SFG4161 REV

Cambodia: Road Assets Management Project II Additional Financing (P165249)

Abbreviated Resettlement Action Plan (ARAP)

Road Assets Management Project II-AF (Package 1, 2, 3, 4 and 5 for National Road No. 4 from PK 19+700 to PK 226+000 in Kandal, Kampong Speu and Preah Sihanouk provinces

Prepared by The Road Assets Management Office (RAMO) Ministry of Public Work and Transport.

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Abbreviation

Appreviation		
AC	=	Asphalt Concrete
AH	=	Affected Household
AP	=	Affected Person
ARAP	=	Abbreviated Resettlement Action Plan
BP	=	Bank Procedure
COI	=	Corridor of Impacts
RPF	=	Resettlement Policy Framework
CRSC	=	Commune Resettlement Sub-committee
ESO	=	Environmental and Social Office
FRALA	=	Framework for Resettlement and Acquisition of Land and Assets
GDPM	=	General Department of Public Works
GRC	=	Grievance Redress Committee
IA	=	Implementing Agency
IPDF	=	Indigenous People Development Framework
KG or Kg or kg	=	Kilogram
KM or Km or km	=	Kilometer
KP		Kilometer Point
LHS	=	Left Hand Side
LS	=	Lump Sum
M or m	=	Meter
M ² or m ²	=	Meter Square
MPWT	=	Ministry of Public Works and Transport
NGO	=	None Governmental Organization
NR	=	National Road
OP	=	Operational Procedure
PAH	=	Project Affected Household
PAP	=	Project Affected Person
PIB	=	Public Information Booklet
PR	=	Provincial Road
RAMO	=	Road Assets Management Office
RAMP	_	Road Assets Management Project
RAMP-II-AF	=	Road Assets Management Project Phase II
RAP	=	Resettlement Action Plan
RCP	=	Reinforced Concrete Pipe
RDCMU	=	Road Data Collection and Management Unit
RGC	=	Royal Government of Cambodia
RHS	=	Right Hand Side
RMDS	=	Road Management Decision Support
ROW		Right of Way
RP		Resettlement Plan
SD		Side Drain
SSS		Social Safeguard Specialist
URC		U-shape Reinforced Concrete
USM		U-shape Stone Masonry
GFP	=	Gender Focal Person
GGG	=	Global Gender Gap
GII	=	Gender Inequality Index
SDGs	=	The Sustainable Development Goals
GBV	=	Gender-based violence
СВО	=	Community Base Organization
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DEFINITION

Compensation: means payment in cash or in kind for an asset to be acquired or affected by a project at replacement cost.

Cut-off Date: is the date prior to which the occupation or use of the project area makes residents/users of the project area eligible to be categorized as affected persons. The cut-off date coincides with the date of the census of affected persons within the project area boundaries. Persons not covered in the census, because they were not residing, having assets, or deriving an income from the project area, are not eligible for compensation and other entitlements.

Eligible land holders: are affected persons who (a) hold title to land; or (b) do not hold title but whose possession of land can be legalized with a title pursuant to the Land Law of Cambodia including those with recognizable rights.

Entitlement: means a range of measures comprising compensation, income restoration support, transfer assistance, income substitution, and relocation support which are due to affected people, depending on the nature of their losses, to restore their economic and social base.

Project Authorities: are the Ministry of Public Works and Transport (MPWT) through its Implementation Agencies including Road Assets Management Office (RAMO) and Environmental and Social Office (ESO) under the Department of Administration and Planning of MPWT.

Project Affected Persons or Households (PAPs or PAHs): includes any people, households, firms or private institutions who, on account of changes that result from the Project will have their (i) standard of living adversely affected, (ii) right, title, or interest in any house, land (including residential, commercial, agricultural, forest, and/or grazing land), water resources, or any other moveable or fixed assets acquired, possessed, restricted, or otherwise adversely affected, in full or in part, permanently or temporarily; and/or (iii) business, occupation, place of work or residence, or habitat adversely affected, with or without displacement.

Rehabilitation: means assistance provided to affected persons seriously affected due to the loss of productive assets, incomes, employment or sources of living, to supplement payment of compensation for acquired assets, in order to achieve, at a minimum, full restoration of living standards and quality of life.

Replacement cost: with regard to land and structures, replacement cost is defined as follows: For agricultural land, it is the pre-project market value of land of equal productive potential or use located in the vicinity of the affected land, plus the cost of preparing the land to levels similar to those of the affected land, plus the cost of any registration and transfer taxes. For land in urban areas, it is the pre-displacement market value of land of equal size and use, with similar or improved public infrastructure facilities and services and located in vicinity of the affected land, plus the cost of any registration and transfer taxes. For houses and other structures, it is the market cost of the materials to build a placement structure with an area and quality similar to or better than those of the affected structure, or to repair a partially affected structure, plus the cost of transporting building materials to the construction site, plus the cost of any labor and contractor's fees, plus the cost of any registration and transfer taxes. In determining the replacement cost, depreciation of the asset and the value of salvage materials are not taken into account, nor is the value of benefits to be derived from the project deducted from the valuation of an affected asset.

Resettlement: means all measures taken to mitigate any and all adverse impacts of a project on PAP property and/or livelihood's, including compensation, relocation (where relevant) and rehabilitation as needed. Vulnerable group are distinct groups of people who might suffer disproportionately or face the risk of being marginalized from the effects of resettlement and specifically include:

(i) female headed households with dependents, (ii) disabled household heads, (iii) households falling under the generally accepted indicator for poverty, (iv) elderly households with no means of support and landlessness, and (v) indigenous minorities

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1. EXECUTIVE SUMMARY

A. Introduction

This updated version of Abbreviation Resettlement Action Plan (ARAP) for National Road No 4 (NR 4) is developed by Ministry of Public Works and Transport (MPWT). The ARAP is based on the findings of the recent reassessment and consultation conducted in February, 2018. The ARAP provides information on natures and scope of impacts anticipated from the proposed activities to be financed under the Road Asset Management Project II Additional Financing (RAMPII-AF) observed along the National Road 4. The ARAP also sets out impact mitigation measures, necessary support and assistance, implementation arrangement and budget required to address the impacts, temporary land acquisition and livelihood transition for project affected people (PAPs) and Project Affected Households (PAHs).

Project Description:

The Royal Government of Cambodia (RGC) through the Ministry of Public Works and Transport (MPWT), is provided with the World Bank additional financing to implement a Road Asset Management Project II Additional Financing (RAMP-II-AF). The RAMPII-AF project life would be 7 years, composed of 2 years to carry out civil works related to the rehabilitation and enhanced climate resilience of NR4, followed by 5-year performance-based maintenance contracts. The AF would extend the project closing date to December 31, 2026. The AF would scale up the investments of RAMP II to include the rehabilitation, enhanced climate resilience and maintenance of National Road 4 (NR4), an existing 206.3 km road that links Phnom Penh to Cambodia's only main deep-sea port, Preah Sihanouk.

The rehabilitation works on NR4 would include replacement and overlay of Asphalt Concrete (AC), installation of side drains and outlets, curb side strengthening, overlay of AC on laterite shoulders, and road furniture. The AF consists of three components; (i) Component A: Road Improvement and Maintenance; (ii) Component B: Operationalization of Road Asset Management; and (iii) Component C: Contingent Emergency Response. All works would be carried out on the existing carriage way within the right of way (ROW). The proposed work will not involve major widening or installation of heavy structure. The original Environmental Category B would remain unchanged. However, the results framework would be revised to accommodate the enhanced focus on climate resilience and the additional investments. The RAMPII-AF would also provide ongoing support to the community health and safety, prevention for HIV/AIDs, human trafficking, gender-based violence and violence against children.

Sub-project Description:

Sub-component A.1: Periodic maintenance and strengthening will be undertaken for 206.3km of existing bitumen-sealed roads along the selected NR4 road with an overlay of asphalt concrete, replacement of 198km of laterite shoulders with asphalt concrete surfacing, replacement of current pavement with concrete pavement at flood prone areas, including strengthening and replacement, as necessary, of sub-base and road base-course, using unbound materials or stabilized materials for the road pavement. The civil works will include installation of about 53km of new drains on both sides of the road, construction of bridges and cross drainages. Periodic maintenance will be followed by the application of performance-based road maintenance for a period of five years.

Periodic maintenance works will be divided into six contract packages. This sub-component will also finance construction of four (4) box-culverts; two (2) pipe-culverts; and rehabilitation of three (3) bridges along the NR4. All works are limited within the existing constructed road alignment and Right of Ways (ROWs). Thus, there will be no major land acquisition and very limited impact on parts of housing and business structures extended to the area of ROWs, fences, stalls, temporary access bridges to houses, personal drainage systems, sign board and trees.

RAMPII Experience and Scope of Impacts and Resettlement Anticipated under RAMPII Additional Financing:

Works are limited to existing constructed road. However, 3 safeguard policies are triggered under the RAMPII-AF including Environmental Assessment (OP/BP 4.01), Indigenous People (OP/BP 4.10), and Involuntary Resettlement (OP/BP 4.12). Outcomes of the screening process conducted in February 2018 reveals that no major environmental and social impacts are envisaged because the proposed road maintenance sections will be carried out on the existing road alignment and within Right of Way (ROW). A join field visit conducted by MPWT with support from the World Bank Environmental and Social Safeguard Specialist, Resettlement Consultant and project engineers confirmed the outcomes of the project screening. The detailed assessment was conducted to identify and quantify potential affected households and impacts on their assets and livelihood during February, 2018. Discussion with engineers concluded that locations where there are potential impacts on local people and their environment, alternative design and types of drain and soil excavation techniques will be applied to minimize the impacts. Based on the scope of work and proposed drainage system and types to be constructed along the NR 4 provided by MPWT, 466 households were identified to be potentially affected by the civil work. Their assets expected to be affected include extended stalls or booths, drainages, temporary access bridges, trees, and some concrete pavement/floor extended to the area of ROW. Thus, the Abbreviated Resettlement Action Plan (ARAP) was prepared to mitigate the impacts associated with the project activity.

Land acquisition and resettlement. No major issues related to land acquisition or major adverse social impacts have been observed under the RAMPII project. No household relocation was required. There were minor cases of temporary loss of access to affected communities, houses and shops along both sides of the road during the civil work. Temporary crossing facilities were provided by the contractors to ensure continued accessibility. Some small trees naturally grown and assets (eg temporary stalls or booths extended to the area of the ROW) have been either removed or shifted backward with support from the contractor's workers (particularly for relatively large and heavy structures). The PAHs has been well informed and prepared to cope with these anticipated short-term impacts and disturbance. No major complaints have been received or heard from the PAPs except their concern over lengthy work in some spots and construction debris left, which could be addressed under the EMP applicable for RAMP-II.

The road sections to be covered by the RAMP-II-AF are located in flat area connecting a number of urban and Rural area and also connected from provincial and district towns, in which rapid growth in economic developments and increasing demand for improved transport infrastructures are observed. Minor relocation of temporary buildings including roof structures and concrete floors extended from small shops and houses and crops or trees found along the ROWs are anticipated. Potential minor and temporary land acquisition may be required due to the construction of side ditches and drainage within the ROW. Since the location and scope of impacts are known, this abbreviated ARAP has been prepared in line with the updated Resettlement Policy Framework (RPF) to address and mitigate the potential impacts under the RAMP-II-AF.

Ethnic Minority or Indigenous minorities (IM). IMs Indigenous minorities (locally known as Highland Peoples) are found mostly in the northeast of Cambodia (Ratanakiri and Mondolkiri provinces), which would not be covered by the RAMP-II-AF. These groups, among them the Tampuan, Kuy, Jarai, Phnong, Kreung, Kavaet, Brou, Stieng, Lun and others, are estimated to total about 120,000 people, or about one percent of the national population of Cambodia. Under th RAMPII there was no major issue or impact on ethnic minorities reported. Although no ethnic minority people were identified among the 466 potential PAHs visited during the screening for RAMP-II-AF, the existing IPDF would remain applicable for the precautionary purpose. Similar process would continue during implementation with focusing on further improving the quality of consultation and project information disclosure.

Implementation of the RAMP-II-AF. Under the original RAMP and the on-going RAMPII, MPWT's capacity on safeguards implementation has been developed through training and engagement of safeguard consultants to provide proactive support for the Environmental and Social Office (ESO). As stated above, no major environmental and social impacts, including negative impacts on ethnic minority, have been observed under the original RAMP and RAMPII. The safeguard team considers that all safeguards-related activities have been satisfactorily implemented and safeguard findings

have been documented in progress and supervision reports. The RAMP-II-AF will continue its support for strengthening capacity of ESO to implement the safeguards for the project. At present, there are only 4 social safeguard staff and 2 environmental staff in the ESO trained by the original RAMP, other donors-financed projects and Ministry of Public Work and Transport. With limited number and frequent turnover of staff to cover the growing number of NRs development projects, a more holistic capacity development program will be developed and implemented based on experience from the original RAMP and from Bank-financed road sector projects in neighboring countries such as Laos and Vietnam. Commune Resettlement Sub-Committees (CRSCs) will be established for RAMPII -AF to implement and monitor ARAP. The CRSCs will also responsible for monitoring and reporting on Gradience Redress Mechanism (GRM) set up in all project affected villages and communes. The same implementation arrangement and procedure for GRM are also provided in this ARAP. An estimated budget of US 20,000 from the RAMP-II-AF will be specifically allocated for (i) strengthening supervision and monitoring of safeguard compliance, including reporting;

(ii) safeguard training for ESO and IRC secretariat's staff with focus on ESIA review, social and economic impact assessment and reporting and effective consultation with PAHs.

A. Baseline Information and Category of PAPs by Degree and Type of Impacts

No acquisition of land and house relocation resulted from the Sub-project are required as the side drainage will be constructed within the existing road alignment and right of way respectively. No impact on any permanent and large-scale structure or high value tree located in the rural areas where the side drainages are proposed. 466 households located in small urban centers along NR 4 were identified to be potentially affected due to the need for removal or relocation of their assets: stall (39), concrete pavement (58), temporary access bridge to their own house/shop (229), private owned drainage system with pipe or concrete side drainage (177), commercial or business signboard (2), private owned trees (32). These impacts are only temporary and that affected households can put up the structures after road rehabilitation. All affected structures such as stalls and sign boards are temporary and relatively easy to be shifted or moved backward and reinstalled after the road rehabilitation. The affected people have been reminded and aware of the ROWs by the RGC, through local authorities and local office of public work and transport with ROW markers installed along the NR. Size and structure of stalls found to be affected along the roads sides varies ranging 8m x 8m to 1.5m x 2m. The majority of the stalls was built with roof but no wall for temporary business purposes. A number of commercial and advertisement signboards were identified to be in the area of ROWs affected by the project activities required to be moved. There is concrete pavement in front of house or shop with a total area of 5,603 m² is required to be removed for the civil work. Some households with businesses along the NR 4 especially those are in district towns and communes during the construction and consequently their daily income may be slightly affected.

