

Ethnic Group Development Plan

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Ethnic Groups Development Plan Nam Oun Irrigation Subproject



Hmong New Year Festival, Lao PDR

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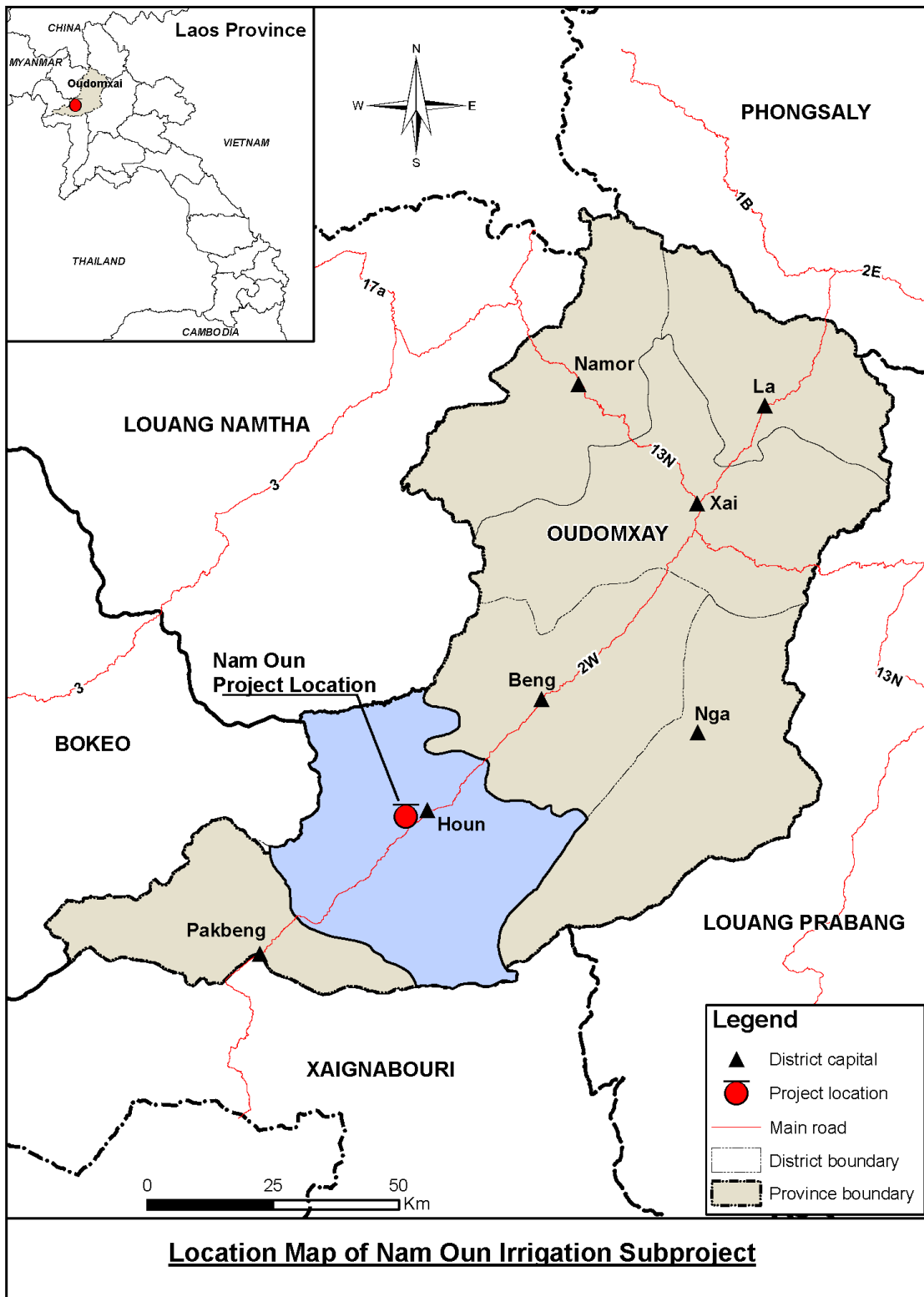
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Figure 1. Location Map of Nam Oun Irrigation Subproject



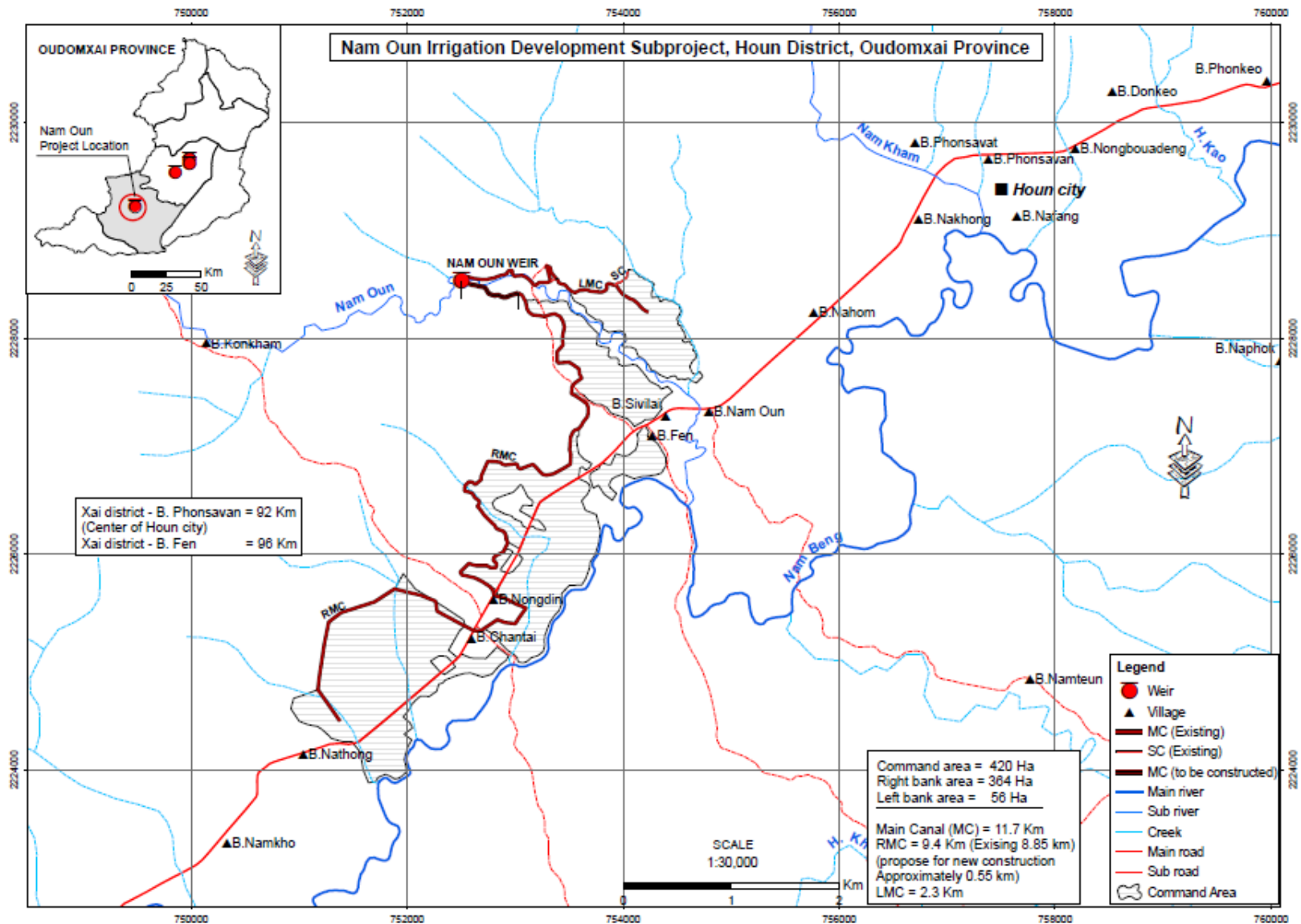


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List of Abbreviation and Terms

ADB	:	Asian Development Bank
DAFO	:	District Agriculture and Forestry Office
DCO	:	District Coordination Office
DOP	:	Department of Planning
EA	:	Executing Agency
EGDF	:	Ethnic Groups Development Framework
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
HIV / AIDS	:	Human autoimmune deficiency syndrome
IA	:	Implementing Agency
IEE	:	Initial Environmental Examination
IPP	:	Indigenous Peoples Plan
IPPF	:	Indigenous Peoples Planning Framework (prepared for NRIDSP in 2010, replaced with EGDF in 2015)
ISF	:	Irrigation Service Fee
Lao PDR	:	Lao People's Democratic Republic
LACR	:	Land Acquisition and Compensation Approach
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
PPTA	:	Project Preparatory Technical Assistance
SIA	:	Social Impact Assessment
SIR	:	Subproject Investment Report
SPS	:	Safeguards Policy Statement (of the ADB, 2009)
STI	:	Sexually Transmitted Infection
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 proposed Nam Oun subproject is comprises the rehabilitation and improvement of the Nam Oun Irrigation scheme, by means of construction of a new weir and improvement of existing main canals and related structures. It aims to increase the effective irrigated crop area of the system from 250 ha to 420 ha. The cropping system that will be introduced to maximize the use of irrigation water will be rice during the wet season and rice/other crops during the dry season.

