

Indigenous Peoples Plan

October 2015

CAM: Technical and Vocational Education and Training Sector Development Program – Additional Cofinancing

Prepared by Ministry of Labour and Vocational Training for the Asian Development Bank. This is an updated version of the draft originally posted in September 2014 available on <http://www.adb.org/projects/46064-002/documents>.

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UPDATED INDIGENOUS PEOPLES PLAN

A. Executive Summary of the Indigenous Peoples Plan

1. The design of the Technical and Vocational Education and Training (TVET) Sector Development Program (the program) ensures positive impacts for disadvantaged indigenous people (IP) by increasing their access to formal TVET. The Indigenous Peoples Plan (IPP) for the overall program, which reflects updating and refinements during processing of the additional cofinancing, draws on both literature review and field data collection from consultations with stakeholders, and comprises concrete, monitorable actions to be implemented and tracked during program implementation to ensure distribution of program benefits to IPs. The plan is in accordance with Asian Development Bank (ADB) Safeguard Policy Statement 2009.

B. Description of Program

2. The program, in the amount of \$30 million, was approved in September 2014, and became effective in January 2015. At the time of approval, financing from Agence Française de Développement (AFD) was not finalized, and was confirmed to be available after the program was approved. As a result, AFD funds of \$15 million are being proposed as additional cofinancing, to be approved by ADB Board of Directors in early 2016.

3. With additional cofinancing, the program will be refined and scaled up to benefit approximately additional 30,000 formal and non-formal TVET trainees. To facilitate absorption of new trainees, the additional cofinancing will also support supply-side improvements, such as scaling up of civil works and equipment in existing TVET institutes; capacity building of additional instructors; design and roll-out of TVET instructor policy and inspection frameworks; and financial support to build 3 dormitories, 9 workshops, 3 classroom buildings and to upgrade 18 institutions. Lastly, the additional cofinancing will enhance evidence-based planning and management by strengthening TVET Management Information System to function as a management tool; and generating relevant labor market intelligence to feed back into course design, delivery, and employment facilitation strategies.

4. The impact, outcome, and output statements are unchanged as a result of additional cofinancing, but performance targets are proposed to be increased, where applicable, to account for additional investments to improve TVET access, quality, relevance, and management. The impact of the overall program will be increased employment of TVET certified workers. The overall outcome will be an accessible, demand-driven TVET system responsive to continuing and emerging labor market demands. Four outputs will be implemented to achieve the outcome: (i) increased access to TVET programs, particularly for women and the poor; (ii) improved quality and relevance of the TVET system; (iii) increased involvement of employers in TVET delivery; and (iv) strengthened governance and management of the TVET system.

5. ADB categorization for IP is B for the original program and the additional cofinancing, and they are expected to have no adverse impact on IPs while substantially benefiting them. An IPP was prepared during preparation of the original program which was national in scope and covered the whole TVET sector (as some activities were national in scope). A year later, during processing of the additional cofinancing, the IPP has been updated to accommodate new activities (para. 3), as well as further refined to reflect better understanding of IP demographics and poverty, more concrete measures, and monitorable performance targets. The overall IPP supports the integration of IP needs and interests into each program output and sub-output, and

ensures effective participation and access of IPs to program benefits. It outlines anticipated positive and negative effects and measures to enhance and/or mitigate impacts.

C. Legal Framework for Indigenous Peoples

a. Definition

6. 90% of Cambodia's population belongs to the Khmer ethnic group, while the remaining 10% are non-Khmer ethnic groups, comprising of the Chams (predominantly Muslim), the ethnic Vietnamese, the ethnic Chinese, and the indigenous Khmer Loeu (hill-tribes). Among these non-ethnic groups, only the hill-tribes are categorized as indigenous peoples by the government.¹ Also, with the exception of the hill-tribes, and perhaps some isolated Cham groups, non-Khmer ethnic groups are generally well assimilated in Khmer society.²