All 32 trees identified to be affected are relatively small with no high value timbers and fruits produced. The trees are mainly used as shade in front of the houses, stores/shops and near stalls and not considered to be a source of livelihood and income. Where technically feasible and to extents possible, design and alignment of the road and side drainage to be constructed may be changed and adjusted to avoid save the trees, this will be reflected in the technical survey and design of the NR4 rehabilitation. With machinery equipment and man power, the contractor will assist the PAPs to move and put up some bigger trees (which are replant able) and structures. This technical assistance will be included in the bidding documents and work contracts.

There are 2,099 peoples living in the 466 households visited by the survey team in February, 2018. On average there are 4.5 people per household, equal with national average of household size of 4.5. Average age of head of household is 40, the youngest reported age is 22 and the oldest reported age is 78. According to field observation by the assessment team, the majority of AHs have middle level income. However, reported household income is \$ 352 per month in average. This figure may not represent the total household income but in fact reported income from the business operating under the affected structures (stalls). Majority of AHs have more than one source of income. The lowest reported income is \$50 per month where the highest one is \$1,500 per month 7 PAHs were identified as poor households and will be eligible for special assistance including support for building temporary access bridges to their houses and other necessary support if requested. No single AH was identified as vulnerable households. All 466 AHs are of two ethnic groups including 453 Khmer and 13 Islam AHs who are living in in the Khmer society and are not defined as Ingenious people under the Bank policy OP/BP 4.10. Thus, no indigenous people or ethnic community were found along the NR 4. Therefore, Indigenous People Development Plan (IPDP) is not required for this RAMPII-AF. Based on the survey, there are no land acquisition or resettlement required. No Projects affected households (PAHs) will be affected with their land or properties lost more than 10% of their total productive assets.

Borrow pits and quarry sites would not be required as the improvement work will not significantly raise the existing road level as the road improvement will only involve replacing laterite with AC; overlay of asphalt concrete; and no major structure will be installed.

B. Resettlement Policy Framework

Compensation and Resettlement Policy Framework (CRPF) or Resettlement Policy framework (RPF): Given the similar nature of this RAMP-II-AF as compared to the RAMPII, the Project, the existing CRPF applied under the former project remains relevant and applicable. The CRPF has been

updated for the RAMPII-AF with lessons learned from the original project implementation incorporated. The updated CRPF is largely consistent with the key principles of the Law on Expropriation, applicable for public physical infrastructure projects served for public interests. It will be applied to all subprojects financed by Government and World Bank to address adverse social impacts that may result from involuntary acquisition of assets and changes in land use and includes provision for compensation and rehabilitation assistance.

There are some gaps noted in the national Law on Expropriation (2010) in comparison with the Bank's policy on Involuntary Resettlement, OP/BP 4.12. These are summarized in bullet points below:

- The Expropriation Law provides principles, mechanisms, and procedures of expropriation, and defines fair and just compensation for any construction, rehabilitation, and expansion of only public physical infrastructure projects for the public and national interests and development.
- It does not provide detail of the process and procedures of resettlement induced by the public development projects, land acquisition, voluntary land and asset donation and post relocation support.
- No measures required to support the vulnerable groups of PAPs are provided in the law even though it outlines a complaint and dispute resolution mechanism for PAPs to access across articles under Chapter 3: Expropriation Mechanism and Chapter 4 Expropriation Procedures. No provisions regarding monitoring and public disclosure requirements were described in the Expropriation

The above outlined gaps shall be governed by the Bank's policy OP/BP 4.12 in this ARAP in line with the CRPF.

World Bank Policy on Involuntary Resettlement

The WB's Operational Policy 4.12: Involuntary Resettlement and OP 4.10: Indigenous Peoples are triggered for this Project. The policies describe objectives and guidelines to be followed in situations involving involuntary taking of land and involuntary restrictions of access to legally designated parks and protected areas and when indigenous peoples or ethnic minority are involved. The OP 4.12 aims to avoid involuntary resettlement to the extent feasible, or to minimize and mitigate its adverse social and economic impacts. It promotes participation of displaced people in resettlement planning and implementation, and its key economic objective is to assist displaced persons in their efforts to improve or at least restore their incomes and standards of living after displacement. The policy prescribes compensation and other resettlement measures to achieve its objectives and requires that borrowers prepare adequate resettlement planning instruments prior to Bank appraisal of proposed projects.

For land acquisition and limited access of resources, the policies require close consultation of the affected population and appropriate mitigation of the potential negative impacts given special attention to ethnic, gender, and other vulnerable group issues. The policies also specify the need for monitoring and evaluation and ensuring adequate budget and capacity of the agencies.

Framework for Resettlement and Acquisition of Land and Assets (FRALA): FRALA remains applicable to RAMP-II-AF, in order to address the issue of voluntary land donation under the project. This is because it was found to be difficult during project implementation for the RAMP-II-AF to completely eliminate the need for acquisition. FRALA defines the terms and provides guidance for voluntary acquisition of land and/or other assets (including restrictions on asset use) caused by the implementation either through contribution or with compensation by communities and establish principles and procedures to be followed to ensure equitable treatment for, and rehabilitation of, any person adversely affected by project implementation.

Voluntary Contribution:

Community members have the right to make a contribution of their land or other assets, without seeking or being given compensation. This can often be justified because the road rehabilitation will either increase the value of the remaining property or provide some other direct benefit to the affected people. Voluntary contribution is an act of informed consent. District Facilitators must assure that voluntary contributions are made with the prior knowledge on the part of the person who would donate assets that other options are available and are obtained without coercion or duress. Proposals including voluntary contributions will not be submitted for approval where they would significantly harm incomes or living standards of individual owners or users (the size of land contributed on a voluntary basis should not exceed 5% of that individual's total land holding).

Based on the Policy framework seeks to address the inadequacy of the existing legal provisions discussed in the previous section. This policy is based on the philosophy that the project must serve the needs of society and ensure that PAPS and their livelihood are not worse off as a result of the project implementation. This can be ensured through the following basic objectives:

- Avoid involuntary resettlement where feasible and minimize resettlement where population displacement is unavoidable,
- Ensure that displaced people receive compensation, assistance and rehabilitation so that they
 would be at least as well off as they would have been in the absence of the project,
- PAPs will benefit from the project, and Project stakeholders (which include PAPs) are consulted and given the opportunity to participate, as practicable, in the design, implementation, and operation of the project.
- Appropriate assistance and compensation, in cash or in kind, provided to adversely affected people, including indigenous groups, ethnic minorities and pastoralists who may have usage or customary rights to the land or other resources taken for the project.

Three important elements of involuntary resettlement are: (i) compensation for affected assets, loss of income, (ii) assistance for relocation, including provision of relocation sites with appropriate facilities and services, and (iii) assistance to improve livelihood condition or at least restore their incomes and living standards at the pre-project level. Nevertheless, the last two elements are not anticipated under the RAMP-II based on the RAMPII's experience and outcomes of the above-mentioned safeguard screening.

Structures and trees located within the COI of 15m from the road centerline affected such as stalls, temporary access bridge to their house, trees and personal drainage system, sign board are build or grew within the COI of 15 m. The cut-off date was determined by the survey team during consultation meeting with the local authority and APs hold on 19 February 2018. The consultation meeting chair by chief of district, representative from MPWT, chief of communes, members of commune councils consisted of chiefs of communes, villagers and APs located along the road site of the project area of NR 4. At the meeting it was agreed that no cash compensation will be paid for mobile stalls, temporary access bridge to their houses, personal drainage systems, sign board and trees within the COI of 15m, because it would encourage people to further encroach the COI. However, vulnerable PAHs will receive assistance from the project and that concrete pavement should be replaced to the same existing condition by the contractor or compensated at replacement cost. In addition, it was agreed that if construction and associated work including borrowed pit, is expanded beyond 15m from road centerline but within the ROW the affected assets shall be compensated and other assistance required will be applied. In case, should PAHs request assistance to shift their structures backward, the project shall provide such assistance to them. The project will not cause severe impact on AHs' livelihood.

Special Assistance for Vulnerable AHs: vulnerable AHs will receive special assistance from the project and that affected concrete frontcourt and other permanent structures should be replaced to the same existing condition under the EMP budget to be include in the work contract or compensated at replacement cost. In any case, AHs request labor assistance, the project authority shall provide to them.

Although the met 342 PAHs (out of total 466 PAHs) confirmed their voluntary contribution of the affected assets, the project will carry out further survey and consultation with the remaining 126 PAHs who were absent during the previous visits to ensure that they are adequately informed and aware of project impacts and their entitlements to compensation and necessary support. Voluntary donation an

contribution is an act of informed consent. The above VLD protocol that describes in sufficient detail the criteria for VLD should be followed and documented.

C. Consultation, Public Disclosure and Grievance Redress Procedure

Policy Requirements: Consultations and public participation has been and would be carried out as an ongoing process throughout project planning, design and implementation stages. Preparation of appropriate documents and planning and implementation for the acquisition of land and other assets will be carried out in consultation with the PAPs. Public participation is performed and information is made available during both preparation and implementation of the ARAP and should include, at a minimum, public information booklet, community meetings and television, radio reports and MPWT website.

Public Consultation during Planning: Public consultation has been conducted twice; one is during the screening for environmental and social safeguard and second is during census and baseline survey for resettlement planning. The first consultation was to seek for public support for the Project and informed them about the project objectives and potential impact both positive and negative. The second consultation is to assess impacts, discuss resettlement planning and voluntary contribution.

Public Consultation during Implementation: Implementation of ARAP shall be closely linked with civil work construction schedule. It shall not commence so early because traditionally people will not remove their structure until they see the construction equipment and civil work approaching or they will move back to the same place if they do not see the work making a progress. At least, two months before the construction commencement, the Commune Resettlement Sub-committee (CRSC) with assistance from the Project's management team and safeguard specialist conduct public meeting and consultation. At the meeting APs shall be informed about the project work plan, potential impact, and their entitlements provided under the CRPF and ARAP. The public information booklet (PIB) will be distribute to every AP and content of it will be explained to APs. APs will be allowed to ask question and the project management will answer to every question that are relevant.

Public Participation in the form of Voluntary Contribution: APs have the right to make a voluntary contribution of their affected assets, structures and trees without seeking or being given compensation. This can be justified as the rehabilitated road will improve not only the accessibility but will also likely increase the value of the reaming property and their income. They shall also be informed about their entitlement for any compensation and assistance i.e. labor and materials replacement. Vulnerable AHs will be taken care of and special assistance will be given including labor for removal and reparation of damage, material replacement and a month living allowance. The Project Management shall clearly inform the APs that they have right to voluntarily contribute or not to voluntarily contribute their affected assets and also have right to claim for project assistance if they want to. In the event if the PAPs opt for voluntary contribution of their affected assets without seeking compensation, an agreement shall be prepared and signed by the both head of PAH and his/her spouse and the project authority for future references and record.

D. Outcomes of Consultations:

During conducted Consultation meeting 340 out of total 466 participants expressed their full support for the Project. despite being informed of impacts on their assets, livelihood and businesses and their entitlements to compensation and necessary support They agreed to voluntary contribute their properties or assets without compensation claimed. The participated raised their concerns and provided suggestions as summarized three main bullet points below:

- (i) Proposed the project to connect drainage pipes for disposal of waste/contaminated water from their houses to the new side drainage to be constructed by the project. This is beyond the scope of the project design and investment
- (ii) This proposal has been raised to the Chief of District Governor Office. He will approach other donors or partners for support and investment in connection of individual household canal or drainage with the road side drainage.
- (iii) The second suggestion is for the RAMPII-AF to install big diameter of concrete side drain for effective flood management, especially during the rainy reason.

(iv) Lastly, participants requested contractor to complete the civil work as soon as possible to minimize disturbance and risk and impact on their livelihood and business during construction stage especially after excavation of the side ditch.

The project will carry out further survey and consultation with the remaining 126 PAHs who were absent during the previous visits to ensure that they are adequately informed and aware of project impacts and their entitlements to compensation and necessary support. Voluntary donation a contribution is an act of informed consent. The above VLD protocol that describes in sufficient detail the criteria for VLD should be followed and documented.

Disclosure: The Bank's Disclosure Policy requires that safeguard-related documents be disclosed before appraisal: (i) at the InfoShop and (ii) in country, at publicly accessible locations and in a form and language that are accessible to potentially affected persons. In this respect, the approved ARAP version will be uploaded to the World Bank's InfoShop and the MPWT website. The ARAP will be translated into Khmer language and a copy of the translated Khmer version will be posted at communes where there are affected households. The translated version will be posted at commune offices after approval by MEF or WB in March 2018.

Grievance Redress Procedure (GRC): A GRC has been established at provincial level and chaired by provincial governor or his/her designated deputy governor. Members are representative from districts, communes and villages where AHs exist. A representative of a local NGO will also be appointed as an independent member. The objective is to resolve complaints as quickly as possible and at the local level through a process of conciliation; and, if that is not possible, to provide clear and transparent procedures for appeal. All AHs will be made fully aware of their rights, and the detailed grievance redress procedures will be publicized through an effective public information campaign. The grievance redress process includes four stages. There are three stages before complaints may be elevated to a court of law as a last resort (first to third stages are at commune, district, and provincial level, and last on is at court level).

Labor Influx: A risk assessment conducted based on the risk classification defined by the World Bank's 2016 Labor Influx Guidance Note indicates that the marginal risk associated with the labor influx under the project is considered low. The size of the potential influx of laborers and workers is expected to be limited relative to the absorptive capacity of the local communities. The POM specifies responsibilities of the implementing agency, RAMO and ESO, its contractors and supervision engineer to mitigate and monitor the negative impacts of labor influx, and the potential risks related to sexual exploitation and abuse (SEA) and GBV.

Guidelines of enhanced ESHS requirements, including contractor Codes of Conduct and management of Occupational Health and Safety (OHS), will be incorporated in the bidding documents and will be regularly monitored and reported on by the supervision consultant during the execution of works. Contractors will be required to train all workers and staff on a regular basis on the Code of Conduct to ensure clear definition of obligations of contractors' staff and workers with regard to implementing the project's ESHS and OHS requirements, and help prevent, report and address GBV and VAC issues within the work site and in its immediate surrounding communities. Contractors will also inform workers about national laws that make GBV a punishable offence that is prosecuted. Labor camps will be constructed for those workers coming from outside the community and will be regularly monitored by the ESO and its supervision consultant. The above paragraph provides details on a grievance redress mechanism that will also be used to manage grievance redress related to worker conduct, including monitoring timely resolution of grievances received from women. Guidelines for a Code of Conduct and Action Plan on GBV and VAC is provided in Annex 7.

D. Institutional Responsibilities for Implementing and Monitoring

The Ministry of Public Works and Transport (MPWT) is responsible for planning and implementation of the project. As the project implementing agency, the MPWT will be responsible for carrying out all resettlement activities in compliance with this Abbreviated RAP. Its provincial department of public works and transport will appoint a resettlement focal person for ARAP implementation and related

issues that may arise during construction of civil work. He/she will work very closely with commune resettlement sub-committee, project safeguard specialist, and contractor and reports all related issues to relevant stakeholders for immediate action especially the complaint from APs if any.