2. The five beneficiary villages of the Nam Oun Irrigation Subproject have a total of 1,212 households (HHs) composed of 12 different ethnic groups. Of the 1,212 HHs, 559 HHs (46%) belong to the Lao-Tai Ethno-Linguistic Group with 6 specific ethnic groups (Lao/Lao Loum, Tai Lue, Tai Phuan, Tai Daeng and Tai Dam); 393 HHs (32%) are Mone Khmer Ethno-Linguistic Group with 3 ethnic groups (Khmu, Khmu Rok and Khmu Ou); 218 HHs (18%) are Hmong Lu-Mien with 3 ethnic groups (Hmong, Hmong Dam and Hmong Khao); and 42 HHs (3%) Tibeto-Chinese of Phunoi ethnic group.

3. The subproject is categorized as **Category B** based on the IP Screening Checklist in Table A7-20 of Annex 7 of the Nam Oun Feasibility Study (FS) Report. Ethnic groups in the area will benefit 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 ethnic groups. The subproject is expected to improve irrigation water availability and expand the irrigated area and hence, yield and production of agricultural crops as well as income from farmers.

4. This Ethnic Group Development Plan (EGDP) is prepared for the Nam Oun Irrigation Subproject located in Houn 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 as Ethnic Group Development Framework under the Small Scale Project Preparation Technical Assistance for NRIDSP).

5. The Plan emphasizes a specific action plan for the Nam Oun 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 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.

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 forum, the villagers (ethnic groups, men, women, village authorities) expressed their full support on the implementation of the subproject.

7. Findings show 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 mainly within, partly outside the existing 6m wide ROW along the main canal's alignment. (Refer to Land Acquisition and Compensation Report of Nam Oun 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 equitably for the ethnic groups. 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 Oun Irrigation Subproject

9. The proposed Nam Oun Subproject is located in Houn District, Oudomxay Province. The center of the Subproject is located in Ban Faen, 4 km from Ban Phonsavanh, Houn District center. The subproject will benefit 5 villages: i) Ban Chantai; ii) Ban Nathong; iii) Ban Nam Oun; iv) Ban Nongdin; and v) Ban Faen with a total beneficiary of 1,212 HHs. The villages are located at a range of 4 to 8 km from Ban Phonsavanh, Houn District Center and 94 to 100 km from Xai District, the provincial capital of Oudomxay, through the National Road No. 2.

10. The proposed subproject will involve: i) construction of a new concrete weir at about 20m upstream of the existing upstream weir with intake gates on both sides; and ii) improvement of the existing right and left earth main canals with concrete lining; and iii) construction of related water control and regulating structures. The subproject will integrate the irrigated areas of the two existing weirs.

11. The existing irrigation system is composed of two (2) concrete weirs, located at a distance of about 250m from each other along the Nam Oun River. The downstream weir was constructed in 1989 using government funds to cover its right bank command area of 364 hectares. The upstream weir was constructed in 2002 by government budget to cover its left bank command area of 56 hectares. The total subproject command area is estimated at 420 ha including both command areas of the two (2) weirs. This will be firmed-up during the detailed engineering stage of the subproject.

C. Ethnic Groups in the Subproject Areas

12. 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 Lanter; iv) 5% Tibeto-Chinese (3% Akha/Ko, 1% Phunoi and 1% Hor).

13. Based on data taken from the District in March 2015, the total population in Houn District is 72,249 composed of: i) 66% Mone-Khmer (Khmu/Khmu Rok/Khmu Ou); ii) 17% Lao-Tai (14% Lao Loum, 2% Tai Dam/tai Daeng/Tai Phuan, 1% Tai Lue); iii) 16% Hmong-lu Mien (Hmong, Hmong Khao, Hmong Dam); and iv) 1% Tibeto-Chinese (Phunoi).

D. Socio-Economic Status

14. The social environment of the proposed subproject is supportive to the implementation of the Subproject. The village authorities, ethnic groups, women, men and LFNC of the six villages expressed full support to the implementation of the subproject. They have very high expectation that the implementation of the subproject will result to increase agriculture production and income for HHs. They anticipate that the increase in income will increase the financial capability of HHs in supporting household operation and management, education of children and health care.

15. The available labor in the five (5) villages (18-60 years old population) is 3,775 people. The available labor is very substantial for the labor requirement of the subproject. However, there are very few technical and skilled workers in the area. Contractors have to hire technical and skilled workers from outside the villages.

16. The main source of HH income are: i) crop production (rice, corn, vegetables, garlic, onion, and garlic), ii) livestock & poultry; iii) collection and sale of non-timber forest products; and iv) labor.

17. About 18% of the 1,212 HHs are insufficient with rice. The worst situations are in Ban Faen and Ban Nongdin where 28% and 21% of HHs are insufficient with rice, respectively. Hmong-lu Mien ethnic groups has the highest percentage of HHs with insufficient rice at 27%. This is due to the fact that they have the lowest share of the irrigated and rainfed lowlands, and quite low share of the uplands compared to the Lao-Tai and Mone-Khmer ethnic groups. Specific ethnic groups with the highest percentage of rice insufficient households are the Hmong (31%), Hmong Dam (25%), Hmong Khao (25%), Tai Lue (26%) and Khmu Rok (21%).

18. About 92% of HHs in the area are classified to be at middle income level, 3% are reported to be poor and 6% are high income category¹. Ban Faen has the highest percentage of poor HHs at 7%, Chantai 3% and Nam Ou and Nongdin 1% each. The poverty distribution by ethnic group shows no significant difference among different ethnic groups. Similar to the trend in the village poverty distribution above, most of the HHs are of the middle income class irrespective of ethnic grouping. The highest percentage of poor HHs is among the Tai-Phuan, Lao/Lao Loum and the Tai Lue at 6%, 5% and 4%, respectively. Other ethnic groups with poor HHs are Khmu Rok, Hmong, and Phunoi with 2% of HHs of total HHs for each. Middle income level for the ethnic groups are 90% for Lao-Tai, 94% for Mone-Khmer, 91% for Hmong-lu Mien and 93% for the Tibeto-Chinese ethnic groups.

a. Land Issues

19. There are about 518.95 has. of irrigated lands and 273.59 has. of rainfed lowlands being cultivated by 577 and 357 HHs respectively. These HHs are the potential direct beneficiaries of the proposed subproject.

20. The total agricultural lands being cultivated in the five villages is 2,653.78 has., if slash and burn areas are included and 2,274.08 has. excluding slash and burn areas. The

¹Poverty Status: "1" - Poor; "2" - Middle; and "3" - High Income: "1" - Poor or Low Income Level, household income is below 2001 poverty line income of 85,000 kips/month/person; "2" - Middle Income Level, household income is within 2005-2009 poverty line income of 85,000 to 180,000 kips per month per person; "3" - High Income Level, income is above the 2009/2012 poverty line of 180,000 kips per month per person.

average landholding if slash and burn areas are included is 2.19 has/HH, range of 1.63 to 3.42 has/HH for the five villages. If slash and burn areas are excluded the average landholding is 1.88 has/HH, range of 1.62 to 2.24 has/HH. This indicates that there is substantial agricultural land being cultivated by HHs in the area.

21. The information on land distribution shows that high percentage of Lao-Tai and Mone-Khmer HHs are involved in cultivating irrigated lands, while high percentage of Hmong-lu Mien and Mone-Khmer HHs are cultivating uplands and rainfed lowlands. Rubber tree farms are dominated by Hmong-lu Mien and Mone Khmer ethnic groups.

22. The subproject will not in any way affect land ownership or the right of land cultivation of people/ethnic groups in the area. Instead, it will encourage increased activities on land cultivation with the expected improvement in water availability due to the rehabilitation and improvement of the existing irrigation system.

23. 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. It is hoped that the rehabilitation/improvement of the irrigation systems will lead to a more intensive agriculture in the lowlands and uplands, resulting to increase demand in agriculture labor and will result to reduction of slash and burn practice.

24. The Project will not cause any displacement of HHs from the lands they are cultivating at present.

b. Language Issues

25. Although there are 12 different ethnic and sub-ethnic groups in the five villages, based on the Village Household Masterlist and interviews of ethnic groups, men and women, more than 98% of the population in the five villages can understand and can communicate in the Lao National Language. The 2% who either cannot or do not want to speak Lao are very old folks of the Mone-Khmer, Hmong-lu Mien and Tibeto-Chinese ethno-linguistic group with the exemption of the Lao/Lao Loum ethnic group whose natural language is the Lao National Language. In general, language will not be a barrier in the conduct of subproject activities

c. Gender Issues

26. 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.

27. In the five beneficiary villages, leaderships of village committees and organizations are generally male dominated and women are observed to be less involved/represented in village meetings and consultations. 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 although women are recognized to share these roles. These situations emphasize the need of promoting recognition of the importance of women involvement and participation.

