

Updated Indigenous Peoples Planning Framework

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Cambodia: National Restoration of Rural Productive Capacity Project - II

Prepared by the Ministry of Rural Development.

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LIST OF ACRONYMS

AIIB	- Asian Infrastructure Investment Bank
CoVID-19	- Coronavirus 2019
DLMUPCC	- Department of Land Management, Urban Planning, Construction and Cadastral
GKC	- Government of Kingdom of Cambodia
ESIA	- Environmental and Social Impact Assessment
FPICon	- Free Prior Informed Consent
IP	- Indigenous Peoples
IPP	- Indigenous Peoples Plan
IPPF	- Indigenous Peoples Planning Framework
M&E	- Monitoring and Evaluation
MRD	- Ministry of Rural Development
NRRPCP-II	- National Rural Restoration of Productive Capacity Project - II
PIU	- Project Implementation Unit
PMU	- Project Management Unit
PRSC	- Provincial Resettlement Screening Committee
PDRD	- Provincial Department of Rural Development
PRSC	- Provincial Resettlement Screening Committee
WG	- Working Group

EXECUTIVE SUMMARY

This Indigenous Peoples Planning Framework (IPPF) has been updated to guide the National Restoration of Rural Productive Capacity Project - ii (NRRPCP-ii), which is financed by the Asian Infrastructure Investment Bank (AIIB) and implemented by the Ministry of Rural Development (MRD). The IPPF serves as a safeguard guiding instrument to ensure that Indigenous Peoples (IPs) who may be present in or affected by the project area are meaningfully consulted, can participate in project decision-making, and equitably share in the project's benefits. It is aligned with the AIIB Environmental and Social Framework (ESF), particularly Environmental and Social Standard 3 (ESS3) on Indigenous Peoples and adheres to the legal and policy requirements of the Royal Government of Cambodia (RGC).

The NRRPCP-II aims to enhance all weather accessibility and the livelihoods of populations in selected rural areas by rehabilitating approximately 412 kilometres of rural roads across ten provinces: Kampong Chhnang, Tboung Khmum, Prey Veng, Battambang, Kampong Thom, Takeo, Kandal, Svay Rieng, Kampot, and Kep. The upgraded roads are expected to improve access to essential services - such as 50 markets, 50 health centres, and 75 schools - and facilitate the movement of goods and people between rural areas and regional markets. The project is projected to directly benefit around 1,000,000 rural residents, including marginalized and vulnerable groups such as women, children, unemployed youth, persons with disabilities, returning migrants, and Indigenous Peoples. It also aims to generate short-term employment for an estimated 50,000 individuals, and supports the involvement of at least ten national contractors, with a focus on local capacity development.

While the project does not anticipate large-scale adverse impacts, the presence of Indigenous Peoples is confirmed in several of the targeted provinces. Therefore, the updated IPPF provides a structured process for identifying subprojects that may affect IP communities. This includes screening procedures, Social Impact Assessments (SIA), and the preparation of site-specific Indigenous Peoples Plans (IPPs) to mitigate risks and maximize culturally appropriate benefits. The framework also ensures that the Free, Prior, and Informed Consent (FPIC) of affected indigenous communities is obtained in cases where project activities may affect their lands, natural resources, or cultural heritage.

This IPPF has been updated in the context of the Additional Financing (AF) for the NRRPCP, and to align with the AIIB's 2024 ESF, particularly ESS 3 on Indigenous Peoples (IPs). The revision strengthens several aspects of the framework based on lessons learned from the first implementation phase. Key updates include: (i) clearer and more systematic guidance on screening, impact assessment, and categorization of subprojects involving IPs; (ii) enhanced procedures for conducting culturally appropriate consultations, including early engagement and use of local languages; (iii) more explicit requirements for timely and accessible information disclosure; (iv) improved articulation of benefit enhancement measures, going beyond mitigation of negative impacts; (v) a more structured and inclusive GRM tailored to IP-related concerns; and (vi) clarification of institutional responsibilities, including capacity-building measures to support effective implementation. These enhancements aim to ensure meaningful participation of IP communities and strengthen the project's overall responsiveness to social inclusion and safeguard principles under the AF.

The Updated IPPF emphasizes inclusive, gender-sensitive, and culturally respectful consultation practices throughout the project cycle. All communication will be carried out in a manner accessible to indigenous communities, including through the use of local languages and oral communication methods where necessary. The framework incorporates specific measures to safeguard indigenous identity, traditions, and livelihoods, and to prevent or minimize involuntary resettlement or restrictions on land use.

In line with AIIB safeguard requirements, all subprojects will undergo screening and classification based on their potential social and environmental impacts. If Indigenous Peoples are identified in the project area, and if any risks or opportunities are associated with the planned investments, an IPP will be prepared and disclosed before implementation. Monitoring mechanisms are also established to ensure that the IPP is implemented effectively and that corrective actions are taken when necessary.

The implementation of the IPPF will be led by the MRD's Project Management Unit (PMU), with support from the Environmental and Social Management Unit (ESMU) and Provincial Implementation Units (PIUs). A dedicated team of social safeguard specialists will oversee stakeholder engagement, documentation, monitoring, and reporting related to Indigenous Peoples. Capacity-building activities will be provided for all implementing agencies and stakeholders to ensure effective understanding and application of the framework. A culturally appropriate Grievance Redress Mechanism (GRM) will be established to address concerns raised by indigenous communities in a timely, respectful, and transparent manner.

In conclusion, this updated IPPF establishes a proactive and inclusive safeguard framework that recognizes the rights and contributions of Indigenous Peoples in Cambodia. It provides clear guidance for ensuring their participation in and benefit from the NRRPCP-II, while maintaining compliance with national laws and international best practices on Indigenous Peoples' engagement and protection.

1. INTRODUCTION

1.1 Description of Project

1. The National Restoration of Rural Productive Capacity Project - II (NRRPCP-II) is a government-led initiative aimed at enhancing rural livelihoods through improved infrastructure and increased employment opportunities. The project prioritizes the rehabilitation of approximately 412 kilometers of rural roads using durable pavement standards- - Double Bituminous Surface Treatment (DBST) and Reinforced Concrete (RC - along with appropriate drainage systems. These infrastructure improvements are expected to significantly enhance access to at least 50 rural markets, 50 health centers, and 75 schools, thereby contributing to socioeconomic development in underserved rural areas. The project covers ten provinces: Kampong Chhnang, Tboung Khmum, Prey Veng, Battambang, Kampong Thom, Takeo, Kandal, Svay Rieng, Kampot, and Kep. It aims to generate short-term employment and income for local communities, benefit an estimated one million people, and support the re-skilling of rural labor through engagement with national contractors and training initiatives. The project is being implemented over a three-year period, with an overall budget of \$88 million (AIIB: \$80 million, RGC: \$8 million), and is designed to contribute to long-term rural development and poverty reduction objectives.

2. The Ministry of Rural Development (MRD) is the designated Executing Agency (EA) responsible for the implementation of the NRRPCP-II. The MRD oversees all aspects of project execution, including planning, procurement, financial management, contract administration, and monitoring and evaluation. The Project Management Unit (PMU) within MRD has been assigned to coordinate and supervise the preparation of feasibility studies, Detailed Engineering Designs (DEDs), safeguard documents, and procurement packages. The PMU also facilitates the engagement of national and international consultants to support project implementation, while ensuring compliance with national systems and the Environmental and Social Framework of the Asian Infrastructure Investment Bank (AIIB). The implementation period has been scheduled for six years, with completion targeted by December 2031.

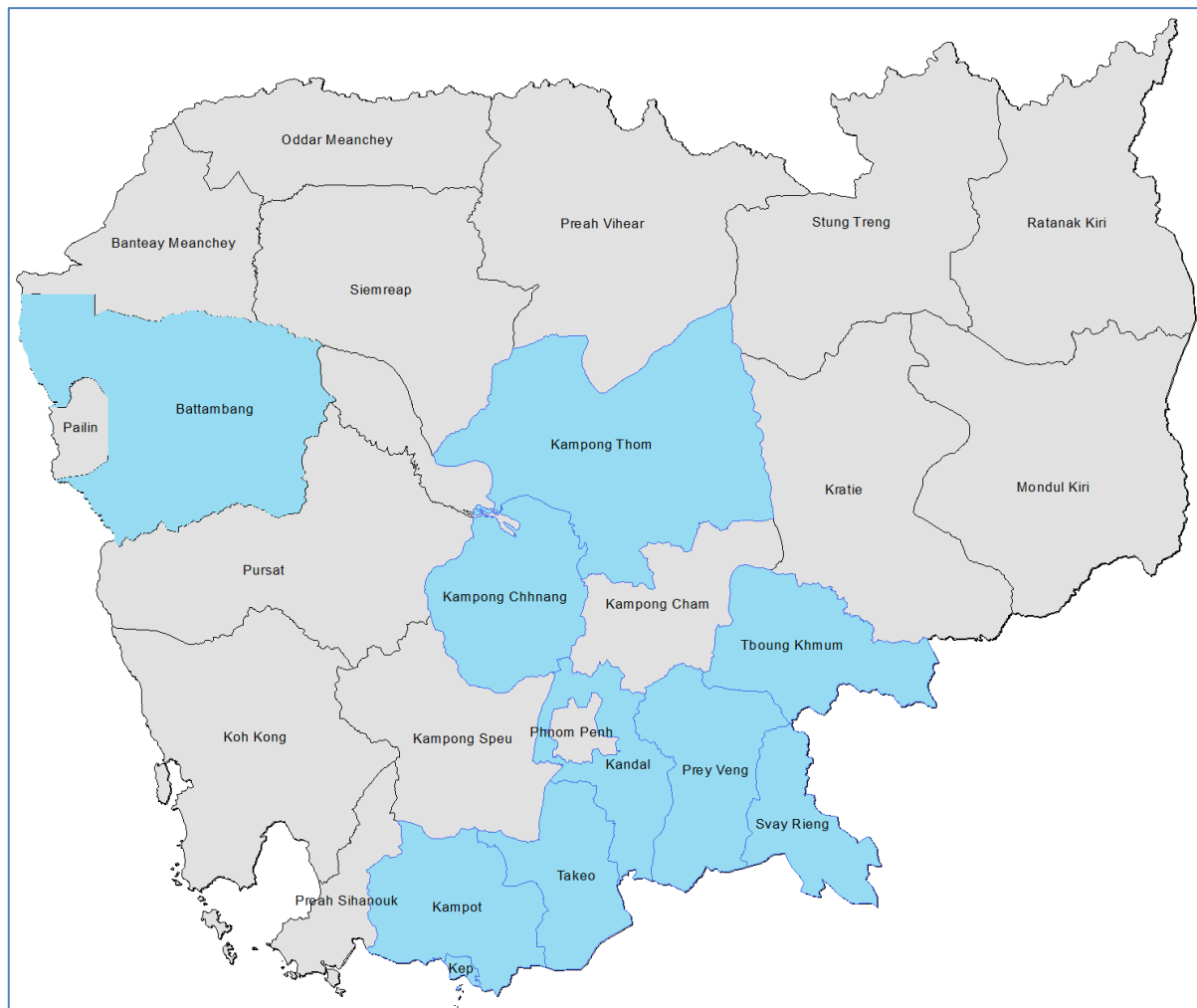
3. The project spans ten provinces: Kampong Chhnang, Tboung Khmum, Prey Veng, Battambang, Kampong Thom, Takeo, Kandal, Svay Rieng, Kampot, and Kep. These provinces were selected based on their high rural population densities and limited access to quality road infrastructure. The improved roads are expected to enhance internal connectivity within each province and facilitate inter-provincial linkages to national highways and cross-border trade corridors. The upgraded rural roads will significantly reduce transportation costs, shorten travel times, and improve the efficiency of supply chains, especially for agricultural goods destined for urban and regional markets. Moreover, improved road access will contribute to the delivery of public services and promote broader social and economic inclusion in remote areas.