Commune Resettlement Sub-committee (CRSC): In commune where AH exist, CRSC will be established and chaired by the Commune Chief (or designated representative). The membership of CRSC will include commune and village representatives; representatives of AHs for subprojects; and a resettlement focal point from each provincial department. In order to address issues of vulnerable AHs adequately, the membership of the CRSC will include female and, as relevant, ethnic minority representatives. IA will assist in the formation of CRSC and train them on the CRPF and RAP. CRSC with assistance from IA will be responsible for implementing ARAP.

Internal Monitoring: The Environmental and Social Office (ESO) under the Department of Planning, MPWT would appoint adequate full-time staff to monitor the process of resettlement in collaboration with CRSC. In order to assist with this monitoring, the ESO shall obtain and maintain appropriate baseline data prior to the resettlement impacts. The monitoring staff will submit periodic progress reports to the involved authorities for inclusion in the progress report. The main objective of the reports is to determine whether the resettlement is effective and to make the needed recommendations for change. The monitoring staff will be present in the field as well as at every meeting related to resettlement. Under the RAMP-II-AF, training will be provided to strengthen his/her monitoring and reporting on the resettlement, social impacts and mitigation measures.

External Monitoring: The resettlement impacts are minor. However, to have an independent view on the implementation of ARAP an external social safeguard specialist (SSS) shall be engaged on the intermittent basis (max. 90 days input). He/she will be responsible for

- i) periodic monitoring the process of resettlement; ii) assisting in updating ARAP, if required;
- iii) preparing voluntary contribution report; and conducting training to ESO staff in charge of resettlement issue, GRC members and CRSC. The SSS would be provided full access to project documents and database to facilitate monitoring process. The safeguard specialist will prepare periodic monitoring reports for submission to the RAMO of MPWT as well as to the World Bank.

Evaluation: Evaluation of ARAP implementation will be jointly carried by the RAMO, ESO, SSS and the World Bank task team in the final year of the RAMP-II-AF. There will be no ex- post evaluation of resettlement implementation to be conducted since the Sub-project would not trigger major land acquisition and no significant impact on livelihood of the APs but in turn will improve their livelihood through improved environment and hygiene and better access to their business.

Capacity training: Members of CRSC and GRC will take a one-day capacity training for RAP implementation. The training aims to ensure that the CRSC and GRS staff fully understand the ARAP objectives, implementation process and monitoring as well as reporting requirements. Trainee will be provided with lunch, per diem and transport fee. The cost of the training will be included in resettlement budget

E. Resettlement Cost and Budget

Necessary funds for planning and implementation of ARAP will be provided by the project. The implementing agencies will provide all costs for mitigating adverse social impacts based on budgetary requirements established in the ARAP as detail in below table. There are two cost components including compensation cost and other cost allocated for special assistance for the 7 poor PAHs. Costs provided in the ARAP include cost for replacement of concrete forecourt (concrete pavement) and special assistance to 7 poor AHs to shift their stalls, remove and rebuild access bridges. No vulnerable AH is identified during the screening and consultation. Cost for replacement of concrete forecourt (concrete pavement) was already included in the Project Bidding Document. No cost is allocated for resettlement and livelihood restoration support in the ARAP budget because no major physical relocation of households and structures and no PAH is expected to lose more than 10% of their land and productive assets. Other operational costs are included cost for internal monitoring and other administration, external monitoring, complaint handling and training to CRSC and GRC. The total amount of budget for ARAP is estimated at US \$ 55,850.00. The ARAP cost is to be a part of the total

project budget to be financed by the RGC. The cost for EMP implementation will be included in the work contract while other cost item for contract and construction supervision will be included in work supervision package or another related package.

Flows of Fund: The Royal Government of Cambodia, through Ministry of Economic and Finance will be responsible for financing the Project as well as resettlement activities specified in the ARAP. The IA, represented by MPWT will be in charge of the ARAP implementation and payment for resettlement activities and assistance as specified in the ARAP. Fund will be approved and disbursed by IA (MPWT). Cash compensation will be directly transferred to the Bank accounts of PAHs and PAPs. The transection related cost including fee for opening Bank accounts for PAHs and PAPs will be paid through the ARAP budget.

F. RAP Implementation and Schedule

Implementation Process: The updated ARAP was submitted for World Bank's approval on March 7, 2018. The approved ARAP will be publicly disclosed on the MPWT, its website and PPWTOS, commune and village offices prior to the project appraisal. It will also be disclosed on the World Bank's Infoshop. The ARAP will be implemented immediately after its approval and the provision of compensation and assistance to the PAHs shall be completed 105 days prior to the commencement of the civil work. The sequential activities will include i) conducting training to CRSC and GRC; ii) conducting public information and consultation with APs; iii) identifying and validating the affected properties and signing agreements for voluntary donation, if any; iv) preparing report on voluntary contribution, if any and request for budget; v) paying compensation and assistance, if any; vi) issuing notification for removal of affected properties; vii) clearing structures, trees and other assets by AHs; and viii) handing over the cleared site to civil work.

Implementation Schedule: The implementation schedule of the ARAP will be based on the construction schedule of the Sub-project. Affected structures, trees, and other assets shall be removed and cleared out of the construction site 7 days prior to commencement of the civil work construction. The specific implementation schedule is indicated in the below table.

Table 1: RAP Implementation Schedule for National Road 4

Item	Planned schedule
Approval of ARAP by the World Bank	2018
Training to PPWTOs, CRSC and GRC	105 days prior to civil work construction
Public information dissemination and consultative meeting with the leaflet to be distributed to all potential communities and PAHs for references	Within 7 days after the training
Double-check and validate the affected structures, trees and other assets and discuss	To be conducted by during the consultative meeting

Complete and sign agreement forms on voluntary contribution of affected assets.	Next day after the public meeting (duration is estimated 7 days)
Prepared voluntary contribution report and request for budget for RAP implementation	7 days after completing collection of Thumbprint
Budget disbursement	30 days after submission of report and request for budget
Issue notification for removal to AHs	14 days prior to civil work construction
Payment of compensation and provide special assistance to the 7 poor PAHs	Within 7 days after budget disbursed
Handover to civil work	After 14 days of notification of removal
Regular internal and external monitoring by ESO and SSS	Periodic from the date of training to completion of civil work

Note: The project construction period is two years. Compensation for assets lost or special support shall be completed before the commencement of the road work section by section in accordance with construction schedule.

G. Gender Focal Persons (GFP):

The project will have appointed locally based GFP who will receive training, coaching, and mentoring on topics ranging from rights and legal education, community analysis and planning, climate change adaptation, and gender-based violence. GFPs then conduct awareness raising campaign and provide support to community members, mobilize communities to prevent violence against women. GFPs play a role in ensuring that women survivors of violence receive necessary support and facilitate the implementation of various livelihood activities by providing advice to vulnerable families on livelihood and income generating activities. The GFPs, the majority of who are women, are emerging as important women leaders in their communities and in community development processes.

Once the village based GFP structures are formalized into CBOs, members of these CBOs are encouraged to join Commune CBO Networks to further advance community development and women's priorities, strengthen cooperation on economic opportunities, and contribute to building a stronger women's movement for continued support and engagement to advocate for the changes they envision. An amount of budget (US\$4,400) is set under the Grievance Item to finance operational costs for GFPs. The budget will cover communication or phone expenses, stationaries and travel costs (if necessary).

Table: List of Gender Focal Persons

List of Ge	List of Gender of Focal Point Will Be Selection.								
No	Provinces	District	Commune	Village	Name	Gender	Position	Telephone Number	
1	Sinahouk	Prey Nop	Ream	Smach Daeng	Meas Av	Female	Gender Focal Point	0887951717	
2	Sinahouk	Sinahouk	Sangkat 1	Phum 1	Nich Bopha	Female	Gender Focal Point	098402740	
3	Sinahouk	Prey Nop	Tuol Toteung	Tuol Toteung 1	Um Nary	Female	Gender Focal Point	015844371	
4	Sinahouk	Kampong Sila	Kampong Sila	Krang Ad	Pich Sivern	Female	Gender Focal Point	0969037115	
5	Sinahouk	Prey Nop	Prey Nop	Prey Nop	Suon Sokhorn	Female	Gender Focal Point	092748650	
6	Sinahouk	Prey Nop	Oknha Heng	Bod Korki	Sab Mini	Female	Gender Focal Point	016651332	
7	Sinahouk	Kampong Sila	Ou Oknhaheng	Steung Trav	Chin Phally	Female	Gender Focal Point	016323229	
8	Kampong Speu	Samrong Toung	Ou Oknhaheng	Dork Pou	Yab Chantum	Female	Gender Focal Point	016835471	
9	Kandal	Ang Snuol	Chork Chher Neang	Tropaeng Veng	Lam Sinmaem	Female	Gender Focal Point	012 788 204	

10	Kandal	Ang Snuol	Chork Chher Neang	Trapaeng Srey Neang	Su Lun	Female	Gender Focal Point	078 770 040
11	Kandal	Ang Snuol	Baek Chan	Trapaeng Krasang	Suong Sokhunthea	Female	Gender Focal Point	012 367 487

Cambodia Road Assets Management Project II

ABBREVIATED RESETTLEMENT ACTION PLAN (ARAP)

1. INTRODUCTION

This updated version of Abbreviation Resettlement Action Plan (ARAP) for National Road No 4 (NR 4) is developed by Ministry of Public Works and Transport (MPWT). The ARAP is based on the findings of the recent reassessment and consultation conducted in February, 2018. The ARAP provides information on natures and scope of impacts anticipated from the proposed activities to be financed under the Road Asset Management Project II Additional Financing (RAMPII-AF) observed along the National Road 4. The ARAP also sets out impact mitigation measures, necessary support and assistance, implementation arrangement and budget required to address the impacts, temporary land acquisition and livelihood transition for project affected people (PAPs) and Project Affected Households (PAHs).

1.1 Project Description

The Royal Government of Cambodia (RGC) through the Ministry of Public Works and Transport (MPWT), is provided with the World Bank additional financing to implement a Road Asset Management Project II Additional Financing (RAMP-II-AF). The RAMPII-AF project life would be 7 years, composed of 2 years to carry out civil works related to the rehabilitation and enhanced climate resilience of NR4, followed by 5-year performance-based maintenance contracts. The AF would extend the project closing date to December 31, 2026. The AF would scale up the investments of RAMP II to include the rehabilitation, enhanced climate resilience and maintenance of National Road 4 (NR4), an existing 206.3 km road that links Phnom Penh to Cambodia's only main deep-sea port, Preah Sihanouk.

The rehabilitation works on NR4 would include replacement and overlay of Asphalt Concrete (AC), installation of side drains and outlets, curb side strengthening, overlay of AC on laterite shoulders, and road furniture. The AF consists of three components; (i) Component A: Road Improvement and Maintenance; (ii) Component B: Operationalization of Road Asset Management; and (iii) Component C: Contingent Emergency Response. All works would be carried out on the existing carriage way within the right of way (ROW). The proposed work will not involve major widening or installation of heavy structure. The original Environmental Category B would remain unchanged. However, the results framework would be revised to accommodate the enhanced focus on climate resilience and the additional investments. The RAMPII-AF would also provide ongoing support to the community health and safety, prevention for HIV/AIDs, human trafficking, gender-based violence and violence against children.

Sub-project Description:

Sub-component A.1: Periodic maintenance and strengthening will be undertaken for 206.3km of existing bitumen-sealed roads along the selected NR4 road with an overlay of asphalt concrete, replacement of 198km of laterite shoulders with asphalt concrete surfacing, replacement of current pavement with concrete pavement at flood prone areas, including strengthening and replacement, as necessary, of sub-base and road base-course, using unbound materials or stabilized materials for the road pavement. The civil works will include installation of about 53km of new drains on both sides of the road, construction of bridges and cross drainages. Periodic maintenance will be followed by the application of performance-based road maintenance for a period of five years.

Periodic maintenance works will be divided into six contract packages. Pakage 1, 2, 3, 4 and 5: NR 4 from PK: 19+000 to PK: 229+000 in Kandal, Kampong Speu and Preah Sihanouk provinces. This subcomponent will also finance construction of four (4) box-culverts; two (2) pipe-culverts; and rehabilitation of three (3) bridges along the NR4. All works are limited within the existing constructed road alignment and Right of Ways (ROWs). Thus, there will be no major land acquisition and very

limited impact on parts of housing and business structures extended to the area of ROWs, fences, stalls, temporary access bridges to houses, personal drainage systems, sign board and trees.

RAMPII Experience and Scope of Impacts and Resettlement Anticipated under RAMPII Additional Financing:

Works are limited to existing constructed road. However, 3 safeguard policies are triggered under the RAMPII-AF including Environmental Assessment (OP/BP 4.01), Indigenous People (OP/BP 4.10), and Involuntary Resettlement (OP/BP 4.12). Outcomes of the screening process conducted in February 2018 reveals that no major environmental and social impacts are envisaged because the proposed road maintenance sections will be carried out on the existing road alignment and within Right of Way (ROW). A join field visit conducted by MPWT with support from the World Bank Environmental and Social Safeguard Specialist, Resettlement Consultant and project engineers confirmed the outcomes of the project screening. The detailed assessment was conducted to identify and quantify potential affected households and impacts on their assets and livelihood during February, 2018. Discussion with engineers concluded that locations where there are potential impacts on local people and their environment, alternative design and types of drain and soil excavation techniques will be applied to minimize the impacts. Based on the scope of work and proposed drainage system and types to be constructed along the NR 4 provided by MPWT, 466 households were identified to be potentially affected by the civil work. Their assets expected to be affected include extended stalls or booths, drainages, temporary access bridges, trees, and some concrete pavement/floor extended to the area of ROW. Thus, the Abbreviated Resettlement Action Plan (ARAP) was prepared to mitigate the impacts associated with the project activity.

