

Ethnic Group Development Plan

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Ethnic Group Development Plan Nam Beng Irrigation Subproject



Tai Lue Village, Lao PDR

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Figure A10-1. Location Map of Nam Beng Irrigation Subproject

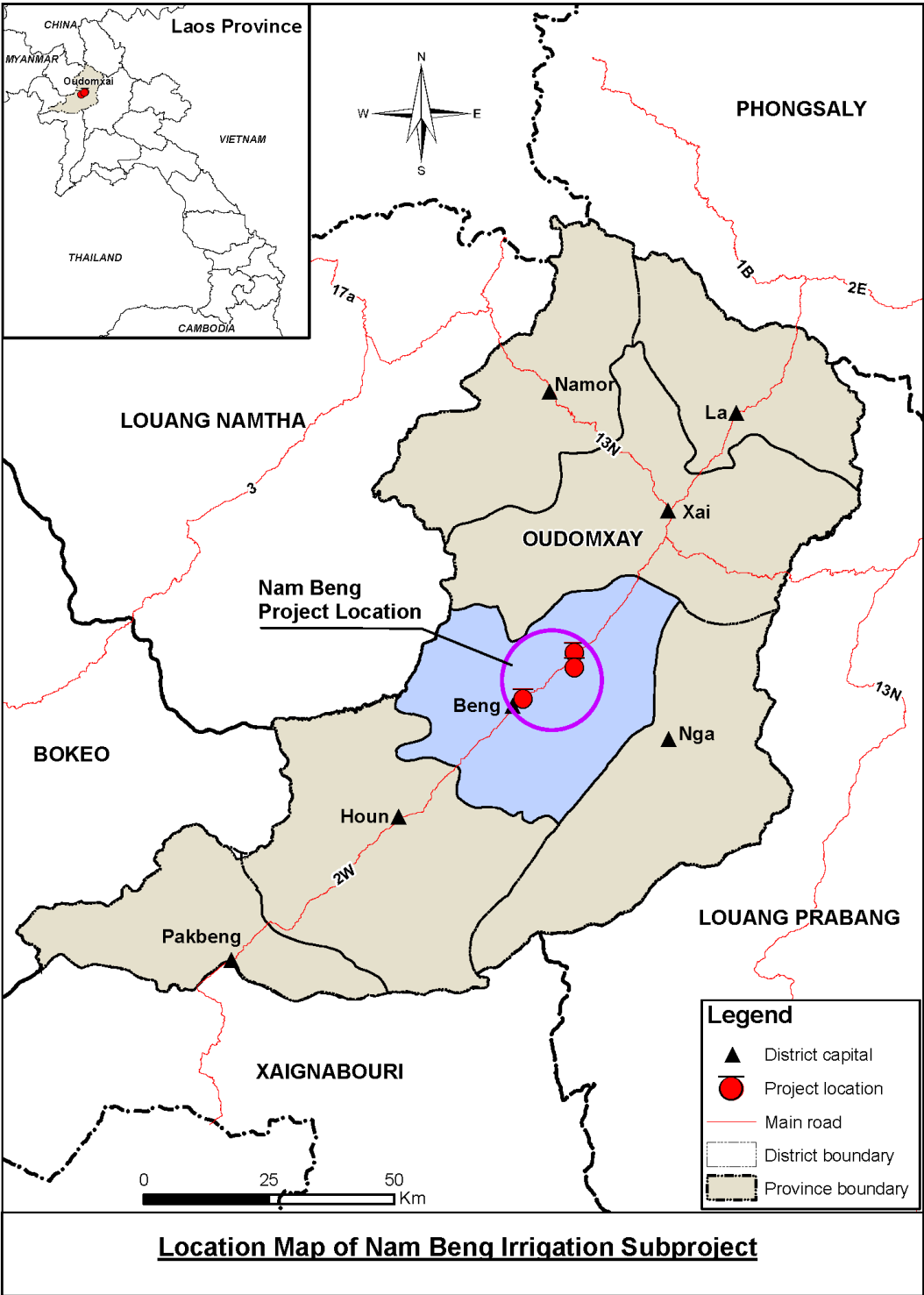
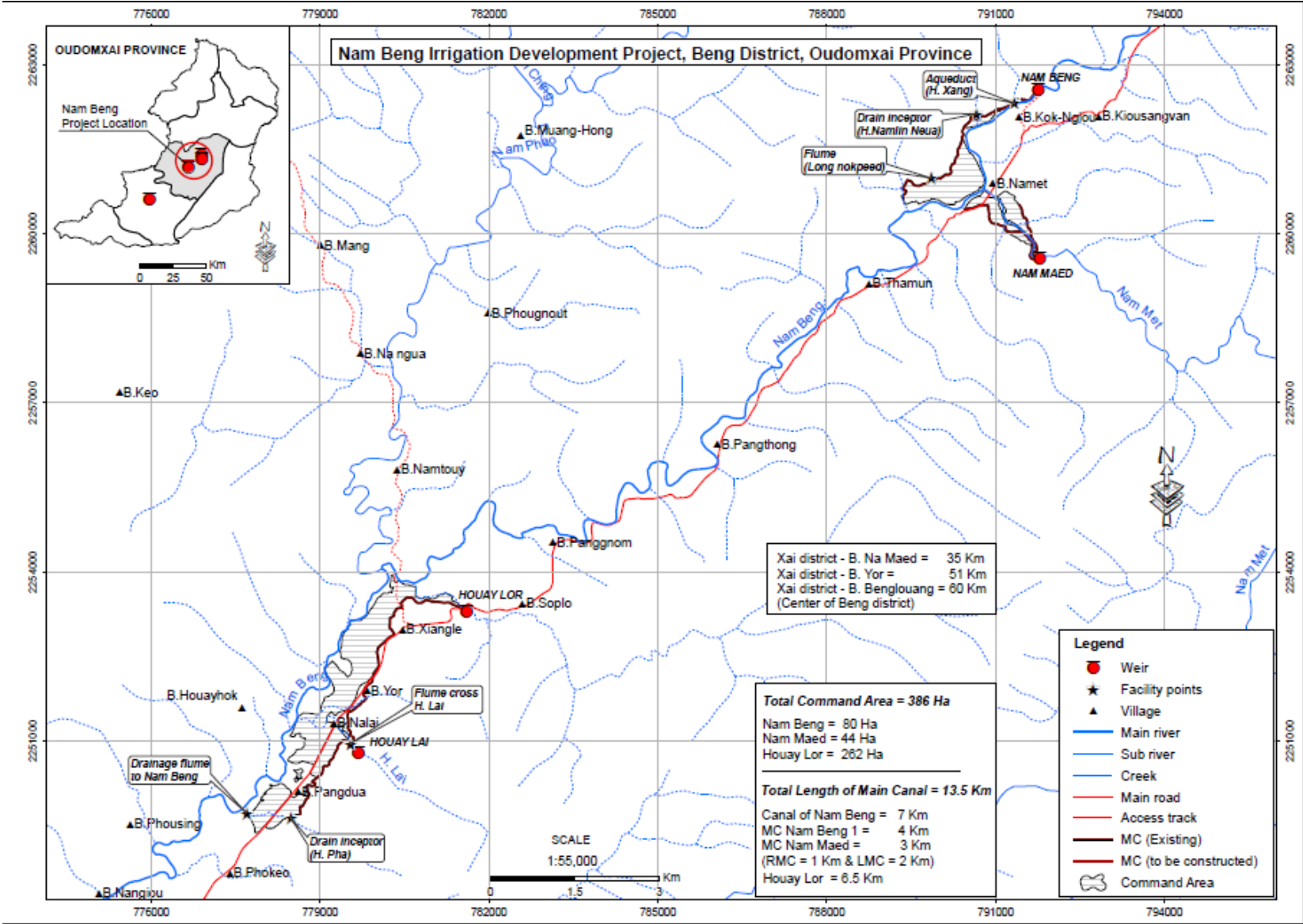


Figure A10-2. The Nam Beng Irrigation Subproject



List of Abbreviation and Terms

ADB	:	Asian Development Bank
DAFO	:	District Agriculture and Forestry Office
DCO	:	District Coordination Office
DOP	:	Department of Planning
EA	:	Executing Agency
EIA	:	Environmental Impact Assessment
EGDP	:	Ethnic Group Development Plan
EMP	:	Environmental Management Plan
Farmers	:	In this report, means people or households owning and/or cultivating agricultural lands (irrigated and non-irrigated)
FS	:	Feasibility Study
FPG	:	Farmers' production Groups
GAP	:	Gender Action Plan
GOL	:	Government of Lao PDR
HH	:	Household
IA	:	Implementing Agency
IEE	:	Initial Environmental Examination
IPP	:	Indigenous Peoples Plan
ISF	:	Irrigation Service Fee
Lao PDR	:	Lao People's Democratic Republic
LACR	:	Land Acquisition and Compensation Report
LFNC	:	Lao Front for National Construction
LWU	:	Lao Women's Union
MAF	:	Ministry of Agriculture and Forestry
MOM	:	Management, Operation and Maintenance
NRI or NRIDSP	:	Northern Rural Infrastructure Development Sector Project
NSC	:	National Steering Committee
NPMO	:	National Project Management Office
O&M	:	Operation and Maintenance
PAFO	:	Provincial Agriculture Forestry Office
PPO	:	Provincial Project Office
SIA	:	Social Impact Assessment
SIR	:	Subproject Investment Report
Villagers	:	Refers to people residing in a village in general. "Consulted villagers" in this report means representatives of village authorities, LWU, LFNC, youth, men, women and ethnic groups
WUA	:	Water User Association
WUG	:	Water User Group

EXECUTIVE SUMMARY

A. Introduction

1. The Nam Beng Irrigation Subproject considers to improve water diversion, regulation, delivery and distribution to irrigated areas of existing irrigation systems: (i) Nam Beng 1 concrete weir, which was destroyed by floods in August 2013, (ii) the Namaed temporary weir constructed of stones and bamboo; and (iii) the Houay Lor Weir, a concrete buttress type weir constructed in 1990 by government budget. The proposed subproject will focus on rehabilitation and new construction of key irrigation infrastructure including these three weirs, but also main canals and other irrigation structures.

2. The beneficiary villages are composed of 6 villages with a total of 650 HHs, one village of Ban Namet (194 HHs) for Nam Beng 1 and Nam Met scheme, and 5 villages with a total of 456 HHs, Ban Houay Lor, Ban Xienglae, Ban Yor, Ban Nalay, and Ban Pangdeua for Houay Lor scheme. The six beneficiary villages have a total of 650 households (HHs) composed of 647 (99.54%) Leu HHs and 3 (0.46%) Lao Loum HHs, both ethnic groups belonging to the dominant Lao-Tai Ethno Linguistic Group. The villages had been established and existing for a very long time, from 1885 to 1970. The Lao Loum are generally called Lao. Both ethnic groups speak the Lao National Language and are historically and traditionally lowland dwellers and had been practicing rainfed and irrigated lowland agriculture.