4. The project is expected to benefit approximately one million people residing in rural and peri-urban communities across the ten provinces. Emphasis is placed on the inclusion of women, youth, returning migrants, persons with disabilities, and Indigenous Peoples. A key feature of the project design is the generation of short-term employment through labor-based civil works and the mobilization of local contractors. The project aims to benefit an additional 50,000 individuals through income-generating activities associated with road construction and maintenance.

5. The project has been classified as Category B under the AIIB Environmental and Social Framework (ESF), signifying that environmental and social impacts are expected to be site-specific, temporary, and manageable through mitigation measures. An Environmental and Social Management Planning Framework (ESMPF) and an Indigenous Peoples Planning Framework (IPPF) have been developed to guide the preparation of site-specific safeguard instruments in accordance with AIIB's standards and national regulatory requirements. The

safeguard approach ensures meaningful consultation, participation, and benefit-sharing with affected communities, particularly Indigenous Peoples and other vulnerable groups. All infrastructure works will be screened to avoid or minimize adverse environmental and social impacts, and mitigation plans will be integrated into the design, procurement, and implementation processes.

Figure 1: Location of Project's Target Provinces



1.2 Rational for Indigenous Peoples Planning Framework

6. This IPPF has been updated to address any issues that may arise concerning Indigenous Peoples (IP) communities within the subproject sites. It ensures that subprojects in areas where identified ethnic groups reside are designed and implemented in a manner that upholds their ethnic identity, dignity, human rights, livelihood systems, and cultural uniqueness, as defined by the communities themselves. The objective is to enable them to: (i) receive culturally appropriate social and economic benefits; (ii) avoid any adverse impacts resulting from the subproject; (iii) actively participate in the project; and (iv) equitably benefit from the subproject investment. This IPPF is designed to safeguard the rights of indigenous groups in the project-targeted areas, ensuring their meaningful participation and access to culturally appropriate benefits.

7. The project adopts a phased, sector-focused implementation strategy, emphasizing both infrastructure development and the enhancement of technical and local management capacities for operations and maintenance. The project is solely dedicated to rural road rehabilitation and related infrastructure investments. The project roads are being selected for investment. All subprojects will be designed through comprehensive community consultations

to ensure broad agreement and to foster community ownership and empowerment through a community-driven development approach.

8. Under the AF – if ethnic group(s) are identified residing in and/or affected by the subproject implementation (negative and/or positive impacts), an IPP will be prepared for implementation. Even when there are only positive impacts of the subproject implementation found with the local IP communities, an IPP will be developed with specific measures to enhance/promote the potential impacts and benefits of the subproject to the IP communities.

2. OBJECTIVES OF INDIGENOUS PEOPLES PLANNING FRAMEWORK

2.1 Principles and Objectives

9. **Objective.** The main objective of the IPPF is to help ensure that the project interventions are designed and implemented in a way that fosters full respect for the identify, dignity, human rights, livelihood systems and cultural uniqueness of the IPs, as defined by themselves to enable them to (i) receive culturally appropriate social and economic benefits; (ii) not suffer adverse impacts as a result of the project; and (iii) participate actively in the project. This IPPF safeguards the rights of IPs to participate and equitably receive culturally appropriate benefits from the project. For this purpose, where necessary an IPP will be prepared for those subprojects that are located in villages/communes subject to the results of screening that identifies (i) the presence of IPs; and (ii) subproject impacts on IPs whether positive or negative, direct or indirect, temporary or permanent. The IPPs that are prepared will be submitted to AIB for approval and then will be translated into the Khmer as well as other indigenous languages as appropriate to ensure wider awareness of the document.

10. **Principles:** In pursuit of the above mentioned objectives, the NRRPCP-II and its subprojects will be governed by the following principles:

- a) Early screening to determine IP presence and/or collective attachment to the project area as well as potential impacts on IPs.
- b) Conduct of culturally appropriate, gender-sensitive and technically backed-up social impact assessment where full consideration to IP-generated options as regards benefits and mitigation measures are taken into account and translated into the IP plans.
- c) Undertake meaningful consultations with affected IP communities and concerned organizations to solicit their participation across the subproject cycle to avoid adverse impacts or in cases when avoidance is not possible, to minimize, mitigate, or compensate for such effects by establishing culturally appropriate and gender inclusive capacity development modalities and grievance mechanisms.
- d) Ensure free, prior and informed consent of affected IP communities to project activities that may introduce commercial development of cultural resources and indigenous knowledge, physical displacement from traditional or customary land, and commercial development of natural resources within customary lands that impact on livelihoods or cultural uses that define the identity and community of IPs. Consent refers to a collective expression by affected IP communities, through individuals and/or their recognized representatives, of broad community support for Project/project activities even if some individuals or groups object.
- e) Avoid restricted access to and physical displacement from protected areas and natural resources but when not possible, ensure that affected IP communities participate in all aspects of the subproject cycle and that their benefits are equitably shared.
- f) An IPP will be prepared that is based on the social impact assessment with the assistance of qualified and experienced experts that draw on indigenous knowledge through consultation with affected IP communities. The IPP will

include a framework for continued consultation with the affected IP communities during project implementation; specifies measures to ensure that IPs receive culturally appropriate benefits; identification of measures to avoid, minimize, mitigate, or compensate for any adverse project impacts; culturally appropriate grievance procedures; M&E arrangements, and a budget and time-bound actions for implementing the planned measures.

- g) The draft IPP after approval by the AIIB is disclosed including documentation of the consultation process and the results of the social impact assessment in a timely manner and made available in an accessible place and in a form and local languages understandable to affected IPs communities and other stakeholders. The final IPP and its updates will also be disclosed to the affected IP communities and other stakeholders.
- h) Prepare an action plan for legal recognition of customary rights to lands and territories or ancestral domains when the project involves (i) activities that are contingent on establishing legally recognized rights to lands and territories that IPs have traditionally owned or customarily used or occupied, or (ii) involuntary acquisition of such lands.
- i) Monitor implementation of the IPP using qualified and experienced experts; adopt a participatory monitoring approach, wherever possible; and assess whether the IPP's objective and desired outcome have been achieved, taking into account the baseline conditions and the results of IPP monitoring and disclose the monitoring report.

3. LEGAL AND POLICY FRAMEWORK FOR INDIGENOUS PEOPLES

3.1 Definitions

11. Over 97 percent of Cambodia's population belongs to the Khmer ethnic group, while the remainder comprise a range of ethnic groups, including Chams (predominantly Muslim), ethnic Vietnamese, ethnic Chinese, and indigenous Khmer Loeu (hill-tribes). Amongst the non-ethnic groups, only the hill-tribes are categorized as IPs by the government. There are also isolated villages Cham (Muslim) communities that are non-Khmer ethnic groups but they are generally well assimilated in Khmer society and not recognized as IPs.

3.2 National Policies and Programs for Indigenous Peoples

12. The Cambodian government initiated a decentralization program to be more responsive to community needs, indigenous peoples included. In the mid-1990s, the Cambodian government created the Inter-Ministerial Committee for Ethnic Minorities Development and the Inter-Ministerial Committee for Highland Peoples Development to address IP issues. The Department of Ethnic Minority Development at the MRD was established in 1999 after the Inter-Ministerial Committee was abolished. The MRD mainly works to maintain the culture, beliefs and traditions of IPs through a formal process of establishing the identity and conditions of indigenous peoples' groups in Cambodia.¹ The department operates through IP offices in the provinces. The IPs are represented in the formal governance structures in Cambodia from the village, commune and through to the district/provincial levels.

13. Cambodia has a number of laws and policies that protect the rights of local communities, including IPs. Since the IPs have strong ties to the land and natural resources, the Land Law (2001) is the most significant for them because it sets out the basis for their rights to land. Article 25 provides for the collective ownership of land, while Article 26 recognizes the role of traditional authorities, mechanisms and customs in decision-making and exercising ownership rights. The subsequent Policy and Sub-decree for Indigenous Peoples Registration of Collective Land Rights sets the incorporation of the community as a legal entity

¹ A list of all of the officially recognised IP communities in the whole country is shown in Appendix 2.

as a condition for receiving a collective title. National policies applicable to the indigenous peoples include:

14. **Cambodia Constitution and the Land Law**, in the context of Cambodian legal framework, Article 31 of the Cambodian Constitution states that “*All Cambodian citizens shall be equal before the law, enjoying the same rights, freedom and fulfilling the same obligations regardless of race, colour, sex, language, religious belief, political tendency, birth origin, social status, wealth or other status*”; and the promulgation of the 2001 Cambodian Land Law marks explicit recognition of collective land rights of indigenous communities by the State that offer a unique chance for indigenous peoples in Cambodia to exercise their rights to self-determined development that include:

- a) Ownership of the lands is granted by the state to indigenous communities as collective ownership, including all the rights and protections enjoyed by private owners. The exercise of collective ownership rights are the responsibility of the traditional authorities and decision-making mechanisms of the indigenous community, according to their customs and subject to laws such as the law on environment protection. (Article 26).
- b) No authority outside the community may acquire any rights to immovable properties belonging to an indigenous community. (Article 28).

15. **Indigenous communities** have the right to collective ownership of their lands, which gives them all the rights and protection of ownership as enjoyed by private landowners. The lands of indigenous communities include residential and agricultural land and encompass land actually cultivated and the lands reserved/fallow land for shifting cultivation. Indigenous communities shall continue to manage their community land according to their traditional customs, pending the determination of their legal status. Once they are registered as legal entities, communities can apply for the registration of their collective title (Land Law 2001, Article 23 to 25).

16. According to the **new constitution** of 1993 and the Land Law of 2001 five main categories of property on land can be distinguished:

- a) Private land,
- b) State public land (all areas need for public services such as roads, riverbanks, etc.),
- c) State private land (all other areas owned by the state),
- d) Communal land, and
- e) Indigenous land.

17. **Cambodia's Administration Law** of 2001, Article 43, stipulates the Commune Council's role in protecting and preserving the environment and natural resources. They also have a role in the classifying and setting of boundaries for all forests in their area of jurisdiction, in coordination with the Ministry of Agriculture, Fisheries and Forestry (Forestry Law 2002, Article 10).

18. **Forestry Law 2003**. The Forestry Law authorizes the granting of forest concessions. The sub-decree on the Management of Forest Concessions states that cancelled or revoked forest concessions shall revert to natural forest protected areas and cannot be converted into an Economic Land Concession (ELC) or awarded to other companies.

19. **Protected Area Law of 2005**. Article 21: The Natural Protection and Conservation Administration shall develop an implementation plan for managing each Protected Area (PA) designated by the Ministry of Environment and pursuant to the national strategic plan. The process of developing the implementation plan for managing each protected area shall be conducted in coordination and consultation with local authorities, local communities, indigenous ethnic minorities, and other stakeholders.

20. Article 30: The Natural Protection and Conservation Administration shall have the duties to conduct feasibility studies for organizing a PA community by identifying a clear location and an appropriate size through consultation and coordination with the local authority, local community and indigenous ethnic minorities.

21. Article 11: The Natural Protection and Conservation Administration shall prepare proposals for establishing or modifying any protected areas based on research findings, criteria, management objectives, rights to use natural resources, rights to land ownership, and other relevant factors. The following shall be attached with the proposals for establishing or modifying any protected areas:

- a) A description of the importance of biodiversity, landscape, geography, history, culture, and conservation for the area to be proposed or modified as a protected area.
- b) A legal description of the area to be proposed or modified with a map of clearly defined scale showing the exact location, boundaries and size of the protected area attached.
- c) The management objectives of the proposed area and threats.
- d) Study on the use of natural resources and land in the proposed protected area.
- e) Findings from consultations with relevant institutions and parties and representatives of local authorities located in or near the protected area proposed for establishing or modifying.

22. **Land Concessions 2003 and 2005.** A sub-decree on Social Land Concessions (SLC) was established in 2003 to accompany the implementation of the Land Allocation for Social and Economic Development Project (LASED). The SLC aims at providing state private land for purposes of settlement and family farming to private families particularly the poor, disabled soldiers, and families of deceased soldiers who have no or not enough land.