Figure 1.1: Project Location Maps



Table 2: The works would be divided into five contract packages in NR 4

A. A:	sset Management of Civil works						
CW-	1 : KH-MPWT-NR4-CW1 (PK 19+700 to 60+000, L=40.3Km)						
No.	Description	Length					
1	a. 20Cm Base Course Overlay (W=7m)	8					
2	a'. 20Cm Base Course Overlay (W=5.5mx2)	5					
3	b. 5Cm AC Overlay (W=7m)	40					
4	b'. 5Cm AC Overlay (W=5.5mx2)	5	Package 1				
5	c. Replacement of Laterite with 5Cm-AC shoulder (W=2mx2)	36					
6	d. Concrete Side Drain-PK19+700 to 58+656	17					
7	e. Open Side Drain-PK22+650 to 29+900	10					
8	Outlet						
CW-	2: KH-MPWT-NR4-CW2 (PK 60+000 to 101+000, L=41Km)						
No.	Description	Length					
1	a. 20Cm Base Course Overlay (W=7m)	7					
2	b. 5Cm AC Overlay (W=7m)	41					
3	c. Replacement of Laterite with 5Cm-AC shoulder (W=2mx2)	41	Package 2				
4	d. Concrete Side Drainage	0	_				
5	e. Open Side Drainage	0					
6	f. Outlet	0					
CW-	3: KH-MPWT-NR4-CW3 (PK 101+000 to 143+000, L=42Km)						
No.	Description	Length					
1	a. 20Cm Base Course Overlay (W=7m)	1					
2	b. 5Cm AC Overlay (W=7m)	42					
3	c. Replacement of Laterite with 5Cm-AC shoulder (W=2mx2)	Package 3					
4	d. Concrete Side Drain PK 116+077 to 143+000	Concrete Side Drain PK 116+077 to 143+000 9					
5	e. Open Side Drain	0					
6	f. Outlet	3					
CW-	4: KH-MPWT-NR4-CW4 (PK 143+000 to 186+000, L=43Km)						
No.	Description	Length					
1	a. 20Cm Base Course Overlay (W=7m)	2					
2	b. 5Cm AC Overlay (W=7m)	43					
3	c. Replacement of Laterite with 5Cm-AC shoulder (W=2mx2)	43	Package 4				
4	d. Concrete Side Drain PK 152+882 to 183+000	8					
5	e. Open Side Drain	0					
6	f. Outlet	2					
	5: KH-MPWT-NR4-CW5 (PK186+000 to 226+000, L=40Km)						
No.	Description	Length	_				
1	a. 20Cm Base Course Overlay (W=7m)	4	4				
2	a'. 20Cm Base Course Overlay (W=5.5mx2)	4	-				
3	b. 5Cm AC Overlay (W=7m)	40	4				
4	b'. 5Cm AC Overlay (W=5.5mx2)	4	Packages 5				
5	c. Replacement of Laterite with 5Cm-AC shoulder (W=2mx2)	36	-				
6	d. Concrete Side Drain-PK189+234 to 223+000						
7	e. Open Side Drainage	4					
8	f. Outlet	2	4				
	9 g. Widening to 6 Lanes-PK211+000 to 216+000						
	6: KH-MPWT-NR4-CW6 (Structure-PK 37+743 to 222+678)		Structure				
No.	Description	Length	Works				

1	1. Box Culvert-PK37+743	
2	2. Bridge-PK38+147	
3	3. Box Culvert-PK42+365	
4	4. Box culvert-PK43+274	
5	5. Bridge-PK50+242	
6	6. Double Bridge - PK116+055	
7	7.Pipe culvert-PK141+978	
8	8.Box Culvert-PK153+250	
9	9.Pipe Culvert-PK222+678	
CW-	7: KH-MPWT-CW7/Permanent Overload Station	
No.	Description	Length
1	1.Chang horn: NR3, PK69+200, Kampot	
2	2. Ang Snoul: NR4, PK24+700, Kandal	
3	3. Kandour Dom: NR4, PK53+500, Kampong Speu	
4	4. Stueong Chral: NR4, PK113+400, Pras Sihanouk	
5	5. Trapaing Kea: NR4, PK172+500, Pras Sihanouk	
6	6. Lor: NR7, PK175+500, Tbong Khmum	
7	7. Sre Roneam: NR7, PK277+800, Kratie	

1.2 Sub-Project Description

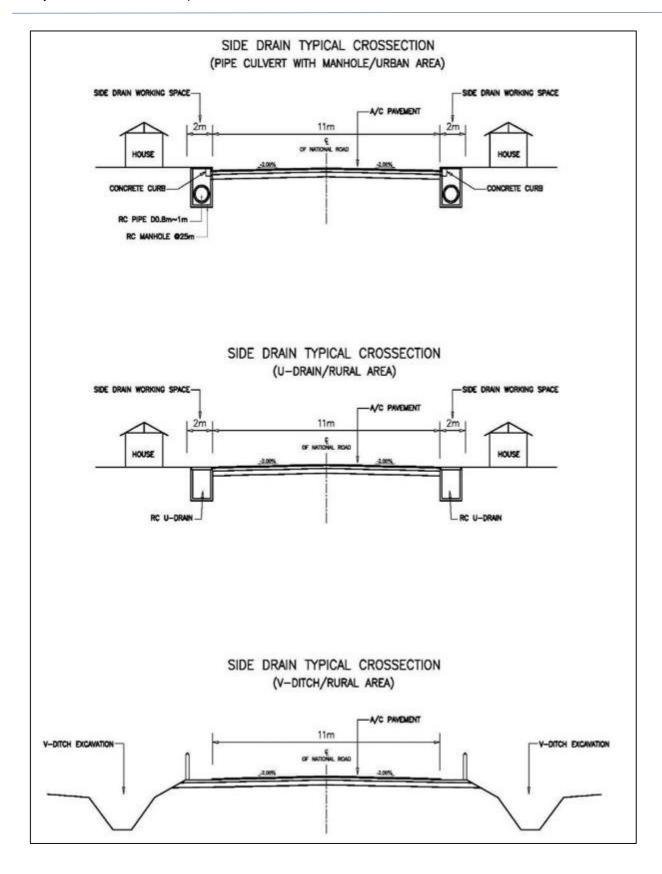
Package 1, 2, 3, 4 and 5 are reconstruction of NR 4 from PK 19+000 at Kanda province to PK 229 at Sihanouk province with total length of 210 km. The scope of work is consisted of asphalt concrete (AC) overlay and upgrading the side drainage system including inlet and outlet structures. All works are limited within the existing constructed road. Thus, there will be no land acquisition and very limited impact on temporary structures and trees. Below are

- i). Proposed specific location of drainage and proposed types and
- ii). Typical drainage design cross-section.

Table 1.1a. Proposed Schedule of Side Drainage

Figure 1.2. Cross Section of Side Drainage

Side	Side Drain							
CW-	CW-1: KH-MPWT-NR4-CW1 (PK 19+700 to 60+000, L=40.3Km)							
No.	o. Description Length							
6	d. Concrete Side Drain-PK19+700 to 58+656							
7	e. Open Side Drain-PK22+650 to 29+900	10						
CW-	2: KH-MPWT-NR4-CW2 (PK 60+000 to 101+000, L=41Km)							
4	d. Concrete Side Drain	0	Package 2					
5	5 e. Open Side Drain 0							
CW-	3: KH-MPWT-NR4-CW3 (PK 101+000 to 143+000, L=42Km)							
4	d. Concrete Side Drain PK 116+077 to 143+000	9	Package 3					
5	e. Open Side Drain 0							
CW-	4: KH-MPWT-NR4-CW4 (PK 143+000 to 186+000, L=43Km)							
4	d. Concrete Side Drain PK 152+882 to 183+000	8	De de se 4					
5	5 e. Open Side Drain 0							
CW-	CW-5: KH-MPWT-NR4-CW5 (PK186+000 to 226+000, L=40Km)							
6	d. Concrete Side Drain-PK189+234 to 223+000	7	Packago F					
7	e. Open Side Drain	0	— Package 5					



1.3 Scope of Impacts and Resettlement

Works under Package 1, 2, 3, 4 and 5 are limited to existing constructed road. However, the project (including Package 1, 2, 3, 4 and 5 was considered triggering 3 safeguard policies including Environmental Assessment (OP/BP 4.01), Indigenous People (OP/BP 4.10), and Involuntary Resettlement (OP/BP 4.12). Outcomes of the screening process documented in the report, February 5, 2018 reveals that no major environmental and social impacts are envisaged because the proposed road maintenance sections will be carried out on the existing road alignments and within Right of Ways (ROWs). Some inconveniences may occur during construction such as dust, noise and construction debris, which however can be mitigated by applying good construction practices and close supervision. Similarly, no physical resettlement would be required and no ethnic groups of people were found in the project area during the survey. Nevertheless, minor relocation of temporary structures including stall and concrete pavement extended from small shops and houses and personal drainage, concrete pavement and tree along the ROW. Although no ethnic minority people were identified among the 2,099 potential Project Affected Households (PAHs) visited during the screening, the IPDF would remain applicable for precautionary reasons. Potential minor land acquisition may also be required due to the construction of side ditches within the ROW.

A join field study consisted of environmental specialist, resettlement specialist, social specialist and project engineers confirmed the outcomes of the project screening. The joint detailed study was conducted to assess and quantify the impacts on AHs, their assets and livelihood during February 5 - 22, 2018. Discussion with engineers concluded that locations where there are potential impacts would be further minimized by using different types of drain and soil excavation technique. Concrete Side Drain and Open Side drain is appropriate in populated area where structures are projected to the road. According to observation, minimum clearance space from structure to the edge of road pavement is 2m and it is sufficient for Concrete Side Drain and Open Side drain.

Based on proposed drainage system and types along the NR 4 provided by MPWT and the field studies, 466 households were identified to be potentially affected due to the need for removal or relocation of their assets extended into ROWs such as stalls, own drainage system, temporary access bridge, sign board, trees and some concrete pavement (frontcourts). Minor temporary land acquisition is anticipated as a result of civil work particularly the construction of side ditch and drainage. No main structure will be affected and relocated. Thus, the abbreviated resettlement action plan (ARAP) was prepared to mitigate the identified potential impacts based on findings of the final round assessment carried out.

1.4 Sub-Project Abbreviated Resettlement Action Plan

To address Sub-project associated impacts, an Abbreviated Resettlement Action Plan is prepared based on the Resettlement Policy Framework (RPF) to be applied for the RAMP-II-AF. The updated RPF is not conflicting with the RGC's Law on Expropriation and other relevant policies

abbreviated RAP is included:

- Brief description of the sub-project, location and its impacts;
- The baseline information and category of PAPs by degree and type of impacts;
- Policy Framework, Entitlement, allowances, and assistances;
- Consultation with PAPs and Grievance redress procedures:
- Institutional responsibilities for implementation and monitoring;
- Resettlement cost and budget; and
- A time-bound action plan for implementation.

2. BASELINE INFORMATION AND CATEGORY OF PAHS BY DEGREE AND TYPE OF IMPACTS

No acquisition of land and house relocation resulted from the Sub-project are required as the side drainage will be constructed within the existing road alignment and right of way respectively. No impact on any permanent and large-scale structure or high value tree located in the rural areas where the side drainages are proposed. 466 households located in small urban centers along NR 4 were identified to be potentially affected due to the need for removal or relocation of their assets: stall (39), concrete pavement (58), temporary access bridge to their own house/shop (229), private owned drainage system with pipe or concrete side drainage (177), commercial or business signboard (2), private owned trees (32). All affected structures are temporary and relatively easy to be shifted or moved back and put up after the road rehabilitation work because the affected people have been reminded and aware of the ROWs by the previous road improvement projects with concrete makers/poles installed along both sides of the NR4.. Size and structure of stalls found to be affected along the roads sides varies ranging 8m x 8m to 1.5m x 2m. The majority of the stalls was built with roof but no wall for temporary business purposes. A number of commercial and advertisement signboards were identified to be in the area of ROWs affected by the project activities required to be moved. There is concrete pavement in front of house or shop with a total area of 5,603 m2 is required to be removed for the civil work. Some households with businesses along the NR 4 especially those are in district towns and communes during the construction and consequently their daily income may be slightly affected.

All the trees identified to be affected are relatively small with no high value timbers and fruits produced. The trees are mainly used as shade in front of the house, stores/shops and near stalls and not considered to be a source of livelihood and income. Where technically feasible and to extents possible, design and alignment of the road and side drainage to be constructed may be changed and adjusted to avoid save the trees, this will be reflected in the technical survey and design of the NR4 rehabilitation. With machinery equipment and man power, the contractor will assist the PAPs to move and put up some bigger trees (which are replant able) and structures. This technical assistance will be included in the bidding documents and work contracts.

Table 3: Types of Impacts

No.	Types of Impacts	Number
1	Concrete Pavement	58
2	Temporary access bridge to their own house/shop	229
3	Private owned drainage system with pipe or concrete side drain	177
4	Commercial or business sign board	2
5	Stalls	39
8	Trees	32
TOTA		537

Discussion with project engineers during site visit from 2nd to 06th February 2018 concluded that the identified impacts would be further minimized by reducing soil cutting slop proportion during the construction and construction period at location where impact on PAHs identified would be reduced to 3-5 days and would allow for temporary access to the business outlets.

Out of 466 PAHs, 39 have business stalls entirely or partly affected by the civil work to be financed under the project. They are running small retail shop (29), Cafe stall (1) CP chicken stall (1), Food stall (4), Grocery stall (1), Motor cleaning stall (1), Parking stall (2), All AHs have their alternative sources of incomes.

There are 2,099 peoples living in the 466 surveyed households. In average, there are 4.5 people per household, equal with national average of household size of 4.5. Average age of head of household is 40, the youngest reported age is 22 and the oldest reported age is 78. According to observation majority of AHs have middle level income. However, reported household income is \$352 per month in average. This figure may not represent the total household income but in fact reported income from the business operating under the affected structure. Majority of AHs have more than one source of incomes. The lowest reported income is \$50 per month where the highest one is \$1500. Out

of these PAHs, 13 are female-headed households with their children at the age ranging from 25 to 35 years living the same household. Their children run business by themselves. Thus, none of the female-headed households is considered to be vulnerable. No single AH reported as poor and/or vulnerable household. The level of education attained by all household head varies from drop out during the primary school (23), Completion of Primary School (76), Secondary School (94), High School (80), University (13).

Table 4: Summary of basic information of AHs

No	Description	No	Minimum	Average	Maximum	Remark
1	Age of AHs	466	22	40	78	
2	Peoples living in the 466 HH	2099	2	4.5	11	Equal with national average of HH size
3	Income for each AHs	466 AHs	50 \$	352 \$	1,500 \$	
4	Education Attained	466	No schooling and Primary	Secondary and High School	University	

The most occupation or job reported among the PAHs along the road side is Seller/Retail shops and family businesses (62.4 %), Service provider (16.5 %), Grocery (9.4%), Restaurant/ Food (3.0%), Government Officer (2.4%), Farmer (1.9 %), Doctor/Pharmacies (1.1%), Gas station (0.9%), Factory worker, Private Company, and also HHH are support by children (0.6%), Transportation only (0.4%).

Table 5: Occupation of AHs

	Occupation of AHs						
No	Occupation of AHs	Number AHs	Percent %				
1	Children support	3	0.6				
2	Doctor/ Pharmacies	5	1.1				
3	Factory Worker	3	0.6				
4	Farmer	9	1.9				
5	Gas Station	4	0.9				
6	Government Officer	11	2.4				
7	Grocery	44	9.4				
8	Private Company	3	0.6				
9	Restaurant / Food	14	3				
10	Seller / Retail Shop and other selling	291	62.4				
11	Service Provider	77	16.5				
12	Transportation	2	0.4				
TOT	AL	466	100				

Livelihood status among 466 AHs: 7 PAHs were reported to be poor (1.5%) by the village authorities. However, only one PAH has the official poor ID (0.2%) eligible for free of charge access to public health care services provided by the state hospital under the equity fund.

