Battambang, Kampong Speu, Kampong Chhnang, Pursat, Siem Reap, and Tboung Khmum. The objectives of this IPPF are:

- Ensure the project planning and implementation process under the SEADRM II fosters full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of IP communities.
- Avoid adverse impacts of the project on IP communities. When avoidance is not possible, minimize, mitigate and/or compensate for such impacts.
- Promote sustainable development benefits and opportunities for IP communities in a manner that is accessible, culturally appropriate and inclusive.
- Improve project design and promote local support by establishing and maintaining an ongoing relationship based on meaningful consultation with the IP communities affected by SEADRM II throughout project cycle.
- Recognize, respect and preserve the culture, knowledge, and practices of IP communities, and provide IPs with an opportunity to adapt to changing conditions in a manner and in a timeframe acceptable to them.

OVERVIEW OF INDIGENOUS PEOPLES

Chapter 2 provides some general information about Indigenous Peoples in Cambodia, including also an overview about Indigenous Peoples in seven project provinces. It also describe some socioeconomic and cultural characteristic of some major IP groups present in the project provinces.

LEGAL FRAMEWORK

Chapter 3 establishes the legal foundation on which the IPPF is prepared. The IPPF is prepared on the basis of the national laws and regulations related to Indigenous Peoples, and the World Bank's Environmental and Social Standard 7 on Indigenous Peoples. Since there are gaps between the two policies, a gap analysis was made. It was found that while there is some complementary

links between Cambodian laws and regulations, and the World Bank's ESS7, there is a lack of detailed regulations and operating procedures that facilitate effective implementation of an Indigenous Peoples Plan (IPP). This IPPF, therefore, proposes measures that aim to close this gap through consultation with IPs and ensure IPs in the subproject area receive socioeconomic benefits that are cultural appropriate to them.

RISKS, IMPACTS, AND MITIGATION MEASURES

Chapter 4 described environmental and social risks and impacts that are identified in relation to project's construction activities. Based on the nature and scope of project's road and bridge reconstruction, it is envisaged that project's construction activities would not result in any major adverse impacts on Indigenous Peoples. During construction process, some short-term adverse impact are anticipated, such as environmental impact including generation of noise, dust, vibration, etc. during construction operation, and risks associated with labor that gravitates to subproject area to support construction activities. The need for permanent land acquisition is anticipated but is anticipated to be very small and site-specific. This would depend on whether the road is rebuilt on existing road foundation or widened and heightened at certain places to address the risks of recurring future floods. The first is anticipated to be more likely than the later. Since most IPs (as defined by the World Bank's ESS7) live away from potential project's roads and bridges, the potential impact on them (due to land acquisition and environmental impact and social risks) would be minimal.

To mitigate the above risks and impacts, measures have been proposed in the IPPF to avoid adverse impacts. Where avoidance is not possible, effort will be made to minimize impacts through road design. Once road and bridge subprojects are identified, screening for the presence of IPs in subproject area will be carried. If IPs are present in subproject area, a targeted social assessment will be implemented to ensure IPs are meaningfully consulted and their feedback on subproject's risks and impacts are considered and incorporated into project design, and into implementation of subproject Environmental and Social Management Plan. Indigenous Peoples Plan will be prepared to ensure IPs receives socioeconomic benefits that are cultural appropriate to them irrespective of being adversely affected by the project or not.

As part of IP screening, any works that potentially adversely impact the integrity or productivity of collectively owned IP land would be carefully screened for and excluded. Civil works can be undertaken adjacent to collectively owned IP land but shall not impact the integrity or its productivity. Given this exclusion criteria, FPIC consent will not be applicable for the project.

PREPARATION OF INDIGENOUS PEOPLES PLAN

Chapter 5 described steps that be be taken by MRD to prepare an IPP. This includes screening procedure for IP(s), conducting a targeted Social Assessment if IPs are found, and elements that are required for an IPP. This chapter also describes how project stakeholders, particularly IPs in subproject area, will be engaged during subproject preparation and implementation, and how project information, such as project description, environmental and social risks and impacts, mitigation measures, grievance mechanism, etc. will be disclosed for the purpose of consultation with affected IPs.

GRIEVANCE REDRESS MECHANISMS

Chapter 6 outlines a GRM that the project prepares to ensure it is in place and functions properly to ensure affected IP can easily access and use it easily. The project also aims to ensure grievances submitted by affected IPs are solved timely and effectively – in a manner that is culturally appropriate to them. The GRM guides in details how a complaint can be lodged, including forms of submission, channels, and steps during the grievance resolution process. It also describes time-limits, where possible, for each step, for acknowledging receipt of complaint, and notifying aggrieved person of resolution process and proposed resolution.

IMPLEMENTATION ARRANGEMENTS, MONITORING AND REPORTING

Chapter 7 emphasizes the responsibilities of the Ministry of Rural Development (MRD) in implementing the IPPF. MRD will inform the WB of the IP screening results and steps MRD will take in case IPs are present in the subproject area. When IPs are found in the subproject, MRD will engage IP consultants to work closely with the MRD to conduct targeted Social Assessment and prepare related IPPs. Implementation of subproject IPPs will be monitored internally by the MRD. Adverse impact on IPs due to land acquisition (if any) will be monitored by the General Department of Resettlement at the Ministry of Economy and Finance and MRD – as guided by the project’s Resettlement Policy Framework (RPF).

COSTS AND BUDGET

Chapter 8 provides indicative costs for IPPF implementation and includes budget source which will be allocated from counterpart funding and WB financing (IDA).

1. INTRODUCTION

1.1 Project Background

From September to November 2020, Cambodia experienced heavy rainfall across the country. The heavy rains resulted in extensive flooding in 20 out of 25 provinces, leaving an estimated 800,000 people being directly affected, of which 388,000 people were severely affected because of pre-existing vulnerabilities. In addition to impacts on human, these floods also caused widespread damage to key transport infrastructure and loss of economic activities. According to the rapid damage and needs assessment conducted by the World Bank at the request of the Ministry of Economy and Finance (MEF), economic loss was estimated around US\$ 448-490 million. Three sectors that were most affected include transport, irrigation, and agriculture. The most affected areas concentrated in nine provinces. The total costs for rehabilitation were estimated at US\$508 million. It was noted that these heavy rains, which resulted in inundating, came amidst a drought which had already deprived people of the standing crops. The floods did not only affect their houses, assets, and animals but also threatened their food security due to the combined adverse effect of drought and flooding. This exacerbated the vulnerability of as many as 48.5 percent of households who were previously resource-scare.

The impacts of the above natural disasters are being exacerbated by the ongoing COVID-19 pandemic, which has affected many people in Cambodia as well as the national economy. According to the World Bank's forecast in 2020, the economy in Cambodia is likely to contract by 3.1 percent (sharpest decline in the recent history) which might lead to economy recession for the first time in the past three decades due to the COVID-19 that hit three key national industries: construction, tourism, and merchandise exporting, which altogether accounts for more than 70 percent of country's economic growth and 39 percent of total paid employment. The total costs for social assistance to mitigate the COVID-19 impacts makes up an unprecedented rate of 5% of the GDP, leaving government to confronting increasing financial burden.

The purpose of the second Cambodia Southeast Asia Disaster Risk Management Project (KH-SEADRM 2) is to, in the short-term, support the government in their effort to rehabilitate the transport infrastructure affected by the flash floods in 2020, meanwhile repairing/ upgrading transport infrastructure to resume the overall transport connectivity at local level, as well as between provinces and regions. In a longer term, the project aims to support government's effort in enhancing their disaster risk management capacity and transport infrastructure resilience, particularly to impacts of recurring disasters and those of climate changes. This will be achieved by improving and mainstreaming disaster risk management (DRM) dimensions into national long-term disaster risk management strategy, particularly in transport infrastructure. The project also assists in lessening the economic burden of the Royal Government of Cambodia in the context of both natural disasters and COVID-19.

The KH-SEADRM 2 Project is built on the on-going KH-SEADRM project (P160929) and will finance reconstruction of approximately 200–300km of rural roads and bridges, focusing in six select affected provinces (out of total 20 affected provinces). The select provinces include Banteay Meanchey, Battambang, Kampong Speu, Kampong Chhnang, Pursat, and Siem Reap. In addition to support in infrastructure rehabilitation, the project will also strengthen the institutional

capacity of DRM planning in rural development sector, including policy making processes, respond to crisis and emergencies in case natural disasters happen during the project life.

1.2 Project Components and Activities

The project development objective is to support resilient reconstruction of vulnerable rural transport infrastructure affected by the 2020 floods and recurring flood events, mainstream Disaster Risk Management in government processes, and to provide immediate and effective response in case of an Eligible Crisis or Emergency. This objective will be achieved by through implementation of various activities – organized into four project components:

- **Component 1: Institutional strengthening for disaster resilience at the national level** (US\$1 million, comprising counterpart financing of US\$100,000 and Recipient-Executed Trust Fund [RETF] of US\$900,000 - TBC). This component will focus on capacity building for improving disaster risk management in line with government priorities. KH-SEADRM 1 Subcomponent 1.2. Institutional Strengthening for Disaster Resilience has focused on strengthening of emergency road maintenance, identification of risk reduction investment for the target provinces and improvement of resilient rural road standards. KH-SEADRM 2 Component 1 builds on these efforts to further strengthen DRM mainstreaming at the national level, improving both longer-term risk-informed investment planning and inter- and intra-agency coordination of emergency response and preparedness and post-disaster recovery investment. The following sub-components are proposed and discussions are ongoing to define project activities.
- **Component 2: Resilient rural transport infrastructure reconstruction and maintenance** (US\$70 - TBC). This component will focus on civil works for strengthening climate resilient rehabilitation, safety, and maintenance of selected existing rural transport infrastructure that are vulnerable to natural disasters. Building on the KH-SEADRM 1 Subcomponent 1.1 – Resilient Rural Roads Rehabilitation and Maintenance, the KH-SEADRM 2 project continues emphasizing the need to build back better, introducing activities to better align routine maintenance and rural road asset management system with post-disaster response-related project management needs.
- **Component 3: Project Management** (US\$ 2 m). This component will support initial day to day coordination, management, and implementation of the KH-SADRM 2 while building institutional capacity to sustain investments beyond project closure. Proposed activities include: (i) recruitment of consultants to support project implementation; (ii) procurement management, contract supervision, and financial management, including financial and technical audits (which encompass agreed procedures for emergency situations); (iii) environmental and social risk management, including citizen engagement and grievance mechanisms; (iv) monitoring, review, and evaluation of the project; (v) coordination activities, knowledge sharing, project outreach and dissemination activities; and (vi) operating costs, including those for sub-project offices to be established in participating provinces (e.g. equipped with remote working facilities).
- **Component 4: Contingency Emergency Response Component (CERC) (US\$ 0m)**. This component is designed to provide swift response in an event of Eligible Crisis or

Emergency – through reallocating the project funds to support emergency response and reconstruction as needed.

The MRD is the key project implementing agency. The approach to selection of road segments and bridges for reconstruction (repair, upgrade, and maintenance) will be based on various factors, such as damage levels of the roads and bridges, urgency for road rehabilitation considering geographical locations of the affected infrastructure in relation to the overall transport network, traffic volume, potential users, etc. Equally importantly is the need for improving the resilience of existing roads and bridges in response to future floods. The selection of roads and bridges for reconstruction will also take into account the socioeconomic characteristics of the people who live in near the roads, local poverty, proneness to natural disasters, and vitality of the reconstructed roads in supporting local people, including non-local road users, in resuming income generation activities, access to public service and prevent severely affected households from impoverishment.

Potential rehabilitation works may include a) upgrading existing earth and laterite roads into DBST or cement concrete pavement in flood prone areas, b) improving/building road drainage systems (e.g. longitudinal, transverse), c) widening shoulders, embankment reinforcement to improve road protection from floods, d) installation of road safety equipment, and e) other relevant works to minimize the risks of road failure while maintaining traffic safety, facilitating relief and emergency services when natural disasters such as flooding happen.

1.3 Purpose of the Indigenous Peoples Planning Framework (IPPF)

The purpose of this Indigenous Peoples Planning Framework (IPPF) is to set out the requirements of World Bank's Environmental and Social Standard 7 (ESS7) on Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities, and the RGC's policy on development of Indigenous Peoples. Based on the gaps between the WB and RGC's policies, measures are proposed to close the gaps through implementation arrangements, procedures, design criteria, etc. to be applied to all road and bridge subprojects and project components that were confirmed during project preparation (such as TK2 bridge) and those that are to be confirmed during project implementation.

The objectives of this IPPF are:

- Ensure the project planning and implementation process under the SEADRM II fosters full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of IP communities.
- Avoid adverse impacts of the project on IP communities. When avoidance is not possible, minimize, mitigate and/or compensate for such impacts.
- Promote sustainable development benefits and opportunities for IP communities in a manner that is accessible, culturally appropriate and inclusive.
- Improve project design and promote local support by establishing and maintaining an

ongoing relationship based on meaningful consultation with the IP communities affected by SEADRM II throughout project cycle.

Recognize, respect and preserve the culture, knowledge, and practices of IP communities, and provide IPs with an opportunity to adapt to changing conditions in a manner and in a timeframe acceptable to them.

In line with the above objectives, this IPPF outlines, in particular, procedures for screening, assessment and development of site-specific Indigenous Peoples Plan (IPP) for road/bridge subprojects and project components to be confirmed during project implementation. It is important to emphasize that in case IPP is required (based on IP screening results), any project activities, such as physical construction, and or project components will not be commenced until respective IPP is fully developed and finalized based on meaningful consultation with potentially affected indigenous peoples present in the subproject area. It is also noted that based on careful IP screening exercise, the project will exclude any subprojects that potentially affect adversely the integrity and/or the productivity of collectively owned IP land. Civil works can be carried out adjacent to collectively owned IP land but should not impact the integrity or productivity of the collectively owned IP land. Any subproject that require Free, Prior and Informed Consent (FPIC) of IP(s) will be screened out.