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

28. Men are considered the head of the family. This is very prominent among the Hmong ethnic group, whose culture holds prominent dominance of males over females and thus, a father is always considered the head in each household.

29. Particularly for Khmu women, the results of a study⁴ show that they experience barriers to participation in project activities. The barriers include language; education; cultural norms; health issues; workload; resettlement; poverty; low self-esteem; staff and project approach; the village administrative structure; fewer opportunities with development projects; and limited formal access and control over assets. To overcome these barriers and to participate in development projects Khmu women would benefit from greater support from project staff such as teacher/trainer; learner; follower; advisor; demonstrator/role model and advocate. To empower women to overcome barriers themselves and participate more fully in community development requires both men and community to provide support and acceptance.

30. 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

31. The villages are provided with electricity, domestic water supply (except Ban Nathong which takes water from streams and open wells). A dispensary/health clinic is present in Ban Nam Oun. Bigger and better equipped health clinics are located in Houn District and Xai District, the provincial capital. All the HHs have sanitary latrines.

32. 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/management. 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.

33. 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.

34. Other health related concerns are the poor waste management and disposal, poor sanitation and hygiene, and lack of basic knowledge on HIV/AIDS/STI prevention and protection. Recommended mitigations are the conduct of education and awareness campaign in these aspects.

E. Potential Benefits and Negative Impacts of the Subproject

35. All of the consulted villagers, which included village authorities, men and women focus groups, youth representatives, LWU, LFNC and clan leaders/representatives were unanimous in their support of the rehabilitation and improvement of the irrigation system.

36. The subproject promotes the enhancement of agricultural production and aims to equitably distribute benefits within the subproject's coverage while ensuring the active participation of ethnic groups, including women. It is expected to bring about the following positive benefits to ethnic groups (i) potential increase in income and food security due to higher agricultural yields (ii) empowerment through representation in water user groups and farmer production groups (iii) increase in technical know-how from capacity-building

programs (iv) improved marketing of produce and (v) alternative sources of income/livelihood.

37. Additional benefits will be derived from productivity and impact enhancement initiatives that will be delivered through 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 and zoning. Optional initiatives will be further discussed with the villagers/ethnic groups during detailed design stage and could be selected from production, post-harvest handling, processing and the development of market linkage initiatives.

38. An indirect impact of the subproject is the labor generation due to increase of agriculture production activities, such as, labor for land preparation, planting/transplanting and harvesting of crops which will offer alternative source of income for poor ethnic group HHs.

39. The Nam Oun Irrigation Subproject involves rehabilitation of existing irrigation facilities and structures. It is very unlikely that it will impact on structures, assets and crops. However, this aspect is determined and provided with mitigation plan in the Land Acquisition and Compensation Report (LACR), Annex 9 of the Subproject Feasibility Report.

40. Potential impact on the environment that may be brought about by the construction activities such as noise and dust pollution as well as hazard from construction waste materials. During the irrigation operation and maintenance phase, there is potential increase on the use of agricultural chemicals due to more active agricultural production as a result of irrigation improvement. However, mitigation measures for these impacts are prescribed in the Environmental Management Plan (EMP) for the subproject as contained in Annex 8 – Initial Environmental Examination of the Feasibility Study Report for the Subproject.

41. Considering that the subproject is a rehabilitation and improvement of an existing community-managed irrigation system and the subproject will be planned and implemented in consultation to the beneficiaries/ethnic groups, the subproject is not expected to affect the traditions and culture of the ethnic groups within the area.

F. Consultation and Disclosure

42. Initial consultations and information disclosure has been done during the feasibility stage of the subproject. These involved social impact assessment, site visits, village consultations, meetings with beneficiary farmers, affected households, and other stakeholders, initial environmental examination, irrigation system pre-engineering evaluation and land acquisition and compensation. Furthermore, the subproject will ensure that continued consultations with men, women and ethnic groups are conducted at various stages of subproject implementation. Such are done at feasibility stage and will continue during the detailed engineering stage, construction stage and the operation and maintenance (O&M) stage at subproject completion. Consultations will be done in the local ethnic groups' language using interpreters to translate from Lao to the ethnic group's language. The subproject will ensure equal participation of men and women, and where information is needed for specific purposes rather than providing general information, separate discussions for women and men will be conducted as women are often reluctant to participate in mixed group settings. Furthermore, the subproject will ensure that training and other capacity building activities are conducted in the ethnic groups' languages to avoid exclusion/inability to participate in the subproject activities.

43. Important results of consultations, plans and studies/surveys shall be disclosed through meetings in local dialects as well as written excerpts posted in public places in the two villages covered.

G. Monitoring

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

1. BACKGROUND INFORMATION

45. 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 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.

46. This Ethnic Group Development Plan (EGDP) is prepared for the Nam Oun Irrigation Subproject located in Houn 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)

47. This Ethnic Group Development Plan (EGDP) is prepared for the Nam Oun Irrigation Subproject located in Houn 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 (updated as Ethnic Group Development Framework, June 2015) developed for NRIDSP.

48. 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

49. 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)

50. 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.

51. 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.

52. The NRIDSP has the following main outputs:

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

1.3 The Nam Oun Irrigation Subproject

53. The proposed Nam Oun Subproject is located in Houn District, Oudomxay Province. The center of the Subproject is located in Ban Faen, 4 km from Ban Phonsavan, Houn District center. The subproject will benefit 5 villages: i) Ban Chantai; ii) Ban Nathong; iii) Ban Nam Oun; iv) Ban Nongdin; and v) Ban Faen with a total beneficiary of 1,212 HHs. The villages are located at a range of 4 to 8 km from Ban Phonsavan, Houn District Center and 94 to 100 km from Xai District, the provincial capital of Oudomxay, through the National Road No. 2.

54. Ban Chantai was composed of two villages before 1971, Ban Chantai Tai (Lao and Lue ethnic groups) and Ban Chantai Neua (Khmu Rok). The village was combined to establish one village in 1971 which is then called Ban Chantai. The original settlers in Ban Nathong are Khmu Rok. Hmong Ethnic Group HHs from the nearby mountain (16 km away) came down, bought lands near Ban Nathong before 2001. In 2001, Ban Nathong was expanded to include the area of the Hmong HHs. Ban Nam Oun is a government settlement area for retired army members from the Oudomxay and other provinces. This explains the multi-ethnicity presence in Ban Nam Oun. Ban Nongdin original settlers are Khmu Rok. Hmong Khao HHs came in, bought lands and settled in the village. Ban Faen was originally 3 villages: 1) Sivilay (Lao ethnic group); 2) Viengthong (Khmu Rok); and Ban Faen (Lao). The three villages were combined and established as one village in 2009 which is now called Ban Faen. Information from the 5 villages points out that the different ethnic groups had been living in the area for quite some time and are generally involved in lowland agriculture.

55. The proposed subproject will involve: i) construction of a new concrete weir at about 20m upstream of the existing upstream weir with intake gates on both sides; and ii) improvement of the existing right and left earth main canals with concrete lining; and iii) construction of related water control and regulating structures. The subproject will integrate the irrigated areas of the two existing weirs.

56. The existing irrigation system is composed of two (2) concrete weirs, located at a distance of about 250m from each other along the Nam Oun River. The downstream weir was constructed in 1989 by the government budget to cover its right bank command area of 364 hectares. The upstream weir was constructed in 2002 by government budget to cover its left bank command area of 56 hectares. The total subproject command area is estimated at 420 ha including both command areas of the two (2) weirs. This will be firmed-up during the detailed engineering stage of the subproject.

57. The Right Main Canal (RMC) is a 9.00km earth canal. It is now covered by grass and bush at most parts and filled with sediment of soil at some portions. The RMC was fully used only for 2 years after construction in 1989. Since then the downstream portion of the RMC (about 4 km, covering Ban Nongdin and Ban Chantai command area) had not been used

due to poor quality of the earth canal (too much seepage, according to farmers' report), as well as poor operation and maintenance (O&M) of the irrigation system by the users. Recently, the 5km upstream portion of the RMC is only being used during the wet season. The remaining downstream command areas are planted with rice under rainfed condition using supplemental water from nearby small creeks.

58. The 2.3km earth Left Main Canal (LMC) is eroded at many locations due to i) composition of canal materials such as soil, sand, and stone, ii) canal slope slide, iii) insufficient canal related structures, and iv) insufficient maintenance.

59. There is no formally established Water Users' Group (WUG) and no formulated roles, rules and regulations. There is an informal water management organization with the irrigation users appointing a water manager to manage water distribution. Water fees are collected for the fee of the water manager. Maintenance works which include canal clearing and repair of damaged irrigation facilities is done once a year, usually before the start of the wet season through labor contribution from the irrigation users. Water use related conflicts between the upstream weir water users and the downstream weir users, as well as between rice farmers and fishpond owners at the right bank of Nam Oun had been experienced.