All 466 AHs are of two main ethnic groups including 453 Khmer and 13 Islam AHs. Thus, no indigenous people or community is living along the NR 4. Therefore, Indigenous People Development Plan (IPDP) is not applicable for this project.

During the consultation, the PAHs were informed of the following Entitlements to compensations:

Table 6: Matrix of Entitlements for PAHs to compensations

No.	Type of Lose	IAnnlicania	Entitled Person	Compensation	Implementation Issues
1	Land	N/A			
2	House	N/A			
3	Stall	39 AHs	Owner	agreed to donate with	Structure is temporary and easy to shift or move back with little damage. With machinery

	T	T	1	1	
				,	equipment, the contractor willl assist the PAHs to move and put up larger scale structures. This technical assistance will be specified in the bidding document and work contract.
4	Temporary Access Bridge to Their Houses	229 AHs	Owner	signatures/thump print on	Contractor shall minimize the impact and provide temporary access bridges/structure for PHs to facilitate their continued access.
5	Commercial/ Sign board	2 AHs	Owner	No compensation and owners agreed to move on their own as these sign boards are located in ROWs	owners in writing for
6	Concrete Pavement/front courts	5,603 m ²	Owners	- Affected concrete pavement/frontcourts will replaced by the project to the same condition - Current rate for similar work is about 12\$/m2 including 2% for possible inflation. The cost for the replacement will be included in work contract.	Contractor shall minimize the impact and shall repair concrete pavement to the existing or better condition after backfilling the soil
7	Trees	5 AHs	Owner	voluntary contribution from	alternative soil excavation technique in order to avoid cutting and replacement of the trees.
8	Private owned drainage system	177 AHs	Owner		will seek support from other partners/donors for PAHs to reconnect their household pipes with the new road drainage systems
9	Special assistance to the 7 poor PAHs	07AH	Owner	Poor AHs will receive special assistance from the project and structures lost should be replaced/or rebuilt to the preproject condition. Temporary access bridge will be provided by the contractor and will be included in the bidding documents and work contract.	cost for special assistance in the contract. The cost for necessary support for the 7 PAHs will be also included in the ARAP budget.

Below table summarize baseline information of AHs and category of AHs by degree and type of impact.

Table 2.1: Baseline information of Surveyed AHs, Category of AHs by Degree and Type of Impacts

No	Name	Age	Gender	Marital Status	ннн	Villages	Family Member	Ethnicity	Occupation	Education	Poor	ID Poor
1	Ni Hong	38	Female	Married	No	Prey Kuy	3	Khmer	Sellor / Retail Shop and other selling	No Schooling	Not Poor	No
2	Laiy Sok	53	Male	Married	Yes	Prey Kuy	4	Khmer	Restaurant / Food	Secondary School	Not Poor	No
3	Lean Thai	70	Male	Married	Yes	Prey Kuy	3	Khmer	Service Provider	Secondary School	Not Poor	No
4	Nou Sengly	40	Female	Married	No	Trapeang Ampil	5	Khmer	Restaurant / Food	Secondary School	Not Poor	No
5	E Nget	56	Male	Married	Yes	Prey Kuy	3	Khmer	Grocery	Primary School	Not Poor	No
6	Suy Sothy	38	Male	Married	Yes	Prey Kuy	8	Khmer	Service Provider	Secondary School	Not Poor	No
7	Nit Sab	62	Male	Married	Yes	Prey Kuy	8	Khmer	Service Provider	No Schooling	Not Poor	No
8	Hou Ra	51	Female	Married	No	Prey Kuy	7	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
9	Sun Cheata	37	Female	Married	No	Trapeang Ampil	6	Khmer	Grocery	Secondary School	Not Poor	No
10	Khun Saroeurn	55	Female	Married	No	Prey Kuy	4	Khmer	Service Provider	High School	Not Poor	No
11	Lot Sina	37	Male	Married	Yes	Prey Kuy	4	Khmer	Grocery	High School	Not Poor	No
12	Tang Sokleng	29	Male	Married	Yes	Prey Kuy	3	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
13	Chan Saroeurn	51	Male	Married	Yes	Prey Kuy	4	Khmer	Doctor/ Famacie	Don't Know	Not Poor	No
14	Sal Sung	35	Male	Married	Yes	Prey Kuy	5	Khmer	Service Provider	No Schooling	Not Poor	No
15	Khiev Chanra	29	Female	Married	No	Prey Kuy	4	Khmer	Grocery	Secondary School	Not Poor	No
16	Chan Nan	39	Male	Married	Yes	Prey Kuy	4	Khmer	Restaurant / Food	University	Not Poor	No
17	Reach Rady	57	Female	Married	No	Trapeang Ampil	4	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No

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18	Ponh Longdy	35	Male	Married	Yes	Trapeang Ampil	4	Khmer	Service Provider	High School	Not Poor	No
19	Sor So	62	Male	Married	Yes	Trapeang Ampil	7	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
20	Say Likheang	27	Male	Married	Yes	Prey Kuy	4	Khmer	Service Provider	Secondary School	Not Poor	No
21	Nou Sokleang	36	Female	Married	No	Trapeang Ampil	4	Khmer	Grocery	Primary School	Not Poor	No
22	Horn Sereythearith	37	Female	Married	No	Trapeang Ampil	4	Khmer	Grocery	Secondary School	Not Poor	No
23	Cheang Theara	26	Male	Married	Yes	Trapeang Ampil	4	Khmer	Service Provider	Primary School	Poor	No
24	Heng Makara	30	Female	Married	No	Trapeang Ampil	5	Khmer	Service Provider	Secondary School	Not Poor	No
25	Nin	32	Male	Married	Yes	Trapeang Ampil	2	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
26	Prum Van	66	Female	Married	Yes	Trapeang Ampil	3	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
27	Mao Hoch	64	Female	Married	No	Trapeang Ampil	6	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
28	Mom Chanthol	38	Male	Married	Yes	Trapeang Ampil	4	Khmer	Restaurant / Food	High School	Not Poor	No
29	Vuth Thy	31	Female	Married	No	Prey Kuy	5	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
30	Neath	52	Female	Married	No	Prey Kuy	5	Khmer	Sellor / Retail Shop and other selling	No Schooling	Not Poor	No
31	Mao Sim	46	Female	Married	No	Prey Kuy	4	Khmer	Service Provider	Secondary School	Not Poor	No
32	Srey SomUn	70	Male	Married	Yes	Trapeang Ampil	9	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
33	Chhum Sovun	45	Female	Married	No	Trapeang Ampil	5	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
34	Eng Sambath	45	Male	Married	Yes	Trapeang Ampil	2	Khmer	Doctor/ Famacie	High School	Not Poor	No
35	Sok Pheap	47	Female	Married	No	Trapeang Ampil	9	Khmer	Grocery	No Schooling	Not Poor	No
36	Chhum Chan	55	Female	Married	No	Trapeang Ampil	5	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No

37	Som Sideth	34	Male	Married	Yes	Prey Kuy	3	Khmer	Governent Officer	University	Not Poor	No
38	Seik Pov	52	Female	Married	No	Prey Kuy	5	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
39	So Heng	23	Female	Married	No	Trapeang Ampil	4	Khmer	Grocery	High School	Not Poor	No
40	Eang Seng	38	Female	Married	No	Prey Kuy	5	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
41	Hout Horn	64	Female	Married	Yes	Prey Kuy	2	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
42	Pov Sokheng	33	Female	Married	No	Trapeang Ampil	4	Khmer	Grocery	Primary School	Not Poor	No
43	Hem Chhon	59	Male	Married	Yes	Prey Kuy	2	Khmer	Grocery	Secondary School	Poor	No
44	Mab Phorn	54	Female	Married	No	Trapeang Ampil	5	Khmer	Sellor / Retail Shop and other selling	No Schooling	Poor	No
45	Seng Sophara	26	Female	Married	No	Trapeang Ampil	2	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
46	Meas Chanthy	24	Female	Married	No	Trapeang Ampil	3	Khmer	Sellor / Retail Shop and other selling	No Schooling	Not Poor	No
47	Yin Sambath	45	Male	Married	Yes	Trapeang Ampil	12	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
48	Pich Savoeurn	33	Male	Married	Yes	Chambak	4	Khmer	Grocery	Secondary School	Not Poor	No
49	Sun Somaly	28	Female	Married	No	Chambak	6	Khmer	Grocery	No Schooling	Not Poor	No
50	Kuy Kea	46	Male	Married	Yes	Chambak	6	Khmer	Service Provider	University	Not Poor	No
51	Leang You	65	Female	Married	Yes	Thnal Totueng	6	Khmer	Service Provider	Secondary School	Not Poor	No
52	Pan Aun	48	Female	Married	No	Thnal Totueng	4	Khmer	Sellor / Retail Shop and other selling	No Schooling	Poor	A
53	Seng Mouy	52	Female	Married	No	Thnal Totueng	4	Khmer	Grocery	High School	Poor	No
54	Keav Chansorphorn	45	Male	Married	Yes	Thnal Totueng	4	Khmer	Sellor / Retail Shop and other selling	University	Not Poor	No
55	Thy Sreylak	34	Female	Married	No	Thnal Totueng	9	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No

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56	Koam Sok	72	Male	Married	Yes	Thnal Totueng	4	Khmer	Sellor / Retail Shop and other selling	University	Not Poor	No
57	Chan Dy	32	Female	Married	No	Leak Koub	6	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
58	Srey Neang	32	Female	Married	No	Leak Koub	4	Khmer	Restaurant / Food	Secondary School	Not Poor	No
59	Sok Som OI	77	Male	Wido/widower	Yes	Thnal Totueng	7	Khmer	Grocery	High School	Not Poor	No
60	Somaly	25	Female	Married	No	Thnal Totueng	6	Khmer	Sellor / Retail Shop and other selling	High School	Poor	No
61	Chab Chren	78	Male	Wido/widower	Yes	Thnal Totueng	4	Khmer	Children support	Primary School	Not Poor	No
62	Kong Phearom	50	Female	Married	No	Thnal Totueng	4	Khmer	Service Provider	Secondary School	Not Poor	No
63	Tola	35	Female	Married	No	Thnal Totueng	3	Khmer	Service Provider	Secondary School	Not Poor	No
64	Didn't Stay At Home	30	Male	Married	Yes	Thnal Totueng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
65	Kong Korn	65	Male	Married	Yes	Thnal Totueng	3	Khmer	Service Provider	Primary School	Not Poor	No
66	Ly Chanveasna(Busy)	30	Male	Married	Yes	Thnal Totueng	3	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
67	Srey Vun	39	Female	Married	No	Thnal Totueng	5	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
68	Sung Lihout	28	Male	Married	Yes	Thnal Totueng	3	Khmer	Sellor / Retail Shop and other selling	University	Not Poor	No
69	Nget Daro	28	Female	Married	No	Thnal Totueng	5	Khmer	Sellor / Retail Shop and other selling	Don't Know	Not Poor	No
70	Didn't Stay At Home	30	Male	Married	Yes	Thnal Totueng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
71	Saphapana Bank	30	Male	Married	Yes	Thnal Totueng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
72	Chea Chamnab	26	Male	Married	Yes	Thnal Totueng	5	Khmer	Service Provider	Secondary School	Not Poor	No
73	(Busy)	30	Male	Married	Yes	Thnal Totueng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
74	Seng Pisith	31	Female	Married	No	Thnal Totueng	3	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No

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75	Heng Chamnan	58	Male	Married	Yes	Thnal Totueng	4	Khmer	Private Comapany	Secondary School	Not Poor	No
76	Thy Thia	35	Male	Married	Yes	Thnal Totueng	5	Khmer	Service Provider	Don't Know	Not Poor	No
77	Ta Mat	55	Male	Married	Yes	Thnal Totueng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
78	Tang Sokheng	36	Male	Married	Yes	Thnal Totueng	3	Khmer	Service Provider	High School	Not Poor	No
79	Sok Lim	48	Female	Married	No	Thnal Totueng	3	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
80	Tin Dara	27	Male	Married	Yes	Thnal Totueng	2	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
81	Ngak Len	43	Male	Married	Yes	Thnal Totueng	2	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
82	Koeut Sokhunthearith	48	Female	Married	No	Thnal Totueng	5	Khmer	Restaurant / Food	High School	Not Poor	No
83	Didn't Stay At Home	30	Male	Married	Yes	Thnal Totueng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
84	Didn't Stay At Home	30	Male	Married	Yes	Thnal Totueng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
85	Ouch Seangleng	54	Female	Married	No	Thnal Totueng	2	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
86	Thia Rat(Didn't Stay At Home)	30	Male	Married	Yes	Thnal Totueng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
87	Nim Bich(Busy)	30	Male	Married	Yes	Thnal Totueng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
88	Leng Sothea(Busy)	30	Male	Married	Yes	Thnal Totueng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
89	Didn't Stay At Home	30	Male	Married	Yes	Thnal Totueng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
90	Aclyda Bank	30	Male	Married	Yes	Thnal Totueng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
91	Chea Sok Aun	32	Female	Married	No	Thnal Totueng	6	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
92	Prum Sreypov	32	Female	Married	No	Baek Chan	9	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
93	Ken Kul	55	Male	Married	Yes	Borei Kammeakkar	5	Khmer	Sellor / Retail Shop and other selling	No Schooling	Not Poor	No

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94	Seang Sopheap	54	Female	Married	No	Baek Chan	8	Khmer	Grocery	Primary School	Not Poor	No
95	Thang Sam Art	50	Female	Married	No	Baek Chan	8	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
96	Taeng Teang Khoun	60	Male	Married	Yes	Baek Chan	4	Khmer	Restaurant / Food	High School	Not Poor	No
97	Ly Sophol	40	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
98	Kev Hong	76	Male	Wido/widower	Yes	Baek Chan	6	Khmer	Governent Officer	Secondary School	Not Poor	No
99	Mao Sopheap	48	Female	Married	No	Borei Kammeakkar	5	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
100	Van Tron	22	Male	Married	Yes	Borei Kammeakkar	5	Khmer	Restaurant / Food	Secondary School	Don't Know	Don't Know
101	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
102	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
103	Aciyda Bank	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
104	Tang Aun	36	Male	Married	Yes	ឃុំប្រជុំ	4	Khmer	Service Provider	Primary School	Not Poor	No
105	Pich Rathanak	30	Male	Married	Yes	Borei Kammeakkar	4	Khmer	Gas Station	High School	Not Poor	No
106	Chea Meng	58	Male	Married	Yes	Baek Chan	6	Khmer	Service Provider	High School	Not Poor	No
107	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
108	(Busy)	35	Female	Married	No	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
109	Kruy Seanghai	41	Male	Married	Yes	Baek Chan	6	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
110	Trai Sokho	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
111	Por Saran	57	Male	Married	Yes	Trapeang Krasang	9	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
112	(Busy)	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know