The IPPF has a grievance redress mechanism (GRM) which enables affected IPs to submit complaints for project's resolution. This IPPF also sets forth arrangements that have been made by MRD and relevant stakeholders at national and local levels, such as provincial, district, and commune levels, to ensure standards, requirements, and relevant methods, etc. prescribed in this IPPF are applied appropriately. The IPPF provides a cost estimate for relevant activities that may arise during project implementation, including sources of funding that has been arranged to warrant fund availability for implementation of activities set forth in the IPPF.

This IPPF has incorporated the feedback of the IPs consulted during project preparation (See summary of consultation results in Annex 1). The IPPF also takes into account the good practices in consultation with the IPs, and in implementing development projects in which IPs are among key stakeholders.

2. OVERVIEW OF INDIGENOUS PEOPLES

2.1 General Information about Indigenous Peoples in Cambodia

“Indigenous Peoples” are referred to as “indigenous minority peoples” in Cambodia. This term is officially used by the Royal Government of Cambodia in various laws and policies. There are several ethnic groups living in Cambodia but only those who are distinct from others and have languages, culture, traditions, and customs that are different from the mainstream population (the Khmer) are considered “Indigenous Peoples”, according to the National Policy for the Development of Indigenous Peoples (2009). In Cambodia, there are also other small ethnic groups such as the ethnic Lao living in northeastern Cambodia, the Chams and Vietnamese. These small ethnic groups are not considered “indigenous”.

Ethnic minorities in Cambodia have typically developed highly specialized livelihood strategies and occupations which include hunting, fishing, trapping, shifting cultivation or gathering food and forest products, handicrafts such as weaving, basketry, woodcarving among others, and rural and community based industries. However, due to recent development process, some have become agricultural workers, or involved in other works that are no longer part of traditional means of livelihoods activities. Indigenous Peoples generally lead a simple life – compared to that of the majority Khmer. They speak their own languages, or dialects, and practice different religious beliefs. These groups can be found also in more remote areas¹.

The total population of Cambodia is 15.9 million (National Institute of Statistics 2020). The Khmer makes up 95.4% of the population, followed by Cham (2.4%, 376,560 people), Chinese (1.5%, 242,938 people), Thai (0.5%, 73,736 people), Vietnamese (0.2%, 27,449 people), Lao (0.0001%, 1,696 people), others (0.1%, 7,828 people), and group who do not state their ethnicity (4,991 people) (See Figure 1 for details).

Figure 1 - Population of Ethnic Groups by Area (in Percentage)

Ethnicity	Whole country	Capital	Urban area	Rural are
Khmer	95.4	95.3	98.0	94.4
Cham	2.4	2.9	1.2	2.7
Chinese	1.5	0.0	0.2	2.4
Vietnamese	0.2	0.4	0.1	0.1
Thai	0.5	1.4	0.5	0.3
Lao	0.0	0.0	0.0	0.0
Other	0.1	0.0	0.1	0.1
Not Stated	0.0	0.1	0.0	0.0
TOTAL	100	100	100	100

Source: NIS, December 2020

In Cambodia, Indigenous Peoples are also known as “Khmer Loeu”, or hill tribes. The Khmer Loeu has the distinctive cultures, customs and habits. Their way of living is significantly different from that of the “Khmer Kroam” who live in small groups² that are scattered across 15 provinces in in northeastern part of the country such as Ratanakkiri, Mondulkiri, Kratie, Stung Treng, Preah Vihear, Oddar Meanchey, Banteay Meanchey, Pursat, Battambang, Siem Reap, Kampong Thom, Kampong Cham, Kampong Spue, Koh Kong, and Preah Sihanouk. Of all IP groups living in Cambodia, twenty two ethnic groups are characterized with distinct languages, cultures, customs and habits³ (See Figure 2). These groups are small in population, ranging from under 100 to 19,000 individuals, including Bunong (Pnong), Kouy, Stieng, Mel, Kroal, Thmorn, Khaonh, Tompuonn, Charay, Kroeung, Kravet, Saouch, Lun, Kachak, Proav, Chornng, Pear (Poar), Souy (Sa’ong), Rhadaer, Roong, Khae, Spong, La-Eun, Somray and so forth⁴. According to National Census (2020), Khmer language is spoken by 95.8% of the population, Chinese (0.6 percent),

¹ Schliesinger, Joachim (2011) Ethnic Groups of Cambodia Vol 1: Introduction and Overview.

² RGC (2019) Policy on Environmental and Social Safeguards for Sub-National Democratic Development.

³ <https://www.mrd.gov.kh/2019/09/04/1821/>

⁴ RGC (2009) National Policy of Development of Indigenous People.

Vietnamese (0.5%), and other indigenous minority languages (2.9%) (See Figure 3 for Map of Ethnolinguistic Groups).

Figure 2 - Population by Indigenous Minority Group

No.	Ethnic minority group	2008	2013	Change
1	Phnong	37,507	47,296	9,789
2	Tumpuon	31,013	51,947	20,934
3	Kuoy	28,612	13,530	-15,082
4	Charay	26,335	13,326	-13,009
5	Kroeung	19,988	22,385	2,397
6	Brao	9,025	13,902	4,877
7	Stieng	6,541	1,279	-5,262
8	Kravet	6,218	5,618	-600
9	Kraol	4,202	7,413	3,211
10	Ja'ong	1,831	266	-1,565
11	Prov	1,827	215	-1,612
12	Mel	1,697	1,905	208
13	L'moon	865	763	-102
14	Suoy (Sa'ong)	857	0	-857
15	Khaonh	743	270	-473
16	Kleung	702	208	-494
17	Saauch	445	837	392
18	Kajrouk	408	731	323
19	Lun	327	436	109
20	Radae	21	1,003	982
21	Mon/Thmor	19	174	155
22	Kachak	10	328	318

Source: Ministry of Planning 2018 (National Census of Indigenous Peoples in Cambodia, Final Report)

Figure 3 - Map of Ethnolinguistic Groups in Cambodia



Source: SIL International (2009)

2.2 Overview of Indigenous Peoples in Project Areas

As mentioned above, the project’s road and bridge reconstruction activities will focus in seven provinces, including Banteay Meanchey, Battambang, Kampong Speu, Kampong Chhnang, Pursat, Siem Reap, and Tboung Khmum. There are several IP groups living in these provinces. Groups that have population larger than 100 people include Jarai, Stieng, Ja’ong, Souy and Poar. Groups whose population is less than 100 people include groups such as Kravet, Kleung, Kuoy, Kreung, Lun, Stieng, Ja’ong, Kroul, S’och, Kajrouk. The number of groups with population less than 100 is larger than groups with more than 100. (See Figure 4 below. For IP groups who live in non-project provinces, please see Annex 7).

Figure 4 - Distribution of Indigenous Minority Groups in Seven Project Provinces

No.	Province	Indigenous minority groups (\geq 100 people)	Group Number	Indigenous minority group (<100 people)	Group Number
1	Battambang	Jarai, Stieng, Ja’ong	3	Kravet, Kleung, Kuoy, Kroeung, Lun, Stieng, Ja’ong, Kroul, S’och, Kajrouk	10
2	Siem Reap	Jarai, Stieng, Ja’ong	3	Kravet, Kleung, Kuoy, Kroeung, Bunong, Kroul, S’och, Kajrouk, Mon	9
3	Kampong Speu	Jarai, Souy	2	Kravet, Kleung, Kuoy, Kroeung, Lun, Stieng, Ja’ong, Kroul, S’och, Kajrouk	10

4	Pursat	Jarai, Pear (Poar)	2	Kravet, Kleung, Kuoy, Kroeung, Stieng, Ja'ong, Kroul, S'och, Kajrouk	9
5	Banteay Meanchey	Jarai	1	Kravet, Kleung, Kuoy, Brao, Stieng, Ja'ong, Kroul, S'och, Kajrouk	9
6	Kampong Chhnang	Jarai	1	Kravet, Kleung, Kuoy, Kroeung, Lun, Tumpoun, Stieng, Ja'ong, Kroul, Radae, S'och, Kajrouk	12
7	Tboung Khmum	Stieng	1		

Source: Ministry of Planning 2018 (National Census of Indigenous Peoples in Cambodia, Final Draft)

2.3 Some distinctive characteristics of major IP groups in project provinces

Cambodia is a multicultural society with a majority of ethnic Khmers. These include the Vietnamese, Cham, Chinese, and indigenous peoples. Among the various ethnic groups, the native populations, as the word implies, count for the ancient inhabitants of the country. This generic and vague term is used to designate a mosaic of groups that are both heterogeneous—given some aspects of their material and social life—and alike, in the sense that most of them belong to the same cultural substratum, which is usually called Proto Indo-Chinese civilization. Their religion and all their way of life for centuries were based on their relationship to this religious environment. They are engaged in a form of religion based on a spiritual cult⁵.

Certain groups have a common origin and have become separated over time, some people for whom geographic and linguistic stocks are clearly distinct, like the Jarai (Malayo-Polynesian) and the Tumpoun (Môn-khmer) of Ratanakiri, tend to draw near each other and intermarry to such an extent, especially in Andong Meas district, that focusing on their differences becomes superfluous and arbitrary. Indeed, all through their history, the highlanders have maintained close relationships with one another as well as with the Khmer and other peoples in the plains.

Ja'ong (Chong) in Cambodia lives in the area of Thailand-Cambodia border – to the southeast of Chantaburi province, Thailand and west of Pursat province, Cambodia. Ja'ong speaks Lao and also speak Thai. Ja'ong group is also referred to as Chawng, Shong, Xong. They also speak Somray – a dialect in Cambodia. Their livelihood is based on agricultural production. Slash and-burn (swidden) cultivation is popular. Farming activities include wetland rice cultivation, raising chicken and pig, collecting food from forest, hunting, and fishing. Some of Ja'ong are involved in manufacturing, trading of goods and worked as hired labor.

Jarai are a minority group living in northeastern Cambodia, primarily in the districts of Bokeo, Andong Meas, O Yadou of Ratanakiri province which are located along the northeast border of Cambodia and Viet Nam's Central Highlands. The Jarai has inhabited in these areas for thousands of years. Unlike the other indigenous minorities in Cambodia, the Jarai language is not related to Khmer. Rather, it is distantly related to the languages spoken in the island nations of Malaysia,

⁵ ADB (2002) Indigenous peoples/ethnic minorities and poverty reduction in Cambodia.

Indonesia, and the Philippines. Their language is classified as belong to Austronesian, Malayo-Polynesian, Malayic, Achinese-Chamic, Chamic, South, Plateau⁶. Most Jarai people engage in subsistence agriculture, growing rice and vegetables. Their diet is further supplemented by hunting, fishing, and gathering food from the forest. The Jarai raise livestock, including oxen, buffalo, pigs and ducks. Jarai's respective religious beliefs, customs, practices and ways of life include animism in the natural world, such as trees, mountains, rivers, etc⁷.

Kravet is a subgroup of the Brao people. Brao refers to several sub-sets of peoples in northeast Cambodia and southern Laos. The Kravet has alternate names such as Kowet, Khvek, Kavet. The Kravet is classified as belong to Austroasiatic, Mon-Khmer, Eastern Mon-Khmer, Bahnaric, West Bahnaric, Brao-Kravet group. The Kravet is known for their intricate handicrafts, chin tattoos, teeth filing and harvest festival. The Kravet practices slash-and-burn agriculture and is known as a semi-nomadic group in mountainous region of Southeast Asia. Their religion involves many taboos, as well as appeasement for good and bad spirits. They are especially concerned about using the spirit world to protect their communities⁸.

Kroeung (Krong) live in Ratanakiri province, and in Northeastern Cambodia and eastern Stung Treng. Alternate names include Krueng. Dialects spoken include Brao. The Kravet and Kroeung in Cambodia are inherently intelligible with each other. In term of ethnicity classification, the Kroeung belong to Austro-Asiatic, Mon-Khmer, Eastern Mon-Khmer, Bahnaric, West Bahnaric, Brao-Kravet.⁹ They are culturally distant from modern Khmer people. The Kroeung is matrilineal, tracing ancestry through maternal rather than paternal bloodlines. The Kroeung is very poor. They have limited access to schooling, healthcare, and electricity. The Kroeung relies heavily on forest to maintain their means of livelihood. They cultivate upland rice as their main crop and also grow cash crops such as cashew nuts and cassava for additional limited income. The Kroeung are involved in hunting, fishing, and raising animals. Rolling forested hills of red volcanic earth cover much of the Kroeung homeland and several major rivers traverse flat floodplains. The Kroeung practice their own traditional religion¹⁰.

Kuoy are the original inhabitants of Cambodia and Thailand¹¹. The Kuoy is one of the ethnic minority groups that have longest settled in the country. The Kuoy live in Northeastern Cambodia, mostly in districts of Preah Vihear, eastern Siem Reap, northern Kampong Thom, western Stung Treng, and several areas of Kratie Province. Their language is of the Katvic branch of Mon-Khmer, within the Austro-Asiatic languages. The Kuoy does have written language. Their knowledge and traditions are passed down orally. Their preference for hill rice has also changed to more common paddy rice, however they preserve traditional knowledge of plants and herbs and use these for medicinal and healing purposes. The Kuoy is mostly matrilineal. Mother has

⁶ Dr. Paul Michael Taylor (2006), Annex B Ethnic Minorities and Indigenous Peoples of Cambodia

⁷ Schliesinger, Joachim. Ethnic Groups of Cambodia Vol 3: Profile of Austro-Thai and Sinitic-Speaking Peoples. 2011

⁸ https://joshuaproject.net/people_groups/12836/CB

⁹ Paul Michael Taylor (2006), Annex B Ethnic Minorities and Indigenous Peoples of Cambodia

¹⁰ https://joshuaproject.net/people_groups/11254/CB

¹¹ Ibid.

more authority than father and the woman in a family is money keeper. The Kuoy is animist and most Kuoy villages do not have a temple¹².