23. In late December 2005, the **ELC sub-decree** was established, defining a mechanism to grant state private land through a specific ELC contract to a concessionaire to use the land for agricultural and agro-industrial production. This refers to the cultivation of food or industrial crops, animal raising and aquaculture and the construction of facilities for the processing of domestic agricultural raw materials (Sub-Decree No.146 on ELC, article 2). For an ELC, which can be granted to private or investment companies, it must have been classified and registered in the Land Register as state private land, complying with the necessary legal procedures (Land Law 2001 Article 17, Sub-Decree No.118 on State Land Management article. 3 & 21, Sub-Decree No. 146 on ELC article. 2).

24. All responsibilities and authorities in granting ELCs lie with the MAFF. The concession land cannot exceed 10,000 ha and may only be granted when some additional requirements are fulfilled as follows (sub decree No.146 on ELC, article 4 & 5):

- a) A land use plan for the land has been adopted by the Provincial or Municipal State Land Management Committee, and the land use is consistent with the plan.
- b) Environmental and social impact assessments have been completed with respect to the land use and development plan.
- c) There are solutions for resettlement issues in accordance with the existing legal framework and procedures. There shall be no involuntary resettlement and access to private land shall be respected.
- d) Public consultations have been conducted with territorial authorities and local residents, relating to economic land concession projects or proposals.

25. Moreover, the proposal for ELC has to be evaluated against criteria that include the promotion of people's living standards, perpetual environmental protection and natural

resource management, avoidance or minimization of adverse social impacts, creation of increased employment and with linkages and mutual support between SLC and ELC.

26. **Decentralization Reform of 2005.** The government has initiated a decentralization program to be further responsive to community needs, indigenous peoples included. This emanates from the Land Law and subsequently passed legislation create additional opportunities for Commune Council involvement in participatory land use/natural resources and environmental management planning by clarifying issues related to state public and state private property, the designation of communal property that is managed and ultimately owned by indigenous communities, economic and social land concessions, procedures for creation of cadastral maps and land registers and land dispute resolution. While all of these issues can be worked into the commune development planning process, certain areas mandate direct involvement of commune councils.

27. The Commune Councils have a direct role to play in land conflict resolution procedures, creation of cadastral maps and land registries (both systematic and sporadic) and social land concessions. The provisions for social land concession planning are of critical importance; commune councils initiate the process at the local level, and it mirrors the commune development planning process, therefore creating the opportunity to integrate the two. It is hoped that the rules and regulations related to economic land concessions (industrial agricultural exploitation) will create a similar role, thereby further enhancing the ability of commune councils to be actively involved in land use/natural resource management planning.

28. **Organic Law 2008** recognizes the vulnerability of IPs and sub-national level councils (at provincial and district and khan level in urban areas) are required to formulate development plans that identify the needs of vulnerable groups including the IPs. The Department of Ethnic Minorities, under the MRD, is the lead government agency working on IP issues.

29. **Registration of Lands of Indigenous Communities 2009.** Sub-decrees on tenurial security have been issued by the GKC to put in place procedures whereby IPs can process claims to their rightful lands (provided they are the majority population at commune level). Recognition and certification of lands among IPs are ongoing with the issuance of the 2009 Sub-Decree on Procedures of Registration of Lands of Indigenous Communities.

30. **Other Policy Considerations.** Apart from its Constitution and other national laws, Cambodia has adopted and supports the UN Declaration of Rights of Indigenous Peoples (IP) by way of ending discrimination and promoting the rights of Cambodia's recognized IPs.

3.3 Relevant International Agreements

31. Other legal considerations for this IPPF are international instruments which Cambodia has adopted. The policies include the UN Declaration of Rights of Indigenous Peoples that has the objective of ending discrimination and promoting the rights of Cambodia's recognized indigenous peoples. The **UN Declaration on the Right of Indigenous People** was adopted by the United Nations General Assembly in September 2007. Many countries in the world including Cambodia have voted in favor of this non-binding declaration. Other relevant international policies adopted by Cambodia are the **International Convention on the Elimination of all Forms of Racial Discrimination (ICERD)**, the **International Covenant on Economic, Social and Cultural Rights (ICESCR)**. The ICERD Article 5(e) ensures the enjoyment, on an equal footing and without discrimination, of economic, social and cultural rights, in particular the right to education and training. The ICESCR Article 13 includes the provision of free primary education irrespective of gender, ethnicity or any other consideration and commits the state party to make secondary education generally available and accessible to all, including through the progressive introduction of free education, and to working towards the provision of equal access to tertiary education, including through the provision of free secondary education. The government ratified the ICESCR in 1992.

3.4 AIIB Policy on Indigenous Peoples

32. The AIIB Environmental and Social Framework (ESF, 2024) sets out the requirements for all Bank supported operations to comply with the Bank policies addressing environmental and social impacts, among other policies.² The ESF includes three mandatory Environmental and Social Standards (ESSs) that detail the requirements applicable to Bank clients on, respectively: Environment and Social Assessment and Management (ESS 1), Land Acquisition and Involuntary Resettlement (ESS 2) and Indigenous Peoples (ESS 3).

33. **Objective:** The objective of the ESS 3 is to enable the design and implementation of projects in a way that fosters full respect for IPs identity, dignity, human rights, economies and cultures, as defined by the IPs themselves, so that: (a) they receive culturally appropriate social and economic benefits; (b) they do not suffer adverse impacts as a result of projects; and (c) can participate actively in projects that affect them.

34. **Scope and application:** The ESS 3 applies if IPs are present in, or have a collective attachment to, the proposed area of a subproject, and are likely to be affected by the subproject. The term IP is used in a generic sense to refer to a distinct social and cultural group possessing the following characteristics in varying degrees: (a) self-identification as members of a distinct indigenous cultural group and recognition of this identity by others; (b) collective attachment to geographically distinct habitats, ancestral territories or areas of seasonal use or occupation in the subproject area and to the natural resources in this area; (c) customary cultural, economic, social or political institutions that are distinct or separate from those of the dominant society or culture; and (d) a distinct language or dialect, often different from the official language or languages of the country in which they reside.³ In considering these characteristics, national legislation, customary law and any international conventions to which the member in whose territory the subproject is located is a party may be taken into account. A group that has lost collective attachment to geographically distinct habitats or ancestral territories in the project area because of forced severance remains eligible for coverage as an IP under ESS 3.

35. **Indigenous Peoples Planning Framework:** An Indigenous Peoples Planning Framework (IPPF) is prepared when a project is likely to involve IPs and consist of a program or series of activities whose details had not yet been identified at the time the project was approved by the Bank. In the case of this project, and under exceptional circumstances, the AIIB determined that the environmental and social assessment of the identified project activities could be conducted using a phased approach as defined under Section E, *Special Circumstances of the IPP* of the ESS 3, during the development of the activities in conformity with the IPPF that is approved by the Bank.

36. **Indigenous Peoples Plan:** Generally, if the subproject process determines that IPs are present in, or have collective attachment to, a subproject area, and furthermore are likely to be affected (direct, indirect, positive, negative, permanent, temporary) by the subproject, the project is required to prepare an Indigenous Peoples Plan (IPP). The IPP should draw on indigenous knowledge and participation by any affected IP communities and take into consideration differentiated impacts of the project with respect to gender and different generations. The IPP includes (a) a framework for continued consultation with those affected IPs during the subproject implementation; (b) measures to provide these IPs with gender sensitive and culturally appropriate benefits; (c) measures to avoid, minimize. Mitigate, offset or compensate for any adverse subproject impacts, and actions to address these impacts on the different groups in the community; (d) culturally appropriate grievance procedures,

² https://www.aiib.org/en/policies-strategies/download/environment-framework/AIIB-Environmental-and-Social-Framework_ESF-June-2024.pdf.

³ Some characteristics may have been eroded or be less evident for some groups or communities through integration into the broader society or economy

monitoring and evaluation arrangements; and (e) a budget and time-bound actions for implementing the planned measures.

3.5 Equivalence and Gaps of the GKC and AIIB Policies on Indigenous Peoples

37. Despite the fact that Cambodia has a policy that recognizes the rights of IPs to culture, education, justice, health, environment, land, agriculture, water resources and infrastructure among others, there are no decrees, sub-decrees or procedures for specific safeguards to protect the interest of IPs, other than those related to land or forestry. The Cambodia Land Law does recognize the right of indigenous communities in Cambodia to own immovable property - their land - with collective title. However, in practice, the procedure to register collective title can be very time consuming and only a few indigenous communities have received collective title since the Land Law was enacted in 2001. Similarly, the Forest Law also guarantees and recognizes the right of IPs to continue the use and access to certain forest areas that they traditionally use and practice.

38. Overall, there is an acceptable level of consistency between the government system and the AIIB standards on IPs. The self-identification process of indigenous communities defined in the national policy is broadly consistent with international good practice. The national framework does not exclude communities who have become more mainstream, and indigenous communities may apply for legal status regardless of whether or not they still use their own language or practice traditional agriculture.

39. However, while there are some complementary links between Cambodian laws and regulations related to IPs and the ESS 3, there are no sufficiently detailed regulations or operating procedures to facilitate full implementation of the IPPs. Therefore, this IPPF has been prepared on the basis of the ESS 3 by taking into account relevant Cambodian policies and regulations. The IPPF also outlines the Grievance Redress Mechanism (GRM), based on the GRM that is used for the Project, which will need to be further refined in consultation with IPs, if any are found to be residing at any subproject sites.

4. IDENTIFICATION OF AFFECTED IPs IN PROJECT AREAS

4.1 Demographics

40. While most IPs in Cambodia are concentrated in the northeastern provinces—namely Ratanakiri, Monduliri, Stung Treng, and Kratie—there is a notable presence of IP communities in other regions, including the ten project provinces. According to the 2024 National Report on the Demographic and Socio-Economic Situation of Indigenous Peoples in Cambodia, Kampong Thom has the highest number of IPs among these provinces, with 4,043 individuals, followed by Prey Veng (1,132), Kandal (761), Battambang (609), Kampot (324), Kampong Chhnang (220), and Svay Rieng (180). The provinces of Takeo, Tboung Khmum, and Kep report ineligible or no officially recorded IP presence.

41. Although the proportion of Indigenous Peoples in these provinces is relatively small, their presence is significant in terms of cultural diversity and social inclusion challenges. Most of these IP groups are living in isolated villages or rural communes, where their visibility in government service delivery systems remains limited. Furthermore, their small population size often leads to underrepresentation in local governance structures, which weakens their ability to advocate for culturally appropriate services, land rights, and economic opportunities.

42. Many IP families living in these provinces have migrated from traditional highland homelands, either voluntarily or due to land pressures and socio-economic displacement. In their new settlements, they often experience weaker communal cohesion and reduced access to collective land titles, compared to IPs in northeastern Cambodia. These communities are frequently interspersed with the dominant Khmer population and may be partially assimilated in terms of language and lifestyle, though they retain distinct cultural practices, traditional knowledge systems, and livelihoods. The socio-economic vulnerabilities of IPs in these

provinces are further compounded by low literacy, limited land ownership, and inadequate access to health care and education services.

43. Indigenous population statistics are managed by the National Institute of Statistics within the Ministry of Planning, in collaboration with the Ministry of Rural Development and the Ministry of Interior. These institutions communicate through the National Committee for Decentralization and Deconcentration (NCDD) and work with Commune Councils to gather annual population data, including indigenous demographics. The NCDD consolidates and reports these figures at the national level. Cambodia has a specific national policy on Indigenous Peoples (NPDIP).

4.2 Education

44. Educational attainment among IP in Cambodia has generally improved over the past decade, but significant disparities remain, especially in provinces where IP communities are a minority and resources for targeted educational support are scarce. In the ten project provinces, the challenges are particularly acute in Kampong Thom and Prey Veng, where sizeable IP communities such as Kuy are present. Khmer is not the mother tongue for many of these children, and the lack of bilingual or mother-tongue-based instruction poses a serious barrier to early grade learning.