113	(Busy)	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
114	(Busy)	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
115	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
116	Sor Mara	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
117	Ny Cheng	62	Female	Married	Yes	Baek Chan	6	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
118	Sun Him(Didn't Stay at home)	35	Male	Married	Yes	Trapeang Krasang	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
119	Chan Somnang	67	Male	Married	Yes	Baek Chan	4	Khmer	Service Provider	Secondary School	Not Poor	No
120	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
121	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
122	Factory	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
123	Kisona School	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
124	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
125	Mom Mony(Busy)	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
126	Yong Phavy	33	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
127	Loem Sahim	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
128	Sum Khunthea	38	Female	Married	No	Baek Chan	4	Khmer	Service Provider	Don't Know	Not Poor	No
129	Yung Da	43	Female	Married	No	Borei Kammeakkar	3	Khmer	Service Provider	Secondary School	Not Poor	No
130	Didn't Stay At Home	30	Male	Married	Yes	Borei Kammeakkar	3	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
131	Tang Pheng	73	Male	Married	Yes	Baek Chan	3	Khmer	Service Provider	Secondary School	Not Poor	No

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132	Khvan Kou Factory	30	Male	Married	Yes	Chak	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
133	Factory	30	Male	Married	Yes	Chak	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
134	Mey Sophat	78	Female	Wido/widower	Yes	Baek Chan	2	Khmer	Children support	Primary School	Not Poor	No
135	Lim Sunly	61	Male	Married	Yes	Baek Chan	12	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
136	Bun Sok	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
137	Phorn Pongsa	31	Male	Married	Yes	Baek Chan	3	Khmer	Service Provider	High School	Not Poor	No
138	Sombath	34	Female	Married	No	Borei Kammeakkar	5	Khmer	Grocery	High School	Not Poor	No
139	Hang Chai Hong	49	Female	Married	No	Borei Kammeakkar	4	Khmer	Service Provider	Primary School	Not Poor	No
140	Por Ngoun	53	Male	Married	Yes	Borei Kammeakkar	5	Khmer	Grocery	Secondary School	Not Poor	No
141	Mao Khoeurn	55	Female	Married	No	Borei Kammeakkar	4	Khmer	Grocery	Secondary School	Not Poor	No
142	Rorng Raksmey	30	Male	Married	Yes	Prey Tonloa	3	Khmer	Service Provider	High School	Not Poor	No
143	Pan Chok	46	Male	Married	Yes	Baek Chan	4	Cham	Service Provider	Don't Know	Don't Know	Don't Know
144	Oeng Tich Jou(Busy)	45	Female	Married	No	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
145	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
146	Sorng Se	58	Male	Married	Yes	Baek Chan	6	Khmer	Restaurant / Food	Secondary School	Not Poor	No
147	Leang Rathana	36	Male	Married	Yes	Baek Chan	6	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
148	Chung Chordeth	36	Male	Married	Yes	Baek Chan	9	Khmer	Grocery	Secondary School	Not Poor	No
149	Chhin Sreypov	31	Female	Married	No	Borei Kammeakkar	8	Khmer	Service Provider	Secondary School	Not Poor	No
150	Soy Sopheng	25	Male	Married	Yes	Borei Kammeakkar	3	Khmer	Service Provider	High School	Not Poor	No

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151	Sok Ly	52	Male	Married	Yes	Borei Kammeakkar	6	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
152	Phai Sothy	60	Male	Married	Yes	Baek Chan	5	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
153	Chheang Chanthea	35	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	University	Not Poor	No
154	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
155	Hospital	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
156	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
157	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
158	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
159	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
160	Rath	40	Male	Married	Yes	Baek Chan	2	Khmer	Service Provider	Primary School	Not Poor	No
161	Hai Saran	50	Female	Married	No	Chak	2	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
162	Ros Bopha	37	Female	Married	No	Chak	4	Khmer	Restaurant / Food	Primary School	Not Poor	No
163	In Mom	63	Female	Married	No	Baek Chan	3	Khmer	Grocery	No Schooling	Not Poor	No
164	In Chantra	22	Female	Married	No	Prey Rokar	5	Khmer	Grocery	High School	Not Poor	No
165	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
166	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
167	Mom Dara	51	Male	Married	Yes	Baek Chan	3	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
168	Chhoeurn Sotheara	42	Male	Married	Yes	Baek Chan	3	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
169	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know

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170	Pang Meng(didn't stay at home)	35	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
171	Book Shop	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
172	Sitha	31	Male	Married	Yes	Baek Chan	2	Khmer	Service Provider	Primary School	Not Poor	No
173	Pres Sarom	61	Male	Married	Yes	Baek Chan	8	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
174	Houk Van	37	Male	Married	Yes	Chak	5	Khmer	Service Provider	High School	Not Poor	No
175	Oem Chan	33	Male	Married	Yes	Chak	4	Khmer	Service Provider	Primary School	Not Poor	No
176	Soun Kuy	35	Male	Married	Yes	Chak	5	Khmer	Service Provider	No Schooling	Not Poor	No
177	Meng Thoeurn	37	Male	Married	Yes	Trapeang Krasang	4	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
178	Sok Kimhour	38	Female	Married	No	Baek Chan	6	Khmer	Gas Station	Don't Know	Don't Know	Don't Know
179	Ly Sokchea	56	Male	Married	Yes	Baek Chan	5	Khmer	Grocery	Primary School	Not Poor	No
180	Nut Sameth	66	Female	Married	Yes	Baek Chan	5	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
181	Microfinance	30	Male	Married	Yes	Chong Bangkoul	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
182	Cheang Khly	45	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
183	Didn't Stay At Home	30	Male	Married	Yes	Prey Rokar	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
184	Soy Bunny	23	Male	Married	Yes	Chak	2	Khmer	Service Provider	Primary School	Not Poor	No
185	Ry Peang	70	Female	Married	Yes	Chak	4	Khmer	Service Provider	High School	Not Poor	No
186	Ly Soklim	38	Male	Married	Yes	Borei Kammeakkar	4	Khmer	Gas Station	Don't Know	Not Poor	No
187	Houn Buntha	39	Male	Married	Yes	Baek Chan	7	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
188	Ek Bunchhay	27	Male	Married	Yes	Pong Tuek	2	Khmer	Service Provider	Primary School	Not Poor	No

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189	Bov Keu factory	30	Male	Married	Yes	Pong Tuek	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
190	Entrance to the garden	30	Male	Married	Yes	Pong Tuek	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
191	Toem Khemara	32	Female	Married	No	Chong Bangkoul	2	Khmer	Sellor / Retail Shop and other selling	University	Not Poor	No
192	Bong Somnang	55	Male	Married	Yes	Chong Bangkoul	3	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
193	Amret microfinance	30	Male	Married	Yes	Pong Tuek	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
194	Metfone company	30	Male	Married	Yes	Pong Tuek	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
195	Company	30	Male	Married	Yes	Pong Tuek	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
196	Didn't Stay At Home	30	Male	Married	Yes	Pong Tuek	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
197	Malis Sokhom	40	Female	Married	No	Chong Bangkoul	4	Khmer	Grocery	Secondary School	Not Poor	No
198	Didn't Stay At Home	30	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
199	Som Chhumneang	30	Female	Married	No	Pong Tuek	3	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
200	Vuthy SreyOun	45	Female	Married	No	Chong Bangkoul	7	Khmer	Grocery	No Schooling	Not Poor	No
201	Massa(didn't stay at home)	30	Male	Married	Yes	Chong Bangkoul	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
202	Mao Buntheng	63	Male	Married	Yes	Pong Tuek	7	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
203	Mao Som Ang	64	Male	Married	Yes	Chong Bangkoul	3	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
204	Torng Tha	55	Male	Married	Yes	Chong Bangkoul	3	Khmer	Sellor / Retail Shop and other selling	No Schooling	Not Poor	No
205	Hatha Kaksekor Bank	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
206	Company	30	Male	Married	Yes	Chong Bangkoul	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
207	Kev Tola	28	Female	Married	No	Svay Chrum	3	Khmer	Private Comapany	High School	Not Poor	No

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208	El Rathanak	30	Male	Married	Yes	Svay Chrum	2	Khmer	Grocery	High School	Not Poor	No
209	Pong Try	30	Male	Married	Yes	Svay Chrum	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
210	Didn't Stay At Home	30	Male	Married	Yes	Svay Chrum	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
211	Pen Mouyly	53	Female	Married	No	Svay Chrum	8	Khmer	Restaurant / Food	Primary School	Not Poor	No
212	Sros Sopheaktra(Busy)	30	Male	Married	Yes	Svay Chrum	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
213	Didn't Stay At Home	30	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
214	Li Seang	30	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
215	(Busy)	30	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
216	Didn't Stay At Home	30	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
217	Som Orn	29	Male	Married	Yes	Chong Bangkoul	4	Khmer	Doctor/ Famacie	University	Not Poor	No
218	Dang Si	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
219	Si Oun	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
220	Sam Leng(Busy)	30	Male	Married	Yes	Chong Bangkoul	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
221	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
222	Didn't Stay At Home	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
223	(Busy)	30	Male	Married	Yes	Baek Chan	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
224	Pa Yal	30	Male	Married	Yes	Chong Bangkoul	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
225	Rem Vichaka	30	Male	Married	Yes	Chong Bangkoul	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
226	Kong Pheav	55	Male	Married	Yes	Prey Rokar	13	Khmer	Grocery	No Schooling	Not Poor	No

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227	Hom Comnab	33	Male	Married	Yes	Prey Rokar	4	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
228	Ra Nin	35	Female	Married	No	Trapeang Krasang	4	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
229	Didn't Stay At Home	30	Male	Married	Yes	Prey Rokar	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
230	Didn't Stay At Home	30	Male	Married	Yes	Trapeang Krasang	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
231	Seom Sen	25	Male	Married	Yes	Prey Rokar	3	Khmer	Service Provider	Primary School	Not Poor	No
232	Sok Phavy	52	Female	Married	No	Prey Rokar	4	Khmer	Service Provider	Primary School	Not Poor	No
233	San Sophorn	48	Female	Married	No	Prey Rokar	5	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
234	San Sophany	35	Female	Married	No	Trapeang Veaeng	6	Khmer	Service Provider	Secondary School	Not Poor	No
235	Kong Kimheng	38	Male	Married	Yes	Prey Rokar	4	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
236	Torng Tim	40	Male	Married	Yes	Prey Rokar	4	Khmer	Service Provider	High School	Not Poor	No
237	Srey Pech	22	Female	Married	No	Prey Rokar	3	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
238	Oim Vengoun	49	Male	Married	Yes	Prey Rokar	4	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
239	Pol Ly	39	Male	Married	Yes	Trapeang Veaeng	5	Khmer	Grocery	Secondary School	Not Poor	No
240	Svay Mech	62	Female	Married	Yes	Trapeang Veaeng	5	Khmer	Grocery	Primary School	Not Poor	No
241	Neang Bros	46	Male	Married	Yes	Prey Rokar	5	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
242	Tit Mithona	26	Male	Married	Yes	Prey Rokar	4	Khmer	Service Provider	High School	Not Poor	No
243	Kong Sokpol	62	Female	Married	No	Prey Rokar	8	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
244	Che Dern	36	Male	Married	Yes	Prey Rokar	10	Khmer	Service Provider	Primary School	Not Poor	No
245	Hong Sombat	36	Male	Married	Yes	Prey Rokar	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know

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246	Lim Pov	30	Male	Married	Yes	Prey Rokar	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
247	Jei Theurn	30	Male	Married	Yes	Prey Rokar	4	Khmer	Grocery	Secondary School	Not Poor	No
248	Didn't Stay At Home	30	Male	Married	Yes	តិទះអង្រ	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
249	Leang Hong	48	Male	Married	Yes	តិទះបជ្រ	4	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
250	Mon Somorn	33	Male	Married	Yes	ដុំខរបជ្រ	3	Khmer	Transportation	High School	Not Poor	No
251	Oum Sophorn	45	Female	Married	No	Angk Snuol Ti Muoy	3	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
252	Khom	47	Male	Married	Yes	Angk Snuol Ti Muoy	2	Khmer	Service Provider	Primary School	Not Poor	No
253	Yorn Sina	45	Female	Married	No	Angk Snuol Ti Bei	5	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
254	Seang Rathana	34	Male	Married	Yes	Angk Snuol Ti Bei	7	Khmer	Doctor/ Famacie	High School	Not Poor	No
255	Chea Senghun	27	Male	Married	Yes	Angk Snuol Ti Bei	4	Khmer	Service Provider	Secondary School	Not Poor	No
256	Heng Tum	39	Male	Married	Yes	Angk Snuol Ti Pir	4	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
257	Didn't Stay At Home	30	Male	Married	Yes	Angk Snuol Ti Bei	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
258	Pai Sunghak	59	Male	Married	Yes	Angk Snuol Ti Muoy	12	Khmer	Factory Worker	Primary School	Not Poor	No
259	Peng Ni	62	Male	Married	Yes	Angk Snuol Ti Muoy	6	Khmer	Grocery	Primary School	Not Poor	No
260	Peng Ti	38	Male	Married	Yes	Angk Snuol Ti Muoy	2	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
261	Jeang Toeuk	27	Male	Married	Yes	Angk Snuol Ti Pir	5	Khmer	Service Provider	Secondary School	Not Poor	No
262	Hak	28	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
263	Jek Trei	73	Male	Married	Yes	Angk Snuol Ti Bei	3	Khmer	Service Provider	Secondary School	Not Poor	No
264	Un Sophea	41	Male	Married	Yes	Angk Snuol Ti Bei	6	Khmer	Grocery	High School	Not Poor	No

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265	Didn't Stay At Home	30	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
266	Didn't Stay At Home	30	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
267	Phanha School	30	Male	Married	Yes	Angk Snuol Ti Pir	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
268	(Busy)	30	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
269	Thorn Dom	30	Male	Married	Yes	Angk Snuol Ti Pir	6	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
270	Nov Sovannarith	36	Male	Married	Yes	Angk Snuol Ti Bei	5	Khmer	Sellor / Retail Shop and other selling	University	Not Poor	No
271	Kong Hour	53	Male	Married	Yes	Angk Snuol Ti Bei	4	Cham	Sellor / Retail Shop and other selling	High School	Not Poor	No
272	Try(busy)	25	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
273	Sean Chantha(Busy)	30	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
274	Sea Sinh(Busy)	30	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
275	Phearom	30	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
276	Sean Thavy	30	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
277	Sra Thea	30	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
278	Srey Oun	30	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
279	Jiy Banou	27	Male	Married	Yes	Angk Snuol Ti Muoy	7	Khmer	Service Provider	Secondary School	Not Poor	No
280	Didn't Stay At Home	30	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
281	Didn't Stay At Home	30	Male	Married	Yes	Angk Snuol Ti Bei	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
282	Srey Lin	27	Male	Married	Yes	Angk Snuol Ti Muoy	2	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
283	Didn't Stay At Home	30	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know