3. Application of the Indigenous Peoples Screening Checklist shows that the Subproject could be classified as **Category B** (refer to **Annex 7**)—the Subproject will benefit Lao Loum and Lue ethnic groups through the rehabilitation and improvement of the irrigation system. The subproject will not impact or interfere with the socio-cultural patterns or qualities of the ethnic groups in the area, nor will it disadvantage any of the two ethnic groups. The subproject is expected to improve irrigation water availability and expand irrigated area, hence, yield and production of agricultural crops (rice and other crops), as well as income of farmers. Indirect benefits will accrue to villagers in the form of additional demand on farm labor as well as potential employment during subproject construction.

4. This Ethnic Group Development Plan (EGDP) is prepared for the Nam Beng Irrigation Subproject located in Beng District, Oudomxay Province under the Northern Rural Infrastructure Development Sector Project (NRIDSP). The EGDP is prepared in accordance with the Lao PDR Constitution, relevant laws and policies, the ADB's Safeguards Policy Statement (SPS) 2009 and the Indigenous People Planning Framework (2000) developed for NRIDSP (updated June 2015 as Ethnic Group Development Framework). Sources of data and information for the EGDP include: i) Annex 7 – Social Impact Assessment of the Feasibility Study Report for the Subproject.

5. The Plan emphasizes a specific action plan for the Nam Beng Irrigation Subproject in order to: (i) address appropriate requirements for, including consultations with, the affected ethnic groups in the subproject areas; (ii) ensure that the benefits are culturally appropriate and equally distributed by the subproject for those ethnic groups; (iii) avoid potentially adverse impacts on ethnic groups; (iv) minimize, mitigate or compensate for such effects when they cannot be avoided; (v) provide implementation measures to strengthen social, legal and technical capabilities of government institutions in addressing ethnic group issues; and (vi) specify monitoring and evaluation of the EGDP implementation.

6. Subproject field visits and consultations were done in February to March 2015 during the feasibility stage of the subproject. During these activities, the villagers (ethnic groups, men, women, village authorities) were informed about the Project, and were asked of their expectations (benefits and impacts) of the subproject, and whether they agree and support

the implementation of the subproject. They were also informed about the Land Acquisition and Compensation process and requirements (such as involvement in asset measurement, valuation, compensation options, and the grievance and redress mechanism) of the land/asset acquisition process. In this forums, the villagers (ethnic groups, men, women, village authorities) expressed their full support on the implementation of the subproject¹.

7. Findings shows that the subproject is a rehabilitation and improvement of existing irrigation system and will not result to any negative impacts to people/ethnic groups, as well as assets, land and crops. The feasibility study design has considered an alignment of irrigation facilities and structures which avoids any acquisition of private assets. The corridor of impact is limited within the existing right-of-way (ROW). (Refer to Annex 9 – Land Acquisition and Compensation Report of Nam Beng Subproject). Furthermore, the subproject will not affect or interfere with the ethnic groups' way of using land and natural resources and their indigenous knowledge as the irrigation system had been in use by the community for quite some time. Rather, the subproject will rehabilitate and improve the existing irrigation system to improve irrigation water availability within the irrigation command area.

8. This EGDP highlights how the subproject will bring about positive benefits for the ethnic groups equitably. Actions are specified to ensure that the Executing Agency (EA) and engaged specialists carry out appropriate measures to achieve beneficial results for the ethnic groups and avoid negative impacts. The EGDP will be implemented in synergy with the project's Gender Action Plan (GAP), which addresses women's participation in the project to ensure that gender equality measures reach women in ethnic groups in the subproject areas.

B. The Nam Beng Irrigation Subproject

9. The proposed Nam Beng Irrigation Subproject is located in Beng District, Oudomxay Province. The Subproject is expected to benefit six (6) villages: (i) Ban Namaed; ii) Ban Yor; (iii) Ban Xiengle; (iv) Ban Houaylor; (v) Ban Pangdeua; and (vi) Ban Nalai. The villages are located at the range of 4 to 23 km from Beng District and 40 to 59 km from Xai District, the provincial capital of Oudomxay.

10. The Subproject involves: (i) construction of two new concrete weirs to replace Nam Beng 1 (a concrete weir destroyed by floods in August 2013) and Nam Met (a temporary weir constructed of stones and bamboo); and (ii) rehabilitation and/or improvement of the Houay Lor Weir, a concrete buttress type weir constructed in 1990 by government budget. The proposal includes rehabilitation/improvement of irrigation facilities and structures of the three weirs to improve water diversion, control, regulation, delivery and distribution to irrigated areas.

11. The subproject was prioritized from a list identified in coordination with the district and provincial government units. The subproject is selected in line with the NRIDSP aim of providing rural infrastructure and associated initiatives to support increased commercialization of agriculture in the area. The NRIDSP through the subproject will provide the rural community with access to, and participation in the market economy. This is to be realized through increase in incremental production of saleable commodities and the promotion of agricultural productivity.

12. Besides the irrigation improvement, productivity and impact enhancement initiatives will be delivered for the Subproject. These initiatives will comprise of compulsory and optional initiatives. The compulsory initiatives will include: (i) support for WUGs established to operate and maintain the rehabilitated facilities; and (ii) water catchments identification

¹ More detailed discussions of the Consultations are shown in Table A10-4.

and zoning. Optional initiatives will be further discussed with the beneficiaries during detailed design stage and could be selected from production, post-harvest handling, processing and the development of market linkage initiatives.

C. Ethnic Minorities in the Subproject Area

13. The six beneficiary villages within the proposed subproject have a total of 650 households (HHs) composed of 647 (99.54%) Leu HHs and 3 (0.46%) Lao Loum HHs, both ethnic groups belonging to the dominant Lao-Tai Ethno Linguistic Group. The villages had been established and existing for a very long time, from 1885 to 1970.

D. Socio-Economic Status

14. The main source of HH income is agriculture (crop production, livestock, fish and poultry). About 59% of the average annual income of sample households is from agriculture sources and 41% from non-agriculture sources. To augment their income HHs are also involved in non-agriculture income sources such as farm labor, labor outside the farm, salaries/wages from employment, sale of non-timber forest products, handicraft and small business.

15. About 10% of HHs are insufficient of rice. Although the total annual rice production of the six village is enough to support the annual rice requirement of people in the villages, three villages are producing rice below their rice requirement (Xiengle, Houaylor and Pangdeua).

16. Results of the Village Household Masterlist and sample HHs interview show that about 4%-8% of HHs are poor (income below 85,000 kips/person/month) and at least 18% are of the middle income level (income within 85,000-180,000 kips/ha/month) which is still below the poverty line of 2009/2012.

17. The villages had been established for quite some time (1885-1970). There are no recorded cultural differences or conflicts between the two ethnic groups living in the area and people generally speak and can communicate in the Lao National Language.

a. Land Issues

18. The average agricultural landholding size in the area is 1.63 has/HH (excluding slash and burn area). About 77% of HHs cultivate irrigated farms, 36% cultivates rainfed farms, 37% cultivates upland farms, 26% have lumber tree farms, 20% have rubber tree farms and about 4% of HHs do other types of lands (home garden, fish pond and slash and burn areas).

19. Land document held by HHs is generally Land Tax Certificate (LTC) which is reported to be in the name of both spouses in some cases and in the name of only the husband in some cases. The LTC are recognized by the village, district and provincial authorities for the security of tenure for the land being cultivated by a HH. Land titling (ownership) is now recognized and approved by the Lao Government in the name of both spouses.

b. Language Issues

20. Based on the Village Household Masterlist and interviews of ethnic groups, men and women, all of the population of the six villages speak and can communicate with Lao National Language. The ethnic groups in the area are almost 100% Lue ethnic group, with less than 1% (3 HHs) belonging to the dominant Lao Loum ethnic group (Ban Nalai). Although the Lue ethnic group speak Lue language, the language is very similar to the Lao

except for differences in accent/sound. The Lue people understand and can speak the Lao National Language.

c. Gender Issues

21. Women's voice and participation has steadily advanced in Lao PDR. Women's rights are recognized in the legal system, and women's political representation in the National Assembly has grown nearly 20% since 1990. It is now the highest in the region. However, this has not filtered down to the provincial and local levels where significant gender gaps in representation persist, despite the efforts of the Lao Women's Union (LWU) in reaching out to women at the national to village levels².

22. The leaderships of village committees and organizations are generally male dominated and women are observed to be less involved/represented in village meetings. Based on group interviews of ethnic group representatives, most of the household works are done by women. Women also performs substantial and important roles in agriculture production. Decision-making roles are dominated by men but women share some of these responsibilities. These situations emphasize the need of promoting recognition of the importance of women involvement and participation.

23. The organization, establishment and development of the WUG, FPG and other village organizations must consider women representation in leadership and executive committees. Women must also be given equal opportunity to represent the household in meetings, trainings, study tours and similar programs/activities.

d. Social Health Issues

24. There is a dispensary and health clinic in Ban Nalai, one of the beneficiary villages. Bigger and more equipped health facilities are located at Beng District and in Xai District, the provincial capital. All houses have their own sanitary latrines.

25. The construction of the subproject may bring about health hazards such as: (i) dust and noise pollution; (ii) danger from construction material storage and construction sites; and (iii) construction and workers' waste disposal. These, however, are temporary in nature, and mitigation measures are included in the Environmental Management Plan (EMP) developed for the subproject included in Annex 8 – Initial Environmental Examination of the Feasibility Study Report for the subproject.

26. During the Operation and Maintenance (O&M) stage of the subproject, potential health hazard may result from the effects of intensified use of chemical fertilizers and pesticides. However, these can be minimized, if not eliminated through the timely and correct implementation of the proposed measures contained in the EMP mentioned above.

27. Relevant activities that will be conducted during subproject implementation stage are: Training and/or education campaign on garbage/waste management and disposal, sanitation and hygiene practices, and HIV/AIDS/STI prevention and protection.

² Country Gender Assessment for Lao PDR – Reducing Vulnerability and Increasing Opportunity, World Bank, 2012

E. Potential Benefits and Negative Impacts of the Subproject

28. Prominent among the potential positive impacts of the subproject is the increase in income due to increase in yield and production brought about by the irrigation subproject as well as additional source of income (labor) for poor households.

29. The subproject will promote the enhancement of agricultural production and aims to equitably distribute the benefits within the subproject coverage area while ensuring the active participation of ethnic groups, including women. The subproject will exert effort, where potential negative impacts occur, to minimize, mitigate, and/or compensate for the adverse impacts on the environment and ethnic groups. This EGDP is developed to assist the subproject in designing and implementing its activities in a way that fosters full respect for the ethnic groups' dignity, human rights, livelihood systems and cultural uniqueness as defined by the ethnic groups themselves so that they: (i) do not suffer adverse impacts as a result of the subproject; and (iii) can participate actively in subproject activities that affect them.