45. The 2024 National Report found that only 56.5% of IP children aged seven and above were literate in Khmer in 2019—an increase from 34.3% in 2013, but still significantly below the national average. Moreover, the dropout rate among IP children remains high, particularly at the transition from primary to lower secondary school. In many villages, schools are located far from IP households, and the cost of uniforms, transportation, and school supplies deters continued attendance. Girls are especially vulnerable to early school leaving due to household responsibilities, early marriage, or cultural attitudes that prioritize boys' education.

46. In project provinces such as Kampong Chhnang and Battambang, IP children may attend schools dominated by Khmer-speaking peers and teachers unfamiliar with IP cultural contexts, further isolating them. The limited presence of IP teachers, lack of culturally relevant curriculum, and absence of school materials in indigenous languages contribute to lower engagement and achievement. These issues are compounded by poverty and seasonal migration patterns that interrupt children's schooling.

47. Despite national policies promoting inclusive education, including Cambodia's Multilingual Education National Action Plan, implementation remains limited. Only a few pilot schools have adopted bilingual instruction models, and most of them are concentrated in the northeast. As a result, IP children in provinces like Kampong Thom or Prey Veng continue to face significant educational disadvantages that require urgent attention and tailored interventions.

4.3 Livelihoods

48. Indigenous Peoples in Cambodia have traditionally relied on land-based livelihoods, including shifting cultivation, forest product collection, and small-scale animal husbandry. In project provinces, livelihood patterns vary depending on geography and proximity to urban markets. In Kampong Thom, many IP households continue to practice traditional swidden agriculture, cultivating upland rice and vegetables, while in Kampot and Kandal, IPs are more likely to engage in wage labor, fishing, and petty trade.

49. According to the 2024 National Report, approximately 92% of working-age IPs are engaged in the agricultural sector, often without access to formal land titles or extension services. This exposes them to economic vulnerability, especially in areas affected by climate variability or commercial land concessions. In provinces like Prey Veng and Kandal, IP households frequently send members to work seasonally in garment factories, brick kilns, or construction sites in Phnom Penh and other urban areas. This reliance on migratory labor weakens community structures and reduces access to social safety nets.

50. The report also highlights the severe shortage of communal land titles in these provinces. While Cambodia's 2001 Land Law legally recognizes the communal land rights of Indigenous Peoples, implementation has been limited. As of 2024, only a handful of IP communities nationwide had received full communal titles, and none were reported in the project provinces. This lack of legal tenure makes it difficult for IPs to protect their ancestral lands from encroachment or to engage in long-term planning for sustainable livelihoods.

51. Women in IP communities play a central role in agriculture, food processing, and the collection of forest products, but they often have less access to productive assets, formal employment, and decision-making roles. Livelihood programs and rural development interventions in these provinces have largely overlooked the specific needs of Indigenous women, reinforcing cycles of exclusion. In addition, market access remains limited due to poor infrastructure, low levels of financial literacy, and lack of access to affordable credit.

4.4 Cultural Practices

52. Cultural identity among IP is deeply rooted in oral traditions, ceremonies, spiritual beliefs, and practices that revolve around nature and ancestral ties. Despite the declining numbers in many provinces, IP communities in Kampong Thom, Kampong Chhnang, and Battambang continue to practice traditional rituals, storytelling, music, and artisanal crafts.

53. Seasonal ceremonies often coincide with agricultural cycles and involve communal feasts, dancing, and rituals to honor spirits believed to protect the land and people. Many communities maintain sacred forests, burial grounds, and spirit houses—sites essential for both cultural practice and spiritual continuity. However, the destruction or commercialization of these lands often leads to a loss of intangible cultural heritage.

54. As younger generations become more integrated into mainstream Cambodian society, there is a growing concern about cultural erosion. Migration, modern schooling, and limited institutional support for cultural preservation contribute to declining use of indigenous languages and traditional knowledge. Revitalizing cultural identity will require support for community-led initiatives, incorporation of indigenous heritage in local school curricula, and legal protection of sacred cultural spaces.

5. SCREENING FOR INDIGENOUS PEOPLE

55. Using the screening form shown in Appendix 1, the following leading questions are posed in order to ascertain the presence of IPs within each of the subproject site villages:

- a) Are there socio-cultural groups in or use the subproject area who may be considered as hill tribes, ethnic minorities or indigenous communities within the subproject area?
- b) Are there national or local laws or policies as well as anthropological research or studies that consider these groups residing in or using the subproject area as belonging to ethnic minorities, IPs or cultural communities.
- c) Do such groups identify themselves as being part of a distinct social or cultural group?
- d) Do such groups maintain collective attachments to distinct habitats or ancestral territories and/or to the dominant society in these habitats and territories.
- e) Do such groups maintain cultural, economic, social and political institutions distinct from the dominant society and culture?
- f) Do such groups speak a distinct language or dialect.
- g) Have such groups been historically, socially and ecologically marginalized, disempowered, excluded and/or discriminated against.
- h) Are such groups represented as IPs in any formal decision-making bodies at the National or local levels.

56. If the results show that there are IPs residing within the proposed subproject area, a Social Impact Analysis (SIA) for IPs will be planned and scheduled and an IPP will be prepared and an outline of the IPP has been included in Appendix 3. The Environmental and Social Management due diligence process will be extended in scope to include the requirements for an SIA for the IPs.

6. POTENTIAL IMPACTS ON INDIGENOUS PEOPLES

6.1 Project Potential Benefits

57. The project is expected to benefit approximately 1,000,000 rural residents across the ten targeted provinces, with a particular focus on improving the well-being of vulnerable groups, including women, children, unemployed youth, returning migrants, and Indigenous Peoples. By enhancing rural road infrastructure and expanding access to essential services and economic opportunities, the project aims to reduce spatial inequality and promote inclusive and sustainable rural development.

58. The Project benefits will include:

- a) Additional short-term job opportunities generated during the construction phase of rural road improvement activities.
- b) Improved access to essential services in district and provincial towns—such as schools, healthcare centers, and local markets—along with better transportation of agricultural goods to urban markets, contributing to higher household incomes.
- c) Reduced travel time and transportation costs for local residents, farmers, traders, and service providers, enhancing economic efficiency and mobility.
- d) Improved connectivity between remote villages and main roads, helping to reduce rural isolation and support social inclusion.
- e) Increased road safety through better road conditions, signage, and drainage, reducing the risk of accidents, particularly during the rainy season.

59. The Project will make a contribution to reducing rural poverty in the target districts that will help to ease pressure to migrate from the rural areas to the urban centres as well as across the borders to neighbouring countries and will support the younger and older generations who remain unsupported in rural villages.

6.2 Potential Negative Impacts and Mitigation Measures

60. The civil works that are financed under the Project cover the rehabilitation of existing rural roads within the existing road alignment (Right of Way). As a consequence of this, there are no or only very minimal land acquisition impacts. Nevertheless, if any IP communities are identified within the sites of the proposed subprojects and are found to suffer any impacts from land acquisition or loss of other assets this IPPF and the Project Environmental and Social Management Planning Framework (ESMPF) will both apply.

61. The direct beneficiaries of the subprojects will be local residents and communities living or operating businesses along the rural roads. While these communities may suffer temporary impacts relating to dust, traffic and noise during rehabilitation, in the long-term they will benefit from improved access to markets, schools, hospitals and the provincial towns as well as the short-term opportunities for employment during the construction period.

62. Civil works often result in an influx of workers to the area even where steps are taken to minimize this by encouraging the hiring of local labour. An influx of workers in an area could cause disturbances to IPs and would need to be managed carefully and with cultural sensitivity as well as in consultation with the IP community. Other potential issues could involve road design for example, trees that are important to IP communities need to be cut to rehabilitate the road. Therefore, it is essential that if IP communities are found along the road or having a

collective attachment to areas along or near the roads, that these communities are closely consulted on the design as well as on identifying potential risks of improving these civil works.

63. Despite the aforementioned benefits, the project could bring about a number of adverse social impacts that can be mitigated. Some of the anticipated negative impacts and potential mitigation measures are as follows:

- a) **Increase in trafficking, migration and encroachment:** With the rehabilitation or rural infrastructure through upgrading of the rural roads there is a potential for an increase in trafficking, as well as creating easier access to the land being used by the local residents including possible ancestral and conservation sites especially by outsiders or those not belonging to the same groups of IPs. Four of the target provinces have international borders but there are no IPs living in these areas. Community participatory planning as well as secure incomes and employment opportunities as well as zoning and land use certification can provide the necessary tools to regulate such threats.
- b) **Social exclusion:** One potential social exclusion risk in the project context is the unequal involvement of IPs in decision-making, particularly during the site selection and planning stages of subprojects. This can occur if traditional authority figures or local political structures dominate decision-making processes, inadvertently sidelining IP communities—especially women, youth, and persons with limited Khmer language fluency. If not properly addressed, this may lead to IPs receiving fewer benefits or being unable to influence project outcomes that affect their lands or livelihoods. Commune, village and subproject selection requires that the project entry has to seek prior approval from the commune chiefs and the district Governors, as well as the representatives of other local governance structures. This includes the methods of distributing benefits which may have to be directed through these entities. Although these protocols are imperative for the acceptability of each subproject, they can pose a challenge in securing broad community support for the subproject and ensuring that the members of the IPs benefit from it, regardless of their social status. Participatory, multi-stakeholder consultations together with development of priority identification as well as the project's social and participatory monitoring tools will be used to mitigate this. In addition, meaningful consultation with IP communities should be conducted on rural road and community pond designs to identify any trees or plants that could be impacted by widening/enlarging. The public consultations that require the participation of IPs will be conducted in a manner that is conducive to their full participation without any barriers to women bringing young children to the meeting and the provision of drinking water and refreshments.
- c) **Increase in the value of land in the subproject areas.** Infrastructure and other investments introduced through the project may increase the likelihood of land speculation, which may increase the selling of IP land rights to plantation and other investors. Benefits derived from such transactions will be transitory but a consequence could be the further marginalization of the IPs. The formation of community based multiple user groups relating to the infrastructure subprojects can provide some empowerment to counter such deals through partnerships with the local administrations.
- d) **Land acquisition and temporary social and environment disturbances:** Long-term, short-term impacts and noise and dust disturbances are expected to occur through infrastructure development during the construction. Consultation with IP communities would be required to agree on the location of worker's camps during the period of civil works. These impacts could be ameliorated by enabling the IP communities to market food and other products to the workers thus providing income generation opportunities to the IP

communities. Mitigation measures for these types of adverse impacts are included in the ESMPF including specific provisions to minimise the risk of spread of communicable diseases as well as measures for preventing the spread of CoVID-19.

- e) **Traffic accidents/community safety risk.** The implementation of rural road rehabilitation will involve the frequent movement of heavy machinery, trucks, and construction vehicles, which can pose significant safety risks to local communities, particularly IPs residing near construction zones. Many IP villages are located in remote or forested areas with minimal vehicular traffic, and residents—including children, elderly persons, and persons with disabilities—may be unfamiliar with construction-related hazards. Additionally, livestock roaming on rural roads may also be at risk. Without proper safety precautions, these conditions may lead to accidents, injuries, or disruptions to daily mobility. To mitigate these risks, the project will implement a combination of engineering and community-based measures, including: (i) installation of appropriate warning signage and speed-control barriers near schools, markets, and residential clusters; (ii) clear demarcation of construction areas and detour paths where necessary; and (iii) awareness-raising campaigns on road safety for local residents, delivered in culturally appropriate formats and local IP languages.
- f) **Labour influx during construction and potential impacts on cultural values/assets/social evils, etc.** The arrival of external workers into IP areas during construction can cause both direct and indirect social impacts, particularly in culturally distinct and traditionally cohesive communities. Labour influx may strain local resources such as water, housing, and food, and in some cases, has the potential to lead to conflicts, harassment, theft, alcohol abuse, or gender-based violence. Moreover, the presence of non-local workers who may not understand or respect local customs could lead to the erosion of cultural values, disturbances to sacred sites, or violations of social norms, particularly where IP communities place strong importance on communal land, ancestral traditions, and gender roles. To address these risks, the project will require contractors to implement a comprehensive Code of Conduct that emphasizes respect for local culture, non-discrimination, and zero tolerance for sexual exploitation and abuse (SEA) and harassment. Labour camps, where needed, will be located away from sensitive community zones, and their operation will comply with both national labour laws and culturally appropriate standards. Orientation and training for all workers on respectful behaviour and local customs will be conducted. Ongoing consultations with IP leaders will also be held to monitor risks and address grievances promptly.