b. Laws and Policies

7. The 1993 Cambodian Constitution guarantees all citizens the same rights "regardless of race, color, sex, language, and religious belief". In recent years, the government has made reference to indigenous peoples (literally, indigenous minority peoples) in various laws and policies. The 2001 Cambodian Land Law laid the groundwork for communal land titling in indigenous communities and this legal framework was bolstered by the 2009 Policy on Registration and Right to Use of Land of Indigenous Communities, and the Sub-Decree on Procedures of Registration of Land of Indigenous Communities. The 2002 Forestry Law makes explicit reference to the protection of traditional use rights of indigenous communities and their right to practice shifting cultivation. The 2009 National Policy on the Development of Indigenous Peoples (NPDIP) sets out government policies related to indigenous peoples in the fields of culture, education, vocational training, health, environment, land, agriculture, water resources, infrastructure, justice, tourism and industry, mines and energy, and is consistent with the 2001 Land Law and the 2002 Forest Law. The Department of Ethnic Minority Development, under the Ministry of Rural Development (MRD), is the lead government agency working on IP issues.

8. Cambodia is a signatory to a number of international instruments that are designed to protect the rights of indigenous peoples. This includes the following: International Covenant on Economic, Social and Cultural Rights, International Covenant on Civil and Political Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, and the Discrimination (Employment and Occupation) Convention 111 of the International Labor Office (ILO). In 2007, the government supported the adoption of the UN Declaration on the Rights of Indigenous Peoples, but has still not ratified ILO Convention 169.

D. Social Impact Assessment

a. Demographics

9. The lack of population studies leads to a difficult situation in quantifying the number of IPs in Cambodia. We infer the indigenous Khmer Loeu to comprise less than 1.5% of the total population in Cambodia (Annex A). Including the non-indigenous ethnic group of Cham, the

¹ The government has made reference to indigenous peoples in various laws and policies (para. 7). Indigenous peoples are recognized separately from peoples such as the ethnic who are not generally considered "indigenous", nor are the Chams or ethnic Vietnamese.

² ADB. 2015. *Ethnic Groups Plan for Additional Cofinancing to Regional: Second Greater Mekong Subregion Regional Communicable Diseases Control Project*. Manila.

proportion of ethnic minorities is less than 4% of Cambodia's population.³ The 1998 Cambodian Population Census had identified 17 different indigenous groups (Table 1), while the NPDIP mentions 24 indigenous groups in Cambodia.⁴ The indigenous groups can be found in 15⁵ provinces of Cambodia; however, their predominant dwelling areas are in the extremities of sparsely populated areas of the north and northeast – Kratie, Mondulkiri, Ratanakiri, Stung Treng, Preah Vihear, and Kampong Thom – as well as the mountainous massifs in Koh Kong, Pursat, Kampong Speu and Sihanoukville.⁶ These areas are mainly along the national borders of Viet Nam, Lao People's Democratic Republic (Lao PDR), and Thailand. The largest concentrations of indigenous groups are found in the four north-eastern provinces of Ratanakiri, Mondulkiri, Steung Treng, and Kratie, where over 90% of Cambodia's indigenous groups are said to live.⁷ In 2010, indigenous groups formed the majority of the population in Ratanakiri (67.9%) and Mondulkiri (59.3%).⁸ In Kratie, they made up 11.5%, and in Steung Treng 9.1% (footnote 8).⁹ Table 1 reports IP statistics provided by a different government agency (MRD), and although the absolute numbers vary from those reported by NCDD and MOI, the rank order of provinces based on IP population shows the same result.¹⁰

Table 1: Distribution of indigenous groups, 2011

No	Indigenous Groups	Ratanakiri	Kratie	Steung Treng	Mondulkiri	Preah Vihear	Total
1	Tumpoung	27,239	0	4	382	0	27,625
2	Kreung	17,683	0	278	598	0	18,559
3	Jarai	20,312	0	12	93	0	20,417
4	Brao/Brou	8,560	0	444	0	8	9,012
5	Kavet	2,620	0	2,710	0	0	5,330
6	Kachak	3,383	0	1	0	0	3,384
7	Lun	267	0	251	0	0	518
8	Phnong	270	8,306	430	23,964	39	33,009
9	Kraol/Kroy	0	2,389	0	597	0	2,986
10	Stieng	0	3,311	0	1,335	1	4,647
11	Thmun/Thmoon	0	669	0	147	0	816
12	Kuoy	0	5,216	1,644	2	4,536	11,398
13	Knoung	0	544	0	0	0	544
14	Roong	0	0	0	0	0	0
15	Radaer	3	0	0	0	0	3
16	Suoy	0	0	0	0	0	0
17	Pear	0	0	0	0	316	316
	Total	80,337	20,435	5,774	27,118	4,900	138,564
	Rank order	(1)	(3)	(4)	(2)	(5)	

³ The Chams number 242,000. Source: http://joshuaproject.net/people_groups/15361/CB.