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284	Sey Hak	40	Male	Married	Yes	Angk Snuol Ti Muoy	3	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
285	Ra Lisa(didn't stay at home)	30	Male	Married	Yes	Angk Snuol Ti Bei	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
286	Noun Kamol	36	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Governent Officer	University	Not Poor	No
287	Sok Nim	30	Female	Married	No	Angk Snuol Ti Muoy	3	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
288	Orn Som Un	42	Male	Married	Yes	Angk Snuol Ti Bei	5	Khmer	Service Provider	High School	Not Poor	No
289	Seng Bunny	32	Male	Married	Yes	Angk Snuol Ti Bei	2	Khmer	Service Provider	High School	Not Poor	No
290	Heng Heng	32	Male	Married	Yes	Angk Snuol Ti Muoy	4	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
291	Keang Pov(didn't stay at home)	30	Male	Married	Yes	Angk Snuol Ti Bei	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
292	Didn't Stay At Home	30	Male	Married	Yes	Angk Snuol Ti Bei	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
293	Vai Kosal	27	Male	Married	Yes	Angk Snuol Ti Bei	4	Khmer	Service Provider	Don't Know	Not Poor	No
294	Aov Pet factory	30	Male	Married	Yes	Angk Snuol Ti Bei	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
295	Chan Dany	50	Female	Married	No	Angk Snuol Ti Pir	6	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
296	Sopharath	32	Male	Married	Yes	Angk Snuol Ti Muoy	3	Khmer	Service Provider	Primary School	Not Poor	No
297	(Busy)	30	Male	Married	Yes	Prey Totueng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
298	Li Bich	62	Female	Married	No	Prey Kou	5	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
299	Hospital	30	Male	Married	Yes	Prey Kou	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
300	Didn't Stay At Home	30	Male	Married	Yes	Prey Kou	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
301	Oeurn Sorn	51	Female	Married	No	Stueng Samraong	2	Khmer	Sellor / Retail Shop and other selling	Secondary School	Don't Know	Don't Know
302	Didn't Stay At Home	30	Male	Married	Yes	Stueng Samraong	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know

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303	Pov Khun	50	Male	Married	Yes	Stueng Samraong	5	Khmer	Grocery	No Schooling	Not Poor	No
304	Didn't Stay At Home	30	Male	Married	Yes	Stueng Samraong	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
305	Roda	45	Male	Married	Yes	Stueng Samraong	4	Khmer	Grocery	No Schooling	Not Poor	No
306	Morn Rathana	30	Female	Married	No	Stueng Samraong	5	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
307	Bun Dany	31	Female	Married	No	Stueng Samraong	7	Khmer	Service Provider	High School	Not Poor	No
308	Meng Jou	66	Male	Married	Yes	Stueng Samraong	4	Khmer	Governent Officer	Secondary School	Not Poor	No
309	Bich Kimseng	30	Male	Married	Yes	Stueng Samraong	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
310	Didn't Stay At Home	30	Male	Married	Yes	Stueng Samraong	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
311	Didn't Stay At Home	30	Male	Married	Yes	Stueng Samraong	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
312	Uch Sunleang	45	Male	Married	Yes	Stueng Samraong	6	Khmer	Service Provider	High School	Not Poor	No
313	Phorn Pholla	51	Female	Married	No	Stueng Samraong	5	Khmer	Farmer	No Schooling	Not Poor	No
314	Heng Sarath	54	Male	Married	Yes	Stueng Samraong	4	Khmer	Farmer	High School	Not Poor	No
315	Didn't Stay At Home	30	Male	Married	Yes	Steoung Somrong	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
316	Samet Senghuy	43	Female	Married	No	Stueng Samraong	4	Khmer	Grocery	Primary School	Not Poor	No
317	Mom Som	69	Male	Married	Yes	Stueng Samraong	4	Khmer	Governent Officer	Secondary School	Not Poor	No
318	Un Som Art	39	Male	Married	Yes	Cheung Kou	8	Khmer	Service Provider	Secondary School	Not Poor	No
319	Am Vanny	32	Male	Married	Yes	Cheung Kou	6	Khmer	Service Provider	Secondary School	Not Poor	No
320	Teing Kemloeurn	63	Male	Married	Yes	Cheung Kou	3	Khmer	Service Provider	Primary School	Not Poor	No
321	Didn't Stay At Home	30	Male	Married	Yes	Cheung Kou	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know

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322	Toet Sa	56	Male	Married	Yes	Trapeang Mul	4	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
323	Khorn Mean	33	Male	Married	Yes	Trapeang Mul	4	Khmer	Governent Officer	Primary School	Not Poor	No
324	Chheang Pheap	46	Male	Married	Yes	Trapeang Mul	7	Khmer	Service Provider	Primary School	Not Poor	No
325	Khuon Da	53	Male	Married	Yes	Trapeang Mul	5	Khmer	Service Provider	Secondary School	Not Poor	No
326	Chhun Sarin	64	Male	Married	Yes	Cheung Kou	5	Khmer	Farmer	Secondary School	Not Poor	No
327	Soum Khem	54	Male	Married	Yes	Cheung Kou	4	Khmer	Farmer	High School	Not Poor	No
328	Chhin Hong	45	Male	Married	Yes	Trapeang Mul	6	Khmer	Farmer	Primary School	Not Poor	No
329	Som Ly	51	Male	Married	Yes	Cheung Kou	7	Khmer	Service Provider	Primary School	Not Poor	No
330	Ven Sokha	52	Female	Married	No	Cheung Kou	5	Khmer	Grocery	No Schooling	Not Poor	No
331	Ta Keam	70	Male	Married	Yes	Trapeang Mul	4	Khmer	Private Comapany	High School	Not Poor	No
332	Toeurk Eang	78	Male	Wido/widower	Yes	Trapeang Mul	3	Khmer	Grocery	High School	Not Poor	No
333	Pang Tong	53	Male	Married	Yes	Cheung Kou	4	Khmer	Governent Officer	High School	Not Poor	No
334	Chhun Meng	64	Male	Married	Yes	Cheung Kou	9	Khmer	Doctor/ Famacie	High School	Not Poor	No
335	Chhim Sochean	62	Male	Married	Yes	Cheung Kou	9	Khmer	Grocery	Secondary School	Not Poor	No
336	Didn't Stay At Home	30	Male	Married	Yes	Ou Chamnar	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
337	Didn't Stay At Home	30	Male	Married	Yes	Ou Chamnar	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
338	Lon Vuthy	25	Male	Married	Yes	Ou Chamnar	3	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
339	Didn't Stay At Home	30	Male	Married	Yes	Ou Chamnar	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
340	Srey Kun	35	Female	Married	No	Ou Chamnar	4	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No

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341	Neang Van		37	Male	Married	Yes	Ou Chamnar	6	Khmer	Factory Worker	High School	Not Poor	No
342	Didn't Stay Home	At	30	Male	Married	Yes	Ou Chamnar	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
343	Didn't Stay Home	At	30	Male	Married	Yes	Ou Chamnar	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
344	Didn't Stay Home	At	30	Male	Married	Yes	O Chrov	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
345	Didn't Stay Home	At	30	Male	Married	Yes	O Chrov	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
346	Didn't Stay Home	At	30	Male	Married	Yes	O Chrov	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
347	Didn't Stay Home	At	30	Male	Married	Yes	O Chrov	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
348	Som Soy		38	Female	Married	No	Tuol Totueng1	4	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
349	Didn't Stay Home	At	30	Male	Married	Yes	Tuol Totueng1	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
350	Didn't Stay Home	At	30	Male	Married	Yes	Tuol Totueng1	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
351	Didn't Stay Home	At	30	Male	Married	Yes	Tuol Totueng1	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
352	Han Khunthea		25	Female	Married	No	Tuol Totueng1	6	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
353	Un Phannith		39	Female	Married	No	Prey Nob Pir	5	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
354	Didn't Stay Home	At	30	Male	Married	Yes	Prey Nob Pir	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
355	Uy Hom		60	Male	Married	Yes	Prey Nob Pir	9	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
356	Didn't Stay Home	At	30	Male	Married	Yes	Prey Nob Pir	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
357	Didn't Stay Home	At	30	Male	Married	Yes	Prey Nob Pir	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
358	Didn't Stay Home	At	30	Male	Married	Yes	Prey Nob Pir	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
359	Didn't Stay Home	At	30	Male	Married	Yes	Prey Nob Pir	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know

360	Didn't Stay At Home	30	Male	Married	Yes	Prey Nob Pir	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
361	Pov Sina	31	Male	Married	Yes	Prey Nob Bei	3	Khmer	Service Provider	Don't Know	Don't Know	Don't Know
362	Em Sopun	45	Male	Married	Yes	Prey Nob Pir	7	Khmer	Governent Officer	Don't Know	Don't Know	Don't Know
363	Didn't Stay At Home	30	Male	Married	Yes	Prey Nob Mouy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
364	Tim Davy	30	Female	Married	No	Prey Nob Mouy	4	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
365	Em Meav	40	Male	Married	Yes	Prey Nob Mouy	3	Cham	Service Provider	Secondary School	Not Poor	No
366	Didn't Stay At Home	30	Male	Married	Yes	Prey Nob Pir	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
367	Meng KimHear	47	Male	Married	Yes	Prey Nob Bei	5	Khmer	Governent Officer	Primary School	Don't Know	Don't Know
368	Ram Bo	32	Male	Married	Yes	Chamkar Loung	5	Khmer	Service Provider	High School	Not Poor	No
369	Chong Han	37	Female	Married	No	Smach Daeng	7	Khmer	Restaurant / Food	Primary School	Not Poor	No
370	Mak Ounreach	40	Female	Married	No	Smach Daeng	6	Khmer	Grocery	Primary School	Not Poor	No
371	Didn't Stay At Home	30	Male	Married	Yes	Smach Daeng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
372	Meng Channy	65	Female	Married	Yes	Smach Daeng	7	Khmer	Children support	Primary School	Not Poor	No
373	Soun Sophol	50	Female	Married	No	Smach Daeng	6	Khmer	Farmer	Primary School	Not Poor	No
374	Chin Thmey	57	Male	Married	Yes	Smach Daeng	4	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
375	Sao Sokha	48	Female	Married	No	Smach Daeng	6	Khmer	Service Provider	Primary School	Not Poor	No
376	Nget Sokha	39	Female	Married	No	Smach Daeng	2	Khmer	Service Provider	Primary School	Not Poor	No
377	Didn't Stay At Home	30	Male	Married	Yes	Smach Daeng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
378	Didn't Stay At Home	30	Male	Married	Yes	Smach Daeng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know

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379	Oeurng Bunsat	39	Male	Married	Yes	Smach Daeng	5	Khmer	Transportation	Primary School	Not Poor	No
380	Phalla	50	Female	Married	No	Smach Daeng	7	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
381	(Busy)	30	Male	Married	Yes	Smach Daeng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
382	(Busy)	30	Male	Married	Yes	Smach Daeng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
383	Market	30	Male	Married	Yes	Smach Daeng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
384	Khau Chhoeurn	72	Male	Married	Yes	Thma Thum	4	Khmer	Governent Officer	Primary School	Not Poor	No
385	Mong Sarith	38	Male	Married	Yes	Ream	6	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
386	Hauk Savoeurn	54	Male	Married	Yes	Smach Daeng	6	Khmer	Gas Station	Secondary School	Not Poor	No
387	Mas Kimsour	32	Female	Married	No	Ream	7	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
388	Kev Pisey	29	Female	Married	No	Ream	7	Khmer	Grocery	High School	Not Poor	No
389	Sok Kheang	38	Male	Married	Yes	Ream	2	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
390	Didn't Stay At Home	30	Male	Married	Yes	Ream	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
391	Seav Mouy	47	Female	Married	No	Ream	2	Khmer	Service Provider	High School	Not Poor	No
392	Soeurng Dok	50	Male	Married	Yes	Ream	6	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
393	Didn't Stay At Home	30	Male	Married	Yes	Smach Daeng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
394	Cheng Jou	51	Male	Married	Yes	Thma Thum	5	Khmer	Service Provider	High School	Not Poor	No
395	Chhong Vuthy	38	Male	Married	Yes	Ream	5	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
396	Didn't Stay At Home	30	Male	Married	Yes	Smach Daeng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
397	Didn't Stay At Home	30	Male	Married	Yes	Thma Thum	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know

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398	Didn't Stay At Home	30	Male	Married	Yes	Smach Daeng	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
399	Gas Station	30	Male	Married	Yes	Thma Thum	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
400	Yin Eng	51	Female	Married	No	Smach Daeng	6	Khmer	Restaurant / Food	Don't Know	Not Poor	No
401	Ly Kheang	47	Male	Married	Yes	Smach Daeng	6	Khmer	Grocery	Don't Know	Not Poor	No
402	Kao Seng	72	Male	Married	Yes	Ream	10	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
403	Didn't Stay At Home	30	Male	Married	Yes	Ream	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
404	(Busy)	30	Male	Married	Yes	Ream	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
405	Didn't Stay At Home	30	Male	Married	Yes	Ream	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
406	Didn't Stay At Home	30	Male	Married	Yes	Ream	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
407	Didn't Stay At Home	30	Male	Married	Yes	Ream	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
408	Hor Sokhim	38	Female	Married	No	Smach Daeng	8	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
409	Sor Sophea	44	Female	Married	No	Ream	3	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
410	Houn Sinet	55	Female	Married	No	Krang At	5	Cham	Sellor / Retail Shop and other selling	High School	Not Poor	No
411	Khun Channeang	36	Female	Married	No	Krang At	7	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
412	Seng Mai Sam	60	Male	Married	Yes	Krang At	4	Cham	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
413	Arou Misa	22	Female	Married	No	Krang At	5	Cham	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
414	Ly Sel	54	Male	Married	Yes	Krang At	7	Cham	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
415	Didn't Stay At Home	30	Male	Married	Yes	Krang At	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
416	Didn't Stay At Home	30	Male	Married	Yes	Krang At	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know