60. Farmers grow rice in the Nam Oun command area during the wet season. They used to grow soybeans in the dry season but due to the limited and unassured water supply from the system, they stopped growing crops during the dry season. Chinese Companies rent lands to produce watermelon from November to February at the rate of Kips6.00 Million to Kips10.00 Million per hectare. These companies draw water from Nam Oun by pumping. Farmers can be engaged as workers by the Companies for planting, weeding and harvesting but farmers fear that their health could be affected by the agro-chemicals being used by the Chinese in the production of watermelon.

2. LEGAL FRAMEWORK

2.1 Ethnic Groups in Lao PDR

61. 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.

62. 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).

63. 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.

64. 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-lu Mien	Chinese-Tibetan
1. Lao	9. Khmou/Khmu	18. Khmer	26. Oey	34. Taoey	41. Hmong	43. Akha or Ko
2. Leu	10. Pray	19. Moy	27. Kadang	35. Katu	42. lu Mien	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

65. 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".

66. 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."

67. 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.

68. 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.

69. 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

70. 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.

71. 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.

72. 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

73. The EGDF was an updated version of the Indigenous People Planning Framework (IPPF) for NRIDSP formulated in 2010. The IPPF was developed in 2010 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 groups 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 groups. 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

74. **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 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 (980–5,910 ft.) above sea level.

75. 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.

76. 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.

77. 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 Areas

78. 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).

79. Based on data taken from the District in March 2015, the total population in Houn District is 72,249 composed of: i) 66% Mone-Khmer (Khmu/Khmu Rok/Khmu Ou); ii) 17% Lao-Tai (1% Lue, 2% Tai Daeng/Dam/Phuan and 14% Lao Loum); iii) 16% Hmong-lu Mien (Hmong Dam and Hmong Kao); and iv) less than 1% Tibeto-Chinese (Akha, Phunoi).

80. The five beneficiary villages of Nam Oun Irrigation Subproject have a total of 1,212 households (HHs) composed of 12 different ethnic groups. Of the 1,212 HHs, 559 HHs (46%) belong to the Lao-Tai Ethno-Linguistic Group with 5 specific ethnic groups (Lao/Lao Loum, Tai Lue, Tai Phuan, Tai Daeng and Tai Dam); 393 HHs (32%) are Mone Khmer Ethno-Linguistic Group with 3 ethnic groups (Khmu, Khmu Rok and Khmu Ou); 218 HHs (18%) are Hmong lu-Mien with 5 ethnic groups (Hmong, Hmong Dam, Hmong Khao and Phunoi); and 42 HHs (3%) Tibeto-Chinese of Phunoi ethnic group.

Table A10-2. Ethnic Groups in Nam Oun Irrigation Subproject

Village	No. of HH	Number of HH Members						Ave. HH Members		
		Female		Male		Total		Female	Male	Total
		No.	%	No.	%	No.	%			
1 Lao Tai	559	1,393	42	1,366	43	2,759	43	2.49	2.44	5
1) Lao/Lao Loum	457	1,139	35	1,122	35	2,261	35	2.49	2.46	5
2) Tai Lue	27	72	2	55	2	127	2	2.67	2.04	5
3) Tai Phuan	18	48	1	40	1	88	1	2.67	2.22	5
4) Tai Daeng	21	51	2	57	2	108	2	2.43	2.71	5
5) Tai Dam	36	83	3	92	3	175	3	2.31	2.56	5
2 Mone-Khmer	393	1,128	34	1,012	32	2,140	33	2.87	2.58	5
6) Khmu	6	13	0	16	1	29	0	2.17	2.67	5
7) Khmu Rok	378	1,094	33	976	31	2,070	32	2.89	2.58	5
8) Khmu Ou	9	21	1	20	1	41	1	2.33	2.22	5
3 Hmong-lu Mien	218	664	20	710	22	1,374	21	3.05	3.26	6
9) Hmong	49	155	5	171	5	326	5	3.16	3.49	7
10) Hmong Dam	4	7	0	10	0	17	0	1.75	2.50	4
11) Hmong Khao	165	502	15	529	17	1,031	16	3.04	3.21	6
4 Tibeto-Chinese	42	101	3	90	3	191	3	2.40	2.14	5
12) Phunoi	42	101	3	90	3	191	3	2.40	2.14	5
Total	1,212	3,286	100	3,178	100	6,464	100	2.71	2.62	5

81. There are 559 HHs (46%) belonging to the major **Lao-Tai Ethno-Linguistic Group** with 5 specific ethnic groups (**Lao/Lao Loum, Tai Lue, Tai Phuan, Tai Daeng and Tai Dam**) in the 5 villages.

82. The **Lao (Lao Loum)** is the dominant ethnic group in Lao PDR. The Lao Loum is an official Laos PDR designation for lowland dwelling Tai peoples, including the majority Lao

people³. The Lao Loum (lowland Lao) are the inhabitants of the river valleys and lowlands along the Mekong River and make up over 68% of the population of Lao PDR, 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. They reside in the lowlands where they do lowland agriculture. They speak the Lao language, the official national language of the Lao PDR and its official script is the Lao alphabet. Generally, the Lao practice Buddhism.

83. 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 sale. The Tai Lue are also well known for their traditional architecture. In older Tai Lue communities, wooden houses feature carved decorations, windows with railings, and notched beams. Unfortunately, most of these houses are now being replaced with concrete structures. Tai Lue women are well known for producing beautiful cotton and silk textiles, and their skilled use of natural dyes. The Tai Lue understand and can speak the Lao National Language. Their population is estimated at about 153,000¹

84. The **Tai Phuan**¹, also known as Phuan, Thai Phuan or Lao Phuan are Theravada Buddhist Tai people estimated to be more than 141 thousand (2010) in Lao PDR. The Phuan language is closely related to other tribal Tai languages, such as the Lao, Tai Dam and the Northern Thai. The Phuan were organized into small village units under the authority of a “Chao Moug”, but this practice had gradually faded under the present government. Their main location is in Xiengkhouang Province. The Phuan are paddy cultivators. They grow both the ordinary and glutinous rice. Rice is the most important cash crop for the Phuan. They grow vegetables, spices, herbs and fruit in gardens, close to the house. The household consumes most of the produce with surplus sold in local market. The Phuan are famous for handwoven textiles, especially the striped and patterned “*pakama*”, a short sarong worn by men, and a “*pasin tin jok*”, a longer women's skirt. Due to their proximity and very similar culture and language, Phuan culture is very similar to other tribal Tai groups.

85. The **Tai Deng** ethnic group originated in the Meuang Daeng District of Thanh Hoa province in Vietnam, and migrated to Laos around 100-200 years ago. There are about 30,000 (2012) Tai Daeng in Laos, most of them living in the north eastern provinces of Houaphan, Xieng Khouang, and Phongsaly. Most of the Tai Deng live on small valley farms where they produce rice, their major crop, both as food staple and as cash crop. The name Tai Daeng, translated as Red Tai, may refer to their original homeland, the color of their clothing, or the Red River. The Tai Daeng have a spoken language that is similar to that of other Tai groups, but they don't have a separate written language. They practice Theravada Buddhism mixed with animism and shamanic rituals. Traditionally, the Tai Daeng do not organize any events or ceremonies in January or February, because they believe that their ancestor spirits who take care of and protect the family will go and join the heavenly festival of “Pi Taen.” Thus, during these months the Tai Daeng avoid holding ceremonies and events out of fear that the sky spirit will cause sickness or death. The Tai Daeng are master weavers of silk and cotton, and possess complex weaving techniques and dyeing skills. Their textiles often feature motifs of animals, trees, leaves, and human figures, on scarves, blankets, and spirit cloths.

³Wikipedia, the Free Encyclopedia

86. The **Tai Dam** ethnic group or Black Tai are an ethnic group of Vietnam, Laos and China. Although their culture is male-dominated, women play an important part in Tai Dam society. Women have the responsibility of maintaining altars of deceased parents. The Tai Dam religion consists of spirit worship, and the spirits of ancestors are especially important to them. The Tai Dam language is similar to Thai and Lao, but it is not close enough to be readily understood by most Thai and Lao speakers. They do lowland agriculture mainly producing ordinary and sticky rice under irrigated as well as rainfed condition. They also cultivate swidden fields, where they grow rice, corn, and subsidiary crops, especially cotton, indigo and mulberry for cloth weaving. In Lao PDR the Tai Dam population is estimated at 76 thousand⁴.

87. There are 393 HHs (32%) belonging to the **Mone-Khmer** ethno-linguistic group, composed of **Khmu, Khmu Rok and Khmu Ou** ethnic group living in the five villages covered by the Nam Ou Irrigation Subproject.