30. All of the consulted villagers which included the village authorities, men and women focus groups, youths and ethnic group leaders were unanimous in their support of the rehabilitation and improvement of the irrigation system as they expect the irrigation system to increase household income and hence, reduce poverty due to: (i) increased availability and sufficiency of irrigation water supply for the irrigated areas and increase rice/crop yields; (ii) increase in irrigated areas in both seasons for the beneficiary villages which will lead to increase in rice/crop production; and (iii) the resulting increase in income from the sale of agricultural production.

31. Besides the rehabilitation of the irrigation system and the enhancement of productivity, there are other benefits that the ethnic groups from beneficiary villages can expect to receive. These will include: (i) the establishment of WUGs to operate and maintain the rehabilitated facilities; and (ii) the capacity building initiatives for the local authorities which will include the targeted villages. These consist of various training programs such as those for WUGs in the areas of operation and maintenance, financial management, identification of water catchments and zoning, as well as other demonstrations of agricultural technology.

32. The impact of the subproject on lands, assets and crops due to right-of-way in the rehabilitation, improvement and/or construction of irrigation facilities and structures will be identified, evaluated and properly designed with mitigation plan and appropriate compensation in cooperation and coordination with affected households/people and village authorities during the detailed engineering stage of the subproject. A Resettlement Plan will be formulated for the subproject following applicable ADB resettlement procedures and guidelines as well as laws and policies of the Lao PDR.

F. Consultation and Disclosure

33. The subproject will ensure that consultations with ethnic groups, men and women are conducted at various stages of subproject implementation during the subproject feasibility stage, detailed engineering stage, construction stage and the operation and maintenance (O&M) stage at subproject completion. Consultations will be done in the local ethnic group's language using interpreters to translate from Lao to the ethnic group's language, if necessary. (For the Nam Beng irrigation subproject, the use of the Lao National Language will be sufficient as the people/ethnic groups speak the Lao National Language). The subproject will ensure equal participation of ethnic groups, men and women, and where information is needed for specific purposes rather than providing general information, separate discussions for different ethnic groups, women and men to avoid group influences or bias which could be experienced in mixed group settings. Furthermore, the subproject will

ensure that training and other capacity building activities will also equally target ethnic groups, women and men.

34. Important results of consultations, subproject plan and design as well as subproject progress shall be disclosed through meetings in local language/dialects as well as written excerpts in the Lao national language posted in public places in the villages covered.

G. Monitoring

35. Internal monitoring and collection of information on the subproject's progress, effectiveness and results will largely be the responsibility of PPO in cooperation with DCO. There will also be an emphasis on the identification of activities to enhance agricultural production while recognizing constraints so as to provide appropriate remedial actions. Internally the provincial and district officers from the different departments will jointly prepare monitoring reports, which in turn the PPO will use to prepare monthly reports for the NPMO. The NPMO will validate these reports and include in the project's progress reports progress reports. The project has engaged an external monitoring entity in charge of social and environmental safeguards, participation, and gender. The external monitoring entity submits quarterly monitoring reports on these aspects.

1. BACKGROUND INFORMATION

36. Application of the Indigenous Peoples Screening Checklist shows that the Subproject could be classified as **Category B** (refer to **Annex 10**) – the Subproject will benefit Lao Loum and Lue ethnic groups through the rehabilitation and improvement of the irrigation system. The subproject will not impact or interfere with the socio-cultural patterns or qualities of the ethnic groups in the area, nor will it disadvantage any of the two ethnic groups. The subproject is expected to improve irrigation water availability and expand irrigated area, hence, yield and production of agricultural crops (rice and other crops), as well as income of farmers. Indirect benefits will accrue to villagers in the form of additional demand on farm labor as well as potential employment during subproject construction.

37. This Ethnic Group Development Plan (EGDP) is prepared for the Nam Beng Irrigation Subproject located in Beng District, Oudomxay Province under the Northern Rural Infrastructure Development Sector Project (NRIDSP). The EGDP is prepared in accordance with the Lao PDR Constitution, relevant laws and policies, the ADB's Safeguards Policy Statement (SPS) 2009 and the Indigenous People Planning Framework (2000) developed for NRIDSP (updated June 2015 as Ethnic Group Development Framework). Sources of data and information for the EGDP include: i) Annex 7 – Social Impact Assessment of the Feasibility Study Report for the Subproject.

1.1 Objectives of the Ethnic Group Development Plan (EGDP)

38. The objectives of the NRIDSP Subproject EGDP are to:

- (i) address appropriate requirements for, including consultations with, the affected ethnic groups in the subproject areas;
- (ii) ensure that the benefits are culturally appropriate and equitably distributed for the ethnic groups within the subproject coverage;
- (iii) avoid potentially adverse impacts on ethnic groups;
- (iv) minimize, mitigate or compensate for such effects when they cannot be avoided;
- (v) provide implementation measures to strengthen social, legal and technical capabilities of government institutions in addressing ethnic group issues; and
- (vi) specify monitoring and evaluation of the EGDP implementation

39. The EGDP will be implemented in synergy with the subproject's Gender Action Plan (GAP), which addresses women's participation in the project to ensure that gender equality measures reach women in ethnic groups in the subproject areas.

1.2 The Northern Rural Infrastructure Development Sector Project (NRIDSP)

40. The NRIDSP is operating in four Lao PDR Northern Provinces: i) Bokeo; ii) Oudomxay; iii) Luang Namtha; and iv) Phongsaly. In each of these provinces, 2-3 districts have been selected to be covered by NRIDSP, and in each of these districts, a number of subprojects are identified.

41. The Project will provide rural infrastructure and associated initiatives to support increased commercialization of agriculture. The NRIDSP's main aim is to provide the rural community with access to, and participation in, the market economy. This is to be realized through increase in incremental production of saleable commodities and the promotion of agricultural productivity.

42. The NRIDSP has the following main outputs:

- (i) Production and productivity enhancing rural infrastructure constructed and/or rehabilitated.
- (ii) Productivity and impact enhancing initiatives adopted.
- (iii) Capacities of national, provincial and district agencies strengthened to enable a sector development approach.
- (iv) Efficient and effective delivery of subprojects and project management.

1.3 The Nam Beng Irrigation Subproject

43. The proposed Nam Beng Subproject is located in Beng District, Oudomxay Province. The Subproject is expected to benefit six (6) villages: (i) Ban Namaed; ii) Ban Yor; (iii) Ban Xiengle; ((iv) Ban Houaylor; (v) Ban Pangdeua; and (vi) Ban Nalai. The villages are located at the range of 4 to 23 km from Beng District and 40 to 59 km from Xai District, the provincial capital of Oudomxay (Figure 1).

44. The subproject was selected from the priority list of subprojects identified during the S-PPTA for AF of NRIDSP. The list was identified in coordination with the district and provincial government units. The subproject is selected in line with the NRIDSP aim and expected outputs as mentioned above. This is to be realized through increase in incremental production of saleable commodities and the promotion of agricultural productivity.

45. The proposed subproject will involve: (i) construction of two new concrete weirs to replace Nam Beng 1 (a concrete weir destroyed by floods in August 2013) and Nam Met (a temporary weir constructed of stones and bamboo); and (ii) rehabilitation and/or improvement of the Houay Lor Weir, a concrete buttress type weir constructed in 1990 by government budget. The proposal includes rehabilitation/improvement of irrigation facilities and structures of the three weirs to improve water diversion, control, regulation, delivery and distribution to irrigated areas (Figure 2).

46. The existing irrigation system is composed of three weirs, Nam Beng 1, Nam Met and Houay Lor.

47. Nam Beng 1 a concrete weir constructed by the government in 1996 was washed out by floods in August 2013. Due to this, the farmers had been cultivating rice under rainfed condition. The government allocated 83 million kips to construct a temporary intake, to be completed before the wet season this year through labor participation from beneficiary villages.

48. The Nam Met is a temporary low head weir (about 0.50-0.80 m) made of stones and bamboo with open intakes at the left and right side of Nam Met River and a total of 3.0 km main canal.

49. The Houay Lor Weir is a concrete buttress type weir. The upstream of the weir is filled with sediment of sand and stones. The sluice gates and intake gates at the left side of the weir have no control gates and supposed to be controlled using stop logs which the farmers have difficulty of operating.

50. The 6.9 km main canal (left side) is seriously eroded at many locations and there are insufficient water control and regulatory structures. Hence, heavy water losses are incurred during water delivery and distribution. An intake pipe is installed by a Chinese Company to irrigate banana plantation and fish pond at the right side of the weir.

51. There are informal Water Users' Group organization for the three weirs but these are not that active and trained on the management, operation and maintenance of an irrigation system and there are no roles, rules and regulations on water use. There are no fees being collected to support the O&M of the irrigation system. Maintenance is being done through free labor contribution from the irrigation users.

52. Based on the Village Household Masterlists, the existing irrigated lowlands are about 455 ha and 86 has. of rainfed lowlands which could be potential expansion area of the irrigation system.

53. Besides the irrigation improvement, productivity and impact enhancement initiatives will be delivered by the Project. These initiatives will comprise of compulsory and optional initiatives. The compulsory initiatives will include (i) support for WUGs established to operate and maintain the rehabilitated facilities; and (ii) water catchments identification and zoning. Optional initiatives will

need to be further discussed with the beneficiaries during detailed design stage and could be selected from production, post-harvest handling, processing and the development of market linkage initiatives.

54. The village authorities, ethnic groups, women, men and LFNC of the six villages expressed full support to the implementation of the subproject. They expect that the subproject will result to increase agriculture production and income for their villages. They anticipate that the increase in income will increase the financial capability of HHs in supporting household management, education of children and health care.

2. LEGAL FRAMEWORK

2.1 Ethnic Groups in Lao PDR

55. Lao PDR has the most ethnically diverse population on the Southeast Asian mainland, which was officially identified in the 2005 census as consisting of 49 ethnic groups. The Ministry of Information and Culture of Laos currently promotes the use of an ethno-linguistic classification system to distinguish the various ethnic groups in the country. The major ethno-linguistic groups in Lao PDR are Lao Tai, Mon-Khmer, Chinese-Tibetan and Hmong Mien.

56. The Lao-Tai dominate politically, culturally and economically and generally inhabit the river plains, particularly along the Mekong River. According to the United Nations Permanent Forum on Indigenous Issues, the majority of the other ethnic groups inhabit the rugged mountain territory that covers about 79 percent of the country and experience high-levels of marginalization. The lifestyle of these non-Lao-Tai ethnic groups reflects the working definition of Indigenous Peoples used by the ADB's Safeguards Policy Statement (SPS).