⁴ The 24 groups include the Brao, Chhong, Jarai, Kachak, Kavet, Kel, Koang, Kouy, Kreung, Krol, Phnong, La'Eun, Lun, Mil, Por, Radei, Ro'Ang, Sa'Ouch, Sam Rei, Souy, Spong, Stieng, Thmoun and Tompoun. Source: International Fund for Agricultural Development (IFAD). 2012. *Cambodia: Country Technical Notes on Indigenous Peoples' Issues*. Rome.

⁵ In 2006, a study looking at 3 government administrative databases found IPs living in 10 provinces (footnote 4).

⁶ ADB. 2002. *Indigenous Peoples/Ethnic Minorities and Poverty Reduction. Cambodia*. Environment and Social Safeguard Division, Regional and Sustainable Development Department. Manila

⁷ <http://www.iwgia.org/images/stories/sections/regions/asia/documents/short-country-profile8s/cambodia.pdf>

⁸ World Bank. 2014. *Cambodia: Indigenous Peoples Policy Framework for Mekong Integrated Water Resource Management Project Phase 3*. Washington, DC.

⁹ In Ratanakiri and Mondulkiri, the National Committee for Sub-national Democratic Development (NCDD) reported 71.42% and 70.70% of the provincial population was from 9 indigenous and 3 minority groups, respectively, in 2010. In Kratie, NCDD reported 17.18% of the population was from 7 indigenous and 3 minority groups in 2010. In Stung Treng province, according to the provincial database in 2010 by the Ministry of Interior (MOI), 12.38% of the population was from 10 indigenous groups and 3 minority groups.

¹⁰ Based on MRD data, Kampong Speu comes a distant sixth with 1,833 IPs. Meanwhile, total population in Kampong Speu is closer to the *combined* population in the 5 provinces in Table 1, as per the 2008 Population Census.

b. Livelihoods

10. The livelihood strategy of indigenous peoples is based on agricultural production, especially shifting (swidden) cultivation and wetland rice cultivation. In traditional upland rice cultivation, forest areas are cleared by family groups and burned to establish plots of land that are farmed for several years. Clearing new plots of land every year allows previously farmed plots to remain fallow and regain their fertility until they are fit to be reused. Although some indigenous peoples began lowland rice farming in the 1960s they still keep swidden fields where they farm upland rice and other crops including vegetable, root crops, gourds, fruits and nonfood crops like tobacco and cotton.¹¹ Apart from cultivation, indigenous groups also collect non-timber forest products from the natural forest (i.e. chopping rattan also and plucking vine, tapping resin, picking cardamom, etc.), and weaving, which are the main sources of their families' income. Indigenous groups are increasingly finding that the land available to them for hunting, gathering non-timber forest products, and shifting cultivation is rapidly shrinking. Loss of land is the most serious threat to the livelihoods of indigenous groups. Land disputes and land grabbing are issues for some communities (Ratanakiri), while the widespread lack of land titles, especially for *chamcar* (upland) land, is a general issue in most IP provinces (footnote 4).

c. Poverty

11. The official poverty measure cannot be used to calculate poverty at the provincial level, but the 2013 poverty assessment by the World Bank suggests that ethnic minorities are likely to be poorer. Meanwhile, there are several other sources of subnational data for geographic, categorical, and household targeting. A ranking of Cambodia's 10 poorest provinces using two different methods – Multi-dimensional Poverty Index¹² (MPI) 2010 and Commune Poverty Database 2012 – suggests that the 5 provinces with substantial number of IPs (Ratanakiri, Mondulakiri, Kratie, Steung Treng, and Preah Vihear) appear on both lists.¹³ In particular, the five worst off provinces on MPI are also the five with the highest number of IPs in Table 1.