88. The **Khmu**⁵ are an ethnic group of Southeast Asia. The majority (88%) live in northern Laos where they constitute one of the largest ethnic group, comprising eleven percent of the total population. The Khmu were the indigenous inhabitants of northern Laos. It is generally believed that the Khmu once inhabited a much larger area but after the influx of Thai/Lao peoples into the lowlands of Southeast Asia, the Khmu were forced to higher ground (Lao Theung), above the rice-growing lowland Lao but below the Hmong/Mien groups (Lao Sung) that inhabit the highest regions, where they practiced swidden agriculture. The Khmu of Laos resides mainly in the North, ranging across 10 provinces including Luang Prabang, Phongsaly, Oudomxay, Bokeo and Lung Namtha Provinces. The Khmu language belongs to the Austro-Asiatic language family, in which several closely related languages are grouped together forming the Khmuic branch. The Khmu are an agricultural society, although gathering, hunting, trapping and fishing are parts of the Khmu lifestyle. Khmu crops include rice (especially white and black sticky rice), corn, bananas, sugar cane, cucumbers, beans, sesame and a variety of vegetables. Most of the agricultural work in Khmu villages is done communally, so as to combine the strength and finish the work quickly. Harvesting of wild rice is generally performed by the village women. Rice is stored outside the village in elevated structures to protect from mice and rats. Khmu elders are traditionally the most important people of the village, and are responsible for resolving all village disputes. Village leaders included the shaman (knowledgeable in spiritual medicine), the medicine man (knowledgeable in herbal medicine), the priest (based on family lineage of priesthood), and the village headman (in modern times chosen by the Laotian government). Laotian Khmu communities generally have localized justice systems administered by the village elders. Although the Khmu is the second largest ethnic group in Laos, they are also the poorest. Throughout the history of Laos, the Khmu have lacked political power, education and a role in administration⁶. The results of a study⁴ on Khmu women show that they experience barriers to participation in project activities. The barriers include language; education; cultural norms; health issues; workload; resettlement; poverty; low self-esteem; staff and project approach; the village administrative structure; fewer opportunities with development projects; and limited formal access and control over assets. To overcome these barriers and to participate in development projects Khmu women would benefit from greater support from project staff such as teacher/trainer; learner; follower; advisor; demonstrator/role model and advocate. To empower women to overcome barriers themselves and participate more fully in community development requires both men and community to provide support and acceptance.

⁴ Peoples Groups Resources, 2015 Joshua Project, A Ministry of Frontier Ventures

⁵ Wikipedia, The Free Encyclopaedia

⁶ Women's Participation in Community Development Projects: The Case of Khmu Women in Laos, Thesis on Master of Applied Science, Vixathep K., Lincoln University

89. The **Khmu Rok**⁷ population in Lao PDR is estimated at 71,200. The Khmu Rok is a sub-ethnic group of the Khmu. They are the only Khmu group to have wooden roof tiles on their homes- the others simply use straw. Similar to other Khmu ethnic groups, they speak Khmu language and animism and beliefs in spirits of the living and dead are the main features of their religion. Their culture and production system is as described above (Khmu).

90. As mentioned above, the **Khmu Ou** is a sub-ethnic group of the **Khmu**. Its culture, tradition and production system is the as describe above (Khmu).

91. There are 218 HHs (18%) belonging to the **Hmong-lu Mien Ethno Linguistic Group** living with the five beneficiary villages of the proposed Nam Oun Irrigation Subproject, composed of three (3) ethnic/sub-ethnic groups (**Hmong, Hmong Dam and Hmong Khao**).

92. The **Hmong** are an Asian ethnic group from the mountainous regions of China, Vietnam, Laos, and Thailand. Hmong are also one of the sub-groups of the Miao ethnicity in Southern China. Historically, Hmong Society is patriarchal. The Hmong culture usually consists of a dominant hierarchy within the family. Males hold dominance over females and thus, a father is considered the head in each household. Hmong are generally group oriented, so the interests of the group come before the interests of individuals. They belong to the Hmong-luMien ethno-linguistic group and either speak the “Hmong Der” (White Hmong) or “Mong Leng” (Green Hmong) dialect. Hmong are skilled at hunting, mixing herbal medicines and raising animals, particularly horses. Hmong believe in a variety of natural, ancestral and supernatural spirits and their religious practices incorporate elements of ancestor worship. Intricate embroidery and heavy silver jewelry adorn their clothes. The Hmong constitute about 8% of the Lao PDR population. In the past, the Hmong used to be called the Miao or Lao Soung. Lao Soung means “Lao of the mountaintops.” The expression refers to where the Hmong traditionally liked to live. These names are no longer considered appropriate, and the Hmong prefer to be called by their ethnic group name. The Hmong are a proud ethnic group, maintaining their distinctive culture and traditions. They cannot marry within their clan, or even a person of their own family name. This means that men and women often have to find a spouse from outside of their village. Traditionally after marriage, a woman will then follow her husband and sever ties with her parents. The Hmong practiced shifting cultivation of unirrigated upland crops; buckwheat, barley, and millet were grown at the highest altitudes, and rice and corn (maize) at lower elevations. Virgin forest was cleared and burnt off for the planting of new fields; when soil fertility declined (usually after several decades), the entire village would relocate. New villages could be a considerable distance away from a group’s previous locale. In the late 19th century the opium poppy was introduced into the highlands by outside traders, and the Hmong began to cultivate it in an integrated cycle together with corn and dry rice. They sold opium to itinerant traders, usually Chinese, in return for silver. By the late 20th century, shifting cultivation had become impracticable except in a few remote areas. In response to government programs in Thailand, Laos, and Vietnam, the Hmong have now largely abandoned shifting cultivation and opium production. They have instead turned to the permanent-field cultivation of crops such as rice and corn or the gardening of flowers, fruits, and vegetables, which they sell in lowland markets.

93. The **Hmong Dam** (Black Hmong) and **Hmong Khao** (White Hmong) are sub-ethnic groups of the Hmong. The Hmong sub-ethnic groups are identified by the color or specific pattern of their clothing, such as Dam for black, Khao for white, Daeng for Red. The culture, tradition, customs and production systems of the Hmong and its sub-ethnic groups are similar with very slight differences.

94. There are 42 HHs belonging to the **Tibeto-Chinese** ethno-linguistic group composed

⁷ [Joshuaproject.net/people groups/19012/LA](http://Joshuaproject.net/people%20groups/19012/LA)

of **Phunoi** ethnic group. Phunoi literally means "little man" in the Lao Language. The Phunoi ethnic group are formerly tribal people of Lao, Northern Thailand and Vietnam. They speak Phunoi, a Tibeto-Burman language. Their traditional primary occupation is slash and burn agriculture, though they also produce a variety of handicrafts, most notably rattan baskets and mats. There are approximately 40,000 Phunoi in Lao PDR. Historically, they settle near streams in forested mountain areas, build houses on stilts and live on farming, gathering forest products and hunting. The Phunoi practice an ethnic religion, which is often a blend of animism and ancestor worship.

95. Considering the diverse ethnic and sub-ethnic groups within the subproject coverage, this Ethnic Group Development Plan (EGDP) and the Gender Action Plan (GAP) (Annex 7) are developed to specify strategies and plans for the equal representation, involvement and benefits of ethnic groups and women in subproject activities. 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 revised Northern Rural Infrastructure Development Sector Project (NRIDSP) Ethnic Group Development Framework (EGDF) prepared as an update of the NRIDSP Indigenous People Planning Framework (IPPF) 2010. The EGDP will be implemented in synergy with the project's Gender Action Plan (GAP) (Annex 7 of the Feasibility Study Report of Nam Oun Irrigation Subproject), which addresses women's participation in the project to ensure that gender equality measures reach women in ethnic groups in the subproject areas.

3.2 Socio-Economic Status

96. The social environment of the proposed subproject is supportive to the implementation of the Subproject. The village authorities, ethnic groups, women, men and LFNC of the six villages expressed full support to the implementation of the subproject. They have very high expectation that the implementation of the subproject will result to increase agriculture production and income for HHs. They anticipate that the increase in income will increase the financial capability of HHs in supporting household management, education of children and health care.

97. There are 12 different ethnic and sub-ethnic groups living in the five (5) villages composed of 1,212 HHs and 6,464 people. The different ethnic groups had been living in the area for quite some time and according to interviews, there had been no differences or conflicts among or between ethnic groups.

98. The available labor in the five (5) villages (18-60 years old population) is 3,775 people. The available labor is very substantial for the labor requirement of the subproject. However, there are very few technical and skilled workers in the area. Contractors have to hire technical and skilled workers from outside the villages.

99. About 18% of the 1,212 HHs are insufficient with rice. The worst situations are in Ban Faen and Ban Nongdin where 28% and 21% of HHs are insufficient with rice, respectively. Hmong-lu Mien ethnic groups has the highest percentage of HHs with insufficient rice at 27%. This is due to the fact that they have the lowest share of the irrigated and rainfed lowlands, and quite low share of the uplands compared to the Lao-Tai and Mone-Khmer ethnic groups. Specific ethnic groups with the highest percentage of rice insufficient households are the Hmong (31%), Hmong Dam (25%), Hmong Khao (25%), Tai Lue (26%) Khmu Rok (21%).