57. Although there are 49 ethnic groups, the National Assembly's official Agreement N°213 of 24 November 2008 only recognized Lao nationality, and therefore regardless of which ethnic background people come from, they are all Lao citizens. The government promotes equal rights and opportunities among all Lao citizens and has declared that all ethnic groups are equal by law in terms of dignity and rights. For this reason, the term 'ethnic minority' is not used and instead the term ethnic group has been officially accepted.

58. The government has made efforts to promote equality among Lao citizens, but apart from the lowland Lao-Tai, most of the other ethnic groups, experience perpetual poverty and lack infrastructure and government services. This is partly because they are mostly living in the most remote and least accessible areas of the country. These factors create elements of structural marginalization associated with a lack of education, healthcare, opportunities, political participation and representation. In order to tackle these challenges, the Government is officially committed to embracing a multi-ethnic dimension in development issues and to improving people's living conditions as well as to continue promoting equality of all Lao people in the country.

Table A10-1. List of Ethnic Groups by Ethno-Linguistic Group in Lao PDR

Lao-Tai	Mon-Khmer				Hmong-lumien	Chinese-Tibetan
1. Lao	9. Khmu	18. Khmer	26. Oey	34. Taoey	41. Hmong	43. Akha or Ko
2. Leu	10. Pray	19. Moy	27. Kadang	35. Katu	42. lumien	44. Singsily/Sila
3. Xaek	11. Xingmoon	20. Phong	28. Lavy	36. Kriang		45. Hor
4. Tai	12. Katang	21. Thene	29. Toum	37. Suay		46. Phounoy
5. Nhuane	13. Yru	22. Eudou	30. Kree	38. Pako		47. Lahou
6. Tai Neua	14. Yae	23. Makong	31. Bid	39. Nguane		48. Hayi
7. Phutai	15. Hahak	24. Triang	32. Lamed	40. Tri		49. Lolo
8. Yang	16. Jeng	25. Brao	33. Samtao			
	17. Nhaheun					

Source: The Ethnic Committee, National Assembly's Official Agreement N°213 of 24 November 2008

2.2 Ethnic Groups and Development: Policy Context

59. The Constitution of Lao PDR ratified in 1991, uses the term “citizens of all ethnicity” throughout the document. It specifically recognizes the need to incorporate the concerns of ethnic groups in developing policy in all sectors, and has reaffirmed its commitment to strengthen the rights of all ethnic groups in various congresses, conferences, decrees, and laws since the 1980s (Articles 8 and 22). Article 75 of the constitution specifically indicates that “the Lao language and script are the official language and script”.

60. Constitutionally, Lao PDR is recognized as a multi-ethnic society, and Article 8 of the 1991 constitution states, “All ethnic groups have the right to preserve their own traditions and culture, and those of the nation. Discrimination between ethnic groups is forbidden.” Furthermore, Article 8 declares that:

“The State pursues the policy of promoting unity and equality among all ethnic groups. All ethnic groups have the right to protect, preserve and promote the fine customs and cultures of their own tribes and of the nation. All acts of creating division and discrimination among ethnic groups are forbidden. The State implements every measure to gradually develop and upgrade the economic and social level of all ethnic groups.”

61. The 1992 Ethnic Group Policy, Resolution of the Party Central Organization Concerning Ethnic Group Affairs in the New Era, focuses on gradually improving the lives of ethnic groups, while promoting their ethnic identity and cultural heritage. It is the cornerstone of current national ethnic group policy. The general policy of the Party concerning ethnic groups can be summarized as follows:

- (i) Build national sentiment (national identity).
- (ii) Realize equality between ethnic groups.
- (iii) Increase the level of solidarity among ethnic groups as members of the greater Lao family.
- (iv) Resolve problems of inflexible and vengeful thinking, as well as economic and cultural inequality.
- (v) Improve the living conditions of the ethnic groups step by step.
- (vi) Expand, to the greatest extent possible, the good and beautiful heritage and ethnic identity of each group as well as their capacity to participate in the affairs of the nation.

62. The Ethnic Groups Committee under the National Assembly is charged with the responsibility to draft and evaluate proposed legislation concerning ethnic groups, lobby for its implementation as well as the implementation of socio-economic development plans. Ethnic group research is the responsibility of the Institute for Cultural Research under the Ministry of Information and Culture. The lead institution for ethnic affairs is the mass (political) organization, the Lao National Front for Construction (LFNC), which has an Ethnic Affairs Department.

63. In terms of the development of the agricultural sector, the government has for a long-time acknowledged that ethnic groups in rural villages are highly dependent on agriculture. According to the National Agricultural Census and the National Population Census 2012, the sector generated and contributed over 30 percent of the GDP and provided employment for more than 80 percent of the people in rural areas. Most of those employed in agriculture are self-employed or unpaid family workers and almost 66 percent of all the people’s work hours are on their own farms. The sector is dominated by smallholder farming families engaged mainly in subsistence production.

2.3 ADB Safeguards for Indigenous Peoples

64. The ADB Safeguards Policy Statement (SPS) affirms that environmental and social sustainability is the cornerstone of economic growth and poverty reduction in Asia and the Pacific.

ADB's goal as outlined in its SPS is to promote the sustainability of project outcomes by protecting the environment and people from the projects' potential adverse impacts. ADB's safeguard objectives are to:

- (i) avoid adverse impacts of projects on the environment and affected people, where possible;
- (ii) minimize, mitigate, and/or compensate for adverse project impacts on the environment and affected people when avoidance is not possible; and
- (iii) help borrowers/clients to strengthen their safeguard systems and develop the capacity to manage environmental and social risks.

65. ADB safeguard objective for indigenous people is to design and implement projects in a way that fosters full respect for Indigenous Peoples' identity, dignity, human rights, livelihood systems, and cultural uniqueness as defined by the Indigenous Peoples themselves so that they: (i) receive culturally appropriate social and economic benefits; (ii) do not suffer adverse impacts as a result of the projects; and (iii) can participate actively in projects that affect them.

66. ADB's SPS uses the term indigenous peoples (ethnic groups in the Lao context) to refer to a distinct, social and cultural group who self-identify as members of a distinct indigenous cultural group and recognition of this identity by others; have collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in these habitats and territories; have customary cultural, economic, social or political institutions that are separate from those of the dominant society and culture; and a distinct language, often different from the official language of the country or region. These definitions apply directly to some of the populations classified in Lao PDR as ethnic groups particularly the ethnic groups outside the Lao-Tai Ethno-Linguistic Group.

2.4 Ethnic Group Development Framework (EGDF) for NRIDSP

67. The EGDF was an updated version of the Indigenous People Planning Framework (IPPF) for NRIDSP formulated in CY 2000. The IPPF was developed in CY2000 as a guideline for developing Ethnic Group Development Plan (EGDP) for all subprojects planned to be implemented under the NRIDSP. The EGDP is now termed as Ethnic Group Development Plan (EGDP) based on the updated EGDF under the S-PPTA for the additional financing (AF) of NRIDSP. The EGDF sets out the requirements for pre-screening of subprojects and for processes to be followed in the preparation of each subproject. Analysis of present situations within the NRIDSP covered areas found that ethnic minorities are the majority population in the participating provinces and that certain groups have significantly higher levels of poverty and associated disadvantages. The main concerns are communication difficulties, particularly for women, together with opportunity to access project benefits. Recommended mitigation measures include effective consultation requirements, employment during the construction phase, membership of committees and capacity building for disadvantaged and vulnerable ethnic minorities. All monitoring and evaluation data are required to be disaggregated for the four major ethno-linguistic groups. The IPPF specified potential concerns and recommendations for loss of land, communication and social cohesion. It also provides guidance on conduct of socio-economic surveys for beneficial as well as mitigating measures, capacity building, grievance and redress mechanism, institutional arrangements, consultation and disclosure, monitoring and evaluation, and the budget and financing.

3. SOCIAL IMPACT ASSESSMENT

68. **Oudomxay** (sometimes spelled **Oudomxai**) is located in the northwest part of Lao PDR. Meuang Xai is the capital of the province. The Province covers an area of 15,370 square kilometres (5,930 sq. mi). The province borders China to the north, Phongsaly Province to the northeast, Luang Prabang Province to the east and southeast, Sayaboury Province to the south and southwest, Bokeo Province to the west, and Luang Namtha Province to the northwest. The

topography of Oudomxay is mountainous, between 300–1,800 metres (980–5,910ft) above sea level.

69. Many of the Oudomxay population still practices subsistence agriculture. Predominantly "slash-and-burn" agriculture is practiced, often linked with growing mountain rice – 45% of rural villages in Oudomxay depend on swidden agriculture, due to the province mountainous topography.

70. Approximately 40,000 hectares of land are cultivated in Oudomxay, with rice being the main crop. Besides rice, important crops are corn, watermelon, soybeans, onion, fruits, vegetables, cassava, sugarcane, tobacco, cotton, tea and peanuts. Corn, onions, watermelons and tobacco are exported.

71. Livestock such as water buffalos, pigs, cattle and chicken are important component for the livelihood of rural population. The forests are not only source of wood, but also contribute to family income, providing fruits, herbs and meat. It is also common that Lao cultivable land is rented to Chinese, which then is tilled by Chinese migratory laborers.

3.1 Ethnic Groups in the Subproject Area

72. There are about 14 ethnic groups living in Oudomxay Province. The exact proportions of the approximately 14 different ethnic groups living in Oudomxay are not precisely known. According to data taken from the Province in March 2015, the total population of the province is 303,657, composed of: i) 20% are Lao-Tai Ethno-Linguistic Group (10% Lao Loum, 2% Tai Dam/Tai Phuan/Tai Daeng, 7% tai Lue, and 1% Yang); ii) 61% Mone Khmer (61% Khmu/Khmu Rok/Khmu Ou and less than 1% Bid and Lameet); iii) 14% Hmong-lu Mien (14% Hmong/Hmong Khao/Hmong Dam, and less than 1% lu Mien Lanten; iv) 5% Tibeto-Chinese (3% Akha/Ko, 1% Phunoi and 1% Hor).

73. Based on data taken from the District in March 2015, the total population in Beng District is 39,102 composed of: i) 55% Mone-Khmer (55% Khmu/Khmu Rok/Khmu Ou); and less than 1% Lameet; ii) 32% Lao-Tai (24% Lue, 5% Tai Daeng/Dam/Phuan, 3% Yang and less than 1% Lao Loum); iii) 13% Hmong-lu Mien (Hmong Dam and Hmong Kao); and iv) less than 1% Tibeto-Chinese (Akha, Phunoi).

74. Based on the Village Household Masterlist updated in March 2015, the six villages have a total of 650 households (HHs) composed of 647 (99.54%) Leu HHs and 3 (0.46%) Lao Loum HHs, both ethnic groups belonging to the dominant Lao-Tai Ethno Linguistic Group.