12. As MPI decomposition in Annex B demonstrates, the majority IP provinces of Mondulakiri and Ratanakiri score the highest (or nearly so) on three MPI indicators, including poverty incidence: 71% (#2); intensity of poverty¹⁴: 57.6% (#1); and population in severe poverty: 39.1% (#1). Meanwhile, the next three provinces with the highest number of IPs – namely, Kratie, Steung Treng, and Preah Vihear - follow Mondulakiri and Ratanakiri in being the next worse off in terms of poverty incidence (Preah Vihear/Steung Treng (#1): 71.2%; Kratie (#3): 59.1%); intensity of poverty (Kratie (#2): 52.8%, Preah Vihear/Steung Treng (#3): 51.8%); and population with severe poverty (Preah Vihear/Steung Treng (#2): 39.1%, Kratie (#3): 29.3%).

d. Education

13. While there are few official ethnicity-based education statistics, lack of inclusion in education can be inferred based on the fact that indigenous groups live in those regions with predominantly higher poverty rates and lower school enrolment, such as Mondulakiri and

¹¹ ILO. 2005. *Indigenous and tribal people perceptions of poverty and poverty reduction strategies in Cambodia*. Geneva.

¹² MPI has three dimensions and 10 indicators. The three dimensions are education, health and standard of living. The ten indicators are years of schooling, school attendance, child mortality, nutrition, cooking fuel, sanitation, water, electricity, floor, and asset ownership.

¹³ ADB. 2014. *Cambodia: Country Poverty Analysis*. Manila

¹⁴ The intensity of poverty denotes the proportion of weighted indicators in which a person is deprived.

Ratanakiri.¹⁵ In general, these provinces have (i) more villages without school provision; (ii) more "incomplete primary schools"; and (iii) a serious lack of qualified teachers. Though indigenous youth do enroll in school, the dropout rate is very high, particularly in the first two years of schooling.¹⁶ Studies have emphasized that many teachers are not natives of the communities in which they teach, do not speak the local language, and, thus, have some difficulty communicating with and teaching local youth.

14. Indigenous Peoples (IP) attitudes about education are mixed, as indigenous parents want their children to be literate in Khmer in order to take advantage of the opportunities in the modern world and to avoid being looked down on.¹⁷ At school, not only is the language of study Khmer but the content is exclusively oriented to Khmer values, meaning that indigenous children are at a distinct disadvantage when they start school. Some IP groups (e.g., Mel or Phnong) have accepted and absorbed many mainstream values and school attendance is therefore higher. Other groups (e.g., Jarai or Stieng) have shown a pervasive reluctance to send their children to school.

15. From the ILO study (footnote 11), although some elders are still skeptical about the benefit of education and training as they feel this will increase the split between old and young, most interviewees emphasized their wish for sufficient literacy in Khmer. They expect this will put them in a better bargaining position in the market and help them to communicate with higher authorities in defending their own interests. Other elders would prefer teaching in the indigenous language or at least the compromise of bilingual teaching. Younger people especially among the Phnong, however, attach great importance to sending their children to school regularly, although they have difficulties doing so during certain times such as harvest. Even in Ratanakiri where there has been much criticism of the inappropriateness of the formal education system, every village still stated that education and training, done in a culturally appropriate and non-discriminatory way, can provide important opportunities to escape poverty.

E. Project Impacts

16. The principal beneficiaries of the overall program will be the poor and disadvantaged Cambodian youth. Other beneficiaries are TVET instructors and administrators and Directorate General of Technical and Vocational Education and Training (DGTVET) staff. The updated IPP proposes concrete monitorable measures for each program sub-output, to be carefully implemented and closely tracked throughout the project, to ensure positive effects on IPs.

17. For purposes of the IPP matrix of actions, IP provinces refer to Mondulakiri, Ratanakiri, Kratie, Steung Treng, and Preah Vihear (these 5 provinces account for more than 90% of all indigenous peoples), while IP majority provinces refer to Mondulakiri and Ratanakiri.¹⁸ Annex C lists the 8 provincial and regional trainings that are in or serve these five IP provinces.¹⁹

¹⁵ UNESCO. 2010. *Education and Fragility in Cambodia: A Case Study*. International Institute for Educational Planning. Paris.