Pear (Poar) lives in Cardamoms, Koh Kong, Pursat and Southwestern Kompong Thom. The Pear is have ethnicity classification as Austro-Asiatic, Mon-Khmer, Pearic. The Pear's main livelihoods are agricultural production, including slashing, wetland rice cultivation, raising pigs and chickens, gathering non-timber forest products, hunting and fishing.

Phnong (Bunong) is one of the most largest ethnic minority groups in Cambodia. Their language is related to Stieng, part of the Bahnaric branch of the Mon-Khmer, within the Austro-Asiatic languages. They have no written script. Traditionally they grow rice and vegetables, including sugar cane, and keeping animals¹³.

Stieng is patriarchal society and are generally monogamous, living in northeastern Cambodia Eastern, including Kratie province, Snuol district, and southern Mondolkiri. Ethnicity classification of Stieng is Austro-Asiatic, Mon-Khmer, Eastern Mon-Khmer, Bahnaric, South Bahnaric, Stieng-Chrau. Today, the Stieng is integrated into local and national administrative system. They generally intermarry with other ethnic groups and Khmer. They are animist and have strong beliefs in spirits and their relations with humans. For instance they may believe that illnesses or natural disasters are caused by spirits as a result of poor human behavior¹⁴. Livelihoods are based on agricultural production, which includes slashing, growing rice, raising pigs and chickens, gathering food from the forest, hunting and fishing.

Suoy (Sa'ong) lives in central, Northwest of Phnom Penh, primarily in Aoral, Kampong Speu province. The Suoy is classified in terms of ethnicity into Austro-Asiatic, Mon-Khmer, Eastern Mon-Khmer, Pearic, Western, Suoy. Their dialects include Sa'och, Samre and Pearic which are less and less spoken in Cambodia. Only elderlies speak these dialects. Stieng language is spoken in Kampong Speu Province, Pursat Province, in Krang Trachak area¹⁵. The Stieng engages in subsistence agriculture, growing rice and vegetables.

3. LEGAL FRAMEWORK

3.1 National Laws and Regulations related to Indigenous Peoples

Constitution (1993) Article 31 stipulates that Khmer citizen shall be equal before the laws and shall enjoy the same rights, freedom and duties, regardless of their race, color, sex, language, beliefs, religions, political tendencies, birth of origin, social status, resources, and any position.

Article 44 guarantees all persons, individually or collectively, shall have the right to own property. Only natural persons or legal entities of Khmer nationality shall have the right to own land. Legal private ownership shall be protected by law. Expropriation of ownership from any person shall

¹² All Ibid.

¹³ All Ibid.

¹⁴ Schliesinger, Joachim. Ethnic Groups of Cambodia Vol 2: Profile of Austro-Asiatic-Speaking Peoples. 2011.

¹⁵ https://dbpedia.org/page/Suoy_language

be exercised only in the public interest as provided for by law and shall require fair and just compensation in advance.

Organic Law (2008) recognizes the vulnerability nature of the indigenous peoples in Cambodia. Councils at provincial and district levels in rural area (capital, municipal and khan levels in urban areas) are requested to formulate development plans that identify development needs of the vulnerable groups, including those from the IP communities.

Protected Area Law (2008) defines the framework of management, conservation and development of protected areas. The law aims to ensure effective management and conservation of biodiversity, and sustainable use of natural resources in protected areas. The law recognizes the right of forest-dependent indigenous peoples to live within the protected areas and to use sustainably the natural resources. Under this law, protected area are divided into four zones, including core zone, conservation zone, sustainable use zone, and community zone. The law has provisions that define how land can be used and managed in each zone.

Law on Education (2007) was enacted by the National Assembly on 19 October 2007. The law aims to promote development of human resources of the nation by providing lifetime education to all people to enable their improvements in terms of knowledge, skills, capacities, dignity, good moral behaviors and characteristics. It also encourages people to learn to better understand, love and protect the national identity, cultures and language.

Forest Law (2002) (Article 11, 15, 16, 40) recognizes and protect the right of indigenous peoples in continued access to, and use of certain forest areas which the indigenous peoples traditionally use to maintain their way of living and enjoy the forest benefits.

Land Law (2001) recognizes the right of the indigenous communities in Cambodia to own immovable property - their land - with collective title.

Article 23 of Land Law (2001) defines an indigenous community as a group of people who:

- Manifest ethnic, social, cultural and economic unity;
- Practice a traditional lifestyle; and
- Cultivate the lands in their possession according to customary rules of collective use.

Article 25 defines the lands of indigenous communities as “those lands where the said communities have established their residencies and where they carry out their traditional agriculture”, and these lands “include not only lands actually cultivated but also includes reserves necessary for the shifting cultivation which is required by the agricultural methods they currently practice”.

Article 26 states that ownership of the immovable properties (mentioned in Article 25) is granted by the State to indigenous communities as collective property. This collective property includes all the rights and protections of ownership as are enjoyed by private owners.

Sub-Decree No. 83 ANK, BK (2009) on Procedures of Registration of Land of Indigenous Communities. The objective of this Sub-Decree is to provide indigenous communities with legal rights to land tenure, ensure land tenure security, and protect collective ownership by preserving the identity, culture, good custom and tradition of each indigenous community.

Policy on Environmental and Social Safeguards for Sub-National Democratic Development (RGC-NCDD, 2019) stated in the strategy No.7 that Indigenous Peoples also are known in Cambodia as ‘Khmer Leou’ who have their own cultures and customs, and make their own living in a way that is significantly different from those of ‘Khmer Kroam’ who live in small groups. The “Khmer Leou” is considered vulnerable IP groups and receive special care and attention by the government. It is required that development projects that are implemented at sub-national administration should not cause negative impacts (resettlement and land impacts) to their lives, and traditions and customs of the “Khmer Leou”. In terms of application, specifically in land acquisition and resettlement, this policy is mainstreamed to the RGC’s SOP-LAR (2018) – Land Acquisition and Involuntary Resettlement, which requires avoidance of land acquisition or minimized where avoidance is not possible.

Manual for Indigenous Communities Identification; Legal Entity Registration; and Communal Land Registration Process (OHCHR, MoI, MRD, MLMUPC (2018) provide detailed guidance on steps and measures that need to be taken for identification of indigenous communities, registration of legal entities, and community land registration process.

RGC (2018) Land Acquisition and Involuntary Resettlement, Standard Operating Procedures for Externally Financed Projects in Cambodia.

Section E: Impact on Indigenous Peoples: any land acquisition and resettlement involving indigenous people is avoided to the maximum extent possible. This is one of the key principles in determining site selection/alignment/land demarcation. However, when LAR cannot be avoided, the impacts on their identity, culture, and customary livelihood will be studied in depth. A separate study on the social impacts will be carried out on how the indigenous peoples use their land, how they conduct their economic activities, and how they organize their social activities.

A separate Indigenous Peoples Plan (IPP) is prepared to mitigate the social impacts, develop the compensation and resettlement package that will be offered, and set out implementation arrangements. The customary practices will need to be taken into consideration during the consultation process. In most cases, the consultation will be with the tribal/customary leaders as they make the decisions for the tribe or their people. The IPP is normally prepared by the Project Preparation Consultants (PPC) with the involvement of the Executing Agency/Implementing Agency (EA/IA) and relevant local commune authorities. This is separate from the preparation of the BRP and the DRP. However, the DRP will include the compensation package for this group of displaced persons.

National Policy on the Development of Indigenous Peoples (NPDIP). The NPDIP was approved by the Council of Ministers on 24 April 2009. NPDIP is the guiding document that shapes how other government policies related to Indigenous Peoples should be implemented in the fields of culture, education, vocational training, health, environment, land, agriculture, water resources, infrastructure, justice, tourism, industry and mines and energy. The NPDIP recognizes the need for specific policies for Indigenous People communities. It defines principles regarding formal registration of indigenous communities as legal entities with their own bylaws, and supports the indigenous communities in their participation in economic development that affects their lives and cultures.

“Indigenous peoples shall be fully entitled to express their comments and opinions and to make any decisions on the development of the economy, society and their cultures towards growth in the society.”

The NPDIP promotes use of local languages in multilingual primary education, media, and public consultation. It also lists ten brief sector strategies dedicated to culture, education and vocational training, health, environment, land, agriculture, water resources, infrastructure, justice, industry and mines and energy. The NPDIP calls for conducting impact assessments for all infrastructure projects:

“Development projects in the living areas of indigenous peoples can function only if there has been an environmental and social impact assessment and publicity to relevant indigenous peoples' communities in advance in order for those people to have an opportunity to provide input about their need.”

The NPDIP recognizes the rights of indigenous peoples in traditional lands, culture and traditions. This is consistent with the national Land Law (2001).

Policy on Registration and Right to Use of Land of Indigenous Communities was approved by the Council of Ministers on April 24, 2009. A Sub-Decree on procedures of registration of Land of indigenous communities was signed on June 9, 2009 by the Prime Minister. This policy was developed on basis of the Land Law (2001) recognizing the right of the indigenous communities in possessing and using land under their collective ownership. The policy states that the registration of indigenous communities – as collective ownership, is different from the registration of individually owned land parcel. This is because land registration of the indigenous communities is the registration of all parcels of land that the communities own and use as a whole. The policy consists of both State Public Land and State Private Land in accordance with articles 25, 26, and 229 of the Land Law (2001) and related Sub-decrees. These land parcels are different in size and can be located within the same or different communes/ sangkat. Therefore, the registration of land parcels of indigenous communities requires a separate Sub-decree supplementing the existing procedures of sporadic and systematic land registration.

3.2 Relevant International Agreements

Cambodia is a signatory to a number of international instruments that protect the rights of indigenous peoples¹⁶, as well as the **Convention on Biological Diversity (1992)** which recognizes the role of the indigenous peoples in biodiversity protection. In 1992, the Royal Government of Cambodia ratified the **International Covenant on Economic, Social and Cultural Rights** which includes the rights of the indigenous peoples in practicing specific culture and their rights to means of livelihoods.

¹⁶ This includes the International Covenant on Economic, Social and Cultural Rights (ICESCR), the International Covenant on Civil and Political Rights (ICCPR), the United Nations Declaration on the Rights of Indigenous People and more generally the Universal Declaration of Human Rights.

The **UN Declaration on the Rights of Indigenous Peoples** (UNDRIP) was adopted by the United Nations General Assembly in September 2007. Cambodia is among many countries that voted in favor of this nonbinding declaration.

The **International Convention on the Elimination of all Forms of Racial Discrimination** (ICERD). Article 5(e) of the ICERD ensures the enjoyment, on an equal footing and without discrimination, of economic, social and cultural rights, in particular the right to education and training. Article 13 of the **International Covenant on Economic, Social and Cultural Rights** (ICESCR) includes provisions on free primary education irrespective of gender, ethnicity or any other consideration.

UN Convention on the Rights of the Child (Article 28 - Right to Education) was ratified by the Royal Government of Cambodia in 1992, thereby every child has the right to education. Primary education must be free. Secondary education must be available to every child. Discipline in areas must respect children's dignity. Richer countries must help poorer countries achieve this.

The **UNESCO Convention on the Protection and Promotion of the Diversity of Cultural Expressions** (2005) recognizes the rights of Parties to take measures to protect and promote the diversity of cultural expressions with a particular focus on women, minorities and indigenous peoples.

3.3 World Bank's Environmental and Social Standard 7 on Indigenous Peoples

The World Bank's ESS7 on Indigenous Peoples / Sub-Saharan African Historically Underserved Traditional Local Communities (hereinafter ESS7) recognizes that Indigenous Peoples (IPs) have identities and aspirations that are distinct from mainstream groups in national societies and often are disadvantaged by traditional models of development. The ESS7 also recognizes that IPs are inextricably linked to the land on which they live and the natural resources on which they depend and are therefore become vulnerable if their land and resources are transformed, encroached upon, or significantly degraded. Development projects may also undermine language use, cultural practices, institutional arrangements, and religious or spiritual beliefs of the Indigenous Peoples.

In the ESS, the term "Indigenous Peoples" is used in a generic sense to refer exclusively to a distinct social and cultural group possessing all the following characteristics in varying degrees:

- a) Self-identification as members of a distinct indigenous social and cultural group and recognition of this identity by others; and
- b) Collective attachment¹⁷ to geographically distinct habitats, ancestral territories, or areas of seasonal use or occupation, as well as to the natural resources in these areas; and
- c) Customary cultural, economic, social, or political institutions that are distinct or separate from those of the mainstream society or culture, and
- d) A distinct language or dialect, often different from the official language or languages of

¹⁷ In the World Bank's ESS7, "Collective attachment" means that for generations there has been a physical presence in and economic ties to land and territories traditionally owned, or customarily used or occupied, by the group concerned, including areas that hold special significance for it, such as sacred sites.

the country or region in which they reside.