75. Based on ethnic group interview conducted in 16 March 2015, the original settlers in the 6 villages originated from Boun Neua District in Phoungsaly Province. They moved to the area in search of lands to cultivate for rice production. The villages had been established and existing for a very long time, from 1885 to 1970. All the people/ethnic groups in the villages can speak the Lao National Language as they belong to the major Lao-Tai Ethno-Linguistic Group. Agricultural production in the villages includes irrigated rice, rainfed rice, corn, watermelon, soybeans, tobacco and backyard production of vegetables. Many households have few heads of cattle, pig, chicken and ducks as additional source of income and food for home consumption.

Table A10-2. List of Ethnic Groups in Nam Beng Irrigation Subproject

Village and Ethnic Groups	No. of Households		Population						
			Female		Male		Total		
	No.	%	No.	%	No.	%	No.	%	
1. Ban Namaed									
Lue (Lao-Tai)	194	29.8	465	29.8	502	31.3	967	30.5	
2. Ban Yor									
Lue (Lao-Tai)	140	21.5	340	21.8	334	20.8	674	21.3	

Village and Ethnic Groups	No. of Households		Population					
			Female		Male		Total	
	No.	%	No.	%	No.	%	No.	%
3. Ban Xiengle								
Lue (Lao-Tai)	59	9.1	154	9.9	134	8.4	288	9.1
4. Ban Houaylor								
Lue (Lao-Tai)	92	14.2	214	13.7	217	13.5	431	13.6
5. Ban Pangdeua								
Lue (Lao-Tai)	88	13.5	213	13.6	224	14.0	437	13.8
6. Ban Nalai								
Lue (Lao-Tai)	74	11.4	167	10.7	181	11.3	348	11.0
Lao Loum (Lao-Tai)	3	0.5	10	0.6	11	0.7	21	0.7
Overall Total	650	100.0	1,563	100.0	1,603	100.0	3,166	100.0
Lue	647	99.5	1,553	99.4	1,592	99.3	3,145	99.3
Lao Loum	3	0.5	10	0.6	11	0.7	21	0.7

76. The **Tai Lue** people belong to the Tai language family, which includes the Lao and Tai Dam peoples. The origin of the Tai Lue can be traced back to Sipsong Panna, which is now southern Yunnan Province in China. In Laos, they reside in the North, from Sayaboury and Luang Prabang provinces all the way to Phongsaly. The Tai Lue people practice Theravada Buddhism mixed with animism. They speak the Lue Language which is similar to other Tai languages. Tai Lue villages are located either on raised ground surrounded by rice fields, or on high ground on either side of a road or pathway. Most are farmers living in river valleys where they grow wet rice for both consumption and sale³. The Tai Lue understand and can speak the Lao National Language.

77. The **Lao Loum** is an official Laos PDR designation for lowland dwelling Tai peoples, including the majority Lao people. The Lao Loum, literally meaning "lowland Lao", are the inhabitants of the river valleys and lowlands along the Mekong River and make up over 68% of the population of Laos, of whom, half are of the Lao ethnic group. Other members categorized as Lao Loum are the other large Tai groups, such as the Phuan and Phuthai and other closely related members of Tai ethnic groups. They speak Lao and Thai Languages¹.

78. The Lao Loum are generally called Lao. The Lao and Lao Lue are historically and traditionally lowland dwellers and had been practicing rainfed and irrigated lowland agriculture.

3.2 Socio-Economic Status

79. The six villages have a total of 650 households (HHs). The villages had been established and existing for a very long time, from 1885 to 1970.

80. The ethnic groups in the 6 villages are composed of Lue ethnic group (more than 99%) and Lao Loum (less than 1%). Communication with and among the two ethnic groups is not an issue as both speak the Lao National Language. Cooperation and coordination is also not a problem considering that the ethnic groups in the 6 villages practice the same religion (Buddhism) and have similar culture, customs and traditions. The ethnic groups belong to the major Lao-Tai Ethno-Linguistic Group. The villages have very active village authorities who had been supporting the subproject from its identification and proposal to district authorities. The village LFNCs are also very active and are functioning as the grievance and mediation groups for the villages in coordination with village authorities. The LFNC represents all ethnic groups in village meetings and community development activities.

³Wikipedia, the free encyclopedia

81. The leaderships of village committees and organizations are generally male dominated and women are observed to be less involved/represented in village meetings. Based on group interviews of ethnic group representatives, most of the household works are done by women. Women also performs substantial and important roles in agriculture production. Decision-making responsibilities are generally considered to be dominated by men. Women are seen to share only the decision on what livestock to raise and what household appliances/equipment to buy. These situations emphasize the need of promoting recognition of the importance of women involvement and participation.

82. Depending on the labor requirement for subproject implementation, the total available labor in the 6 villages is 2,087. The available labor in the villages is substantial to support the labor requirement of the subproject.

83. Rice sufficiency situation based on the Village Household Masterlist shows that 10% or 68 HHs out of 650 HHs are insufficient with rice, while 90% or 582 HHs are rice sufficient. Data on rice production from Village Agro-Socio-Economic Survey shows that the total rice production in the 6 villages for the last 3 years had been sufficient for the rice requirement of the population in the villages. However, the rice production of 3 villages, Xiengle, Houaylor and Pangdeua is not enough for the total requirement of the villages. This is due to the limited irrigated and rainfed lowlands in the villages compared to the other villages. The other 3 villages have surplus rice production.

84. Based on the Village Household Masterlist, 90% of HHs in the area are classified to be at medium income level, 4% are reported to be poor and 90% are of the middle income category. The trend is reflected in the distribution on type of houses, wherein 83% are medium houses made of combination of local materials, concrete and iron roofing, 7% of houses are small to medium ordinary houses made of local materials and 10% are modern houses made of concrete and iron/tile roofing. In comparison to the data from the Village HH Masterlist, the results of the Sample Household Interview show that the HH average income for the two villages is above the 2009/2012 poverty line. Detailed data shows that 8% of the sample HHs are poor, 18% are middle income level and 73% are found to have income above the 2009 and 2012 rural poverty line.

3.2.1 Land

85. About 455 has. of irrigated lands and 186 has. of rainfed lowlands are being cultivated by 505 and 235 HHs respectively. These HHs are the potential direct beneficiaries of the proposed irrigation subproject.

86. In addition, there are 228.50 has. of upland farms cultivated by 238 HHs, 31.81 has. home garden tilled by 53 HHs, 3.60 has. fish ponds being managed by 8 HHs, 25.50 has. fruit tree farms by 29 HHs, 20.99 has. lumber tree farms by 26 HHs and 108.39 has. rubber tree farms by 130 HHs. Land documents held by HHs on the land they are cultivating are land tax certificates (“bai pa si ti din”). Farmers with less agricultural lands to cultivate are doing swidden agriculture (slash and burn) in nearby mountain slopes estimated at an area of 176 has. being cultivated by 208 HHs. It is hoped that the rehabilitation/improvement of the irrigation systems will lead to a more intensive agriculture in the lowlands, resulting to increase demand in agriculture labor and will help reduce slash and burn practice. The Project will not be involved in land distribution nor will it cause displacement of HHs from lands they are presently cultivating.

87. The average landholding for all types of lands in the six villages excluding slash and burn areas is 1.63 hectares/household. The document being held by HHs for the lands they are cultivating are land tax certificates (“sia pa sit i din”).

3.2.2 Language

88. The Lue and the Lao Loum ethnic groups speak and can communicate with the Lao

National Language.

3.2.3 Gender

89. Data on leadership of Village Authorities and People's Organizations in the six villages show that these are male dominated except that of the Lao Women's Union which is a female organization.

90. Based on group interviews of ethnic group representatives, most of the household works are done by women. Men are recognized to be responsible of house repair/construction. A number of household responsibilities are recognized to be shared by both genders: i) financial budgeting and management; ii) money earner; iii) cooking; iv) cleaning the house; and iii) fire wood gathering.

91. It is worthwhile to point out that "money earner" which is ordinarily recognized as the role of men is considered the role of both genders. The role of "cooking" which is usually the role of women is also recognized as shared responsibility.

92. On work distribution for agriculture production works, men are seen to be responsible of most of the activities, especially those that are considered "muscle" or masculine works such as land preparation, irrigation, buying inputs, seed sowing/nursery, fertilizer application, etc. Women are seen to be responsible of weeding, drying, poultry management and selling production. Some are seen to be shared responsibilities such as, pulling seedlings, planting/transplanting, harvesting and business (store, buy and sell, trading, etc.). The data indicates that women are contributing substantial and important roles in agriculture production, and hence, income generation.

93. Decision-making responsibilities are considered to be generally dominated by men. Women are seen to share only the decision on what livestock to raise and what appliances/equipment to buy.

3.2.4 Health and Hygiene

94. The villages are supplied with electricity and have domestic water supplies. A dispensary clinic is located in Ban Nalai. All houses have their own sanitary latrines. Bigger and more equipped health facilities are located in Beng and Xai District. The villages have primary and elementary schools and a secondary school in one of the villages. All the villages have mobile phone signal coverage.

95. The following are potential impacts that will pose as health hazards to the people/ethnic groups during subproject construction, such as dust and noise pollution, liquids and solid waste disposal from construction and the workers. These are temporary in nature, and can be mitigated. Mitigation measures are included in the Environmental Management Plan (EMP) developed for the subproject included in Annex 8 – Initial Environmental Examination of the Feasibility Study Report for the subproject.

96. During the Operation and Maintenance (O&M) stage of the subproject, potential health hazard may result from the effects of intensified use of chemical fertilizers and pesticides. Mitigation measures are also included in the subproject EMP mentioned above.

97. Relevant activities that will be conducted during subproject implementation stage are: Training and/or education campaign on garbage/waste management and disposal, sanitation and hygiene practices, and HIV/AIDS/STI prevention and protection.

3.2.5 Social Impact and Inequality

98. Of the 650 HHs in the six villages 505 HHs are presently irrigation beneficiaries (502 Lue HHs and the 3 Lao Loum HHS) and will directly benefit from the subproject. There is no concern

on the Lue ethnic group being at the disadvantaged side as they compose the majority number of HHs in the 6 villages. In addition, there is no recorded conflict between the Lue and the Lao Loum HHs in the area as both belongs to the Lao-Tai Ethno-Linguistic Group and both group speak the Lao national language and have similar culture and traditions.

99. More HHs will directly benefit from the subproject if the irrigation system rehabilitation and improvement result to expansion of irrigated area to some of the 186 has. rainfed farms being cultivated by 235 HHs.

100. Non-irrigation beneficiaries in Nam Beng are cultivating rainfed farms and upland farms. Some HHs have fruit trees. Potentially portion of the rainfed farms will be irrigated after the completion of the subproject.