¹⁶ ADB. 2013. *Third Education Sector Development Program Concept Note and Working Papers*. Manila.

¹⁷ Based on focus group discussions and interviews in 12 indigenous villages in Ratanakiri, Mondulakiri, and Kratie.

¹⁸ Reasons for identifying these 5 provinces as IP provinces are as follows: First, two of these provinces have an IP majority while three of them also have a substantial IP population (para. 9); together, they comprise more than 90% of all IPs in the country, giving us very high IP coverage. Granted we do not have data on share of IPs in the population for Preah Vihear, the absolute numbers of IPs are closer to those in Steung Treng based on MRD data (Table 1) to justify its inclusion as an IP province. Second, since poverty is shown to be high in these 5 provinces (para. 12 & Annex B), we have considered to include IPP measures for not only majority IP provinces, but also these other 3 provinces where IPs have a substantial presence. Third, the government has identified the three

Project Output	Anticipated Positive Impact	Anticipated Negative Impact	Proposed monitorable actions (by output and sub-outputs) ^a
Output 1: Increased Access to TVET Programs	Better access of IPs to TVET programs, and increased awareness about TVET and employment opportunities .	IPs excluded due to limited TVET course offerings and limited employment opportunities in remote regions, and failure of social marketing campaigns	<p><i>Sub-output #1:</i></p> <ul style="list-style-type: none"> • VSC pilot with non-formal TVET courses implemented in the 2 IP majority provinces. <p><i>Sub-output #2:</i></p> <ul style="list-style-type: none"> • 45 of 900 Cambodians assessed for RPL/RCC are IPs and ethnic minorities. <p><i>Sub-output #3:</i></p> <ul style="list-style-type: none"> • IP status is included as one of the weighted criteria to qualify for residence in women's dormitory (in case of a queue). <p><i>Sub-output #4:</i></p> <ul style="list-style-type: none"> • 100% of IPs in CQF 2-4 eligible for stipends in PTCs and RTCs where stipends are piloted. • CQF 2-4 stipends pilot and personal coaching pilot implemented in 2 IP provinces, at least 1 of which is an IP majority province. • 100% of coaching and counselling materials and trainings include sections on ethnic and cultural sensitivity. • Awareness raising workshops and information brochures on stipends and coaching pilots are translated in local language and reflect appropriate cultural patterns and values. <p><i>Sub-output #5:</i></p> <ul style="list-style-type: none"> • At least 50 roadshows implemented in IP provinces, of which a minimum of 20 are in IP majority provinces. • Social marketing and media campaigns targeting IPs especially developed, emphasizing positive IP role models, especially women and people in under-represented sectors. • 100% of marketing messages are translated in local language and reflect appropriate cultural patterns and values. • Social mobilization and job/income placement pilot implemented in 2 IP provinces, at least 1 of which is an IP majority province.
Output 2: Improved Quality and Relevance of TVET System	Skills development among IPs is recognized in terms of cultural patterns and values.	IPs exposed to limited TVET offerings and employment opportunities .	<p><i>Sub-output #1:</i></p> <ul style="list-style-type: none"> • Quality assurance system piloted in 2 PTCs or RTCs serving IP provinces, at least 1 of which is an IP majority province. • Directors and relevant staff from 100% of PTCs and RTCs serving IP provinces attend workshops and seminars on TVET quality assurance system. <p><i>Sub-output #2:</i></p> <ul style="list-style-type: none"> • At least 1 out of 10 competency assessment centers established in 1 RTC or PTC serving an IP province. • At least 20 out of 200 assessors are from RTCs or PTCs serving IP provinces. <p><i>Sub-output #3:</i></p> <ul style="list-style-type: none"> • 100 out of 800 instructors trained in CBT are from RTCs and PTCs serving the 5 IP provinces. • 20 instructors selected for return to industry pilot are from RTCs and PTCs serving IP provinces. <p><i>Sub-output #4:</i></p> <ul style="list-style-type: none"> • VSTP is rolled-out in all 5 IP provinces. • Size of IP population is included as one of the weighted criteria to identify VSTP communes. • 100% of CDS in trained in incorporating ethnically and culturally

provinces of Steung Treng, Ratanakiri and Monduliri to be prioritized for the strategy of the development triangle of Cambodia, Lao PDR and Vietnam (footnote 4).