7. SOCIAL IMPACT ASSESSMENT AND INDIGENOUS PEOPLES PLANNING

64. This section describes the essential steps in preparing the IPP and provides fundamental suggestions for consultations with IPs. Through the Environmental and Social Impact Assessment (ESIA) conducted for each subproject there will be an identification of the key stakeholders, beneficiaries and also the presence of any ethnic minority groups and where these are present there should be an adoption of a culturally appropriate and gender-sensitive approach in order to bring about meaningful consultations. The Project Management Unit (PMU) as well as the consulting firms recruited for the preparation of the detailed designs will include suitably qualified consultants so as to determine the impacts on IPs and also where necessary prepare the IPP in conjunction with the feasibility study. The IPP will draw on indigenous knowledge and participation by the affected communities that takes into consideration the differentiated impacts of the project with respect to gender and different

generations. The potential social impact risks of each subproject will be assessed to include those mitigation measures required for the achievement of acceptable IP safeguards.

7.1 Social Impact Assessment for Indigenous Peoples

65. The consulting firms, supported where necessary by the PMU consultants, will conduct the ESIA in a culturally and appropriate gender sensitive manner in consultation with the identified IP communities. The ESIA will (i) establish the baseline socio-economic profile of IPs in the subproject area; (ii) assess access and opportunities to be able to use basic social and economic services; (iii) determine the long and short terms, direct and indirect, and positive and negative impacts of the subproject on each group's social, cultural and economic status; (iv) assess and validate which IPs will trigger the ESMPF principles; and (v) assess the subsequent approaches and resource requirements for addressing the various concerns and issues of the subproject that affect them. An IPP in conjunction with the subproject feasibility study will be prepared if the impacts on IPs are established.

66. The first step is to screen each subproject with the use of the form provided in Appendix 1 for the potential impacts that it may have on IPs. This should then be followed with a field-based ESIA. The project team will ensure that appropriate IPs engagement strategies are used during the ESIA and that the Stakeholders Communication Strategy (included in the Project Operational Manual) is used during the consultation process. The ESIA will include (i) a review of the legal and institutional framework applicable to indigenous peoples in the subproject areas; (ii) collection of socio-economic baseline information of the affected IPs and their land ownership and use of natural resources; (iii) identification of the key subproject stakeholders and the appropriate process for consultations with IPs; (iv) assessment of the potential adverse and positive effects; (v) assessment of the perceptions of the affected IPs about the subproject and its impacts; and (vi) recommended measures to avoid, minimize, mitigate, and/or compensate for adverse effects and ensure that the IPs receive culturally appropriate benefits. Information will be gathered from separate group meetings with representatives of the various sections of the ethnic minority group communities, including their leaders; groups of men and women, and especially those individuals who live directly in the subproject areas.

7.2 Indigenous Peoples Plan

67. The IPP will be developed in order to respond to the issues identified in the ESIA and through the group consultations, and it will set out the necessary measures that need to be undertaken by the project to ensure that:

- a) All the potential risks and impacts are identified, analysed and consulted on.
- b) Affected IPs receive culturally appropriate social and economic benefits.
- c) When potential adverse impacts on IPs are identified that these will be avoided to the maximum extent possible.
- d) Where this avoidance is proven to be impossible, based on the meaningful consultations with IP communities, the IPP will outline measures to minimize, mitigate, and compensate for the adverse impacts.

68. If physical displacement from customary lands should occur or trigger any of the conditions set forth under the ESS 3 policy on IPs, the IPP will include legal recognition of customary rights and territories for project activities that involve customary land acquisition and ascertain broad community support. If a subproject involves involuntary resettlement impacts on IPs, a land acquisition and resettlement plan will be prepared based on the Resettlement Planning Framework (RPF).

69. A level of proportionality should be adopted to that an IPP is prepared such that its level of detail and comprehensiveness are proportional to the degree of the subproject impacts. Thus, the level of detail and comprehensiveness of an IPP will vary depending on the specific subproject and the nature of impacts to be addressed. If IPs are the sole or the

overwhelming majority of the direct project beneficiaries, and when only positive impacts are identified, the elements of the IPP could be included in the overall subproject design rather than preparing a separate IPP. In such cases, there will be a need to provide a summary of how the subproject complies with the IPs safeguards and how the requirements for meaningful consultation have been fulfilled and how the accrual of benefits has been integrated into the subproject design.

70. Following the completion of detailed engineering design and detailed measurement surveys, the IPP will be updated. Mitigating measures to avoid adverse impacts on IPs and measures to enhance culturally appropriate development benefits will be adjusted, but the agreed outcomes as specified in the draft IPP will not be lowered or minimized. If new groups of indigenous peoples are identified prior to submission of the final IPP, meaningful consultation will be undertaken with them also.

71. The project will submit all IPPs that are prepared to AIB for clearance so that it can be publicly disclosed and posted on the AIB website together with the subproject ESMP and subproject related documents.

72. The MRD will be required to ensure that there are sufficient financial and human resources available before embarking on the preparation of an IPP. The IPP should be implemented in coordination with the local authorities and IP leaders. The activities and the outcomes of the implementation of IPPs should be recorded in a manner and language understood by the ethnic groups and displayed in places accessible to them. Furthermore, this information should also be disseminated at the community, commune and district levels and through relevant government offices.

8. CONSULTATION, PARTICIPATION AND DISCLOSURE

8.1 Consultation and Participation

73. **Subproject identification:** The selection of the subprojects is performed at the provincial level by the PIUs based on the priorities identified at the commune level through the existing commune development planning process. In any communes where IPs communities are residing, they are a part of this planning process and are able to propose specific investments for rural road rehabilitation.

74. **Subproject preparation:** The conduct of meaningful public consultations is an essential part of the process of design/preparation of the subprojects and in the case of any communes where IPs are residing, they will be enabled to participate in these consultation processes as described in the ESMPF with due consideration for the removal of any constraints to their participation concerning language, level of literacy and potential social exclusion. Full consultation and information disclosure will be undertaken with all the affected IPs for the subprojects to ensure that the needs, priorities and preferences of IPs are adequately reflected. This includes their leaders, rights groups, community based organizations, line agencies and Project implementation unit representatives.

75. All consultations will be documented. The mitigation measures and strategies will be presented to the members of the ethnic minority groups at community level meetings so that they are able to provide their input before the measures are finalized. The mechanisms and procedures for the documentation of the consultation process that gains broad support from the affected IP communities will be undertaken in the following manner:

- a) Initial discussions are conducted with indigenous peoples to inform them about the subproject and the need for land.
- b) Focus group discussions inform indigenous peoples about the potential impacts and benefits from the subproject.
- c) An investigation of land ownership and a socio-economic survey is conducted to establish baseline information (e.g., income, livelihoods and basic social services);

- d) Community meeting(s) are held to further discuss IPs concerns and recommendations particularly the potential risks and impacts, the beneficial measures and mitigation measures, institutional arrangements to implement the beneficial measures and mitigation measures, the grievance redress mechanism, and the implementation schedule.
- e) A documentation of the outcome of the informal consultation process (i.e., minutes of meetings) is published; and
- f) A memorandum of agreement is signed with landowners that demonstrate their support of the use of customary land.

76. If a subproject requires the consent of the affected IP communities, meaningful consultations with affected individuals and/or their recognized representatives will be undertaken so as to gain broad community support.⁴ This level of broad community support will be achieved when: (i) the majority of recognized representatives of the affected IP communities formally express their support; (ii) a considerable majority of the affected IP community members and particularly those most severely affected, provide their support either through formal agreements or through other informal means; (iii) any significant opposition or major disagreement has been resolved through a good faith negotiation process. The commune council and the project must ensure that the most vulnerable elements of the IP community are adequately represented. This may include women, the elderly, and the poor. This support should be obtained through separate meetings that are sensitive to the issues affecting these vulnerable groups and are led by people who are acceptable to the particular subgroup.

77. **Subproject implementation:** During the civil work construction period there is a mechanism through the existing GRM in each target province for the lodgment and resolution of grievances. In any communes with IP communities that are impacted by the civil works they are able to communicate any such grievances relating to adverse impacts suffered or to complaints regarding the standard of construction quality through their village leader, commune chief and the project specific GRM.

78. **Subproject completion and handover:** Upon completion of the civil work there will be official handover ceremonies organized at each subproject site and in communes where there are IPs residing, they will be enabled and encouraged to participate in these ceremonies.

8.2 Disclosure of Information

79. The disclosure of the information for the indigenous peoples will also apply the same principles set out in the ESMPF. The relevant information on the proposed subproject will be disclosed in a timely manner to IPs in a form and in a language(s) understandable to the IPs. The IPP and other detailed project documents, as well as other relevant information that is to be disclosed to the affected IPs can be presented in a summarized form. Such documents would include key findings and provisions, and these could be presented as brochures that are written clearly in the local language. They should describe the benefits and mitigation measures that are to be undertaken and also include information regarding the submission of grievances and means of obtaining further project information.

80. The IPP and the IPP Summary in Khmer language shall also be disclosed on the website of MRD.

⁴ A requirement of ESF ESS 3, it is only free, prior and informed consultation (FPIC) is required and the project needs to obtain the broad community support of the affected IP communities. However, not all project activities will trigger the need for FPIC and the need to obtain broad community support. This relates only to activities under the Project that would: (a) have impacts on land and natural resources subject to traditional ownership or under customary occupation or use; (b) cause relocation of IPs from land and/or limitations on access to natural resources subject to traditional ownership or under customary occupation or use; or (c) have significant impacts on IPs cultural resources.

9. GRIEVANCE REDRESS MECHANISM

81. The grievance redress mechanism (GRM) outlined in the ESMPF will be established in each target province will be used for all subprojects through the project specific GRM. The GRM includes a well-defined resolution mechanism to resolve grievances and complaints in a timely and satisfactory manner. The GRM is also designed to include a mechanism for addressing gender-related concerns and complaints including those relating to gender-based violence using an understandable and transparent process that is gender sensitive, culturally appropriate and readily accessible to all APs

82. Multiple points of entry are provided including in-person meetings, written complaints, telephone conversations, social media platforms and e-mail/telegram/messenger are included.

83. All affected persons, including IPs will be made fully aware of their rights and they will be provided with instructions on the procedures involved in filing a complaint. Should a complaint have been raised, the project will consider it a priority for the implementation team to resolve the complaint as quickly as possible. This will be done at the local level through a process of conciliation and, if this is not possible, clear and transparent procedures will be provided for an appeal.

84. The GRM that will be established involves the following four stages:

- a) **Stage 1:** An AH will present their complaints and grievances verbally or in writing to the village chief, and commune chief. The receiving agent will be obliged to provide immediate written confirmation of receiving the complaint. If after 15 days the aggrieved AH does not hear from the village and commune chief, or if he/she is not satisfied with the decision taken in the first stage, the complaint may be brought to the District Office.
- b) **Stage 2:** The District Office has 15 days within which to resolve the complaint to the satisfaction of all concerned. If the complaint cannot be solved at this stage, the District Office will bring the case to the PIU.
- c) **Stage 3:** The PRSC/Working Group (WG) meets with the aggrieved party and tries to resolve the situation. The Committee may ask for a review of the detailed measurement survey by the provincial Department of Land Management, Urban Planning, Construction and Cadastral (DLMUPCC). Within 30 days of the submission of the grievance, the PRSC/WG must make a written decision and submit copies to the PRSC members, the MRD/PMU and the AH(s).
- d) **Stage 4:** If the aggrieved AH does not hear from the PRSC or is not satisfied, s/he can bring the case to Provincial Court. This is the final stage for adjudicating complaints. The Court will make a written decision and submit copies to the MRD/PMU, Provincial Department of Rural Development (PDRD) and the AHs). If any party is still unsatisfied with the Provincial Court judgment, he or she can bring the case to a higher-level court.