100. About 92% of HHs in the area are classified to be at middle income level, 3% are reported to be poor and 6% are high income category⁸. Ban Faen has the highest percentage of poor HHs at 7%, Chantai 3% and Nam Ou and Nongdin 1% each. The poverty distribution by ethnic group shows no significant difference among different ethnic groups. Similar to the trend in the village poverty distribution above, most of the HHs are of the middle income class irrespective of ethnic grouping. The highest percentage of poor HHs is among the Tai-Phuan, Lao/Lao Loum and the Tai Lue at 6%, 5% and 4%, respectively. Other ethnic groups with poor HHs are Khmu Rok, Hmong, and Phunoi with 2% of HHs of total HHs for each. Middle income level for the ethnic groups are 90% for Lao-Tai, 94% for Mone-Khmer, 91% for Hmong-lu Mien and 93% for the Tibeto-Chinese ethnic groups.

101. Based on the village interview, the main source of HH income are: i) crop production (rice, corn, vegetables, garlic, onion, and garlic), ii) livestock & poultry; iii) collection and sale of non-timber forest products; and iv) labor. Of the 50 Sample households 74% are involved in rice production, 60% are producing corn, 59% are involved in livestock, poultry and fish production, 8% are producing banana production, 6% are producing watermelon and 4% are producing rubber. On non-agricultural sources of income, 46% of sample HHs are involved in labor for other farmers, 30% have small business, 24% are getting salary from employment, 6% are into labor outside farm and 4% are involved in sales of non-timber

⁸Poverty Status: "1" - Poor; "2" - Middle; and "3" - High Income: "1" - Poor or Low Income Level, household income is below 2001 poverty line income of 85,000 kips/month/person; "2" - Middle Income Level, household income is within 2005-2009 poverty line income of 85,000 to 180,000 kips per month per person; "3" - High Income Level, income is above the 2009/2012 poverty line of 180,000 kips per month per person.

forest products. Information from the village level interview shows that pig and chicken raising is very common for all ethnic groups.

102. There are 55 female-headed households (FHHs) in the 5 villages. Of the 55 FHHs only 39 FHHs (71%) are sufficient with rice, 16 FHHs (29%) are not sufficient with rice. Not sufficient with rice are 3 (43%) Hmong-lu Mien FHHs, 6 (33%) Mone-Khmer FHHs and 2 (26%) Lao-Tai FHHs. Of the 55 FHHs, one (1) FHH (2%) is categorized as poor, 51 FHH (93%) are categorized as middle income level and 3 FHHs (5%) are categorized as high income level. The lone poor FHH is of Lao/Lao Loum HH.

3.2.1 Land

103. There are about 518.95 has. of irrigated lands and 273.59 has. of rainfed lowlands being cultivated by 577 and 357 HHs respectively. These HHs are the potential direct beneficiaries of the proposed subproject.

104. In addition, there are 1,053.14 has. of upland farms cultivated by 748 HHs, 30.90 has. home garden tilled by 31 HHs, 14.70 has. fish ponds being managed by 8 HHs, 30.20 has. fruit tree farms by 17 HHs, 20.10 has. lumber tree farms by 14 HHs and 332.50 has. rubber tree farms by 279 HHs. There are 162 HHs reported to be doing slash and burn or swidden agriculture in an estimated area of 379.70 has.

105. The total agricultural lands being cultivated in the five villages is 2,653.78 has., if slash and burn areas are included and 2,274.08 has. excluding slash and burn areas. The average landholding if slash and burn areas are included is 2.19 has/HH, range of 1.63 to 3.42 has/HH for the five villages. If slash and burn areas are excluded the average landholding is 1.88 has/HH, range of 1.62 to 2.24 has/HH. This indicates that there is substantial agricultural land being cultivated in the area.

106. 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. It is hoped that the rehabilitation/improvement of the irrigation systems will lead to a more intensive agriculture in the lowlands and uplands, resulting to increase demand in agriculture labor and will result to reduction of slash and burn practice.

107. The land distribution by ethnic group shows that HHs with irrigated lands are 359 HHs (64%) of Lao-Tai ethnic groups HHs, 173 HHs (44%) of Mone-Khmer ethnic group HHs, 25 HHs (11%) of Hmong-lu Mien ethnic group HHs and 20 HHs (48%) of Tibeto-Chinese ethnic group HHs. Rainfed lowlands are cultivated by 84 HHs (15%) of Lao-Tai ethnic group HHs, 163 HHs (43%) of Mone-Khmer ethnic group HHs, 98 HHs (45%) of Hmong-lu Mien ethnic group HHs and 12 HHs (29%) Tibeto-Chinese ethnic group HHs. Uplands are cultivated by 285 (51%) of Lao-Tai ethnic groups HHs, 264 HHs (67%) of Mone-Khmer ethnic group HHs, 164 HHs (75%) of Hmong-lu Mien ethnic group HHs and 35 HHs (83%) of Tibeto-Chinese ethnic group HHs. This shows that high percentage of Lao-Tai and Mone-Khmer HHs are involved in cultivating irrigated lands, while high percentage of Hmong-lu Mien and Mone-Khmer HHs are cultivating uplands and rainfed lowlands. Rubber tree farms are dominated by Hmong-lu Mien and Mone Khmer ethnic groups.

108. It must be noted, that the subproject will not in any way interfere with land ownership or the right of land cultivation. The subproject will not result to displacement of ethnic groups/households from their lands or from the land they are presently cultivating. Instead, it will intensify cultivation of lands due to improved availability of irrigation water supply.

3.2.2 Language

109. There are 12 different ethnic and sub-ethnic groups living in the five (5) villages composed of 1,212 HHs and 6,464 people. Although the different ethnic groups have their own language/dialect, about 98% of the total population can speak and able to communicate in Lao.

110. The different ethnic groups had been living in the area for quite some time and according to interviews, there had been no differences or conflicts among or between ethnic groups.

111. In support to this, there are existing village LFNCs who are very active in representing ethnic groups and are functioning as the grievance and mediation groups for the villages in coordination with village authorities. The LFNC represents the interests of all ethnic groups in village meetings and community development activities

3.2.3 Gender

112. 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 levels⁹.

113. In Nam Oun Irrigation Subproject, the leaderships of village committees and organizations are generally male dominated and women are observed to be less involved/represented in village meetings and consultations. 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 although women are recognized to share these roles. These situations emphasize the need of promoting recognition of the importance of women involvement and participation.

114. For the different ethnic groups, men are considered the head of the family. This is very prominent among the Hmong ethnic group, whose culture holds prominent dominance of males over females and thus, a father is always considered the head in each household.

115. Particularly for Khmu women, the results of a study⁴ show that they experience barriers to participation in project activities. The barriers include language; education; cultural norms; health issues; workload; resettlement; poverty; low self-esteem; staff and project approach; the village administrative structure; fewer opportunities with development projects; and limited formal access and control over assets. To overcome these barriers and to participate in development projects Khmu women would benefit from greater support from project staff such as teacher/trainer; learner; follower; advisor; demonstrator/role model and advocate. To empower women to overcome barriers themselves and participate more fully in community development requires both men and community to provide support and acceptance.

116. To address the concerns on the involvement and participation of women, the organization, establishment and development of the WUG, FPG and other village organizations must consider women representation in leadership and executive committees.

⁹ Country Gender Assessment for Lao PDR – Reducing Vulnerability and Increasing Opportunity, World Bank, 2012

Women must also be given equal opportunity to represent the household in meetings, trainings, study tours and similar programs/activities.

117. There are 55 female-headed households (FHHs) in the 5 villages. Of the 55 FHHs only 39 FHHs (71%) are sufficient with rice, 16 FHHs (29%) are not sufficient with rice. Not sufficient with rice are 3 (43%) Hmong-lu Mien FHHs, 6 (33%) Mone-Khmer FHHs and 2 (26%) Lao-Tai FHHs. Of the 55 FHHs, one (1) FHH (2%) is categorized as poor, 51 FHH (93%) are categorized as middle income level and 3 FHHs (5%) are categorized as high income level. The lone poor FHH is of Lao/Lao Loum HH.

3.2.4 Health and Hygiene

118. The villages are provided with electricity, domestic water supply (except Ban Nathong which takes water from streams and open wells). A dispensary/health clinic is present in Ban Nam Oun. Bigger and better equipped health clinics are located in Houn District and Xai District, the provincial capital. All the HHs have sanitary latrines.

119. 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/management. 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.

120. 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.

121. Other health related concerns are the poor waste management and disposal, poor sanitation and hygiene, and lack of basic knowledge on HIV/AIDS/STI prevention and protection. Recommended mitigations are the conduct of education and awareness campaign in these aspects.

3.2.5 Social Impact and Inequality

122. As mentioned above, there are differences in the types of lands being cultivated by the different ethnic groups. High percentage of Lao-Tai and Mone-Khmer HHs are involved in cultivating irrigated lands, while high percentage of Hmong-lu Mien and Mone-Khmer HHs are cultivating uplands and rainfed lowlands. Rubber tree farms are dominated by Hmong-lu Mien and Mone Khmer ethnic groups. Hence, it is accepted that not all households will directly benefit from the irrigation subproject.