¹⁹ Hence, the phrase "PTCs or RTCs serving IP provinces" used in the IPP matrix of actions refers to the 8 provincial and regional training centers listed in Annex C.

Project Output	Anticipated Positive Impact	Anticipated Negative Impact	Proposed monitorable actions (by output and sub-outputs) ^a
			<p>appropriate perspective in TENA.</p> <p><i>Sub-output #5:</i></p> <ul style="list-style-type: none"> • SBP is rolled out in all 5 IP provinces. • Size of IP population is included as one of the weighted criteria to identify SBP communes or training proposal. <p><i>Sub-output #6:</i></p> <ul style="list-style-type: none"> • No indicator.²⁰ <p><i>Sub-output #7:</i></p> <ul style="list-style-type: none"> • TVET instructor policies on instructor management and professional development incorporate analysis and measures for IPs and/or IP majority provinces. • 2 out of 10 public TVET institutes for inspection pilot serve IP provinces, at least 1 of which is in an IP majority province.
Output 3: Increased Involvement of Employers in TVET Delivery	IPs gain awareness of skills required in the workplace.	IPs, TVET instructors, and communities are excluded from benefits of employer involvement.	<p><i>Sub-output #1:</i></p> <ul style="list-style-type: none"> • 100% of ILUs in PTCs and RTCs serving IP provinces develop networks with ILUs in provinces with large enterprises and a large business community. <p><i>Sub-output #2:</i></p> <ul style="list-style-type: none"> • 100% of SSC members attend a workshop with one session on IP needs and support requirements for skills development and employment. • Operating procedures and M&E framework for SSCs includes social inclusion metrics (including ethnic minorities and IPs). <p><i>Sub-output #3:</i></p> <ul style="list-style-type: none"> • 15 of 150 participants in pilot of CQF 1-2 courses in Basic Manufacturing Processes under the center of excellence in manufacturing are IPs and other ethnic minorities. • Soft skills training program are ethnically sensitive and culturally appropriate, and include a module on working in an ethnically diverse and inclusive workplace.
Output 4: Strengthened Governance and Management of the TVET system	IPs benefit from TVET programs linked to employment.	No anticipated negative effect.	<p><i>Sub-output #1:</i></p> <ul style="list-style-type: none"> • At least 50% of PTCs and RTCs serving the 5 IP provinces develop ITMD strategies. <p><i>Sub-output #2:</i></p> <ul style="list-style-type: none"> • At least 50% of RTCs and PTCs serving the 5 IP provinces receive operational grants for CQF 2-4. <p><i>Sub-output #3:</i></p> <ul style="list-style-type: none"> • Skills survey, Tracer surveys, and TVET MIS modules on students and teachers have questions on ethnicity, cultural patterns and values. • Directors and staff from 100% of PTCs and RTCs serving IP provinces trained on integrated TVET MIS and Labor MIS.
Project implementation arrangements	Better tracking of programs outputs and outcomes.	No anticipated negative effect.	<ul style="list-style-type: none"> • DGTNET, NEA and DLMI staff trained in issues of social inclusion (including, inclusion of IPs and ethnic minority cultural patterns and values). • Semi-annual IPP progress reports submitted by PCU. • Ethnicity indicator used in baseline and endline surveys/studies. • Mid-term review includes IPP review and adjustments. • Role of Office of Special Needs and Gender under DGTNET communicated to IPs through targeted communications.

^a The activities and monitoring targets will be revisited and refined when finalized baseline data becomes available.