85. The above GRM will be presented in the consultation meeting during the impact assessment and IPP preparation. Amendments may be made following the opinions and suggestions of the IP communities, if any. The GRM shall be included in the booklet to deliver to the participants in the consultation meeting, and in the IPP as well as the IPP summary for disclosure.

10. SUBPROJECT IMPLEMENTATION AND MONITORING

86. The provincial Project Implementation Units (PIUs), assisted by the MRD PMU Environmental and Social Management Unit (ESMU) team, will be responsible for ensuring

the effective implementation of the subproject IPPs in close cooperation with relevant local authorities and other partners including the district administration and the commune council.

87. The PMU ESME is staffed with two counterpart staff and supported by a Social Safeguard Specialist, whilst at provincial level the PIUs are each staffed with five counterpart staff and two technical staff (one for roads and one for community ponds) are tasked with supporting safeguard procedures including the implementation of the IPPs where these are prepared for specific subprojects. The PMU Social Safeguard Specialist will be responsible for the delivery of skills-based capacity building training for the PIU teams as well as the PMU ESMU. They will assist in integrating the IPs concerns into all project activities, working closely with the PIUs, as well as orientating staff in project agencies on social inclusion issues (including inclusion of indigenous peoples and other ethnic minorities). Ethnic minority group indicators will also be included in all baseline surveys/studies.

88. The PMU Social Safeguard Specialist will be responsible for monitoring the implementation of and compliance with the disclosed IPP and will ensure that this information is incorporated into the semi-annual environmental and social safeguards monitoring reports, which will be submitted to AIIB. These monitoring reports will include qualitative and quantitative data on IPP implementation, including progress on consultations, disclosure, grievance redress, and benefit-sharing activities. In addition, the midterm review will assess IPP related achievements, identify constraints in implementing the IPPs and recommend adjustments to the IPPs. Furthermore, a third-party annual evaluation will be conducted during project implementation and will include an independent assessment of IPP activities, effectiveness of mitigation measures, and feedback from Indigenous communities on project process and outcomes.

11. BUDGET AND FINANCING

89. MRD will ensure that sufficient resources are allocated for the preparation of the IPPs for all subprojects which will have impacts on IPs. A detailed budget will be prepared by MRD/PMU for such subprojects, taking into account all activities associated with the formulation and implementation of IPPs. Due to the nature of the subprojects it is expected that most of the costs required to implement mitigation measures that provide other forms of benefit (capacity building training, short term employment generation, improved means of transportation, access to public infrastructures etc.,) for the IPs will be borne by the components that cover capacity building, community mobilization for the design, operation and maintenance and raising community awareness. In case additional budgets are required, these will be reflected in the IPPs and become an integral part of the subproject cost and will be made available by MRD during implementation. The MRD/PMU will transfer the required amount to the PIUs as required.

ANNEX 1: IP SCREENING CHECKLIST**Indigenous Peoples (IP) safeguards screening checklist**

Province-Capital:	Municipality-District-Khan:	Location map attached	
		Yes	No
Commune-Sangkat:	Village:	Street-road No.:	
Type of civil work/activity:			
Brief description of work/activity and location of civil work: <i>[Roads, community pond. required/purpose of civil work, (table/explain each activity) number of village (number of population) affected with explanation about the affected community]</i>			
Screening checklist			

Questions	Yes	No	Not known	Remarks
A. Indigenous Peoples Identification				
1. Are there socio-cultural groups present in or use the Project/Subproject area who may be considered as "tribes" (hill tribes, schedules tribes, tribal peoples), "minorities" (ethnic or national minorities), or "indigenous communities" in the Subproject area?				
2. Are there national or local laws or policies as well as anthropological research/studies that consider these groups present in or using the subproject are as belonging to "ethnic minorities", scheduled tribes, tribal peoples, national minorities, or cultural communities?				
3. Do such groups self-identify as being part of a distinct social and cultural group?				
4. Do such groups maintain collective attachments to distinct habitats or ancestral territories and/or to the natural resources in these habitats and territories?				
5. Do such groups maintain cultural, economic, social, and political institutions distinct from the dominant society and culture?				
6. Do such groups speak a distinct language or dialect?				

7. Has such groups been historically, socially and economically marginalized, disempowered, excluded, and/or discriminated against?				
8. Are such groups represented as "Indigenous Peoples" or as "ethnic minorities" or "scheduled tribes" or "tribal populations" in any formal decision-making bodies at the national or local levels?				
Questions	Yes	No	Not known	Remarks
B. Identification of potential impacts (provide elaboration in Remarks column)				
9. Will the subproject directly or indirectly benefit or target IPs?				
10. Will the subproject directly or indirectly affect Indigenous Peoples' traditional sociocultural and belief practices? (e.g. childrearing, health, education, arts, and governance)				
11. Will the subproject affect the livelihood systems of Indigenous Peoples? (e.g., food production system, natural resource management, crafts and trade, employment status)				
12. Will the subproject be in an area (land or territory) occupied, owned, or used by Indigenous Peoples, and/or claimed as ancestral domain?				
C. Identification of Specialist Requirements				
13. Commercial development of the cultural resources and knowledge of IPs?				
14. Physical displacement from traditional or customary lands?				
15. Commercial development of natural resources (such as minerals, hydrocarbons, forests, water, hunting or fishing grounds) within customary lands under use that would impact the livelihoods or the cultural, ceremonial, spiritual uses that define the identity and community of Indigenous Peoples?				
16. Establishing legal recognition of rights to lands and territories that are traditionally owned or customarily used, occupied or claimed by IPs?				
17. Acquisition of lands that are traditionally owned or customarily used, occupied or claimed by IPs?				
Anticipated impact on IPs				
Subproject activities		Expected positive impact	Expected negative impact	

Subproject Category	Subproject eligibility	Next steps	
A. Subproject has impacts (negative or positive) on IP communities residing within the subproject area.	A/ B	Prepare IPP describing the completion of meaningful consultations with the IPs and the identification of appropriate mitigation measures to obviate or mitigate any identified negative impacts.	
B. Subproject has no impacts since there are no IP communities residing in the subproject area.	C	No IPP required and no further action is needed.	

IP Screening checklist by:

	Name	Position:
	Signature	Date:

ANNEX 2: LIST OF INDIGENOUS PEOPLES RECOGNIZED BY MRD

No	District	Commune /Sangkat	Village	Ethnic	Committee of Community			Community statistics			Letter recognition by MRD	Hand Phone of Community Leader	Remarks
					Total population	Female	Name of Community Leader	HH	Total population	Female			
1. Ratanakiri													
1	Borkeo	Kak	Sala	Charay	13	3	L. RoChom Hieng	72	302	-	07/10/10K. C. Z. 24.05.10	099208936	ICSD
2			Chhrung	Charay	13	5	L. RoChom Suon	97	444	-	07/12/10K. C. Z.24.05.10	-	ICSD
3			Laminh	Sou	Tumpuon	9	2	L. Tina Kuk	83	381	-	0296/10K. Z. C. 16.12.10	0975611410
4		Keh Chong	Pa Or	Tumpuon	13	4	L. RoMas Song	105	507	-	0708/10K. C. Z.24.05.10	-	ICSD
5			Sa Krieng	Tumpuon	13	4	L. Khvas Rieng	143	744	370	0994/12K. Z. C. 19.07.12	0972366394	ICSD
6			Soeung	Tumpuon	7	-	L. RoMam Ngoeun	41	190	-	1262/11K. Z. C. 26.7.11	0888886927	ICSD
7		Lung Kung	Yeum	Tumpuon	9	2	L. RoMam Ngov	159	725	-	0299/10K. Z. C. 16.12.10	-	HA
8			Pa Or	Tumpuon	9	1	L. Leu Theu	156	635	328	0994/19K. Z. C. 02.07.19	-	ICSD
9			Plangk	Charay	13	3	L. RoMam Hlin	81	377	188	07/11/10K. C. Z.24.05.10	-	ICSD
10	Ou Yadav	Pat Te	Kong Yu	Charay	13	-	L. RoMam Thorn	57	268	-	0304/10K. Z. C. 16.12.10	-	ICSD
11			Kong Thum	Charay	13	-	L. RoChom Dvin	193	1005	-	0302/10K. Z. C. 16.12.10	-	ICSD
12			Lum Chor	Lai	Charay	11	-	L. RoChom Hvang	89	490	245	1530/10K. Z. C. 23.09.10	-
13		Ya Tung	Peak	Charay	13	4	L. Sev Phiel	118	572	-	1531/10K. Z. C. 23.09.10	-	ICSD
14		Pok Nhail	Pok Touch	Charay	13	-	L. Chrook BunThen	94	449	213	0993/12K. Z. C. 19.07.12	-	ICSD
15	Ou Yadav	Bor Kham	Takok Charay	Charay	9	2	L. Sev Soeunh	87	408	201	0989/12. K. Z. C. 19.07.12	088873083	ICSD
16			Pril	Charay	13	5	L. RoMam Hlor	39	145	69	1406/13K. Z. C. 02.09.13	-	ICSD
17		Sesan	Pa Tang	Charay	7	1	L. Sev Liet	61	310	150	1254/15. K. Z. C. 16.07.15	0976514290	ICSD
18	Ou Chum	Boi	Kann Chhoeung	Kroeng	13	4	L. Chrum Kiv	95	425	192	07/14/10. K. Z. C.24.05.10	-	NTPF
19			Kresh	Kroeng	9	2	L. Phlong Cha Vann	70	263	-	07/15/10K. C. Z.24.05.10	-	NTPF
20			Kong Koy	Kroeng	7	3	L. Lam Bas Vieng	40	145	-	07/17/10K. C. Z.24.05.10	-	NTPF
21			Ta Ngach	Kroeng	7	1	L. Cha Laek Praty	62	219	102	1264/11K. Z. C. 26.07.11	-	NTPF
22			Khlaeng	Kroeng	13	3	L. Thon Ten	166	544	-	1412/13. K. Z. C. 02.09.13	078240870	DPA
23			Svay	Kroeng	13	-	L. LoL Chheouy	72	332	-	0992/12. K. Z. C. 19.07.12	0979951820	ICSD
24			Mass	Kroeng	7	-	L. Looun Phoeun	83	443	181	0982/19. K. Z. C. 02.07.19	-	ICSD
25		La Oik	Kro Long	Kroeng	7	-	L. Blem Kham	57	223	-	0996/12K. Z. C. 10.07.12	0975163281	ICSD
26			Kam	Kroeng	9	1	L. Vorn Cha Vaen	152	659	-	1532/10K. Z. C. 23.09.10	-	ICSD
27			Qu Chum	Tong Kamal	Kroeng	13	-	L. Moeung Yav	104	357	218	0301/10K. Z. C. 16.12.10	092377660
28		Cha Ong	Thouy Tom	Kroeng	5	-	L. Sor Tha Norm	100	431	210	1009/12. K. Z. C. 23.07.12	-	ICSD
29			Thouy Ampil	Kroeng	9	2	L. Chouy Baromei	189	806	386	0983/19. K. Z. C. 02.07.19	-	ICSD
30		Se Da	Samot Kroam	Tumpuon	6	2	L. Thann Mael	167	838	420	07/13/10K. C. Z. 24.05.10	0979466230	ICSD
31			Samot Leu	Tumpuon	13	3	L. Hiek Thvaen	167	848	425	07/16/10K. C. Z. 24.05.10	-	ICSD
32			Thmey	Tumpuon	11	3	L. Soum Vanny	170	782	400	1537/10K. Z. C. 23.09.10	0975905947	ICSD
33			Pat Tok	Tumpuon	7	-	L. In Kham Baek	93	-	-	1464/12K. Z. C. 09.10.12	-	ICSD
34			Kaeng Sann	Tumpuon	15	5	L. Sin Bodaeng	107	537	265	1252/15. K. Z. C. 16.07.15	0888956275	ICSD
35	Lum Phat	La Bang 2	Ka Tieng	Prov	7	2	L. Mi Aen	114	459	-	1533/10K. Z. C. 23.09.10	-	ICSD
36			Ka Chanh	Prov	7	0	L. Yon Khoem	125	350	-	0297/10K. Z. C. 16.12.10	-	ICSD
37			Ba Tang	Tumpuon	9	3	L. Thoun Chan	146	675	385	1536/10K. Z. C. 23.09.10	-	ICSD
38		La Bang 1	Ka Tieng	Prov	9	-	L. Song Som Nong	68	256	129	095/12. K. Z. C. 19.07.12	-	ICSD
39			Kam Phlenh	Prov	7	1	L. Tev Nai	100	345	175	0985/19. K. Z. C. 02.07.19	-	ICSD
40	Ta Veaeng	Ta Vaeang Kroam	Phyang	Prov	9	-	L. Boern Khaen	64	249	126	1413/13K. Z. C. 02.09.13	0889668733	SVC
41			Sieng Say	Prov	9	4	L. Huon Kalob	59	208	-	1415/13K. Z. C. 02.09.13	-	SVC
42			Ke Koung	Prov	9	-	L. Yors Khoan	31	133	65	1410/13. K. Z. C. 02.09.13	0975832949	SVC
43			Tumpuon Roeng Tou	Prov	9	4	L. Khlang York	60	230	98	1414/13. K. Z. C. 02.09.13	0889460269	SVC
44	Ta Veaeng	Ta Vaeang Kroam	Tun	Kroeng	13	5	L. Thi Trin	94	500	202	1407/13. K. Z. C. 02.09.13	0979437642	GAA
45			Tumpuon Roeng Tho	Prov	13	4	L. Cham Sdey	149	578	275	1253/15K. Z. C. 16.07.15	0972000662	CEDAC
46			Ta Ngach	Lun	7	2	L. Mei Sovann	38	168	78	0381/17. K. Z. C. 20.04.17	-	CEDAC
47		Ta Vaeang Leu	Phav	Prov	11	2	Naeng Chan Thorn	169	691	323	0466/18. K. Z. C. 19.03.18	-	CEDAC
48			Phoeu Thom	Prov	11	4	L. Proeut Ka Tieb	64	244	124	0346/17. K. Z. C. 18.04.17	-	CEDAC
49			Chhouy	Kroeng	11	2	L. Ka Liem Ton	117	466	228	0347/17. K. Z. C. 18.04.17	-	CEDAC
50			Ta Bouk	Prov	15	2	L. Hiv Pann Sak	113	466	249	0380/17. K. Z. C. 20.04.17	-	CEDAC
51			Pang Kit	Prov	9	2	Kham Like Pak	100	356	177	0465/18K. Z. C. 19.03.18	-	CEDAC
52			Chan	Kroeng	9	1	Pei Pak	57	229	107	0467/17. K. Z. C. 19.03.18	-	CEDAC
53			Ke Koung	Prov	7	2	Pout Kham Chorn	77	253	137	0468/18. K. Z. C. 19.03.18	-	CEDAC
54			Reing Venh	Prov	9	2	Saeng Rieng	76	299	157	0469/18. K. Z. C. 19.03.18	-	CEDAC
55	Kon Mom	Tuen	Kam Bak	Kroeng	6	2	L. Kong Phien	104	422	-	0298/10K. Z. C. 16.12.10	0976205935	HA
56			Ta Hoey	Kroeng	13	9	L. Strong Planh	176	693	339	1411/13. K. Z. C. 02.09.13	-	DPA
57			Toeun	Kroeng	11	4	L. Nun Song	152	574	340	1409/13. K. Z. C. 02.09.13	0978878279	DPA
58		TA ANG	Ta Ong Ka Te	Kroeng	9	5	L. Pling Savann	108	403	202	1408/13K. Z. C. 02.09.13	0976185008	DPA
59	Vuen Sai	Kak Lak	Tus	Kroeng	7	1	L. Tev Kanang	102	399	194	1251/15K. Z. C. 16.07.15	0975088325	DPA
60			Rokk	Kavet	13	5	L. Kioert Phann	175	727	481	1469/12K. Z. C. 09.10.12	-	NTPF
61			La Lai	Kavet	13	5	L. Kdoeut Sieb	106	444	238	1470/12. K. Z. C. 09.10.12	-	NTPF
62			Ka Nath	Kachok	-	-	L. Sal Mhoeuy	161	788	-	0300/10K. Z. C. 16.12.10	-	HA
63	Ta Lav	Mails	In	Kachok	9	1	L. RoMam Choeuy	86	417	212	2275/18. K. Z. C. 31.12.18	090443766	CEDAC
64			Kaik	Kachok	13	5	L. Sal Soeuy	104	504	260	2276/18K. Z. C. 31.12.18	0089497369	CEDAC
65			Loam	Charay	9	-	L. RoChom Phamm	106	444	207	1416/13K. Z. C. 02.09.13	0979247829	DPA
66	Andoung Meas	Nhang	Malis	Tumpuon	13	5	L. RoMam Mn	226	1027	-	0303/10K. Z. C. 16.12.10	-	HA
67			Kaet	Charay	11	4	L. RoMam Lieng	159	754	-	1254/15K. Z. C. 16.07.15	0972238880	ICSD
68			Dal	Charay	9	3	L. Klan Vaen	309	148	161	1250/15. K. Z. C. 16.07.15	0977187808	ICSD
69	Nhang	Tang Se	Tang Che	Charay	7	1	L. Klan Nith	84	357	179	1249/15K. Z. C. 16.07.15	-	ICSD
70			Ka Chuot	Charay	13	2	L. RoMam Thok	121	670	307	1248/15. K. Z. C. 16.07.15	089514505	ICSD
71			Tang Se	Charay	7	1	L. Sal Oeun	320	1360	683	1247/15K. Z. C. 16.07.15	0976084947	ICSD
72	Andoung Meas	Nhang	Ngang	Charay	9	2	L. RoChom Maek	65	271	130	1680/15K. Z. C. 29.09.15	-	GAA/ CEDAC
73			Ta Nga	Charay	9	1	L. Sal Hsamm	93	403	194	0187/18K. Z. C. 05.02.18	-	CEDAC
74			Muy	Charay	11	3	L. RoMas Sou	81	411	193	0188/18K. Z. C. 05.02.18	-	
75			Phaeng	Charay	9	2	L. RoMam York	67	304	162	0189/18K. Z. C. 05.02.18	-	