The objectives of ESS7 are:

- To ensure that the development process fosters full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of Indigenous Peoples;
- To avoid adverse impacts of projects on Indigenous Peoples or, when avoidance is not possible, to minimize, mitigate and/or compensate for such impacts;
- To promote sustainable development benefits and opportunities for Indigenous Peoples in a manner that is accessible, culturally appropriate and inclusive;
- To improve project design and promote local support by establishing and maintaining an ongoing relationship based on meaningful consultation with the Indigenous Peoples affected by a project throughout the project's life cycle;
- To obtain the Free, Prior, and Informed Consent (FPIC) of affected Indigenous Peoples as described in ESS7; and
- To recognize, respect and preserve the culture, knowledge, and practices of Indigenous Peoples, and to provide them with an opportunity to adapt to changing conditions in a manner and in a timeframe acceptable to them.

The World Bank's ESS7 requires Free, Prior and Informed Consent (FPIC) of the ethnic groups will be obtained in circumstances where the project:

- Have adverse impacts on land and natural resources subject to traditional ownership or under customary use or occupation;
- Cause relocation of Indigenous Peoples from land and natural resources subject to traditional ownership or under customary use or occupation; or
- Have significant impacts on Indigenous Peoples' cultural heritage that is material to the identity and/or cultural, ceremonial, or spiritual aspects of the affected Indigenous Peoples' lives.

Any works that would adversely impact the integrity or productivity of collectively owned IP land would be carefully screened for and excluded. Works maybe undertaken adjacent to collectively owned IP land, but should not impact the integrity or it's productivity. As such FPIC will not be applicable for the project.

The engagement of appropriate specialists to provide technical advice and assistance regarding application of ESS7 is important, for example, when there are circumstances or vulnerabilities of IP, or national legislation and general socioeconomic data provide only general information rather than specific data regarding the groups that may be present. The specialists should have proven familiarity with social science research methods, and extensive knowledge and working experience with the subject of IP in the country or region.

Cambodia has a policy that recognizes the rights of Indigenous Peoples in culture, education, justice, health, environment, land, agriculture, water resources and infrastructure among others. The Land Law (2001) also recognizes the right of indigenous communities to ownership of immovable property - their land - with collective title. Despite these facts, there are no decrees, sub-decrees or procedures for specific safeguards to protect the interest of indigenous peoples, other than those related to land or forestry. In practice, the procedure to register collective land title is time-consuming. Thus, only a few indigenous communities have received a collective land title since the Land Law was enacted in 2001.

However, there is an overall consistency between national legislation and international agencies' standards and requirements on indigenous peoples. For instance, the self-identification criteria for indigenous communities as defined in the national policy in Cambodia is broadly consistent with those of international institutions. The national laws do not exclude communities who have become more mainstream. Indigenous communities may apply for legal status regardless of whether or not they still use their own language or practice traditional agriculture.

While there is some complementary links between Cambodian laws and regulations related to indigenous people and the World Bank's ESS7, there is a lack of detailed regulations or operating procedures that facilitate full implementation of an Indigenous Peoples Plan (IPP). Therefore, the IPPF was prepared on the basis of the World Bank's ESS7 taking into account relevant Cambodian policies and regulations to facilitate the implementation of an IPP – in a manner that is consistent with the objective of ESS7, as mentioned above.

The IPPF provides procedures for screening for IP presence in subproject areas and how to conduct a targeted Social Assessment (SA). The IPPF also outlines a Grievance Redress Mechanism (GRM) that was developed based on the current practices as to how grievances are handled under development projects in Cambodia. Since there are various IP groups in the project area and each has its own distinctive customs and habits, the GRM specified under this IPPF will be further customized to ensure it is culturally appropriate for the IP group the project will consult with. Such customization will be made based on the consultation to be conducted with the involved IPs identified at road/bridge subproject level.

4. IMPACTS, RISKS, AND MITIGATION MEASURES

4.1 Social Impacts

4.1.1 Positive Impacts

The project is expected to have beneficial impacts on indigenous people, through (i) restoring and improving transport connectivity that is affected or disrupted by the floods. This allows IP and local people to resume usual business activities thereby restore their livelihood; (ii) it improves local people's access to public services, such as schools and public health facilities, which are particularly useful to children and the elderly. For farmers, it improves market accessibility, enabling them to sell farm and off-farm products better such as Non Timber Forest Products (NTFPs), get better prices, and reduce post-harvest loss – thanks to improved transportation; and (iii) reconstruction of the roads and bridges would supposedly improve the

value of land assets, particularly for those whose land are located near the reconstructed road. Last but not least, reconstructed roads provide IP and local communities better transport system that is resilient to natural disasters, such as floods, and potential impact of climate change. In particular, strengthened road transport system provides vital links that facilitate emergency services such as flood relief, evacuation which enhance save life and enhance safety for IP and local communities in the event of natural disasters.

Although the project brings about overall positive impacts to IP in the subproject area, Some negative impacts are anticipated based on project's nature and scope, as well as experience of similar projects and consultation at national and local levels regarding IP issues during project preparation. Identified impacts and risks are discussed briefly in sections below, followed by key proposed mitigation measures (Section 4.5 below). These risks, impacts, including proposed mitigation measures, are not exhaustive because subproject roads and bridges have not yet identified (except for TK2 bridge in Tboung Khmum province). Therefore, during project implementation, these pre-identified impacts and risks will be validated and assessed based on a) site-specific scope of works, b) meaningful consultation with potentially affected IPs, c) local context (e.g. local experience and capacity in addressing identified risks and impacts, etc.), d) contractors' capacity, and e) other factors.

4.1.2 Negative impacts

Land acquisition

Whilst bringing about a wide range of socioeconomic benefits, as summarized above, some project activities may cause certain social risks and unintended adverse impacts. Potential adverse impacts may include loss of lands, loss of assets affixed to land, and loss of means of livelihoods, etc., particularly for those whose land are affected/ acquired to allow road reconstruction, particularly for road upgrading which may involve heightening of existing road surface and/or widening of existing carriageway to improve road standards and travelling speed. However, land acquisition for upgrading purpose is limited to only a few selected roads. The majority of roads to be reconstructed would be on the existing road widen which would not require permanent acquisition of land. Given this, the magnitude of land acquisition for all selected roads and bridges is anticipated to be small and localized. If land acquisition is required, it is likely that land acquisition is needed only at certain small, specific sections of existing roads that are enlarged, or realigned to address the risks of being affected by future flooding, by facilitating water discharge and as such improving resilience of roads to natural disasters such as flooding and increased temperature as a result of climate change.

Because of the nature and small scope of road rehabilitation, possible land acquisition, if any, is anticipated to be small. When this is the case, front part of the house is likely to be affected. The impact on houses, therefore, would be minimal or none for the entire reconstructed road. Therefore, physical resettlement is avoided, or minimized through alternative designs. Potential impacts on land of IP and local communities would not significantly affect daily living activities. Any works that would adversely impact the integrity or productivity of collectively owned IP land would be carefully screened for and excluded. Works maybe undertaken adjacent to collectively

owned IP land, but should not impact the integrity or it's productivity. As such FPIC will not be applicable for the project.

4.2 Social Risks

a) Labor Influx

During project implementation, particularly before construction take place, project contractors will mobilize their staff, such as project manager, technician and skilled workers, to subproject area to support construction/upgrading of select road/bridge works. The contractor's staff may not share cultural characteristics with local people, including IP communities. As a result, some social risks are anticipated as a result of the labor influx, including:

- **Increased health risks** due to contracting communicable diseases such as COVID-19, HIV/AIDS, and other non-communicable diseases from contractors' workers. These risks are likely increased if IP in subproject areas are not aware of these risks and take appropriate measures to avoid/reduce the risks.
- **Increased risk of road accidents**, particularly for those IP living in the vicinity of the civil works and those traveling near the construction areas – during construction phase when road condition is not good and safety measures are not effectively carried out by contractors. Similarly, during operation phase, IPs who are not yet familiar with new road condition may expose themselves to risks of road accident due to, for instance, increasing travelling speed, new road alignment, new road components (e.g. new stallation of longitudinal drainage), or unfamiliar with new road warnings to ensure safety for road users. Risk of road accident may be due to IP allowing young children to walk to school unsupervised along higher speed road (with increased traffic volume), or carrying heavy things such as forest products that put themselves and other road users to increased risks of accidents, and so on.
- **Potential social conflicts** between construction workers with local people, particularly when non-local workers are not familiar with local cultural practices, taboos as to women, and to cultural and spiritual things of local IPs such as spiritual trees, stones, rivers, temples, graveyards, etc, near the road;
- **Increased pressures to local inhabitants** due to increased demand for food, fuel, housing, etc. on the part of construction workers.
- Concentration of labor force at project's construction sites may give rise to gathering of sex workers, increased number of local small businesses, job seekers and others, which may be opposite to the cultural belief and practices of local IPs, increasing tension between IPs and contractors' workers.

b) Sexual Exploitation and Abuse, Sexual Harassment, and Violence against Children due to labor influx

Because there are about 20 subprojects that involve reconstruction of roads and bridges, social risks under this project may include risks related to Sexual Exploitation and Abuse (SEA), Sexual Harassment (SH), and Violence Against Children (VAC). These risks are identified based on potential concentration of a large number of workers at road and bridge subprojects, to support

physical construction. For a civil-work subproject, around 50-180 workers may be engaged to carry out construction activities. Given the low awareness of IP and local communities, the risk of SEA/SH/ VAC is evaluated as “moderate” by the time of project preparation.

c) Child Labor

According to the World Bank’s ESS2, the minimum working age required is 14 or higher as the national law specified. According to Labor Law 1997 (article 177, section B), children from twelve to fifteen years of age can be hired to do light work provided that: a) the work is not hazardous to their health or mental and physical development; b) the work will not affect their regular school attendance, their participation in guidance programs or vocational training approved by a competent authority. Since the project construction activities will take place in rural areas where child labor is common, there is a possibility that local labor under 18 years of age is engaged by construction contractors and subcontractors to perform unskilled works. To ensure children are prevented from being engaged in typically heavy works at construction sites, all contractors under the project are required to engage laborers of 18 years of age or above. The contractors are required to verify the workers’ age using valid supporting documents (i.e. identification card or other certification by local authorities) before a contract is signed. The requirement for minimum working age (18 years of age) will be included in bidding documents, and in work contract that PMU signs with each of the awarded contractors. Risks of engaging of child labor associated with primary supply workers will be screened and assessed once primary suppliers are identified by Contractors. To keep this risk to the minimum, measures and remedial process have been proposed in Labor Management Procedure (See LMP in Appendix 5 of ESMF [Section 12]) that will be applied by all project’s construction Contractors. With these measures in place, the risk of engaging child labor to support project construction is rated “low”.

d) Forced Labor

Forced labor or compulsory labor is forbidden under the Labor Law (Article 15, Section 5). Forced labor includes situations where persons are coerced to work through use of violence or intimidation, manipulation of debt, retention of identity papers, threats, or other forms of retaliation. Hiring of people to work in order to pay off their debt is considered forced labor. Since project construction activities will take place mainly in rural area and most people are likely unskilled for the construction works, effort will be made by PMU and contractors to avoid forced labor. This will be done through requirement of avoiding forced labor in contractors’ work contract, and requirement for contractors to verify if a local worker to be hired provides their genuine consent work. PMU will notify the Bank of any violation within 24 hours and take appropriate remedial action. Risks of engaging of forced labor associated with primary supply workers will be screened and assessed once primary suppliers are identified by Contractors. To keep this risk to the minimum, measures have been proposed in Labor Management Procedure (See LMP in Appendix 5 of ESMF [Section 12]) that will be applied by all project’s construction Contractors. Under this project, the risk of engaging forced labor to support project construction is very “low”.

e) Discrimination and Exclusion of Disadvantaged/ Vulnerable Groups

Vulnerable/disadvantaged people, such the poor, indigenous peoples, women, etc., may be excluded from accessing temporary employment opportunities, such as those offered by construction contractors. Unequal wage payment on the account of gender may happen, particularly with local people engaged as unskilled workers. Every effort will be made to ensure local disadvantaged/ vulnerable groups are informed by contractors about job opportunities and contractors are also required, through their work contract, avoid impartial pay based on gender and employment status. Contractors may ask commune office and/or local mass organizations for their support in making job opportunities timely accessible to vulnerable people. The risk of discrimination and exclusion of disadvantaged/ vulnerable groups is “low”.

f) Temporary Workers

Local people, recruited as unskilled workers by project contractors, may not be offered a written working contract. As a result, there is a possibility that they may be underpaid for the nature, scope, and quantity of work that they undertake. They may also be asked to work under conditions that are hazardous to them, such as working without personal protective equipment as required for such work. Underpayment may also take place on the basis of gender, temporary work status – at the discretion of contractors. To address this risk, contractors will be required to sign a contract with temporary workers. The contract will clearly specify the nature and scope of the work, including the number of work hours the workers are expected to work per day, including the workload expected based on physical suitability of the temporary workers. This requirement will be incorporated into bidding documents and work contract between PMU and awarded contractors to minimize the risk. This risk is assessed to be “low”.

g) Road Safety

Road accidents can happen to any road users – during construction and operation phases. To reduce this risk, local people and government will be informed of road safety risk – through consultation with local people before construction and through sign posts, warnings erected on site during construction. Road safety risks will be highlighted in Project Information Booklets that will be distributed to participant during consultation, and posted on the website and Facebook page of PMU. Where commune authorities has loudspeakers, these utilities will be used to communicate the risks to wider audience within the community. Contractors will also be required to take necessary measures, such as traffic control, use of signages, guide posts, warnings, lights, flagman, etc. as recommended in ESMF, to reduce the risks related to road accident to both road users and contractors’ workers. This risk is assessed to be “low” to “moderate” and will be revisited from time to time, particularly before and during construction phase based on contractors’ performance, site condition, and awareness of local people as road users.