123. HHs that will not directly benefit from irrigation will benefit from the productivity and impact enhancement initiatives that will be delivered for the Subproject. 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 be discussed with the beneficiaries/ethnic groups during the detailed design stage and could be selected from agricultural production technology, post-harvest handling, processing and the development of market linkage initiatives.

124. The main source of HH income of the different ethnic group HHs are: i) crop production (rice, corn, vegetables, garlic, onion, and garlic), ii) livestock & poultry; iii) collection and sale of non-timber forest products; and iv) labor.

125. The Nam Oun Irrigation Subproject involves rehabilitation of existing irrigation facilities and structures. The social impact assessment carried out at feasibility study stage identified 6 households that will be marginally affected by acquisition of their productive land. The land acquisition and resettlement impacts are described in detail in the sub-project Land Acquisition and Compensation Report (LACR). The LACR was prepared through a consultative and participative approach.

126. Additional impact on the environment that may be brought about by the construction activities such as noise and dust pollution as well as hazard from construction waste materials. During the irrigation operation and maintenance phase, there is potential increase on the use of agricultural chemicals due to more active agricultural production as a result of irrigation improvement. However, mitigation measures for these impacts are prescribed in the Environmental Management Plan (EMP) for the subproject as contained in Annex 8 – Initial Environmental Examination of the Feasibility Study Report for the Subproject.

3.2.6 Social Benefits

127. The proposed subproject has the following potential benefits:

- (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 seasons; 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 crop production activities in the area for two seasons; and
- (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 on labor, time and local materials for the beneficiary households from the frequent repair of the scheme particularly during the wet season;
- (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.

128. Besides the benefits from irrigation, benefits from the productivity and impact enhancement initiatives that will be delivered by the project are:

- (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) Empowerment through representation of women and different ethnic groups in the WUG/WUA, Farmers Production Groups and other committees.
- (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) Increased technical know-how and improved capability of farmers 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) Additional benefits from other optional initiatives that will be identified to be delivered through the subproject.
- (ix) An institutionalized and active grievance redress mechanism through the Lao Front for National Reconstruction (LFNC).

3.2.7 Expected Sustainable Outcomes

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

130. To ensure sustainable operation of the irrigation system after completion, a WUA 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 will have to 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 LNFC Village Head will act as advisers to the WUA.

131. 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 LNFC shall be collected.

132. 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.

133. Women and ethnic groups will be represented in the WUG/WUA and FPG Executive Committee and Membership.

4. BENEFICIAL AND MITIGATING MEASURES

134. Prominent among the potential positive impacts 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. The benefits are discussed in detail in Section 3.3.6 above. The main expected negative impact is the potential loss of assets (land and crops) due to subproject construction. Additional potential impact is dust and noise pollution during construction and increase in the use of agricultural chemicals during the O&M stage of the subproject.

135. The Subproject Intervention Strategies in Table A10-3 will be applied to the subprojects. The subproject will ensure that consultations that are to be conducted at any stage with each of the ethnic groups will be done in the Lao National Language (which is understood by all the ethnic groups) or if necessary, in the local ethnic group's language using interpreters to translate from Lao to the ethnic group's language. Where information is needed for specific purposes rather than providing general information, separate discussions for every ethnic group, women and men will be conducted to encourage greater

participation. Furthermore, the subproject will ensure that training and other capacity building activities are conducted in Lao or the ethnic groups' languages to avoid exclusion/inability to participate in the subproject activities.

136. The subproject will pay special attention to avoid discrimination and inequality among the 12 ethnic groups. Positive measures will be done to ensure participation and representation of ethnic groups in subproject activities from planning, implementation and eventual turnover of the operation and maintenance (O&M) of the subproject when completed. Representation of ethnic groups and women on all subproject management committees, especially the WUG/WUA as well as other working groups will be promoted.

137. Additionally, the subproject will closely monitor the construction of the irrigation system to ensure that there are equal employment opportunities for ethnic groups, men and women. Furthermore, special attention will be given to those who are poor and most in need of help to gain access to work. The project will also closely monitor the performance of the subcontractor and collaborate with the related local authorities in order to avoid future conflicts and ensure maximum subproject benefits. Table A10-3 in pages 30-37 of this document sets out the specific activities, measures/requirements and intervention strategies to be addressed during the subproject implementation.

5. INFORMATION DISCLOSURE, CONSULTATION AND PARTICIPATION

138. Several consultations and information disclosures have been conducted with the five villages from February and March 2015. This are presented in Table A10-4 below.

139. On 10-12 February 2016, as part of subproject identification and selection stage¹⁰, a Team of GIC and NPMO Staff composed of an Irrigation Engineer and Land Use Planning/GIS Specialist visited the proposed subproject to coordinate with Staff of PPOs/DCOs, village authorities, WUG and beneficiary farmers 10-12 February to identify proposed weir location, main canal and access road as well as collect information through GIS to prepare the irrigation subproject map. During this visit, meetings were done with beneficiary farmers, WUG members, Chief of Villages in cooperation with Staff of the PPO/DCO. After the meeting, a field survey was done on the weir location, canals and structures, access roads and existing crops within the subproject area. The report mentions that Nam Oun Subproject will benefit 4 villages (Ban Nam Oun, Ban Faen, Ban Chantai and Ban Nongdinh). The agreement during this visit was to build one permanent concrete weir and improve irrigation facilities and structures to irrigate a command area of 420 ha. (GIS estimate) and benefit an estimated 526 HHs.

140. On 23 March 2016, a stakeholders' meeting¹¹ was conducted at the PAFO Office in Oudomxay Province chaired by the PAFO Director with staff of the PAFO/PPO and DAFO/DCO of Houn and Beng District (Irrigation, Agriculture and Extension) as participants. The participants were oriented on the NRI objectives, scope/components and strategies/procedures (social safeguards, resettlement, environmental, etc.). During this meeting the conduct of village consultations was planned. The village consultations are planned to be conducted jointly by the NPMO, PPO/DCO and GIC Staff members. The two village consultation meetings for Nam Oun were conducted on 24-25 February 2015 involving the four beneficiary villages. The village consultations included: 1) NRI Project Information (objectives, scope/components, safeguards, etc.); 2) the Nam Oun Subproject – results of subproject identification and selection field visits were discussed; 3) Consultation

¹⁰ A report on this activity is on file at the NPMO and GIC Office in Vientiane.

¹¹ The meeting is termed stakeholders' meeting but it is more of a Project Orientation Meeting for PAFO/PPO and DAFO/DCO Staff. The meeting was conducted jointly for Houn District (Nam Oun Subproject) and Beng District (Nam Beng Subproject).

on Social, Resettlement and Environmental concerns. Participants to the village consultation included men, LWU/women, ethnic groups, LFNC and village authorities. To avoid influences and domination of certain groups, discussions with the above-mentioned groups were conducted separately to gather their responses and expectations on the proposed subproject. Discussion facilitators who are proficient of the Lao National Language were assigned to facilitate the discussion. Small group workshops were used, where each group were given flipcharts to prepare and later on present: 1) expected benefits and impacts of the subproject; 2) community problems, issues and concerns; and 3) recommended solutions. They were also specifically asked whether they support the implementation of the subproject or not and why. Results of the village consultation shows that: 1) irrigation repair and improvement is the highest priority of the villages; 2) lack of knowledge on the use of agro-chemicals; and 3) low rice production/yield; and 4) lack or low income of females (gender in development). The recommendations included, irrigation rehabilitation and improvement, training on the proper handling and use of agro-chemicals, restriction on the importation of agro-chemicals, training on crop production technology and training on gender in development¹².

141. At the end of the Village consultations for Nam Oun Subproject the participants were asked if they support the implementation of the subproject. They unanimously agreed and informed their expectation that the subproject will be implemented. They expressed their commitment to support subproject implementation by: 1) participation through labor during the preparation, detailed design, construction and O&M of the subproject; 2) committing to pay ISF to support the O&M of the irrigation system; 3) get involved in monitoring the environment; and 4) agreeing to donate affected lands in the rehabilitation and improvement of the main canal.

142. Socio-Economic Survey for SIA in March 4-10, 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. Training of PPO/DCO Staff for the SIA data collection on 1-3 March 2015. 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.

143. 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.

144. Although most of the people in the villages speak the Lao National Language, during the implementation period the project is committed to providing sufficient interpreters for non-Lao speaking ethnic groups so that they understand any changes related to the progress or timeframe from the project's side. The interpreters will consist of both men and

¹² A copy of the report along with attendance sheets and photos on Village Consultations is attached as Attachment A10-1 of this document (Annex 10)

women to accurately deliver information and gather feedback, concerns and suggestions from the villagers.