101. Non-irrigated farmers are not directly aligned with the subproject planned assistance. They are growing rice, corn, watermelon, onion and vegetables, some amount of which are sold in local markets individually. Markets and prices are controlled and dominated by traders. Due to insufficient knowledge of marketing mechanism/strategies, the farmers (including irrigated farmers) are always facing difficulty with low selling prices of their products. In order to improve such marketing situation, the Project will be promoting contract farming through the establishment and capability enhancement of Farmers Production Groups (FPGs) by providing i) technical training on cash crop growing, ii) training on marketing, and iii) study tour. The target FPG members are basically composed of irrigated farmers, however, those trainings can include the non-irrigated farmers irrespective of ethnic grouping. These initiatives will have positive impact on improving crop production technology, crop planning and marketing of produce.

102. For the HHs/ethnic groups without irrigated lands, there will be opportunities for labor during the construction phase of the subproject. Increased agricultural production will also require increased labor inputs and therefore also provide employment opportunities. Such will result to increased village incomes which in turn will provide opportunities in commerce and non-agriculture employment. In addition, the delivery of associated initiatives will also benefit non-irrigated HHs.

103. Representatives of ethnic groups, men and women of the 6 villages, expressed expectations that the potential negative impact of the subproject is on assets (land and crops). However, they had informed that they are willing to contribute affected lands. This will be confirmed during the detailed design stage as well as during the subproject implementation stage. Any impact on assets and crops that will be identified shall be subject for joint identification, consultation, negotiation and compensation according to agreements with the affected people/households.

104. The subproject is a rehabilitation and improvement of an existing irrigation system. The subproject will not impact or interfere with the socio-cultural patterns or qualities of the ethnic groups in the area, nor will it disadvantage any of the two ethnic groups. The subproject is expected to improve irrigation water availability and expand irrigated area, hence, yield and production of agricultural crops (rice and other crops), as well as income of farmers. Indirect benefits will accrue to villagers in the form of additional demand on farm labor as well as potential employment during subproject construction.

3.2.6 Social Benefits

105. The proposed subproject has the following potential impacts to HHs/ethnic groups within the subproject coverage:

- (i) Increase household income and hence, reduce poverty;
- (ii) Improvement of the economic conditions of beneficiary households due to: a) improved irrigation water availability in irrigated areas; b) increase in irrigated area in both season; c) increase rice yield and production; d) promote production of high value crops during the dry season; and e) increase in income;

- (iii) Generate additional demand for hired labor due to increase in agricultural activities in the area for two seasons;
- (iv) Promote a more active economy for the villages due to increased production of rice and other crops, increased household income, potential commercialization of rice surplus and high value crops, and demand for production inputs;
- (v) Savings in labor, time and local materials for the beneficiary households from the frequent repair of the indigenous weirs particularly during the wet season; and
- (vi) Increased empowerment of ethnic groups and women through their representation in the WUG/WUA, FPGs and other village committees, and involvement in subproject activities; and
- (vii) Improved cooperation and social cohesion among ethnic groups due to equal opportunities in representation and participation in the WUG/WUA, FPGs and other committees that will be established through the subproject, as well as in subproject activities.

106. In addition to the benefits from irrigation, the different ethnic groups will also benefit from the following productivity and impact enhancement initiatives that will be delivered by the project:

- (i) The establishment and capability development of a Water Users' Association (WUA) that will be responsible for the MOM of the rehabilitated/improved irrigation system.
- (ii) Ensured representation of ethnic groups and women in the WUA.
- (iii) Introduction of the collection of Irrigation Service Fees (ISF) as source of funds for the MOM of the Irrigation System for sustainability.
- (iv) Improved planning of cropping within irrigated as well as in rainfed and upland areas.
- (v) Improved capability of farmers⁴ on crop production and marketing technology.
- (vi) Improved management of the water catchment areas.
- (vii) Improved awareness on the importance and recognition of the role of women at home, in agriculture and in decision-making responsibilities.
- (viii) Benefits from other optional initiatives that will be identified to be delivered through the subproject.

3.2.7 Expected Sustainable Outcomes

107. The rehabilitation/improvement of the irrigation system will bring about improved water control and availability, increased irrigated area and irrigation water for two crop seasons.

108. To ensure sustainable operation of the irrigation system after completion, a Water Users' Association will be established and given capability development training on the management, operation and maintenance (MOM) of the irrigation system. To ensure proper representation of all beneficiaries and stakeholders, different ethnic groups and women will be required to be represented in the WUA management structure. The DAFO and PAFO should provide sustained monitoring and evaluation of the MOM of the irrigation system and provide technical assistance to the WUA. To provide advises and mediation, the LWU, the Village Chief and the LFNC Village Head are recommended to act as advisers to the WUG/WUA and other village organizations.

109. As source of funds for the MOM of the irrigation system, Irrigation Service Fees (ISF) at rates agreed with the beneficiaries through the assistance of the DAFO, PAFO, LWU, Village Chiefs and LFNC shall be collected.

⁴Refers to people or HHs who owns or are cultivating agricultural lands (irrigated and non-irrigated)

110. For the protection of the water source, water catchment identification and crop zoning is planned as one of the impact enhancement initiatives under the subproject. In addition, technical assistance on crop production and marketing will be provided to Farmers Production Groups.

111. The above had been consulted with the villagers⁵ and they expressed their support of the plans.

4. BENEFICIAL AND MITIGATING MEASURES

112. The subproject will promote the enhancement of agricultural production and aims to equally distribute benefits within the subproject's coverage while ensuring the active participation of ethnic groups, including women.

113. To ensure proper involvement and participation of the ethnic groups in subproject activities, the Table A10-3: Ethnic Group Development Plan (EGDP) will be applied. The subproject will pay special attention to avoid discrimination and inequality. Measures will be adopted to ensure the involvement and representation of ethnic groups. Additionally, the subproject will closely monitor the construction of the irrigation system to ensure that there are equal employment opportunities for men, women and ethnic groups. Furthermore, special attention will be given to those who are non-irrigation beneficiaries and most in need of help to gain access to work. The project will also closely monitor the performance of the contractor and closely collaborate with the related local authorities in order to avoid future conflicts and ensure maximum benefits.

114. The subproject will ensure equal participation of ethnic groups, men and women, and where information is needed for specific purposes rather than providing general information. Separate discussions for each ethnic group, women and men will be conducted to avoid group pressure and bias that might be experienced in mixed group settings. Furthermore, the subproject will ensure that training and other capacity building activities are conducted in the ethnic groups' languages (Lao language in the case of Nam Beng Subproject).

115. The EGDP of Nam Beng is developed based on the NRI revised EGDF and the results of the Nam Beng Social Impact Assessment (Annex 7 of the Nam Beng Subproject FS Report). The EGDP matrix is shown in Annex A10-3 on pages A10-24 to A10-31 of this document. The EGDP should be translated into Lao language and provided to the PPO and DPO Staff for their reference in planning their activities. The EGDP should also be discussed with the WUG, representatives of ethnic groups, LWU/women, LFNC and village authorities to explain to them the activities, measures/requirements and timeline, and their participation and involvement in subproject planning, implementation and eventual management of the completed irrigation system.

5. INFORMATION DISCLOSURE, CONSULTATION AND PARTICIPATION

116. Several consultations and information disclosures have been conducted with the six villages in February and March 2015 on: (i) information about the NRI; (ii) the proposed Nam Beng Subproject - its potential benefits and impacts, including land loss, as well as loss of crop/trees. For each consultation, minutes of meetings, participants' lists, photos and official correspondence were recorded by the project. During village consultations, participants were asked to indicate/provide their views on the potential beneficial impacts and risks of the subproject and whether they support the implementation of the subproject.

117. During the identification survey in 13-14 February 2015, the Grant Implementation Consultants visited the proposed subproject with the participation of the PPO of Oudomxay and DCO of Beng District to: 1) identify the locations of the weir, main canal and access road length;

⁵These included village authorities, men and women focus groups, youth representatives, LWU, LFNC and clan/ethnic group leaders and representatives.

and identify the existing area of the subproject. The group coordinated with village authorities and representatives of irrigation users (WUGs). During the field visit, contacted village authorities, WUG and villagers voluntarily cooperated with the visiting team, openly expressing their interest and expectation on the implementation of the proposed subproject.

118. Village consultation meetings followed on 26-27 February 2015 to discuss about the NRI and the proposed subproject, the scope, process and requirements of subproject implementation and to gauge whether the subproject is positively supported by the villagers. During these consultation meetings, representatives of the villager (men and women) as well as village authorities expressed their support and expectation that the subproject will be implemented.

119. Socio-Economic Survey on 10-17 March 2015 involving interview of village authorities, sample HHs and Focus Group Discussions (FGDs) with men, women and ethnic groups, intended for the SIA of the subproject. This was done to gather data and information for the preparation of the Social Impact Assessment (Annex 7 of the Nam Beng Subproject FS Report). The FGDs aimed to get the reactions of each group on the proposed subproject. Question such as “Do you support the implementation of the Subproject? Why?”, expected benefits from the subproject, potential negative impacts of the subproject were asked. The discussions were conducted through the Lao National Language with the presence of staff who can speak local dialects for translation if necessary. In Nam Beng, however, the population speaks the Lao National Language. Each of the Groups expressed their expectation and support to the subproject and even asked when it will be started. They expect that land acquisition may be needed for right-of-way but openly remarked that they could donate portions of their lands, if necessary, to have the subproject implemented. Women expressed their vision that their HHs will have increased income to be able to send their children to school, to support HH needs and for health and hospitalization when necessary.

120. Findings shows that the subproject is a rehabilitation and improvement of existing irrigation system and will not result to any negative impacts to people/ethnic groups, as well as assets, land and crops. The feasibility study design has considered an alignment of irrigation facilities and structures which avoids any acquisition of private assets. The corridor of impact is limited within the existing right-of-way (ROW). (Refer to Annex 9 – Land Acquisition and Compensation Report of Nam Beng Subproject). Furthermore, the subproject will not affect or interfere with the ethnic groups’ way of using land and natural resources and their indigenous knowledge as the irrigation system had been in use by the community for quite some time. Rather, the subproject will rehabilitate and improve the existing irrigation system to improve irrigation water availability within the irrigation command area.

121. Formally, the Lao government sets out a number of specific requirements in respect of consultation with, and participation of, communities and stakeholders, in the EIA/SIA process. Decree 112/PM on Environmental Impact Assessment sets out the rights and duties of project affected people and stakeholders, which include receiving information about a project along with the potential adverse impacts or benefits they may experience if the project goes ahead. Involvement in the EIA/SIA process is required through provision of appropriate and sufficient information to people and communities affected. The instructions state that consultation will take the form of: (i) interviews with village leaders, focus group discussions (FGDs) and household interviews/surveys; (ii) discussions about impacts and mitigation measures, and where impacts are identified, discussions about how a negative impact can be minimized during the project’s implementation; and, (iii) provision of the opportunity to review, respond to, or comment on the safeguards documents.