4.3 Environmental Impacts

The reconstruction and upgrading of roads and bridges under Project Component 2 is anticipated to cause local environmental adverse impacts, primarily at construction site, due to dust, noise,

vibration, etc. that are generated from construction operations. Such impacts would potentially cause disturbance to people who live or have income generation activities going on nearby the construction sites, including non-local road users who may pass by. In addition, during construction activities, other potential negative environmental impacts may include: (i) possible erosion and run-off to the water bodies nearby, particularly during earthworks operation; (ii) water pollution from sourcing aggregates/construction materials such as soil, gravels, (iii) pollution caused by noise, wastewater, solid waste, used engine oil that are released from workers' camps. Most of these environmental impacts are likely temporary and thus reversible and manageable by applying good construction practices and environmental and social management plans. Cumulative environmental impacts are anticipated but are assessed to be small and negligible because of the nature and small scope of the civil work that take place in a short period of time. Screening for potential cumulative impact will be conducted during environmental and social screening exercise to be carried out for each identified road and bridge sub-project.

Some potential induced impacts are envisaged. These impacts are due to development activities that are associated with increased traffic flow that take place near or through protected areas and/or critical natural habitats which may give rise to possibilities of land grabbing and illegal logging.

4.4 Environmental Risks

During construction process, environmental risks are related primarily to the labor force, including risks related Occupational Health and Safety of contractors' workers, physical hazards, chemical hazards, and risks related to lack of, or improper use of Personal Protective Equipment. These risks are elaborated below.

Occupational Health and Safety (OHS) Risks: OHS risks identified under the project include physical hazards, chemical hazards, and Personal Protective Equipment, as follows:

Physical Hazards. Physical hazards represent potential for accident or injury or illness due to repetitive exposure to mechanical action or physical activities. Physical hazards may result in a wide range of injuries, from minor and need medical aid only, to disabling, catastrophic, and/or fatal.

- **Accidents due to falls:** falling from ladders, scaffoldings, vehicles, and bridge beams, etc.
- **Drowning and water injury accidents:** at bridge construction sites, workers may have to walk on structure above the water, or beams across the river or stream.
- **Accident due to falling objects:** Tools, machinery, equipment and materials used during construction may fall from the height, causing injuries.
- **Fall into open holes:** holes, manhole, and areas of deep excavation may be commonly found at road and bridge works. Fall into these holes may cause injuries of various degrees.
- **Physical injury related to the operations of heavy equipment:** Injury may result during operations of heavy equipment, such as crane, excavator, etc.

- **Risk of cuts from sharp items:** during construction, workers are exposed to risks of being cut due to sharp blade and edge while using tools such as knives, scissors, and other utensils, or while equipment or vehicle are in operations.

Chemical hazards. Chemical hazards represent potential for illness or injury due to single acute exposure or chronic repetitive exposure to toxic, corrosive, sensitizing or oxidative substances. Common chemicals used in construction include Portland cement clinker (mineral binders), formaldehyde (wood-based materials), polyurethane, vinyl, cadmium or lead (paints and resins), and solvents. They also represent a risk of uncontrolled reactions, including the risk of fire and explosion, if incompatible chemicals are inadvertently mixed.

- **Fire and Explosions.** Fires and or explosions resulting from ignition of flammable materials or gases can lead to loss of property as well as possible injury or fatalities to project workers.
- **Corrosive, oxidizing, and reactive chemicals.** Corrosive, oxidizing, and reactive chemicals present similar hazards and require similar control measures as flammable materials.

Personal Protective Equipment. PPE provides additional protection to workers exposed to workplace hazards in conjunction with other facility controls and safety systems. Lack of appropriate PPE and the poor use of PPE may, in circumstance, result in injuries workers' eyes, heads, necks, ears, hands, arms, feet, legs, ears, lungs, and even the whole body. Inappropriate use of PPE by workers can also increase the risk of accidents.

UXOs. There is risk of UXOs (on land and under water at bridge locations), fire and explosion incidents, leakage of oils and chemical which cause soil and/water pollution.

Traffic accidents. During construction phase, there is increased risk of road accident at construction sites because of temporary traffic blockages, unsafe road condition due to construction operations, site and natural geographical conditions. Also, during operation phase, there would be risk of road accidents due to improved road condition which allows high speed. Other risks include adverse impacts (in the long run) on the natural habitats where the project roads run by or through.

Biodiversity. There is some potential risk related to biodiversity. In some locations, such as in Phnom Samkos, Pursat and Phnom Aural, and Kampong Speu, the eastern part of cardamom mountain, which is wildlife sanctuary (national protected area), there might be risks related to biodiversity due to construction operation and increased traffic flow and human activities near and in the protected areas. The cardamom is a rain forest with different types of trees. The cardamon is well known for its biodiversity. Measures will be taken to minimize the risk of impact on natural habitats since the natural vegetation, grown fruit trees, rice field, farmlands and freshwater habitat, such as river, reservoir, creek, ponds, etc. in these protected areas are sensitive to the environmental impact from project's construction.

It is anticipated the above environmental risks and impacts are associated with the construction activities to be done under Project Component 2 (Resilient Rural Transport Infrastructure Reconstruction and Maintenance) and activities that may be done under Project Component 4

(Contingency Emergency Response Component (CERC) in case eligible emergency situation, as prescribed in Project Component 4, is activated.

4.5 Mitigation Measures

Although above risks and impacts will be validated, and assessed at further length when road/bridge locations become known, IP(s) in a subproject's area may be affected disproportionately compared to the mainstream group. The distinctive cultural and socioeconomic characteristics of the IPs, including their existing livelihoods, etc. may expose IPs to further risks and impacts, increase their vulnerability and compromise their ability to respond to such risks and impacts – if a holistic approach is not in place. Effective communication, such as IEC, and active participation of involved IPs, are among important factors that contribute to effective engagement of IPs for meaningful consultation during subproject preparation and participatory monitoring during subproject implementation. The coordination of project stakeholders, including PMU, Contractors, local authorities, local agencies, local service providers, and most notably the active and full participation of IPs, collectively contribute to minimizing identified risks and potential impacts at identified subprojects.

Detailed mitigation measures for the above risks and potential impacts are proposed in the project's ESMF (Chapter 6). These mitigation measures are specific for design stage, pre-construction stage, construction stage, and operation stage,

During subproject design and pre-construction stage:

To avoid, minimize potential impacts related to land acquisition:

- Effort will be made by PMU to ensure road/bridge design avoid acquisition of land from IPs;
- In case where avoidance is not feasible (because of technical requirements), minimize the need for land acquisition through alternative designs;
- Compensate affected IP in accordance with RPF, if avoidance is not possible.
- Provide additional financial and developmental support, as needed, based on meaningful consultation, to support affected IPs to fully and timely restore their livelihoods and income to the pre-project level, as a minimum.

During pre-construction stage:

To address identified risks for affected IPs at subproject level, PMU will implement the following:

- Prepare site-specific ESMP
- Screen for presence of IP(s) in subproject area, based on detailed design
- Conduct targeted Social Assessment (based on site-specific ESMP)
- Develop IPPs, incorporating results from targeted SA, including mitigation measures, etc. based on meaningful consultations
- Implement IPP (as part of site-specific ESMP)

- As part of IPP, conduct Behavior Change Communication using local IP language to provide knowledge, raise awareness, change attitude, and promote behavior change among IP and local stakeholders to respond effectively to identified risks, particularly risks related to SEA/SH/VAC, communicable disease, traffic safety, culture related conflicts, etc.
- Where necessary, engage service provider (e.g. SEA/SH service providers) (for subproject being risk “high” or “substantial” on SEA/SH risk (risk is assessed as part of preparation of site specific ESMP).

During construction stage:

- Implement the following as a integrated approach:
 - i. PMU to implement site-specific ESMP
 - ii. PMU to continue implementing IPP – as part of site specific ESMP (in close collaboration with IPs and local partners)
 - iii. Contractor to implement C-ESMP (including IEC campaigning)
 - iv. PMU to allow budget fully and timley (based on budget plan in IPP, Contractors’ bill-of-quantity)
 - v. PMU will enhance monitoring process to ensure risks are minimized. This can be achieved through coordinated works of MRD SEO, DDIS consultant, E&S consultant, and independent E&S monitoring consultant, and participatory consultation of local IPs.

During operation stage:

- Ensure safety measures are in place (e.g. sign post, warnings, safe crossing, etc.)
- Continue IEC campaign, where need, to raise awareness of IPs on safe driving before new road/bridge is open to full traffic
- PMU to maintain GRM’s focal point (particularly during liability stage of contractors following construction completion)
- Ensure routine maintenance is carried out to ensure the road functions as designed

5. PREPARATION OF INDIGENOUS PEOPLES PLAN

5.1 Steps for Preparing an IPP

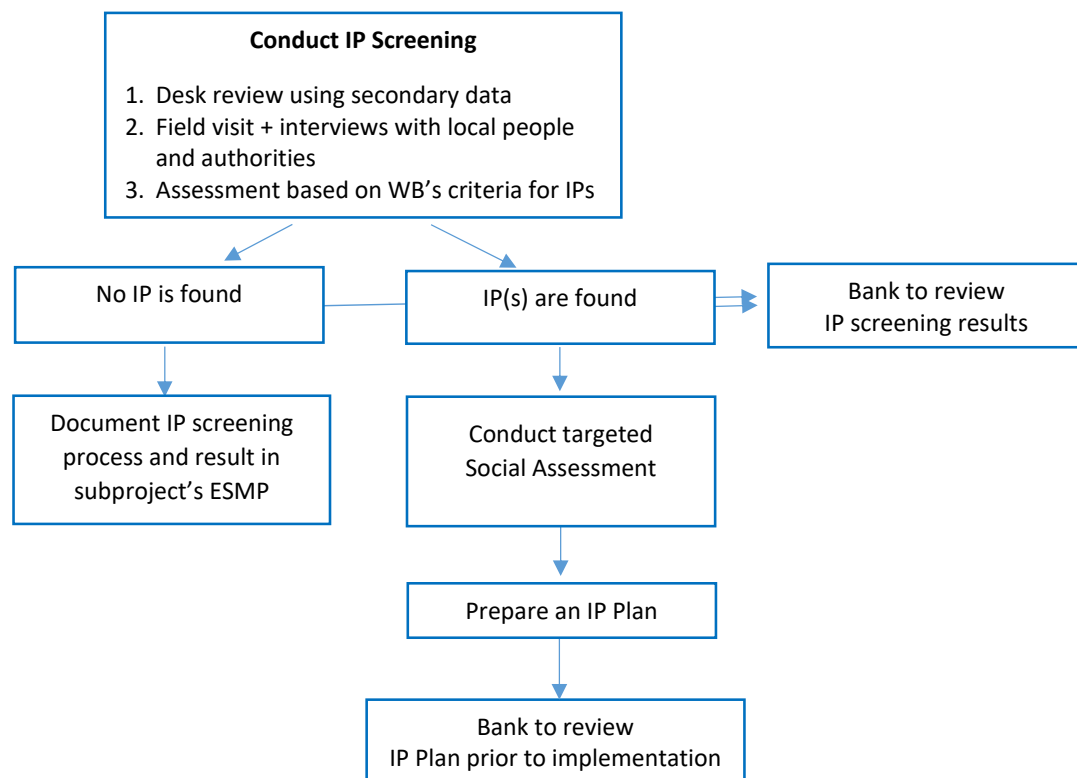
MRD will conduct an IP screening exercise for every subproject that will be identified during project preparation and implementation. The following steps will be as follows:

- 1) MRD will conduct IP screening to confirm if IPs (as per WB’s ESS7) are present in the area of a subproject. If no IP is found, MRD will document the IP screening process, including methods applied and results of the IP screening, in the ESMP of the relevant road / bridge

subproject. No further step is required.

- 2) If the IP screening concludes that IP(s) –as per World Bank’s ESS7, is present in the subproject area, MRD shall conduct a targeted Social Assessment following the guidance in this IPPF.
- 3) Based on the targeted Social Assessment conducted for the affected IPs, MRD will prepare an Indigenous Peoples Plan (IPP) with assistance of MRD’s consultants specialized in IP issues, as necessary.
- 4) MRD will disclose the draft Indigenous Peoples Plan, making sure that potentially affected IP(s) can access and understand the draft IPP, and provide feedback on the draft IPP.
- 5) If the scope and nature of the risks and impacts are changed as a result of design modification, additional consultation with the affected IP should be carried out and the draft IPP will be updated to reflect additional/updated feedback from the affected IP (See Figure 5 for steps presented in a flowchart).

Figure 5 – Steps in IP Screening and conducting targeted Social Assessment



5.1.1 Screening for IP(s)

Once a subproject is identified and confirmed, MRD will do the followings:

- 1) **Conduct desk review.** This involves reviewing of data that are available in the Commune Database or IP databases of MRD. Key information to be collected for a desk review include socioeconomic, demographic information of ethnic groups living in the road or bridge subproject. MRD may ask local authorities in the subproject area or nearby to provide additional information to allow a thorough desk review.
- 2) **Make field visit.** MRD SEO will visit the subproject area. In addition to field observation, SEO will need to meet with local authorities and interview local people, particularly those who are knowledgeable about IP in the area, such as local leaders at village, commune levels, women's union, farmers' association, etc., to explore if there are IP living in or adjacent to the road / bridge subproject.
- 3) **Conduct assessment of IP(s).** This would involve examination of all information collected above to confirm if the IP (as per WB's ESS7) are present in the subproject (IP Screening Form in Annex 2 shall be used). The IP(s) under examination should meet all four criteria below to be considered IP as per WB's ESS7 (see Guidance in Annex 3):
 - a) Self-identification as members of a distinct indigenous social and cultural group and

recognition of this identity by others; and

- b) Collective attachment to geographically distinct habitats, ancestral territories, or areas of seasonal use or occupation, as well as to the natural resources in these areas;
- c) Customary cultural, economic, social, or political institutions that are distinct or separate from those of the mainstream society or culture; and
- d) A distinct language or dialect, often different from the official language or languages of the country or region in which they reside.