CBT = competency based training, CDS = community development specialists, CQF = Cambodian qualifications framework, DGTNET = Directorate General of Technical and Vocational Education and Training, DLMI = Department

²⁰ Classroom rehabilitation and workshop construction was carried out recently in the PTCs in 4 IP provinces under the Strengthening TVET project. Hence, no new civil works are envisaged in the PTCs in IP provinces.

of Labor Market Information, DMF = design and monitoring framework, ILU = industry liaison unit, IP = indigenous people, IPP = indigenous peoples plan, ITMD = innovative TVET management delivery, M&E = monitoring and evaluation, MIS = management information system, MLVT = Ministry of Labor and Vocational Training, NEA = National Employment Agency, PCU = project coordination unit, PTC = provincial training centers, RCC = recognition of current competencies, RPL = recognition of prior learning, RTC = regional training centers, SSC = sector skills council, TENA = training and employment needs assessment, TVET = technical and vocational education and training, VSC = vocational skills certification, VSTP = voucher skills training program.

Source: Asian Development Bank.

18. **Implementation Arrangements.** The Project Director and project coordination unit (PCU) will be responsible to ensure IPP implementation in close cooperation with other relevant DGTVEET units and other partners, such as Office of Special Training and Gender under the Department of Training. International and national consultants will assist in integrating IP concerns into TVETSDP activities, working closely with the PCU, as well as orientate staff in project agencies on social inclusion issues (including inclusion of IPs and other ethnic minorities). Ethnicity indicators will also be included in baseline and endline surveys/studies. The Project Director and PCU will ensure that semiannual IPP progress reports are submitted to ADB. Progress reports will provide data and analysis on IP related aspects. The midterm review will assess IPP related achievements; identify constraints in implementing the IPP, and recommend adjustments to the IPP.

19. **Grievance Redress Mechanism.** The Office of Special Training and Gender will be engaged under the project to implement and monitor the IPP, as well as to serve as the main unit of DGTVEET to receive grievances from beneficiaries of the project. Communications efforts will also communicate the role of the Office of Special Needs and Gender under DGTVEET.

Annex A: Indigenous Population Estimates in Cambodia

There are no definitive population figures for IPs in Cambodia, as national census data are an imprecise gauge of this population.²¹ Available statistics on indigenous populations hence are based mainly on estimates from different government agencies and independent observers and researchers. A chronology of various estimates is given below²², which leads us to infer that the proportion of indigenous groups is less than 1.5% of Cambodia's population (para. 9).

- **1995:** In 1995, the Ministry of Interior stated that ethnic minority persons were 3.8% of the total population, but this statistics includes the Chinese and Vietnamese ethnic populations within the ethnic groups of Cambodia. According to this estimate, the total indigenous ethnic minority population was 70,000, representing 0.7% of the total population of Cambodia in 1995.
- **1996:** According to Bourdier (footnote 7), based on census data, the indigenous peoples considered as minorities across the whole country was 142,700 in 1995.
- **1997:** In 1997, the Inter-ministerial Committee on Highland Peoples Development estimated the total population of indigenous minorities in Cambodia to be about 120,000 people, which represented only 0.95% of the total population of Cambodia. The Committee also estimated that the ethnic minority population was nearly 105,000 in the three northeastern provinces of Mondulakiri, Ratanakiri, and Steung Treng.
- **1998:** The Population Census of 1998 identified 17 indigenous groups in Cambodia based on their spoken language. The number of indigenous peoples was about 101,000 or 0.9% of the then total population. The census data do not include some indigenous groups, such as Saoch in Sihanoukville, Suoy in Kampong Speu, or Poar in Pursat.
- **2004:** Tebtebba Foundation estimated that indigenous peoples make up a total population of approximately 140,3975.
- **2009:** *The Rights of Indigenous Peoples in Cambodia* report, submitted to the UN Committee on Economic, Social and Cultural Rights by the NGO Forum on Cambodia, shows that the estimate for indigenous population ranges from 101,000 to 190,000, or approximately 1.4% of Cambodia's total population.
- **2012:** The *Indigenous World 2012* report says that the "general consensus based on limited studies is that indigenous peoples number approximately 200,000 people, constituting 1.2% of the Cambodian population".
- **2013:** The *Inter-Censal Population Survey 2013* report says that highland tribal groups and a few minority religious groups account for 0.6% of the population. Based on mother tongue, speakers of ethnic minority languages (including both indigenous and non-indigenous ethnic minorities) constitute 2.26%.