122. Table A10- 4 presents initial consultation forums conducted during the feasibility stage of the subproject and recommended consultation forums in the detailed engineering, implementation, and operation and maintenance (O&M) phases. To ensure involvement, participation and representation of the ethnic groups and women in these forums, the involvement/participation and/or representation of these groups will be required. The involvement of the end-users will be complemented with the participation and technical assistance of the DAFO, PAFO, LWU, Village

Authorities and the LFNC (as the focal person for ethnic affairs). The LFNC will assume critical role in assuring proper representation of ethnic groups and in the grievance redress mechanism.

Table A10-4. Consultation, Participation and Disclosure

Subproject Stage	Focus and Description of Consultation and Participation (C&P)	Disclosure
Feasibility Study ⁶	<p>Project Orientation in 23 February 2015 of PAFO/PPO and DAFO/DCO Staff.</p> <p>Public village Consultation meeting 26-27 February 2015: Four Village consultations were conducted for the 5 villages involving NPMO, PPO and DCO and village ethnic groups, men, women, LWU, WUGs, village authorities.</p> <p>Introduction/briefing/discussion on LACR aspects to village residents by provincial, district and consultant staff complementary to joint transect walks undertaken in the subproject's implementation area (13 March 2015).</p>	<p>Discussed during the Project Orientation: Project Objectives; Project Components; and Tentative Subproject preparation and implementation schedule.</p> <p>Topics discussed: included: NRI Project and proposed additional financing; project tentative schedule; Project Process and requirements such as: SIA, EGDP, GAP, WUG, RMC, FPG; and separate focus group discussions with: village authority; ethnic groups; women; and WUG to discuss current problems, causes and solutions; and support of the groups to the implementation of the subproject. (The detailed report is attached as Attachment A10-1 to this document). In Nam Subproject, women composed 45.10% of the 337 participants. Results of the discussions showt: 1) irrigation is priority problem for the villages; 2) low rice yield due to inefficient and insufficient irrigation and low crop production technology; and 3) female issues (income source, work hard, disadvantaged). Regarding the subproject, they expressed : willingness to support the implementation of the subproject by: 1) agreeing to contribute labor; 2) commit to pay irrigation fees as source of O&M funds; 3) participate in monitoring the environment; and 4) donate lands that will be affected by the construction of the subproject.</p> <p>During these forums, the participants from the villages (village authorities, ethnic groups, LWU/women, LFNC and WUGs) expressed their support and expectation on the implementation of the subproject, willingness to donate affected lands, expectations that the subproject will result to improved irrigation water availability, increased in crop production and higher income for HHs.</p> <p>The LARC process and involvement of affected households in the asset acquisition process were discussed</p>

⁶ Activities in this subproject stage had been completed.

Subproject Stage	Focus and Description of Consultation and Participation (C&P)	Disclosure
	<p>Socio-Economic Survey on 10-17 March 2015 involving interview of village authorities, sample HHs and Focus Group Discussions with men, women and ethnic groups, intended for the SIA of the subproject. This was done to gather data and information for the preparation of the Social Impact Assessment (Annex 7 of the Nam Beng Subproject FS Report).</p>	<p>(among these are measurement of affected assets, valuation, compensation options, grievance mechanism). During this forum, representatives of men and women expressed their willingness to cooperate with and contribute to the implementation of the subproject. (See Table A9-2 of Annex 9 – LARC)</p> <p>The SIA report is part of the Nam Oun FS Feasibility Study Report as Annex 7. The SIA confirmed the results of the village consultations that the villagers agree to support the implementation of the subproject, besides, generating information for the formulation of the GAP and EGDP of the Subproject and data for the economic evaluation of the subproject.</p>
Detailed Engineering Design	<p>Consultation meetings to discuss the Subproject design and plan to villagers with representation of men, women and ethnic groups. During these meetings, the PAFO, DAFO, village authorities, LWU and LFNC are invited to participate.</p>	<p>The Subproject design and plan will be finalized and presented to the same audiences before implementation.</p> <p>Before the start of construction, pre-construction meetings with the same audience must be done where the PMU and Contractor will discuss construction works, methodology, schedule and labor requirements.</p>
Implementation	<p>During subproject implementation, regular (monthly or more frequent, if necessary) Project Coordination Meetings will be conducted with the same audience above to be facilitated by the PMU and the Contractor. During these meetings, topics to be discussed should include among others: a) progress of construction; b) issues, problems and constraints; c) actions to resolve identified issues, problems and constraints.</p> <p>The WUG/WUA should be allowed to conduct daily monitoring visits of on-going works jointly with project engineers of the PMU and Contractor.</p> <p>Collect feedback, concerns and recommendations from WUGs, FPG and women.</p>	<p>Agreed actions should be copied to all stakeholders as the basis for monitoring and evaluation</p> <p>For non-Lao speaking/ reading ethnic groups, the meetings must be arranged with the assistance of interpreters.</p>
O&M Stage ⁶	(Women and Ethnic Groups represented in the WUA Structure)	

⁷ Activities in this subproject are not yet implemented. These will be done once the subproject is approved for implementation.

Subproject Stage	Focus and Description of Consultation and Participation (C&P)	Disclosure
	<p>Pre-Cropping Season Meeting to: a) develop cropping plan for the season (decide what to plant, where to plant, when to plant and when to harvest); b) develop repair and maintenance plan for the irrigation system; c) develop water allocation and distribution schedules for the system; and d) develop ISF Collection program and budget for the season.</p> <p>In-Season Meetings to identify issues and concerns/problems and agree on solutions to such.</p> <p>Post-Season Meetings to assess the past season and develop plans for the next season. (Same as the Pre-Cropping Season Meeting).</p>	<p>Copies of developed cropping plan are posted in public places within all villages involved.</p> <p>The project will facilitate dissemination of information in native ethnic groups' languages via interpreters.</p>

6. COMPLAINTS AND GRIEVANCE REDRESS MECHANISM

123. Ethnic Groups in the six villages were informed during the village meetings about their rights related to grievance and the procedures that are in place. In relation to the grievance redress mechanism (GRM), the two ethnic groups share the same view that if any issue arises, regardless of this subproject, they will firstly consider amongst them whether the issue can be resolved internally. This first stage of mediation is preferred by all of them so as not to bring up issues unnecessarily and avoid complications. If the issue cannot be dealt with internally, they will then bring it up verbally with the village authorities. The village authorities often seek the advice of the villager elders and call for a meeting which includes the complainants and the elders as mediators. If the issue cannot be resolved, then the next formal step involves the village authority to either assist in drafting a written complaint or the complainant will be asked to draft by the complaint by themselves. It then will go through the village authorities for comments and a referral letter will then be sent to the district authorities. The district authorities will then take up the case, investigate and mediate with the complainants and village authorities. If the issue still cannot be solved, then the same steps are taken at the provincial level. If the provincial authorities cannot solve the issue, then they will be referred to the provincial courts. All of the consulted villages share the same view on both informal and formal grievance procedures.

124. The Lao National Front for Construction (LFNC) represents ethnic groups and at village level also leads the Village Mediation Committee. In general, people in the villages respect the LFNC members ("Neo Hom") and often turn first to them for assistance on both domestic and civil matters. Assistance will be provided for training of the Committees where this has not already occurred through the current program being implemented. An information campaign will be conducted to ensure that all community members understand the revised role and responsibilities of the Mediation Committees.

7. INSTITUTIONAL ARRANGEMENT

125. To ensure inter-agency cooperation at the national level, a National Steering Committee (NSC) was established. The NSC will meet annually or as required to review overall implementation progress, approve annual work-plans and budgets, and provide overall policy guidance. The National Project Management Office (NPMO) will provide secretariat services to the NSC. Provincial Steering Committees (PSCs) were established to ensure inter-agency coordination at the provincial level. The PSCs are chaired by provincial vice governors with equivalent representation to that for the NSC, including governors from the participating districts.

The PSC will meet bi-annually or as required to review implementation progress and to ensure adequate levels of coordination between key agencies for project coordination. Subproject Investment Reports (SIRs) shall be approved by PSCs after obtaining the necessary concurrence of ADB for social and environmental safeguards. The PPO will provide secretariat services to PSCs.

126. The Ministry of Agriculture and Forestry (MAF) is the executing agency (EA) for the project, with the responsibility for overall project coordination and management transferred to its Department of Planning (DOP) who has established the National Project Management Office (NPMO) for the day-to-day coordination and management of the project. The implementing agencies at the provincial level are the Provincial Agriculture and Forestry Offices (PAFOs). Provincial Project Offices (PPOs) have been established in each PAFO to be responsible for financial management at the provincial level, as well as coordination and management of the implementation of subprojects. To assist implementation of the project at the district level, District Coordination Offices (DCOs) have been established within District Agriculture and Forestry Offices (DAFOs) to mainly coordinate and supervise subproject activities.

8. BUDGET AND FINANCING PLAN

127. Estimated EGDP implementation costs are set out and financed from the Grant. Detailed budgets will be included in subproject costing during implementation stage.

9. MONITORING

9.1 Internal Monitoring

128. Internal monitoring and collection of information on the subproject's progress, effectiveness and results will largely be the responsibility of PPO in cooperation with DCO. There will also be an emphasis on the identification of activities to enhance agricultural production whilst recognising constraints so as to provide appropriate remedial actions. Internally the provincial and district officers from the different departments will jointly prepare monitoring reports, which in turn the PPO will use to prepare monthly reports for the NPMO. The NPMO will validate these reports and include in the project's progress reports progress reports.

9.2 External Monitoring

129. The project has engaged an external monitoring entity in charge of social and environmental safeguards, participation, and gender. The external monitoring entity submits quarterly monitoring reports on these aspects.