It is important to note that an IPP will be prepared regardless of

- a) whether the IP in the subproject area are positively or negatively affected by the subproject;
- b) significance of any such impacts, and
- c) presence or absence of discernible economic, political or social vulnerabilities of the IP.

During IP screening process, when in doubt, the MRD should consult with the World Bank's team for advice.

5.1.2 Conducting a targeted Social Assessment

If IPs are present in the subproject area, MRD will conduct a targeted Social Assessment (SA) with the technical assistance from an IP specialized qualified consultant. The breadth, depth, and type of analysis in the targeted SA will be proportional to the nature and scale of the subprojects' potential effects on the IP community. The consultation results, mitigation measures, proposed actions, etc. from targeted SA report will be integrated into site-specific Environmental and Social Management Plan (ESMP) to inform mitigation measures for affected IP (See Chapter 6 – Procedures for Environmental & Social Management of ESMF) for preparation of site-specific ESMP.

The targeted SA will include the following elements, as needed:

- a) Baseline data collection on the demographic, economic, social, cultural and political characteristics of the affected IP groups, habitats, ancestral territories, or areas of seasonal use and occupation that they have traditionally owned or customarily used or occupied, as well as the land in the project area and the natural resources in these areas on which they depend;
- b) Assessment, based on meaningful consultation tailored to the IPs, of the potential adverse and positive effects of the subproject. Special attention is given to analysis of the relative vulnerability of, and risks to, the affected IPs given their distinct circumstances (such as small population which may increase their vulnerability due to limited social network), and their level of dependence on land and natural resources, as well as their potential lack of access to opportunities relative to other social groups in the communities and regions in which they live. The assessment should consider differentiated gender

impacts of subproject activities and impacts on potentially disadvantaged or vulnerable groups within the IP community;

- c) The identification and evaluation of measures necessary to avoid adverse effects, or if such measures are not feasible, the identification of measures to minimize, mitigate, or compensate for such effects, and to ensure that IPs receive project benefits;
- d) A description and assessment of the legal and institutional framework applicable to IP communities, as detailed in this IPPF. Besides describing the legal status of IPs in the country's constitution, legislation (laws, regulations, administrative orders) and customary law, this section should also include an assessment of the ability of the communities to obtain access to and effectively use the country's legal system to defend their rights;
- e) A summary of the Stakeholder Engagement Plan, which would include stakeholder analysis and engagement planning, disclosure of information, and meaningful consultation, in a culturally appropriate and gender and inter-generationally inclusive manner. The project's existing SEP would be expected to guide this¹⁸.
- f) A summary of the framework for meaning consultation and, if applicable, Free, Prior and Informed Consent (FPIC)¹⁹ with the affected IPs during project preparation and implementation. The consultations should: (i) involve representative bodies and organizations and, where appropriate, other community members; (ii) provide sufficient time for IPs' decision-making processes; and (iii) allow for the effective participation by IPs in the design of project activities or mitigation measures that could potentially affect them either positively or negatively. Feedback on the project would be gathered through separate group meetings with IPs, vulnerable groups, including their traditional leaders, NGOs, community-based organizations, CSOs and other affected persons. The consultations would also help inform the Social Assessment with regard to demographic data, such as the social and economic situation and impacts. Finally, a summary would need to be prepared of the FPIC process and how its requirements have been met (See Annex 4 for suggestive questions that can be used for a targeted Social Assessment).

5.1.3 Prepare an Indigenous Peoples Plan

Based on the results of the targeted SA, an Indigenous Peoples Plan (IPP) will be prepared. The IPP will have the following elements, as needed:

- a) A summary of the targeted Social Assessment report, including the applicable legal and institutional framework and baseline data;
- b) A summary of sub-project description and its impacts on IPs
- c) A summary of results of meaningful consultation tailored to IPs. If the subproject involves the three circumstances specified in Section 5.3 (below), the outcome and process

¹⁸ MRD should consult IPs as to the cultural appropriateness of the Project's components and documents such as the SEP and identify and address any social or economic constraints that may limit opportunities to benefit from, or participate in, the Project.

¹⁹ See FPIC section.

associated with FPIC consultation will be described in the IPP;

- d) A framework for meaningful consultation tailored to IPs during subproject implementation;
- e) A detailed description of measures to ensure that any potential adverse impacts on the consulted IPs are avoid/minimized and mitigated and that the IPs receive socioeconomic benefits during project implementation that are culturally appropriate to them. Measures will be gender sensitive and include steps for implementation.
- f) Arrangements for IPP implementation with a clear description of roles and responsibilities of relevant stakeholders. This should include measures to strengthen the capacity of local authorities, as needed, as well as the involvement of NGOs or CSOs as necessary;
- g) A Grievance Redress Mechanism (established for the project) which is adapted to ensure it is culturally appropriate and accessible to the affected IPs, taking into account the availability of judicial recourse and customary dispute settlement mechanisms among the IPs. This should be done in consultation with the IP groups present in the subproject area;
- h) The cost estimates and financing plan for the IPP implementation;
- i) Mechanisms and benchmarks appropriate for monitoring, evaluation, and reporting on the implementation of the IPP. Monitoring arrangements should include the following: (i) administrative monitoring to ensure that implementation is on schedule and problems are solved timely; (ii) monitoring of IPP implementation utilizing the socioeconomic baseline established in the targeted SA report, including ways to consider inputs from the affected IPs in such mechanisms.

MRD will submit IPPs to the World Bank for prior review before implementation.

5.2 Stakeholder Engagement & Information Disclosure

5.2.1 Stakeholder Engagement

The WB's ESS7 defines stakeholder engagement is a process of identifying relevant stakeholders, conducting stakeholder analysis, and organizing a series of consultation to meet with project stakeholders for collecting stakeholders' feedback and concerns on project's risks and impacts, as well as stakeholders' development needs in relation to project purpose and activities. This aims to ensure the project's adverse impact on IPs can be avoided, or minimized and mitigated if avoidance is not possible. For this project, it is important that IPs need to be consulted also on their development needs (in relation to project purpose) to ensure they can receive socioeconomic benefits that are appropriate to them culturally.

5.2.2 Consultation with IPs during Project Preparation

Consultations on IP issues were conducted during 29 November to 3 December 2021. At national level, consultation meetings were conducted with Department of Indigenous People Development (MRD), related NGOs and relevant agencies to solicit opinions and suggestions for project design, and for minimizing risks, impacts on IPs at subproject levels, mitigation measures and potential developmental needs of IPs based on proposed project activities. In the project

area, meaningful consultations were carried out with selected IPs in Pursat province, including office of Indigenous People Development (within PDRD) and related NGOs in a number of select project provinces (See Annex 1 for the summary of consultation sessions and results). The feedback and suggestion provided by the consulted IPs and other consulted agencies and NGOs have been considered and incorporated into project design and into consultation approach to be applied for the IPs who may be present at subprojects (to be identified during project implementation). Screening for presence of IP in subproject area will be carried out for the TK2 Bridge which was identified during project preparation (This section will be updated once IP screening was completed in late November 2021).

5.2.3 Consultation with IPs during Project Implementation

During project implementation, consultation with IPs will be carried out for subprojects where IP screening confirm IPs, as per WB ESS7, are present in the subproject area. The consultation with identified IPs will be carried out on an iterative basis – throughout project cycle, to facilitate the process of adaptive management of risks and impacts identified for the subproject. To ensure relevant IP stakeholders are engaged in project consultation, MRD will identify IP group(s) present in road/bridge subproject, then conduct consultation with them – as per Section 5.1. Consultation with IPs will be conducted in a manner that is culturally appropriate for each of identified IP group, gender-sensitive and intergenerational. The consultation will seek also feedbacks of IPs on subproject’s risks and impacts, suggestions to avoid or mitigate such risks and impacts, and developmental needs of the IP in relation to the project goal and subproject activities.

To promote effective project design and build project support and ownership of local IPs, meanwhile reducing risk of potential delays during subproject implementation, MRD will apply the engagement strategy? described in the project’s Stakeholder Engagement Plan. The engagement process will include analysis of IPs as project stakeholders, engagement planning, disclosure of information, and conducting meaningful consultation with the affected IP(s). The consultation will be based on the existing customary institutions and decision-making processes of the consulted IPs to promote IP’s participation and support for the subprojects. In particular, the consultation to be conducted by MRD at subproject level will:

- a) Involve the participation of IPs’ representative bodies and organizations, such as councils of elders or village councils, or chieftains. Where appropriate, consultation shall be carried out with other members of the IP communities;
- b) Allow for IPs to participate effectively in the design of project activities or mitigation measures that could potentially affect them – either positively or negatively;
- c) Provide IPs sufficient time to make informed decisions.

5.2.4 Information Disclosure

Before consultation, MRD will notify the concerned IPs of the consultation plan. MRD will provide affected IP with initial subproject information in the form of booklet in both Khmer and local language (if any). This initial information should be provided to IP at least two weeks prior to consultation. If the concerned IP do not have a written language, the IP will be provided the

information in Khmer and are explained verbally in the local language of the concerned IP to ensure the IP are fully informed of the consultation purpose and initial subproject information (See Annex 6 for a suggestive outline for a Project/Subproject Information Booklet – SIB).

All draft IPPs, once completed by MRD and submitted to Bank for review, shall be disclosed to affected IP communities in Khmer language. The summary of the IPP will be translated into IP's language if the consulted IPs have their own written language. Public meetings will be held with the affected IP to explain the contents of the relevant IPP in their language so that the affected IPs understand what and how the activities under the IPP will be carried out, including risks and impacts of project activities at subproject level, and how the IPs will be engaged by MRD in consultation meetings during subproject preparation, and monitoring during subproject implementation. IPPs will be disclosed on the MRD's websites, including both English and local languages. The English version of the IPPs will be disclosed on the World Bank's websites.

6. GRIEVANCE REDRESS MECHANISM

6.1 Objective of Project's GRM

The objective of the GRM in this IPPF is to provide aggrieved IP with grievance redress procedures that are accessible, easily used, and free of charge to ensure the grievances submitted by the affected IPs are solved timely. The GRM in this IPPF guides how a complaint of affected IP can be lodged, including forms of grievance lodging, channels, and steps that can be taken. The GRM also describes the time-limits, where possible, for each step, such as time-limit for acknowledging receipt of complaint, notification of resolution decision. During the grievance resolution progress, where necessary, dialogues will be held between the aggrieved IP and project's GRM focal point that are designated for each step. Dialogues with affected IP during complaint resolution process aims to promote mutual understanding and collaboration among concerned parties. The project also has an appeal process which a complainant can resort when they are not satisfied with the complaint resolution results/decision, or their complaints are not resolved within a specified timeframe. During subproject implementation, IPs in the subproject area will be reminded of the availability of this GRM and will be explained during consultation about how this GRM could be used.

6.2 Grievance Redress Mechanism

In the section below, various complaint handling procedures are designed to assist aggrieved IPs to make complaints that are related to the project. These procedures cover key types of impacts that are identified as potential, as well as risks during project preparation. They include a) land acquisition (for instance, if individually owned IP land is acquired permanently and/or temporarily during construction), b) labor (if IP are engaged in project construction as contracted workers), c) Sexual Exploitation and Abuse, or Sexual Harassment (if IP are victim/survivors/witness, etc, as a result of SEA/SH actions that are related to project, etc.), and d) any general complaints, concerns related to, for example, project design, adverse impacts on IPs in any aspects such as dust, noise, vibration, etc. due to construction operations, or any other aspects that they think attributable to project activities.

6.2.1 Complaints related to Land Acquisition

The project has prepared a standardized GRM for stakeholders who are affected by land acquisition, including IPs. However, since there are various IP groups who are living in project provinces, the IP groups present in each subproject area will be consulted for the feedback on the project's standardized GRM (as presented below). The purpose of consultation on the GRM in this IPPF is to ensure the standardized steps and process below are culturally appropriate to the affected IP group. Where required by the consulted IPs, the GRM below will be updated to ensure the GRM procedure for the IP reflects the customary complaint handling procedures that may be currently practiced by the consulted IP and/or may be preferred by the affected IPs, based on the targeted Social Assessment of IPs once site-specific subproject are identified/confirm during project implementation.

Below is the project's standardized GRM for complaints related to land acquisition.

- ◇ **Step 1 – Commune level.** Traditionally, the affected IP can bring their complaint to the Village and/or IP community leader who may be able to resolve issues on the spot. The Village/ IP community leader will record the grievance and how it was resolved and communicate it to MRD's Social and Environment Officers (SEO). If the aggrieved IP is not satisfied with the resolution, s/he can proceed to Step 2 (District level) or Step 4 (Provincial level) as they wish.
- ◇ **Step 2 – District level.** The affected IP can skip Step 1 as they wish by lodging a written complaint to the Head of the District Office where the subproject is located. The aggrieved IP can bring in a community elderly or representative to mediation at District level. The Inter-Ministerial Resettlement Committee Working Group (IRC-WG) will approach the Head of the District Office about the matter. The conciliation meeting shall be held and decision be taken within 15 working days from the date of complaint registration at the District Office. If the complaint is not resolved at the District Level to the satisfaction of the affected IP, the IRC-WG will inform GDR's Department of Internal Monitoring and Data Management (DIMDM) which will review and seek the approval of the Director General of GDR for appropriate remedial action. The affected IP will be informed in writing by the GDR of the decision and the remedial action within 15 working days from the receipt of the letter from the District Office. If the complaint is rejected at this step, the District Office will inform the aggrieved IP in writing. If the affected IP is not satisfied with the result, s/he can proceed to the step 3.
- ◇ **Step 3 – Project level (General Department of Resettlement).** The GDR will review the complaint and submit a finding report to the Director General of GDR for a decision. The final report will be completed within 30 working days from the date of complaint receipt and will submitted to the Director General of the GDR for final decision within 5 working days from the date of receipt of the final report. In case the subject matter requires intervention at policy level, the case will be transferred to the Inter-Ministerial Resettlement Committee (Project-Level) for review and decision. When this is the case, additional 10 working days will be added to the normal time limit to enable the IRC to make final decision.