145. Table A10-4 suggests consultation forums within each subproject stage/phase. To ensure involvement, participation and representation of the ethnic groups, and women in these forums, the involvement/participation and/or representation of these groups must be required. The involvement of the end-users must be complemented with the participation and technical assistance of the DAFO, PAFO, LWU, Village Authorities and the LNFC (as the focal person for ethnic affairs). The LNFC 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	<p>Subproject identification and selection field visit on 10-12 February 2016.</p> <p>Project Orientation on 23 February 2015 of PAFO/PPO and DAFO/DCO Staff.</p> <p>Public village Consultation meeting 24-25 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>The field visit was done in cooperation with beneficiary farmers, WUG members, Chief of Villages and PPO/DCO Staff. The field visit was done to jointly assess and discuss the proposed weir location, canals and structures, access roads and existing crops within the subproject area.</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 Annex 1 to his document). In Nam Oun, women composed 44.35% of the 336 participants. Results of the discussions show that irrigation is priority for the villages and they are willing to support the implementation of the subproject by agreeing to contribute labor, commit to pay irrigation fees as source of O&M funds and donate lands that will be affected by the construction of the subproject.</p> <p>For non-Lao speaking/reading ethnic</p>

Subproject Stage	Focus and Description of Consultation and Participation (C&P)	Disclosure
	<p>Socio-Economic Survey for SIA in March 4-10, 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. Training of PPO/DCO Staff for the SIA data collection on March 1-3, 2015</p>	<p>groups¹³, consultations and meetings were done and will be continuously done with the help of staff who can speak the local dialects.</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 where the subproject design and plan is discussed to villagers with representation of men, women and ethnic groups. During these meetings, the PAFO, DAFO, village authorities, LWU and LNFC 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 basis for monitoring and evaluation.</p> <p>For the ethnic groups, particularly the ethnic groups speaking different languages from Lao¹⁰, the meetings must be arranged with the assistance of interpreters.</p>
O&M Stage	<p>(Women and Ethnic Groups represented in the WUA Structure)</p> <p>Pre-Cropping Season Meeting to: a) develop cropping plan for the season (decide what to plant, where to plant,</p>	<p>Copies of developed cropping planar posted in public places within all villages involved.</p>

¹³Only if necessary as data shows that 98% of all the ethnic population speak the Lao National Language.

Subproject Stage	Focus and Description of Consultation and Participation (C&P)	Disclosure
	<p>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>The project will facilitate dissemination of information in Lao and ethnic groups' languages via interpreters, when necessary.</p>

6. COMPLAINTS AND GRIEVANCE REDRESS MECHANISM

146. Ethnic Groups in the two 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 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.

147. The Village Lao Front for National Construction (LFNC) are reported to be very active in the villages within the Nam Oun Irrigation Subproject. The 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

148. To ensure inter-agency cooperation at the national level, a National Steering Committee (NSC) has been 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 NSC. Provincial Steering Committees (PSCs) have been

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.

149. 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

150. 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

151. 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. Monitoring data will be disaggregated by gender and ethnicity of affected households and beneficiaries. 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 detailed updates on the status of EGDP implementation in the project's semi-annual progress reports submitted to ADB.

9.2 External Monitoring

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

153. To validate results of internal monitoring, engagement of an external (independent) monitor is required by ADB, which has been carried out for 2013 and 2014 subprojects, and will be continued in the following project years.

Table A10-3. Subproject Ethnic Group Development Plan

Project Components	Activities	Measures: Indicators/Requirements ¹⁴	Timing (Subproject Stage) ¹⁵	Responsible Unit/Group	Subproject Intervention Strategies
1. Production and productivity enhancing rural infrastructure constructed and/or rehabilitated.	<p>2. Project Identification and Selection Phase</p> <p>1.1 Preliminary field visit of proposed subproject</p> <p>1.2 Village Consultations with Ethnic Groups, Men, Women, WUG; LWU; LFNC; Village authorities</p> <p>1.3 Conduct of SIA Interviews and Focus Group Discussions</p>	<p>Documented evidence of consultation with the 12 ethnic groups (women and men) demonstrating their support prior to subproject approval.</p> <p>Participation of representatives of representatives of the 12 ethnic groups; women/LWU; LFNC; WUG; Village Authorities</p> <p>35% participation of women in consultation meetings/forums</p>	Project Selection and identification Phase	<p>NPMO in cooperation with PPMOs and DPOs with the technical assistance of the LIC.</p> <p>These activities had been completed for Nam Oun Subproject</p>	<p>Ensure that The subproject has strong support from the ethnic groups in the 5 villages.</p> <p>Note: It was found out subproject field visits for project identification and selection and during the feasibility study, the social assessment, village consultations and groups' discussions, that the Nam Oun Subproject is strongly supported by ethnic groups, men and women groups.</p>
	<p>3. Project Design and Planning Stage</p> <p>2.1 Consultation on project design and plan or construction schedule</p> <p>2.2 Preparation of Subproject Resettlement Plan</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>Consultations with, and participation of affected</p>	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

¹⁴ 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).

¹⁵ Specific timeline (dates or periods) will be determined after project selection or at the detailed engineering stage

Project Components	Activities	Measures: Indicators/Requirements ¹⁴	Timing (Subproject Stage) ¹⁵	Responsible Unit/Group	Subproject Intervention Strategies
	or Land Acquisition and Resettlement Compensation (LARC) Plan	households in the determination of affected assets and/or crops/trees, valuation and in determining the compensation option. Documentations are necessary. (Refer to Annex 9 of this Feasibility Study (FS) Report)			<p>representatives from the four villages.</p> <p>Note: The LARC for Nam Oun had been prepared (Annex 9 of the FS Report of Nam Oun reported 6 affected HHs (AH), at less than 10% of their productive lands. These AHs are agreed to be first priority in job opportunities in the subproject and in subproject optional initiatives. Consultations and actions on this is described in detail the Annex 9)</p>
	<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</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</p>	Construction Stage	PPMOs and DPOs with the technical assistance of the NPMO and the LIC.	<p>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.</p> <p>Provision related to this will be included in the Construction Contract.</p>

Project Components	Activities	Measures: Indicators/Requirements ¹⁴	Timing (Subproject Stage) ¹⁵	Responsible Unit/Group	Subproject Intervention Strategies
	determine corrections to be done	<p>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> <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>			
1. Productivity and impact enhancing initiatives adopted.	2.1 Organization WUG, farmer production groups; WUA establishment for irrigation system O&M management	<p>Representation of ethnic groups in the WUG and FPGs</p> <p>30% women representation in WUG and other</p>	O&M Stage (Project Completion)	PPMOs and DPOs with the technical assistance of the NPMO and the LIC.	Ensure that each ethnic group and women will field a representative to the WUA using their own processes for selection.

Project Components	Activities	Measures: Indicators/Requirements ¹⁴	Timing (Subproject Stage) ¹⁵	Responsible Unit/Group	Subproject Intervention Strategies
	turn-over	subproject management committees (marketing initiatives, producer groups, etc.) Turn-over of O&M management of the completed irrigation system to WUA			Ensure that ethnic groups and women representatives will have equal status and voice in decision making regarding the irrigation system. WUA guidelines will be simplified and/or translated into the languages of the ethnic groups.
	2.2 Capability development (training, study tours, etc.) of WUGs, FPGs	Capacity building for ethnic groups and women to enable participation in 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 ¹⁶	O&M Stage (Project Completion)	PPMOs and DPOs with the technical assistance of the NPMO and the LIC.	Ensure that the established WUA has received the following training: (i) 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,

¹⁶ 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 ¹⁴	Timing (Subproject Stage) ¹⁵	Responsible Unit/Group	Subproject Intervention Strategies
					<p>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.</p> <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</p>

Project Components	Activities	Measures: Indicators/Requirements ¹⁴	Timing (Subproject Stage) ¹⁵	Responsible Unit/Group	Subproject Intervention Strategies
					ethnic groups' confidence, especially women, in communicating and negotiating with other people.
2. Capacities of national, provincial and district agencies strengthened to enable a sector development approach.	3.1 Safeguards (EGDP) training for implementing agencies at national, provincial and district levels (i.e. NPMO, PPOs, DCOs and other stakeholders).	35% women participants	Project start and on-going basis within Project life depending on training needs assessment	LIC in cooperation with NPMO	<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 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	35% women participants	Project start and on-going basis within Project life depending on	LIC	

Project Components	Activities	Measures: Indicators/Requirements ¹⁴	Timing (Subproject Stage) ¹⁵	Responsible Unit/Group	Subproject Intervention Strategies
	national specialists provided to national and provincial staff to enable effective preparation and monitoring of individual EGDP for each subproject.		training needs assessment		
	3.2 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 done in a timely manner and appropriately take into account the ethnic groups traditional culture when dealing with any issues that arise.
	3.3 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.	

Project Components	Activities	Measures: Indicators/Requirements ¹⁴	Timing (Subproject Stage) ¹⁵	Responsible Unit/Group	Subproject Intervention Strategies
3. 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 subproject commits itself to continued consultations with different ethnic groups during the implementation period.
	4.3 Monitoring and Evaluation	All monitoring and evaluation data disaggregated by ethnic groupings. NPMO and PPOs responsible for monitoring and reporting of EGDP performance indicators, including ethnic group participation, training and	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.

Project Components	Activities	Measures: Indicators/Requirements ¹⁴	Timing (Subproject Stage) ¹⁵	Responsible Unit/Group	Subproject Intervention Strategies
		employment targets EGDG implementation performance indicators included in mid-term reviews.			