Table A10-3. Subproject Ethnic Group Development Plan

Project Components	Activities	Measures: Indicators/Requirements⁸	Timing (Subproject Stage)⁹	Responsible Unit/Group	Subproject Intervention Strategies
1. Production and productivity enhancing rural infrastructure constructed and/or rehabilitated.	2. Project Identification and Selection Phase	Documented evidence of consultation with ethnic groups (women and men) demonstrating their support prior to subproject approval.	Project Selection and identification Phase	NPMO in cooperation with PPMOs and DPOs with the technical assistance of the LIC. These activities had been completed for Nam Beng subproject	Ensure that The subproject has strong support from both ethnic groups in the 6 villages. It was found out during the project identification and selection phase, during the feasibility study, the social assessment, village consultations and groups' discussions, that the Nam Beng Subproject is strongly supported by ethnic groups, men and women groups and village authorities.
	1.1 Preliminary field visit of proposed subproject 1.2 Village Consultations with Ethnic Groups, Men, Women, WUG; LWU; LFNC; Village authorities 1.3 Conduct of SIA Interviews and Focus Group Discussions	Participation of representatives of ethnic groups; women/LWU; LFNC; WUG; Village Authorities 35% participation of women in consultation meetings/forums			
	3. Project Design and Planning Stage	Participation of representatives of ethnic groups; women/LWU; LFNC; WUG; Village Authorities	Detailed engineering/design stage (before start of construction)	PPMOs and DPOs with the technical assistance of the NPMO and the LIC.	Ensure mutual decision making and that an agreement has been reached on the design details, including irrigation channels and alignments as well as the location of the water gate to each village by the following three parties: the project, the District Agriculture Departments and the clan representatives from the four villages.
	2.1 Consultation on project design and plan or construction schedule 2.2 Preparation of Subproject Resettlement Plan or Land Acquisition and Resettlement	35% participation of women in consultation meetings/forums Consultations with, and participation of affected households in the determination of affected assets and/or crops/trees,			

⁸ The Ministry of Agriculture and Forestry's *Strategy for Advancement of Women in the Agriculture and Forestry Sector 2011-2015* has targets to increase the number of female staff trained to at least 35% (of total participants) and increase the number of female farmers in vocational training to at least 45% (of total participants).

⁹ Specific timeline (dates or periods) will be determined after project selection or at the detailed engineering stage

Project Components	Activities	Measures: Indicators/Requirements ⁸	Timing (Subproject Stage) ⁹	Responsible Unit/Group	Subproject Intervention Strategies
	Compensation (LARC) Plan	valuation and in determining the compensation option. Documentations are necessary. (Refer to Annex 9 of this Feasibility Study (FS) Report)			<i>Note: The LARC for Nam Beng had been prepared (Annex 9 of the FS Report of Nam Beng. It is reported in the LARC that the subproject will not result in any loss of assets, crops, trees and structures.</i>
	<p>4. Project Construction</p> <p>2.1 Pre-Construction Meeting</p> <p>2.2 Construction (Labor participation in construction)</p> <p>2.3 Project Coordination Meetings (Construction Company, PPMO/DCO, Villages</p> <p>2.4 Joint inventory and test-run of completed irrigation facilities and structures to determine corrections to be done</p>	<p>Participation of representatives of ethnic groups; women/LWU; LFNC; WUG; Village Authorities</p> <p>35% participation of women in consultation meetings/forums</p> <p>Construction contract should specify that priority of hiring labor should be within the subproject villages</p> <p>30% women in hired labor</p> <p>equal pay for men and women for work of equal type</p> <p>Construction work safety instructions/meetings; Written safety instructions in Lao Language posted on construction sites/boards</p> <p>Construction hazard/danger warning signages and instructions written in Lao language</p>	Construction Stage	PPMOs and DPOs with the technical assistance of the NPMO and the LIC.	Ensure that the selected Contractor develops a labor management plan that consists of: (i) criteria for labour selection and impose zero tolerance for child labour; (ii) equal access to work and equal pay for the same type of work for ethnic men and women; and (iii) special attention to the poor ethnic families in the subproject areas that need help.

Project Components	Activities	Measures: Indicators/Requirements ⁸	Timing (Subproject Stage) ⁹	Responsible Unit/Group	Subproject Intervention Strategies
		<p>Project coordination meetings conducted with the participation of ethnic groups, men and 35% women to discuss project progress, issues/concerns and come-up with agreements</p> <p>Participation of representatives of ethnic groups; women/LWU; LFNC; WUG; Village Authorities in inventory and test-run of completed irrigation structures and facilities</p>			
2. Productivity and impact enhancing initiatives adopted.	2.1 Organization WUG, farmer production groups; WUA establishment for irrigation system O&M management turn-over	<p>Representation of ethnic groups in the WUG and FPGs</p> <p>30% women representation in WUG and other subproject management committees (marketing initiatives, producer groups, etc.)</p> <p>Turn-over of O&M management of the completed irrigation system to WUA</p>	O&M Stage (Project Completion)	PPMOs and DPOs with the technical assistance of the NPMO and the LIC.	<p>Ensure that each ethnic group and women will field a representative to the WUA using their own processes for selection.</p> <p>Ensure that ethnic groups and women representatives will have equal status and voice in decision making regarding the irrigation system.</p> <p>WUA guidelines will be simplified and/or translated into the languages of the ethnic groups.</p>
	2.2 Capability development (training, study	Capacity building for ethnic groups and women to enable participation in	O&M Stage (Project Completion)	PPMOs and DPOs with the technical assistance of the NPMO and the	Ensure that the established WUA has received the following training: (i)

Project Components	Activities	Measures: Indicators/Requirements ⁸	Timing (Subproject Stage) ⁹	Responsible Unit/Group	Subproject Intervention Strategies
	tours, etc.) of WUGs, FPGs	subproject and community decision-making delivered in the local language and using an appropriate methodology Training of WUG/WUA on WUG/WUA organizational management; financial management and O&M of irrigation system, 35% of participants are women ¹⁰		LIC.	administration and management of their organization; ii) irrigation system management or operation, repair and Maintenance; and (iii) financial management in relation to the collection of water fees.
	2.3 Extension services or optional initiatives	Extension services designed for and delivered to ethnic groups and women, particularly poor households	O&M Stage (Project Completion)	PPMOs and DPOs with the technical assistance of the NPMO and the LIC.	Training on the enhancement of agricultural production, including agricultural market extension services, soil improvement techniques, introduction of suitable crops and sustainable use of the irrigated water system will be provided for each village including ethnic groups and women. This training will include marketing skills, agricultural knowledge/information and observation techniques for better negotiation and numeracy skills.

¹⁰ The Ministry of Agriculture and Forestry's *Strategy for Advancement of Women in the Agriculture and Forestry Sector 2011-2015* has targets to increase the number of female staff trained to at least 35% (of total participants) and increase the number of female farmers in vocational training to at least 45% (of total participants).

Project Components	Activities	Measures: Indicators/Requirements ⁸	Timing (Subproject Stage) ⁹	Responsible Unit/Group	Subproject Intervention Strategies
					<p>Workshop on agricultural knowledge exchange will be conducted by the subproject to: (i) strengthen the interrelationship between villages and different ethnic groups; (ii) promote the exchange of agricultural production knowledge by the different ethnic groups; (iii) encourage ethnic groups from different ethnic backgrounds to engage in social functions and public meetings with other groups; (iv) promote ethnic women's groups to expose them to other people outside of their own village; and (v) encourage the ethnic groups' confidence, especially women, in communicating and negotiating with other people.</p>
<p>3. Capacities of national, provincial and district agencies strengthened to enable a sector development approach.</p>	<p>3.1 Safeguards (EGDP) training for implementing agencies at national, provincial and district levels (i.e. NPMO, PPOs, DCOs and other stakeholders).</p>	<p>35% women participants</p>	<p>Project start and on-going basis within Project life depending on training needs assessment</p>	<p>LIC in cooperation with NPMO</p>	<p>Safeguard (EGDP) training is provided to key responsible staff of the project's implementing agencies at the central, provincial and district levels</p> <p>The project has recruited national and international IP safeguards and gender specialists to safeguard</p>

Project Components	Activities	Measures: Indicators/Requirements ⁸	Timing (Subproject Stage) ⁹	Responsible Unit/Group	Subproject Intervention Strategies
					<p>ethnic groups' rights to development and access to equal opportunities in the subproject areas.</p> <p>The project will provide key staff to closely work and collaborate with the ethnic groups in the four villages and other stakeholders during the construction of the irrigation system.</p> <p>Safeguards specialists in different fields are engaged during the subproject's implementation period.</p>
	3.2 Training and mentoring by international and national specialists provided to national and provincial staff to enable effective preparation and monitoring of individual EGDP for each subproject.	35% women participants	Project start and on-going basis within Project life depending on training needs assessment	LIC	
	3.3 Capacity building of the Village Mediation Committees where these have not had the previous NRI round of training.	Assistance (budgets) provided for capacity building of the Village Mediation Committees where these have not had the recent round of training	Project start and on-going basis within Project life depending on training needs assessment	PPMOs and DPOs with the technical assistance of the NPMO and the LIC.	The project will closely collaborate with local authorities, including the Lao Front for National Construction (LFNC) and Village Mediation Committees if and when ethnic groups express concerns, provide feedback and suggestions to the project. It should be

Project Components	Activities	Measures: Indicators/Requirements ⁸	Timing (Subproject Stage) ⁹	Responsible Unit/Group	Subproject Intervention Strategies
					done in a timely manner and appropriately take into account the ethnic groups traditional culture when dealing with any issues that arise.
	3.4 Capacity building of village and district level committees of the Lao Front for National Construction (LFNC) where this relates to promoting and meeting the needs of ethnic groups in subproject areas.	Assistance (budgets) provided for capacity building of village and district level committees of the Lao Front for National Construction (LFNC) where this relates to promoting and meeting the needs of ethnic groups in subproject areas.	Project start and on-going basis within Project life depending on training needs assessment	PPMOs and DPOs with the technical assistance of the NPMO and the LIC.	
4. Efficient and effective delivery of subprojects and project management.	4.1 NPMO, PPO and DPO organization	Safeguard (gender/indigenous peoples) specialists included in national, provincial and district levels (NPMO, PPO, DPO) 30% of NPMO, PPO and DPO Staff are women	At Project start	MAF/GoL	International and national IP and gender safeguards specialists are engaged by the project during the subproject's implementation period. Focal persons for social safeguards are designated at the NPMO, PPO and DCO to assist in coordinating and ensuring the benefits of ethnic groups as well as overseeing other social safeguards.
	4.2 Conduct of Social Impact Assessment and preparation of EGDP	Social Impact Analysis and an EGDP will be prepared for each subproject.	Feasibility Study Stage	LIC in coordination with NPMO, PPOs and DPOs	Social impact assessment, ethnic group consultations, focus groups discussions are conducted and the

Project Components	Activities	Measures: Indicators/Requirements ⁸	Timing (Subproject Stage) ⁹	Responsible Unit/Group	Subproject Intervention Strategies
					subproject commits itself to continued consultations with different ethnic groups during the implementation period.
	4.3 Monitoring and Evaluation	<p>All monitoring and evaluation data disaggregated by ethnic groupings.</p> <p>NPMO and PPOs responsible for monitoring and reporting of EGDP performance indicators, including ethnic group participation, training and employment targets</p> <p>EGDP implementation performance indicators included in mid-term reviews</p>	Project start and on-going basis within Project life; Project Progress/M&E Reports on a quarterly and annual frequency	NPMO, PPO and DPO with the technical assistance of the LIC	Subproject monitoring and reporting of EGDP implementation performance indicators including participation, training, and employment targets will include data and information disaggregated by ethnic groups and gender.