- ◇ **Step 4 – Provincial level (Provincial Governor's Office).** The aggrieved IP can submit a written complaint to the Provincial Grievance Redress Committee (PGRC) through the Provincial Governor's Office. The aggrieved IP, or his/her representative, will have opportunity to present their case in a face-to-face meeting. The PGRC may consider any compelling and special circumstances of the affected IP to make decision. The GDR will send a representative, as a non-voting member, to provide explanation for the rejection of the complaint at the second step by the GDR. The decision of the PGRC must be reached on consensus basis and will be final and binding except for case where the complaint is related to Government's policy. Decisions on government's policy related to land acquisition and resettlement are made by the IRC. The PGRC will have 40 working days from the date of receipt of the complaint to make a final decision. The decision of the PGRC will be sent to the IRC through the GDR for endorsement before remedial action is taken.

If the aggrieved IP is not satisfactory with a resolution decision made at any of the above steps, they can bring their case to the Provincial/Municipal Court at their own cost as per the Law on Expropriation. If the aggrieved person win the case, their tribunal fee will be reimbursed by the project.

6.2.2 Complaints related to Labor

If the IP are involved in the Project as a contracted worker (engaged by project' contractors) and they wish to submit their complaint related labor and working conditions, they can lodge a grievance using the Redress Procedure for Complaints related to Labor and Working Condition described in section 10.2 of the Labor Management Procedures (Annex 5 of ESMF), which was summarized in Section 5.4.2 of Stakeholder Engagement Plan.

6.2.3 Complaints related to Sexual Exploitation and Abuse, or Sexual Harassment

In case the IP wishes to submit a grievance related to sexual exploitation and abuse, or sexual harassment, or violence against children, they can lodge their grievance using the Redress Procedure for Complaints related to SEA/SH described in section 5.4.3: Redress Procedure for Complaints related to SEA/SH of the project' Stakeholder Engagement Plan.

6.2.4 Complaints related to any other aspects that are not covered in the above GRM

In case IPs are affected by environmental impacts, such as increased dust level that affect their living or business activities, or increased noise during evening time, or leaving unfinished road not inappropriately covered/surrounded with fences, or lack of safety measures that pose risks of accident to road users in generally and to local IP who travelling to bring farmers product to markets, there are various channels will be established for IPs' convinient use. These include:

- **PMU GRM focal point's telephone;**
- **Local IP leaders**
- **Contractor's hotline:** to report cases that they think contractors can solve timely (contact detail of Contractos will be posted at construction sites, and distributed to IPs (through Subproject Information Booklet) during consultation, and post at public billboard of Commune/Sangkat offices, pagodas, etc.

- **Commune/Sangkat offices**

7. IMPLEMENTATION ARRANGEMENTS, MONITORING AND REPORTING

7.1 Implementation Arrangements

The Ministry of Rural Development (MRD) will be responsible for implementing this IPPF.

The Project Director (PD) at MRD will be responsible for providing overall guidance and policy advice, internal coordination, discussion and resolution of project matters with counterparts and other government agencies, including public disclosure, consultation, and involvement of civil society if needed. The Project Manager (PM) at MRD will provide day-to-day support to the PD and will be responsible for ensuring that the IPPF will be followed. Within MRD, the SEOs will be responsible for carrying out day-to-day activities set forth in this IPPF. The SEOs will work closely with relevant stakeholders, such as local authorities, IPs in subproject areas, construction contractors, and IP consultants, etc. to ensure activities carried out related to IP are in full compliance with requirements and guidance described in this IPPF. The PM will oversee the work of the SEOs and ensure proper screening of IP groups will be carried out for each subproject, and steps for IP screening and targeted social assessment described in this IPPF is followed.

MRD needs to inform the WB of the IP screening results and steps that MRD will take in case IPs are present in the subproject area. When IPs are found in the subproject, MRD will engage IP consultants to work closely with the SEOs and PDRD to conduct targeted Social Assessment and prepare related IPPs. IP consultants and SEOs will visit the subproject sites and work closely with provincial DRD, local authorities, relevant agencies, NGOs, particularly local IP leaders and IP members, including vulnerable groups of affected IP communities, to conduct targeted Social Assessment.

7.2 Monitoring

The implementation of this IPPF and subproject IPPs will be monitored internally by the MRD. Adverse impact on IPs (if any) due to land acquisition will be monitored by GDR and MRD as part of implementation arrangement set forth in Section 8.1.2 of project's Resettlement Policy Framework (RPF).

Within MRD, the SEOs or the Detailed Design Implementation and Supervision (DDIS) will be responsible for conducting quarterly monitoring activities of the activities set for under all subproject IPPs. Monitoring of IPPF/IPP implementation will focus on assessing the compliance of IPP implementation against the followings:

- IP screening process and results;
- Quality of targeted Social Assessment and adequacy of IPPs prepared on the basis of targeted SAs;
- Information disclosure;
- Functioning of project's GRM (as customized to the respective IP groups present in each subproject area to ensure the GRM is culturally appropriate to the local IPs);

- Development activities carried under IPPs (based on development needs of IPs);
- Results and impacts of IPPs (in ensure the affected IP receive socioeconomic benefits of the project that is culturally appropriate, gender and intergenerational inclusive, and contributing to achieving the objective of the WB's ESS7).

In addition to internal monitoring, the project will encourage IPs in subproject areas to participate in monitoring and evaluation of IPP implementation process and implementation outcome which affect them. During targeted SA exercise, feedback and suggestions from IPs will be solicited as to how they wish to participate in monitoring and evaluation of IPP activities.

MRD will provide a quarterly IPP implementation report to the World Bank. These results will be incorporated to MRD's consolidated Environmental and Social Compliance Report (ESCR) (See Annex 5 for Indicative Indicators for Internal Monitoring of IPP implementation).

7.3 Reporting

MRD's SEOs will ensure feedback from affected and interested IP, as well as grievances submitted by affected IPs, are resolved timely and effectively, and that resolution results are reported timely back to the aggrieved IPs. The method of reporting back depends on the stakeholders, and as follows:

- For stakeholders at national level, email and/or official letter will be used to report back to stakeholders following consultations and/or workshops. The content of the report will summarize what comments, suggestions, concerns that have been received, by whom and when, and how such comments, suggestions, concerns were considered and taken into account;
- For stakeholders at local level, follow-up meetings/consultations will be conducted to informed stakeholders know on how comments, suggestions, concerned were considered and taken into account;
- For Indigenous Peoples, project's responses to their comments, suggestions, concerns are reported back to them in subsequent face-to-face consultations – in line with the project's SEP and the IPPF, including how the project had considered and addressed their concerns through concrete actions to be carried out during subproject implementation process and through IPP implementation.

Grievances of all project IP will be reported back to them through project's GRM channels within the timeframes specified for each step of the above GRM procedure.

8. COSTS AND BUDGET

8.1 Costs

Indicative costs for IPPF implementation are estimated during project preparation (See Figure 6 below) for the purpose of budget planning. The actual costs of IPPF implementation depend on the number of IPPs, including scope and activities to be carried out under each IPP, during project implementation. The estimated cost below may be updated once the list of subprojects is

finalized. Costs incurred as compensation payment for land acquisition and associated impacts are covered by counterpart funds and are estimated in the project' Resettlement Policy Framework (RPF).

8.2 Budget

The budget for implementing IPPF/PPPs will be allocated from counterpart funding (See Figure 6 below. During project implementation, based on road/bridge subprojects that will be identified/confirmed during project implementation, this budget plan will be updated to ensure funding is sufficiently planned annually to ensure timely and effective activities in Figure 6.

Figure 6 - Key activities and costs for supporting IPPF implementation (in US Dollars)

No.	Key activities	Stakeholders involved	Estimated costs (per province x 7)	Sub-Total (Counterpart Budget)	Sub-Total (WB finance)	Total
1	Recruitments of IP consultants to conduct targeted SA	<ul style="list-style-type: none"> • MRD (oversight) • SEO (implement) 	3,000x7	21,000	-	21,000
2	Recruitment of bilingual facilitators to support consultations as part of SA	<ul style="list-style-type: none"> • MRD • SEO (implement) 	1,000x7	7,000	-	7,000
3	Conduct targeted Social Assessment and Prepare subproject IPPs	<ul style="list-style-type: none"> • MRD (oversight) • SEO (lead) • IP Consultant (implement) 	3,000x7	21,000	-	21,000
4	Conduct mitigation measures, development activities, and relevant activities, as part of IPP (based on the needs of consulted IPs (e.g. training for IP on traffic safety, DRM preparedness plan (evacuation, safety measures during disasters...))	<ul style="list-style-type: none"> • MRD (lead) • Consultant (implement) 	3,000x7	21,000	-	21,000
5	Monitoring and Evaluation, Reporting	<ul style="list-style-type: none"> • MRD (oversight) • SEO (implement) 	1,000x7	7,000	-	7,000
6	Staff allowance	<ul style="list-style-type: none"> • MRD (oversight) • SEO (implement) 	\$35 x 7 staffs x 10 days x 7 provinces	17,150	-	17,150
7	Transport		500 x 7	3,500	-	3,500
8	Data collection		1,000x7	7,000	-	7,000
9	Others		500x7	3,500	-	3,500
10	Contingency (10% of above 9 items)			8,715		8,715
Grand-Total						95,865.00

Annex 1: Summary of Consultation with IP Representatives and Relevant Agencies

To be inserted once consultation is completed for national and local levels.

Annex 2: IP Screening Form

When to do screening: When road section to be rehabilitated is known.

Secondary Data: Check the Commune Database and/or MRD IP database for presence of IP groups in identified villages passing through the identified road sections.

Primary Data/Field Work: Check directly with key informants (such as commune and village chiefs as well as local people) whether there are IPs along, or in connection with, each road section. If no IPs are found, document this in the ESMP and no further steps are needed.

Checking Against WB Criteria: If IPs are found based on primary and/or secondary data, assess whether they meet all four WB criteria (also see Annex 3).

- (a) Self-identification as members of a distinct indigenous social and cultural group and recognition of this identity by others; and
- (b) Collective attachment to geographically distinct habitats, ancestral territories, or areas of seasonal use or occupation, as well as to the natural resources in these areas; and
- (c) Customary cultural, economic, social, or political institutions that are distinct or separate from those of the mainstream society or culture; and
- (d) A distinct language or dialect, often different from the official language or languages of the country or region in which they reside.

Who will do the screening: DDIS Consultants or SEO.

Table 1: IP Screening Information

Province/ District/ Commune/ Village	Name of IP Group	Number of Households	Fulfil WB Criteria 1 (Y/N) and <u>explain</u> – see Annex 3	Fulfil WB Criteria 2 (Y/N) and <u>explain</u> – see Annex 3	Fulfil WB Criteria 3 (Y/N) and <u>explain</u> – see Annex 3	Fulfil WB Criteria 4 (Y/N) and <u>explain</u> – see Annex 3

Assessment Summary:

- If no IP groups are found, or if IP groups are found but do not meet WB criteria, carefully

document the process in the ESMP.

- If IP groups are found, provide a summary as to potential impacts and risks. Proceed to hire a (national) consultant, or DDIS, to assist with preparation of Social Assessment and IPP.

Annex 3: Guidance on WB Criteria to Determine IP

This Annex helps to explain the four criteria used by the WB to determine whether a given group should be considered an Indigenous Group/Indigenous Peoples.

The World Bank’s ESS7 notes that the term “IP” is used in a generic sense to refer exclusively to a distinct social and cultural group possessing the following characteristics in varying degrees:

<p>1. as members of a distinct indigenous social and cultural group and recognition of this identity by others</p>
<p>Questions and Factors to Consider (in addition to those outlined in the legal framework or commune database)</p> <ul style="list-style-type: none"> • Do IPs identify themselves as an Indigenous community or a traditional community or around a distinct cultural identity? • You can ask: What does it mean to you to be an IP? How would someone outside of your community describe who you are, especially distinguishing features as a community? Do others recognize them as belonging to those groups? • <i>Note:</i> When asking if others would recognize them, it is not about being described as “indigenous” but whether or not others would recognize their distinctness as per the characteristics under ESS7.
<p>2. Collective attachment to geographically distinct habitats, ancestral territories, or areas of seasonal use or occupation, as well as to the natural resources in these areas;</p>
<p>Questions and Factors to Consider</p> <ul style="list-style-type: none"> • <i>Note: for the purposes of this question, it is not relevant whether IP groups have collective title to the land or not, given that the number of IP groups with collective land title is still very low in Cambodia.</i> • How long has the community lived on that land? Do members of the community have historical knowledge of these ancestral lands? Is there anthropological, ethnographic or legal data that can validate? Do they consider that land to be their ancestral or traditional land? Have they moved from their traditional lands? • Is the community using the land and resources in accordance with their customary laws, values and traditions?
<p>3. Customary cultural, economic, social, or political institutions that are distinct or separate from those of the mainstream society or culture</p>
<p>Questions and factors to consider:</p> <ul style="list-style-type: none"> • Are there traditional leaders or a traditional leadership structure? If so, how do they work with other levels of government? Does the community have an internal decision-making process? • What are the main modes of economic activity? Has this changed over time? How have these changes, if at all, impacted their identity, other cultural practices, traditional knowledge, language, etc.? • Does the community have traditional education/learning systems, cultural systems or health systems that are distinct from those of Khmer society?