NRRPCP-II

Indigenous Peoples Planning Framework

No	District	Commune /Sangkat	Village	Ethnic	Committee of Community			Community statistics			Letter recognition by MRD	Hand Phone of Community Leader	Remarks	
					Total population	Female	Name of Community Leader	HH	Total population	Female				
2. Mondul'kiri														
1	Keo Seima	Srae Chhuk	Chork Char	Phnong	11	4	L.Tai Nuth Nu	137	570	-	0706/10 K Z C 24.05.10	-	WCS	
2			Srae Kandoal	Phnong	11	2	L.Hear Samom	53	265	-	0707/10K Z C 24.05.10	-	WCS	
3			Khvoma	Phnong	13	3	L. Sang Prok	95	453	226	0709/10 K Z C 24.05.10	-	WCS	
4		Srae Chhuk	Kroam	Phnong	13	4	L. Dom Thy	76	381	201	0718/10K Z C 24.05.10	-	WCS	
5			Srae Ampil	Phnong	5	0	L. Ieng Savorn	47	233	-	1534/10K Z C 23.09.10	-	DPA	
6			Chhnaeng Khong	Phnong	16	3	L. Yoem Min	86	373	186	1655/11K Z C 06.10.11	0978898510	MM	
7		Srae Preah	Pu Kong	Phnong	5	0	L. Chum Pha	43	210	-	1535/10K Z C 23.09.10	-	DPA	
8			Pu Char	Phnong	-	-	L. Roe Thy	55	241	118	1463/12K Z C 09.10.12	-	MM	
9			Pu Nhav	Phnong	-	-	L. Hoey Meav	48	215	95	2022/12K Z C 25.12.12	0977510813	MM	
10		Me Mong	Pu Keh	Phnong	13	2	L. Sor Poes Pob	116	565	282	0794/16K Z C 16.06.16	-	WCS	
11			Pu Teoun	Phnong	9	5	L. Chhout Koes	101	439	222	1266/11K Z C 26.07.11	-	OHCHR	
12			Pu Til	Phnong	9	2	L. Sreok Chhoeim	93	481	209	1263/11 K Z C 26.07.11	-	OHCHR	
13	Pu Luk		Phnong	9	2	L. Yong Srev	156	784	377	1265/11 K Z C 26.07.11	-	OHCHR		
14	Pichrea Dar		Lam Maeh	Phnong	9	3	L. Hoerd Klang	105	469	235	1655/11K Z C 06.10.11	011271882	OHCHR	
15			Pu Char	Phnong	9	3	L. Prob Tuch	86	396	194	1655/11K Z C 06.10.11	-	OHCHR	
16		Pu Reang	Phnong	9	3	L. Poey Kuy	118	439	252	1655/11K Z C 06.10.11	-	OHCHR		
17	Senmonorum	Bou Sra	Phnong	9	2	L. Toy Pak	112	476	236	1655/11K Z C 06.10.11	-	OHCHR		
18		Pu Trom	Phnong	18	4	L. Roeyem Phoeuy	112	572	-	1655/11 K Z C 06.10.11	-	OHCHR		
19		Srae Ea	Phnong	7	-	L. Trok Peork	127	525	278	0793/16K Z C 16.06.16	-	WCS		
20	Ou Reang	Dak Dam	Pu Traeng	Phnong	16	5	L. Peuk Samom	126	579	299	1417/13 K Z C 02.09.13	0889749924	DPA	
21			Pu Chhorb	Phnong	9	2	L. Pheung Thoeuk	74	177	91	2166/14K Z C 29.12.14	088988758	MM	
22	OU Reang	Dak Dam	Pu Leah	Phnong	9	4	L. Oert Buny	89	198	108	2167/14K Z C 29.12.14	0889857098	MM	
23			Senmonorum	Pu Reang	Phnong	9	5	L. Nhon Srev	60	264	139	2021/12K Z C 25.12.12	0974536187	MM
24	Koh Nheak	Sok San	Anh Chhoeur	Phnong	19	4	L. Khann Ching	77	380	194	0758/13K Z C 08.05.13	0975174620	AFD	
25			Srae Thom	Phnong	30	8	L. Som Kul Paen	235	1100	544	0759/13K Z C 08.05.13	-	AFD	
26			Chi Thom	Phnong	21	5	L. Phet Solphoeun	230	1114	567	0761/13 K Z C 08.05.13	0736631222	AFD	
27			Khlong Lea	Phnong	11	1	L. Krak Samoth	53	280	96	0605/17 K Z C 22.05.17	-	PDOD	
28			A Boun Leu	An Traeh	Phnong	18	5	L.Nhoh Phoeung	72	299	152	0760/13K Z C 08.05.13	-	AFD
29														
3. Kratie														
1	Sambour	Kous Mean Ch	Srae Chhuk	Phnong	9	1	L. Am-Mrach Om-Torn	60	344	-	0990/12 K Z C 19.07.12	-	CED	
2			Pa Khleat	ML	11	-	L. Sang Sakhen	191	910	-	1655/11K Z C 06.10.11	0979200900	CED	
3			Troat	Kroal	11	-	L. Noun Nom	124	696	-	0988/12 K Z C 19.07.12	-	CED	
4		Srae Chis	Ro Vang	Kroal	11	-	L. Saly Yang	160	894	-	1655/11K Z C 06.10.11	-	CED	
5			Srae Chis	Kroal	-	-	L. Tanh Chea Ly	214	1163	557	0926/15K Z C 02.06.15	-	CED	
6			Phnum Pir	Kroal	-	-	L. Chhoun Meng Hai	64	314	147	0927/15 K Z C 02.06.15	-	CED	
7		Ou Krieng	Pon Chea	Phnong	13	3	L. Anh Cheah Samkoeu	112	546	300	1465/12 K Z C 09.10.12	-	CED	
8			Ou Kak	Phnong	9	3	L. Mous Sok	28	129	-	0991/12K Z C 10.07.12	-	CED	
9			Koh Khnhaer	Kuoy	-	-	-	-	-	-	0951/20K Z C 13.07.20	-	FLO	
10		Boeng Cha	Enta Chey	Kuoy	9	3	L. San Vann Saen	97	499	232	0644/18K Z C 27.04.18	-	FLO	
11			Kampong Domrei	Kuoy	9	2	L. Ros Hean	78	363	185	0645/18K Z C 27.04.18	-	FLO	
12			Kampong Kboeung	Kuoy	9	3	L. Ngoun Hoan	96	409	223	0646/18K Z C 27.04.18	-	FLO	
13		Snoul	Khsoem	Choeng	Phnong	11	3	L. Seang Phet	136	614	302	0929/17K Z C 24.07.17	0719526049	OHCHR
4. Stung Treng														
1	Thalaborivat	Anlong Chrey	Anglong Chrey	Kuoy	15	2	L. Youn Dy	96	521	261	2017/12 K Z C 25.12.12	0973213556	DPA	
2			Kiri Sokh San	Kuoy	15	4	L. Sous Pheakdey	98	421	226	2016/12K Z C 25.12.12	0972146665	DPA	
3			Veal Pou	Kuoy	13	3	L. Sath Khom	238	1128	505	2449/19K Z C 27.12.19	-	STUNG TRENG	
4	Sesan	Anlong Phae	Anlong Phae	Kuoy	13	9	L. Prom Ann	155	680	336	2450/19K Z C 27.12.19	-	STUNG TRENG	
5			Katrat	Prov	15	8	L. Van Savath	58	300	150	2018/12K Z C 25.12.12	0886873647	DPA	
6			Ta Lat	Rom Phoeut	Kroeng	15	5	L. Sor E Sich	67	229	120	2020/12K Z C 24.12.12	-	MM
7	Kbal Romeas	Sante Pheap	Kbal Romeas	Phnong	15	6	L. Saen Cheoun	127	667	443	2019/12 K Z C 25.12.12	0746334488	MM	
8			Tsak Tiem	Kavet	15	6	L. Heun Kom	75	445	-	1405/13K Z C 02.09.13	0976303951	MM	
9			Ou Chhiv	Kavet	15	5	L. Va Bav	133	684	-	1419/13 K Z C 02.09.13	0977074302	MM	
10	Siem Pang	Sante Pheap	Kiri Bas Leu	Kavet	15	4	-	123	521	266	0927/17 K Z C 24.07.17	0977366504	MM	
11			Kiri Bas Kroam	Kavet	15	5	L. San Thom	144	744	378	0928/17K Z C 24.07.17	0977172434	MM	
12			Tonsang	Kuoy	12	4	L. Sor Kha Sros	66	230	121	0889/14 K Z C 24.06.14	0975030567	MM	
13	Siem Bouk	Siem Bouk	Siem Bouk	Kuoy	18	9	L. Mhm Chon	160	697	397	0890/14 K Z C 24.06.14	0886295472	MM	
14			Ou Lang	Kuoy	18	7	L. Tum Khom	186	870	409	0891/14K Z C 24.06.14	0887660137	MM	
5. Kampong Speu														
1	O Ral	Trapeang Chor	Koa Doun Tey	Souy	5	2	Miss Veen Samin	48	228	113	1010/12K Z C 23.07.12	0979012869	OHCHR	
2			Putea	Souy	5	2	Miss Chum Rith	56	276	149	1006/12 K Z C 23.07.12	0979288258	OHCHR	
3			Ta Nil	Souy	5	2	L. Sor Dung Pheap	32	166	84	1005/12K Z C 23.07.12	-	OHCHR	
4	O Ral	Trapeang Chor	Trang	Souy	5	2	Miss Tha Chan Thuch	37	213	108	1008/12 K Z C 23.07.12	0977464326	OHCHR	
5			Cham Bork	Souy	5	2	Miss Choun Sorn	62	342	173	1007/12K Z C 23.07.12	-	OHCHR	
6. Battambang														
1	Sambut	Ta Toak	Phnum Rai	Pear	9	3	L. Chhoeut Chhoun	153	563	286	1418/13 K Z C 02.09.13	017546592	OHCHR	
7. Preah Vihear														
1	Chaeab	Mou Prey Ar	Broers Ka Ork	Kuoy	7	2	L. Roem Chaath	137	635	335	1232/12 K Z C 28.08.12	076525996	DPA	
2			Tbaeng Mean Chey	Bra Mae	Kuoy	7	3	L. Chey Sav	145	651	364	1236/12K Z C 28.08.12	-	OHCHR
3			Bos Thom	Kuoy	7	5	L. Srei Nou	158	707	373	1231/12K Z C 28.08.12	-	OHCHR	
4	Tbaeng Mean Chey	Bra Mae	Srae Preang	Kuoy	7	3	L. Ouk Phoeun	116	530	285	1234/12 K Z C 22.08.12	-	OHCHR	
5			Preah Khlaeng	Anlong Svay	Kuoy	7	5	L. Chhoeung Chhnai	131	663	327	1233/12 K Z C 28.08.12	-	OHCHR
6	Tbaeng Mean Chey	Preah Khlaeng	Krang Doung	Kuoy	7	2	L. Horm Sany	168	792	380	1235/12K Z C 28.08.12	-	OHCHR	
7	Ro Veng	Romtum	Bangkoem Phal	Kuoy	9	3	L. Lonh Khv	165	627	314	1517/15 K Z C 02.09.15	0887611889	OPKC	
8			Svay Darmak Thmey	Kuoy	7	5	L. Sor Put Sin	88	411	210	1516/15 K Z C 02.09.15	-	OPKC	
9			Trapeang Totem	Kuoy	-	-	L. Mao Sam Oun	133	739	331	1515/15 K Z C 02.09.15	089215969	OPKC	
8. Kampong Thom														
1	Sandan	Ngan	Ngan	Kuoy	13	5	L. Duong Luv	90	395	168	1165/16 K Z C 01.09.16	-	DPA	
2			Ro Veng	Kuoy	13	4	L. Pav Khouy	75	316	160	1166/16K Z C 01.09.16	-	DPA	
3			Ou Krouch	Kuoy	7	4	L. Sor Pav Ean	103	473	242	0513/19 K Z C 11.04.19	-	UNOHCHR	
4	Prasath Balangk	Sala Vsal	Khvann Teing	Kuoy	5	2	L. SO Chheav	109	477	248	0414/19K Z C 11.04.19	-	UNOHCHR	
5			Ta Leak	Kuoy	9	2	L. Khat Khum	230	1048	518	0515/19 K Z C 11.04.19	-	UNOHCHR	
9. Koh Kong														
1	Thmar Bang	Thmar Dounpav	Koh	Chhong	5	1	L. Iev Sv	25	111	57	0863/17 K Z C 11.07.17	-	UNOHCHR	
2			Preak Svay	Chhong	3	1	L. Dai Chim	36	127	63	0864/17 K Z C 11.07.17	-	UNOHCHR	
3			Chum Neab	Chrok Ruessey	Chhong	7	1	L. Nhoek Chhoeun	30	112	64	0865/17 K Z C 11.07.17	-	UNOHCHR
10. Pursat														
1	Phnum Kravanh	Samraong	Ou Heng	Pear	5	5	L. Chhim	54	240	118	2451/19 K Z C 27.12.19	-	UNOHCHR	
2			Preak Mouy	Pear	7	6	L. Cheng Sotha	138	575	292	2452/19K Z C 27.12.19	-	UNOHCHR	

ANNEX 3: OUTLINE OF AN INDIGENOUS PEOPLES PLAN

An indigenous people's plan (IPP) is required for all Projects with impacts on IPs. Its level of detail and comprehensiveness is commensurate with the significance of potential impacts on indigenous peoples. The substantive aspects of this outline will guide the preparation of IPPs, although not necessarily in the order shown.

A. Executive Summary of the Indigenous Peoples Plan

This section concisely describes the critical facts, significant findings, and recommended actions.

B. Description of the Project

This section provides a general description of the subproject, discusses the subproject interventions and activities that may bring impacts on indigenous peoples; and identifies the subproject area.

C. Social Impact Assessment

This section:

- a) Reviews the legal and institutional framework applicable to IPs in the subproject context.
- b) Provides baseline information on the demographic, social, cultural, and political characteristics of the affected indigenous peoples communities; the land and territories that they have traditionally owned or customarily used or occupied; and the natural resources on which they depend.
- c) Identifies key Project stakeholders and elaborate a culturally appropriate and gender-sensitive process for meaningful consultation with indigenous peoples at each stage of subproject preparation and implementation, taking the review and baseline information into account.
- d) Assesses, based on meaningful consultation with the affected indigenous peoples, the potential adverse and positive effects of the Project. Critical to the determination of potential adverse impacts is a gender-sensitive analysis of the relative vulnerability of, and risks to, the affected indigenous peoples given their particular circumstances and close ties to land and natural resources, as well as their lack of access to opportunities relative to those available to other social groups in the communities, regions, or national societies in which they live.
- e) Includes a gender-sensitive assessment of the affected IPs perceptions about the project and its impact on their social, economic, and cultural status.
- f) Identifies and recommends, based on meaningful consultation with the affected IPs, the measures necessary to avoid adverse effects or, if such measures are not possible, identifies measures to minimize, mitigate, and/or compensate for such effects and to ensure that the indigenous peoples receive culturally appropriate benefits under the Project.

D. Information Disclosure, Consultation, and Participation

This section: (i) describes the information disclosure, consultation, and participation process with the affected indigenous peoples that was carried out during subproject preparation; (ii) summarizes their comments on the results of the ESIA and identifies concerns raised during consultation and how these have been addressed in the Project design; (iii) in the case of Project activities requiring broad community support, documents the process and outcome of consultations with affected IPs and any agreement resulting from such consultations for the Project activities and safeguard measures addressing the impacts of such activities; (iv) describes consultation and participation mechanisms to be used during implementation to

ensure ethnic minority participation during implementation; and (v) confirms disclosure of the draft and final IPP to the affected IPs.

E. Beneficial Measures

This section specifies the measures to ensure that the IPs receive social and economic benefits that are culturally appropriate, and gender responsive.

F. Mitigation Measures

This section specifies the measures to avoid adverse impacts on IPs; and where the avoidance is impossible, specifies the measures to minimize, mitigate and compensate for identified unavoidable adverse impacts for each affected indigenous people.

G. Capacity Building

This section provides measures to strengthen the social, legal, and technical capabilities of (i) government institutions to address IPs issues in the Project area; and (ii) IPs organizations in the Project area to enable them to represent the affected IPs more effectively.

H. Grievance Redress Mechanism

This section describes the procedures to redress grievances by affected IPs. It also explains how the procedures are accessible to indigenous peoples and culturally appropriate and gender sensitive.

I. Institutional Arrangement

This section describes institutional arrangement responsibilities and mechanisms for carrying out the various measures of the IPP. It also describes the process of including relevant local organizations and nongovernment organizations in carrying out the measures of the IPP.

J. Monitoring, Reporting and Evaluation

This section describes the mechanisms and benchmarks appropriate to the Project for monitoring and evaluating the implementation of the IPP. It also specifies arrangements for participation of affected indigenous peoples in the preparation and validation of monitoring, and evaluation reports.

K. Budget and Financing

This section provides an itemized budget for all activities described in the IPP.