²¹ It should be noted that indigenous peoples wariness of Cambodian authorities might well have resulted in an over reporting of Khmer mother tongue speakers (footnote 4).

²² Sources: Footnotes 4, 6 and 7. International Working Group for Indigenous Affairs, 2012. *The Indigenous World 2012*. Copenhagen. 2013. National Institute of Statistics and Ministry of Planning. *Cambodia Inter-Censal Population Survey 2013 Final Report*. Phnom Penh.

Annex B: Multi-dimensional Poverty Index 2010 Decomposition by Province

Region	Multidimensional Poverty Index (MPI = H×A)	Incidence of Poverty (H)	Average Intensity Across the Poor (A)	Percentage of Population Vulnerable to Poverty	Percentage of Population in Severe Poverty	Population Share
Banteay Mean Chey	0.189	43.3%	43.6%	23.0%	11.6%	4.1%
Battambang/Pailin	0.161	36.9%	43.6%	24.5%	8.7%	7.3%
Kampong Cham	0.239	51.6%	46.4%	17.8%	20.0%	11.7%
Kampong Chhnang	0.277	57.1%	48.5%	26.6%	23.3%	4.1%
Kampong Speu	0.213	47.4%	45.0%	25.9%	13.6%	5.9%
Kampong Thom	0.271	58.0%	46.7%	19.6%	23.8%	5.0%
Kampot/Kep	0.216	47.7%	45.3%	27.7%	15.9%	4.9%
Kandal	0.170	38.9%	43.8%	26.3%	11.9%	9.5%
Kratie	0.309	59.1%	52.3%	22.8%	29.3%	2.6%
Mondul Kiri/Rattanak Kiri	0.409	71.0%	57.6%	12.4%	43.9%	1.5%
Otdar Mean Chey	0.233	49.6%	47.0%	23.1%	18.5%	1.4%
Phnom Penh	0.028	6.6%	42.4%	13.0%	1.5%	9.7%
Preah Sihanouk/Koh Kong	0.196	38.8%	50.6%	21.4%	18.3%	2.2%
Preah Vihear/Steung Treng	0.369	71.2%	51.8%	17.3%	39.1%	2.4%
Prey Veng	0.223	52.4%	42.6%	17.0%	19.4%	7.7%
Pursat	0.284	57.9%	49.0%	27.4%	24.5%	3.2%
Siem Reap	0.240	51.8%	46.3%	24.6%	19.4%	6.4%
Svay Rieng	0.229	53.6%	42.7%	18.0%	19.1%	3.7%
Takeo	0.245	54.1%	45.3%	22.2%	18.8%	6.6%

Source: <http://www.ophi.org.uk/wp-content/uploads/Cambodia-2013.pdf>

Annex C: Public TVET Institutions in Five IP Provinces

The table below provides names of public TVET institutions in the five IP provinces that also appear in Table 1, and to which IPP measures in the matrix are targeted. Of these five IP provinces, two are IP majority provinces; while in the other three provinces, the indigenous groups reside in substantial numbers. It is suggested that these five provinces constitute more than 90% of Cambodia's indigenous peoples.

	IP Majority Province		Other IP Provinces		
Source	Mondulkiri	Ratanakiri	Kratie	Steung Treng	Preah Vihear
Indigenous People Population					
NCDD/ MOI	59.3%	67.9%	11.5%	9.1%	n.a
MRD	27,118	80,337	20,435	5,774	4,900
Rank order	(2)	(1)	(3)	(4)	(5)
Name of PTCs in Province					
TVET MIS	PTC Mondulkiri	PTC Ratanakiri	PTC Kratie	PTC Steung Treng	PTC Preah Vihear, PTC Preah Vihear Yalay
Name of RTC Serving PTC(s) in Province					
STVET Progress Report 2014	Svay Rieng RTC			Siem Reap RTC	

MIS = Management Information Center, MOI = Ministry of Interior, MRD = Ministry of Rural Development, NCDD = National Committee for Sub-national Democratic Development, PTC = Provincial Training Center, RTC = Regional Training Center, STVET = Strengthening TVET project, TVET = Technical and Vocational Education and Training.