4. A distinct language or dialect, often different from the official language or languages of the country or region in which they reside.

Questions and factors to consider:

- What is the language or dialect of the community?
- Does the community speak and understand Khmer?
- Does the community have traditional education systems, using their own languages, teaching and learning methods?

Annex 4: Guidance Questions for targeted Social Assessment

If IP groups are identified, these guiding questions may be helpful when conducting Social Assessment.

PROFILE OF THE LAND USED BY IP GROUPS	
1.	Describe the land used by IP groups that is near, or in some way connected to, the road being rehabilitated. What is the land type (public, state, communal, private, etc.)? Are there pressures on this land?
2.	Who else, legally or illegally, uses the land used by IPs for their livelihoods or any other use?
3.	Are there, or have there been, any conflicts relating to this land? If so, conflict between whom?
4.	How long has the IP community lived on that land? Do members of the IP community have historical knowledge of these ancestral lands – have these boundaries changed? Why? Is there anthropological, ethnographic or legal data that can validate?
5.	How are livelihoods attached to these lands? Do IPs rely on land and natural resources for housing, water, traditional subsistence, economic development, dress, traditional medicines, etc.?
6.	Is there a likelihood that road rehabilitation will attract outsiders to lands that IPs have collective attachment to and/or are used by IPs, or that it may exacerbate pressures on these lands?

DESCRIPTION OF THE IP GROUPS	
7.	How many people are there in the IP group? Please describe the IP group, including their name, heritage and how many people/households.
8.	Would you please give us some information about your IP group? What kind of activities go on in your village on a normal day? How does your group (e.g. women, elderly, farmers) experience life?
9.	Which languages are spoken by the IP group? Do they speak Khmer language?
10.	Are there any cultural or religious items/artifacts/areas connected with the road being rehabilitated? Where? What is the belief/practices?
11.	Has there been migration into this commune or the surrounding area? If so, where from, and why?
12.	What is the main source of livelihoods for the IP group? What about for people in the commune?

<u>13.</u>	Are there traditional leaders or a traditional leadership structure within the IP group? If so, how do they work with local and other levels of government?
<u>14.</u>	Does the IP community have an internal decision-making process? How are representatives chosen? How do women, youth, elders, persons with disabilities participate?
<u>15.</u>	What are the main jobs/livelihoods for the IP community?
<u>16.</u>	Does the community rely in whole or in part, traditional medicines and health practices? Has this changed over time? What are the factors for this change?
<u>17.</u>	Does the community have traditional conservation practices which they rely on? If so, how do they (both past and present) deal with climate change, disasters, habitat or wildlife loss?

<u>18.</u>	Has there been any conflict or tension over the following issues during the past years with the IP community and other local communities? With outsiders?

POTENTIAL IMPACTS TO IP GROUPS

<u>19.</u>	Is the road being rehabilitated near or within any of the following areas?			
		Yes/No	NA	Don't know
	Land IP group has collective attachment to (for example for cultural, spiritual or livelihood reasons)			
	Medicinal plants used by IP groups			
	Non-timber forest products area used by IP groups			
	Important trees or natural landmarks of importance to IP group			
	Other (Specify)			
<u>20.</u>	Are there any people in your IP group who are very poor/dependent/supported by others and/or considered vulnerable in any way?			
<u>21.</u>	What types of social support networks exist within your IP community? Could you explain us when a person needs support, what types of contributions are provided to those in need?			

<u>22.</u>	What do you think would be the positive effects of road rehabilitation for your IP group?
<u>23.</u>	What do you think would be the negative effects of road rehabilitation for your IP group?
<u>24.</u>	What do you think is the main problem related to road use and safety faced by your IP group? How do you think can this problem be solved?
<u>25.</u>	If there were opportunities for jobs in civil works, would men and women in your group be interested?
<u>26.</u>	What is the best way to provide information to your group? What is the best way for you to share information with project planners? Does the project's proposed SEP fulfil the needs of your group?
<u>27.</u>	Is the project's proposed GRM adaptable to the needs of your IP group? How would this GRM need to be adapted?
<u>28.</u>	Is there anything else you would like to talk about, or want me to know?

Annex 5: Indicative Indicators for Monitoring

1. Monitoring indicators should assist the project to assess progress of the Indigenous Peoples Plan (IPP) and whether mitigation measures are effective, resulting in desired outcomes. This enables the project to respond to any issues and manage change accordingly.
2. Indicators that show implementation progress are called process indicators and give some certainty that the project is proceeding according to plan.
3. Indicators that measure whether the IPP mitigation measures are successful are called outcome indicators and reflect the results of the process.
4. It is important that an appropriate number of indicators be included in the monitoring plan. Too few may leave gaps in critical areas. Too many may overburden the collection process, and diminish quality. Use the minimum but necessary number of monitoring indicators to ensure adequate IPP implementation and expected outcomes.
5. Some examples of process and outcome indicators are shown below. They are not an exhaustive list, and should be selected as required.

Example of Process Indicators	
Demographic baseline	<ul style="list-style-type: none"> • The numbers of affected Indigenous Peoples (IP) by category of impact, gender, age, habitat (village etc), income, status and position • Number of households with handicapped, elderly or invalid members • Number of female headed households • Number of vulnerable households (poor, elderly) • Number of households by ethnic group • Number of births and deaths
Consultation and participation	<ul style="list-style-type: none"> • Number of consultation and participation activities that occur—meetings, information dissemination, brochures; flyers, training • Percentage of IP women as participants; number of meetings exclusively with IP women • Percentage of vulnerable IP groups represented / attending meetings; number of meetings exclusively with vulnerable IP groups. • Languages used at meetings

	<ul style="list-style-type: none"> • Good faith negotiations—recording of process, participants, locations, correspondence • Broad community support—record of processes, participants, locations and agreement obtained • Consultation and participation progress against plan and budget
Mitigation measures	<ul style="list-style-type: none"> • Progress of implementation of mitigation / beneficial measures against plan • Number of activities that occur/completed—such as construction, livelihood restoration, disbursements, training • Percentage progress against timelines and budget
Grievance redress	<ul style="list-style-type: none"> • Total number of people/groups using the grievance redress procedure. • Number of distinct people/groups. Any IP group with significantly more grievances? • How many times has a household submitted the same grievance? • Number of grievances resolved? • Length of time taken to be resolved? • Types of grievance categories and prevalence
Implementation problems	<ul style="list-style-type: none"> • Identified delays—(days, cost) due to personnel, capacity, insufficient funds, etc • Number of times implementation schedule revised

Example of Outcome Indicators	
Consultation and participation program	<ul style="list-style-type: none"> • Awareness of IP issues among implementing stakeholders in each sector • Awareness of IPP mitigation and beneficial measures amongst recipients • Awareness of project details amongst stakeholders

	<ul style="list-style-type: none"> • IP perception of effectiveness, cultural appropriateness and inclusiveness of consultation measures • Attendance at consultation and participation activities Level of involvement by IP and representatives in the design and implementation of consultation and participation
<p>Enhanced dignity of IP groups, integrity of traditional kinship networks and livelihood patterns</p>	<ul style="list-style-type: none"> • Changes in religious/cultural practices • Changes in cultural governance • Participation in cultural governance (by gender, status) • Number of people (age and sex) who can speak national language and/or local dialect • Changes in condition of schools, community buildings, temples structures • Numbers of religious/cultural events and persons (monks shamans, priests etc.) • Participation in cultural/religious events (by gender, time/resources allocated)
<p>Livelihoods and living standards</p>	<ul style="list-style-type: none"> • Major asset inventory—e.g. vehicle, phone, tools, kitchen equipment • Changes in patterns of IP occupation, production, and resource use • Changes in income and expenditure patterns among IP households • Savings • Change in food used by IP—amount, nutrition source • Cost of living changes—market prices etc. • Changes in key social parameters—gender roles of production • Vulnerable groups—status, relative income, livelihood

	<ul style="list-style-type: none">• Education—literacy and numeracy level in national/ethnic language• School attendance of IP children (by sex and age)• Key health indicators of IP (by gender, age)
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SUBPROJECT INFORMATION BOOKLET

1. PROJECT BACKGROUND

- 1.1 Project description
- 1.2 1.2 Project outcome:
- 1.3 1.3 Project beneficiaries:

2. PROJECT ACTIVITIES

3. ENVIRONMENTAL AND SOCIAL RISKS AT SUBPROJECT

3.2 Social risks and impacts

3.1 Environmental, Health and Safety risks and impacts:

4. MITIGATION MEASURES

5. COMPENSATION PRINCIPLES FOR AFFECTED LAND AND NON-LAND ASSETS

6. GRIEVANCE REDRESS MECHANISM

7. PREPARATION OF ENVIRONMENTAL AND SOCIAL DOCUMENTS

8. STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE

For more information, please contact
Name:

Telephone:

Email:

Facebook:

Website:

Annex 7: Ethnic Groups in 24 provinces in Cambodia

No.	Province	Ethnic minority groups (>= 100 people)	Group Number	Ethnic minority group (<100 people)	Group Number
1	Battambang	Jarai, Stieng, Ja'ong	3	Kavet, Kleung, Kuoy, Kreung, Lun, Stieng, Ja'ong, Kroul, S'och, Kajrouk	10
2	Siem Reap	Jarai, Stieng, Ja'ong	3	Kavet, Kleung, Kuoy, Kreung, Bunong, Kroul, S'och, Kajrouk, Mon	9
3	Kampong Speu	Jarai, Souy	2	Kavet, Kleung, Kuoy, Kreung, Lun, Stieng, Ja'ong, Kroul, S'och, Kajrouk	10
4	Pursat	Jarai, Poar	2	Kavet, Kleung, Kuoy, Kreung, Stieng, Ja'ong, Kroul, S'och, Kajrouk	9
5	Banteay Meanchey	Jarai	1	Kavet, Kleung, Kuoy, Brao, Stieng, Ja'ong, Kroul, S'och, Kajrouk	9
6	Kampong Chhnang	Jarai	1	Kavet, Kleung, Kuoy, Kreung, Lun, Tumpoun, Stieng, Ja'ong, Kroul, Radae, S'och, Kajrouk	12
7	Phnom Penh	Jarai, Kavet, Kleung, Stieng, Ja'ong	5	Kuoy, Kreung, Lun, Bunong, Brao, Tumpoun, Kroul, Radae, L'moon, Mel, Souy, S'och, Kajrouk, Mon, Kachok	15
8	Stung Treng	Kreung, Lun, Bunong, Brao	4	Jarai, Kleung, Tumpoun, Stieng, Ja'ong, S'och	6
9	Kampong Cham	Jarai, Kavet, Stieng, Ja'ong	4	Kleung, Kuoy, Bunong, Brao, Kroul, Radae, Mel, S'och, Kajrouk, Mon	10
10	Kandal	KJarai, Kleung, Stieng, Ja'ong	4	Kavet, Kuoy, Lun, Bunon, Brao, Tumpoun, Kroul, Radae, L'moon, Souy, S'och, Kajrouk, Mon	13
11	Kratie	Jarai, L'moon, Khonh	3	Kavet, Kleung, Lun, Brao, Ja'ong, Poar, Souy, S'och, Kajrouk (Mel)	9
12	Mondulkiri	Stieng, Kroul, L'moon	3	Jarai, Kavet, Kuoy, Kreung, Brao, Tumpoun, Ja'ong, Mel, S'och, Kajrouk	10
13	Prey Veng	Jarai, Stieng, Ja'ong	3	Kavet, Kleung, Kuoy, Kroul, Radae, S'och, Kajrouk (Mel)	7

14	Kampot	Jarai, Ja'ong	2	Kavet, Kleung, Kuoy, Lun, Bunong, Stieng, Khonh, S'och, Kajrouk	9
15	Takeo	Jarai, Ja'ong	2	Kavet, Kleung, Kuoy, Bunong, Stieng, L'moon, S'och, Kajrouk (Mel)	8
16	Ratanakiri	Bunong	1	Kleung, Kuoy, Lun, Stieng, Ja'ong, Kroul, L'moon, Souy	8
17	Preah Vihear	Jarai	1	Kavet, Kleung, Bunong, Brao, Tumpoun, Stieng, Ja'ong, Kroul, L'moon, S'och, Kajrouk	11
18	Kampong Thom	Jarai	1	Kavet, Kleung, Bunong, Stieng, Ja'ong, S'och, Kajrouk	7
19	Preah Sihanouk	Jarai	1	Kavet, Kleung, Kuoy, Kreung, Brao, Tumpoun, Stieng, Ja'ong, Kroul, Mel, S'och, Kajrouk	12
20	Svay Rieng	Jarai	1	Kavet, Kleung, Kuoy, Stieng, Ja'ong, S'och, Kajrouk, Kachok	8
21	Koh Kong	-	0	Jarai, Kavet, Stieng, Ja'ong, S'och, Kajrouk	6
22	Oddar Meanchey	-	0	Jarai, Kavet, Kleung, Kuoy, Bunong, Stieng, Ja'ong, S'och, Kajrouk	9
23	Kep	-	0	Jarai, Kavet, Stieng, S'och	4
24	Pailin	-	0	Jarai, Kleung, Kuoy, Stieng, Ja'ong	5