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417	Seng Touch	70	Female	Married	Yes	Veal	6	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
418	Yean Hach	63	Male	Married	Yes	Krang At	4	Khmer	Service Provider	High School	Not Poor	No
419	Mab Saros	49	Female	Married	No	Krang At	6	Cham	Grocery	Primary School	Not Poor	No
420	Mab Mariya	46	Female	Married	No	Krang At	8	Cham	Farmer	Primary School	Not Poor	No
421	Mom Lin	55	Male	Married	Yes	Krang At	4	Khmer	Restaurant / Food	Secondary School	Not Poor	No
422	Li Am Mi Nas	53	Female	Married	No	Krang At	4	Khmer	Grocery	Don't Know	Not Poor	No
423	Sim Sopheak	30	Male	Married	Yes	Krang At	4	Khmer	Service Provider	Secondary School	Not Poor	No
424	Didn't Stay At Home	30	Male	Married	Yes	Krang At	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
425	Didn't Stay At Home	30	Male	Married	Yes	Krang At	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
426	Didn't Stay At Home	30	Male	Married	Yes	Krang At	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
427	Sat Nita	24	Female	Married	No	Krang At	7	Khmer	Grocery	Secondary School	Not Poor	No
428	Phoch Touch	50	Male	Married	Yes	Krang At	7	Khmer	Farmer	Don't Know	Not Poor	No
429	Sok Hek	50	Female	Married	No	Veal	2	Khmer	Sellor / Retail Shop and other selling	Don't Know	Not Poor	No
430	Mat Mary	40	Female	Married	No	Krang At	4	Cham	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
431	Roeurng Sreylin	31	Female	Married	No	Krang At	5	Khmer	Service Provider	Secondary School	Not Poor	No
432	Por Sarin	52	Female	Married	Yes	Krang At	3	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
433	Didn't Stay At Home	30	Male	Married	Yes	Veal	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
434	Keo Van	63	Male	Married	Yes	Veal	3	Khmer	Service Provider	Primary School	Not Poor	No
435	Pun Phearith	30	Male	Married	Yes	Veal	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know

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436	Didn't Stay At Home	30	Male	Married	Yes	Veal	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
437	Chhoeng Som Ann	57	Male	Married	Yes	Veal	4	Khmer	Grocery	Primary School	Not Poor	No
438	Thy Nich	55	Female	Married	Yes	Veal	3	Khmer	Farmer	Primary School	Not Poor	No
439	Didn't Stay At Home	30	Male	Married	Yes	Veal	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
440	Ma Nas	45	Female	Married	No	Veal	4	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
441	Be Mouy	51	Female	Married	No	Veal	4	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
442	Didn't Stay At Home	30	Male	Married	Yes	Veal	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
443	Didn't Stay At Home	30	Male	Married	Yes	Veal	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
444	Seng Sikheng	65	Female	Married	No	Veal	6	Khmer	Sellor / Retail Shop and other selling	High School	Not Poor	No
445	Phai Sor	63	Male	Married	Yes	Krang At	4	Khmer	Service Provider	Primary School	Not Poor	No
446	Sim Mi Yorm	55	Female	Married	No	Krang At	4	Khmer	Service Provider	No Schooling	Not Poor	No
447	Yorn Pholly	30	Male	Married	Yes	Krang At	3	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
448	El Seng	65	Male	Married	Yes	Krang At	14	Cham	Sellor / Retail Shop and other selling	No Schooling	Not Poor	No
449	Tiv Sihan	56	Female	Married	No	Veal	3	Khmer	Service Provider	No Schooling	Not Poor	No
450	Pong Mouv	47	Male	Married	Yes	Veal	6	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
451	Didn't Stay At Home	30	Male	Married	Yes	Krang At	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
452	Didn't Stay At Home	30	Male	Married	Yes	Veal	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
453	School	30	Male	Married	Yes	Krang At	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
454	Didn't Stay At Home	30	Male	Married	Yes	Krang At	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know

455	Houn Ra	60	Male	Married	Yes	Krang At	4	Khmer	Factory Worker	Primary School	Poor	No
456	Chan Phat	58	Male	Married	Yes	Krang At	3	Khmer	Sellor / Retail Shop and other selling	Primary School	Not Poor	No
457	Ouch Bunthoeurn	43	Male	Married	Yes	Krang At	5	Cham	Governent Officer	University	Not Poor	No
458	Didn't Stay At Home	30	Male	Married	Yes	Krang At	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
459	(Busy)	30	Male	Married	Yes	Krang At	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
460	Roun Fa Ti Mas	58	Female	Married	Yes	Krang At	4	Cham	Sellor / Retail Shop and other selling	No Schooling	Not Poor	No
461	Mak Chantha	42	Female	Married	No	Phum Muoy	5	Khmer	Sellor / Retail Shop and other selling	Secondary School	Not Poor	No
462	Post Police	30	Male	Married	Yes	Phum Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
463	Chan Borey	32	Male	Married	Yes	Phum Muoy	2	Khmer	Service Provider	Primary School	Not Poor	No
464	Liv Kunmin	48	Male	Married	Yes	Phum Muoy	4	Khmer	Service Provider	University	Not Poor	No
465	Company	30	Male	Married	Yes	Phum Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know
466	Didn't Stay At Home	30	Male	Married	Yes	Phum Muoy	4	Khmer	Sellor / Retail Shop and other selling	Don't Know	Don't Know	Don't Know

Table 2.2. Types of Impact by Road Section

No	Duning	Location		Length	Types and	Description	Affected / Not
NO	Province		meter	Direction	Description	Affected	
1		PK 19 + 700	31+250			Concrete Side Drain	Affected
2	W 1.1	PK 22+650	31+250		RS	Restore the canal No 1	Not Affected
3	Kandal	PK 24 + 000			LS	Restore the canal No 2	Not Affected
4		PK 25 + 600	190m		LS	Restore the canal No 3	Not Affected



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5		PK 25 + 600	190m		RS	Restore the canal No 4	Not Affected	
6		PK 26 + 050	1305m		RS	Restore the canal No 5	Not Affected	
7		PK 26 + 600	645m		LS	Restore the canal No 6	Not Affected	
8		PK 29+ 900			RS	Restore the canal No 7	Not Affected	
9		PK 31+170	PK 32+670	3000.00		Concrete Side Drain on both side of NR 4	Affected	
10		PK 32+743		70.00		Concrete side drain across NR 4 (Sabrina Factory)	Affected	
11		PK 38+147		60.00		Expand Ou Krang Ampil Bridge	Not Affected	
12	Kampong Speu	PK 42+365		70.00		concrete side drain across NR 4 (Chambok Pagoda)	Affected	
13		PK 43+274		70.00		Concert side drain across NR 4 (Borey Sovann)	Not Affected	
14		PK 50+242		100.00		Expand Thnou Lungung Bridge	Not Affected	
15		PK 50+508	PK 51+508	1000.00		Concert side drain both sides with diagonal 1000	Not Affected	
16		PK 50+508	PK 51+508	1000.00		Expand NR 4 both sides 10 m (from Chamnar pagoda to Thnal Bambaek)	Not Affected	
17		PK 57+656	PK 58+656	1000.00		Expand NR 4 (Trapaeng Kraleung) 10 m both sides	Not Affected	
18]	PK 57+656	PK 58+656	1000.00		Concert side drain both sides with diagonal 1000	Not Affected	
19	Preah Sihanouk	116+077	117+000		LS&RS	Demand for concrete side drain	Affected	
20		124+870	125+850		LS	Demand for concrete side drain	Not Affected	

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	124+930	125+767	RS	Demand for concrete side drain	Not Affected	
	127+574	128+188	RS	Demand for concrete side drain	Not Affected	
	127+684	128+150	LS	Demand for concrete side drain	Not Affected	
	139+483	140+020	LS	Demand for concrete side drain	Not Affected	
	139+483	140+085	RS	Demand for concrete side drain	Not Affected	
	140+660	141+648	RS	Demand for concrete side drain		
	140+660	143+100	LS	Demand for concrete side drain		
	141+978		Culvert and Outlet	Box Culvert across road width		
	152+882	153+334	RS&LS	Demand for concrete side drain		
	176+975	177+215	RS	Demand for concrete side drain	Affected	
	178+948	182+114	LS	Demand for concrete side drain	Not Affected	
	178+948	183+000	RS	Demand for concrete side drain	Not Affected	
	179+937	-	Culvert and Outlet	Box Culvert across National Road 4 width with diagonal 1m 2 row	Not Affected	
	180+115	-	Culvert and Outlet	Box culvert across width road near Veal Renh Restaurant	Not Affected	
	180+370	-	Culvert and Outlet	Box culvert across width road h under 2 cow statuses	Not Affected	
	180+657	-	Culvert and Outlet	Box culvert across road width near Cambodia People Party office in Prey Nop	Not Affected	
	180+995	-	Culvert and Outlet	Box culvert across width road near ACLEDA	Not Affected	
	181+148	-	Culvert and Outlet	Box culvert across width road in front of Pagoda door	Not Affected	
	181+584	-	Culvert and Outlet	Box culvert across width road	Not Affected	
	182+114	-	Culvert and Outlet	Box culvert across width road	Not Affected	
	189+239	190+075	RS	Demand for concrete side drain	Affected	
	189+561	190+075	LS	Demand for concrete side drain	Affected	
		127+574 127+684 139+483 139+483 140+660 140+660 141+978 152+882 176+975 178+948 179+937 180+115 180+370 180+657 180+995 181+148 181+584 182+114 189+239	127+574 128+188 127+684 128+150 139+483 140+020 139+483 140+085 140+660 141+648 140+660 143+100 141+978 152+882 152+882 153+334 176+975 177+215 178+948 183+000 179+937 - 180+115 - 180+657 - 181+148 - 181+584 - 182+114 - 189+239 190+075	127+574 128+188 RS 127+684 128+150 LS 139+483 140+020 LS 139+483 140+085 RS 140+660 141+648 RS 140+660 143+100 LS 141+978 Culvert and Outlet 152+882 153+334 RS&LS 176+975 177+215 RS 178+948 183+000 RS 179+937 - Culvert and Outlet 180+115 - Culvert and Outlet 180+370 - Culvert and Outlet 180+995 - Culvert and Outlet 181+148 - Culvert and Outlet 182+114 - Culvert and Outlet 182+114 - Culvert and Outlet 182+114 - Culvert and Outlet 189+239 190+075 RS	127+574 128+188 RS Demand for concrete side drain 127+684 128+150 LS Demand for concrete side drain 139+483 140+020 LS Demand for concrete side drain 139+483 140+085 RS Demand for concrete side drain 140+660 141+648 RS Demand for concrete side drain 140+660 143+100 LS Demand for concrete side drain 141+978 Culvert and Outlet Box Culvert across road width 152+882 153+334 RS&LS Demand for concrete side drain 176+975 177+215 RS Demand for concrete side drain 178+948 182+114 LS Demand for concrete side drain 178+948 183+000 RS Demand for concrete side drain 179+937 - Culvert and Outlet Box Culvert across National Road 4 width with diagonal 1m 2 row 180+115 - Culvert and Outlet Box Culvert across width road near Yeal Renh Restaurant 180+370 - Culvert and Outlet Box Culvert across width road near Yeal Renh Restaurant 180+995 - Culvert and Outlet Box Culvert across width road near Yeal Renh Restaurant 181+148 - Culvert and Outlet Box Culvert across width road in front of Pagoda door 181+584 - Culvert and Outlet Box culvert across width road in front of Pagoda door 182+114 - Culvert and Outlet Box culvert across width road in front of Pagoda door 182+114 - Culvert and Outlet Box culvert across width road in front of Pagoda door 182+114 - Culvert and Outlet Box culvert across width road in front of Pagoda door	127+574 128+188 RS Demand for concrete side drain Not Affected 127+684 128+150 LS Demand for concrete side drain Not Affected 139+483 140+020 LS Demand for concrete side drain Not Affected 139+483 140+085 RS Demand for concrete side drain Not Affected 140+660 141+648 RS Demand for concrete side drain Not Affected 140+660 143+100 LS Demand for concrete side drain Not Affected 140+660 143+100 LS Demand for concrete side drain Not Affected 152+882 153+334 RS&LS Demand for concrete side drain Not Affected 152+882 153+334 RS&LS Demand for concrete side drain Not Affected 176+975 177+215 RS Demand for concrete side drain Not Affected 178+948 182+114 LS Demand for concrete side drain Not Affected 178+948 183+000 RS Demand for concrete side drain Not Affected 180+115 - Culvert and Outlet Box Culvert across National Road 4 width with diagonal Im 2 row Box Culvert across width road near Veal Renh Restaurant Box Culvert across width road hord Veal Renh Restaurant Box Culvert across width road hord Veal Renh Restaurant Box Culvert across width road hord Veal Renh Restaurant Box Culvert across width road hord Veal Renh Restaurant Box Culvert across width road hord Veal Renh Restaurant Box Culvert across width road hord Veal Renh Restaurant Box Culvert across width road hord Veal Renh Restaurant Box Culvert across width road hord Veal Renh Restaurant Box Culvert across width road hord Veal Renh Restaurant Box Culvert across width road hord Veal Renh Restaurant Box Culvert across width road hord Veal Renh Restaurant Box Culvert across width road hord Veal Renh Restaurant Box Culvert across width road hord Veal Renh Restaurant Box Culvert across width road hord Veal Renh Restaurant Box Culvert across width road hord Affected 180+95 - Culvert and Outlet Box Culvert across width road hord Affected 180+95 - Culvert and Outlet Box Culvert across width road hord Affected 181+148 - Culvert and Outlet Box Culvert across width road hord Affected 182+114 - Culvert and Outlet Box Culvert across width road Not Affected

	 ı	T		T	1	
43	194+800	194+970	 LS	Demand for concrete side drain	Affected	
44	194+995	195+230	LS	Demand for concrete side drain	Affected	
45	194++995	195+680	RS	Demand for concrete side drain	Affected	
46	195+680		Culvert and Outlet	Box culvert across width road	Not Affected	
47	197+200		Bridge and Outlet	Bridge Ou Ouknha Heng	Not Affected	
48	197+200	197+462	RS&LS	Demand for concrete side drain	Affected	
49	207+050		Culvert and Outlet	Box Culvert across width road	Not Affected	
50	207+055	208+435	LS	Demand for concrete side drain	Affected	***
51	207+306	208+435	RS	Demand for concrete side drain	Affected	
52	218+582		Culvert and Outlet	Box Culvert across width road	Not Affected	
53	218+982	219+603	LS	Demand for concrete side drain	Affected	and the second
54	219+222	219+603	RS	Demand for concrete side drain	Affected	
55	219+603		Culvert and Outlet	Box culvert across width road	Affected	
56	222+000	223+000	RS&LS	Demand for concrete side drain	Not Affected	
57	222+678		Blocked Outlet	Box culvert across width road	Not Affected	
58	223+052		Culvert and Outlet	Box culvert across width road	Not Affected	
59	PK 37+743		Box Culvert	Box Culvert	Not Affected	
60	PK 38 + 147		Bridge	Bridge	Not Affected	
61	PK 42+365		Box Culvert	Box Culvert	Not Affected	
62	PK 43+274		Box Culvert	Box Culvert	Not Affected	
63	 PK 50 + 242		Bridge	Bridge	Not Affected	

64	PK 116 + 055		Bridge (Connect)	Bridge (Connect)	Not Affected	
65	PK 141+978		Pipe Culvert	Pipe Culvert	Not Affected	
66	PK 153 + 250		Box Culvert	Box Culvert	Not Affected	
67	PK 222 + 678		Pipe Culvert	Pipe Culvert	Not Affected	

Note: The above Table indicates Type of Impacts by Road Section is updated during the field visit conducted on 5th - 22th February 2018

Table 2.3. Summary of Impacts by Type and Number of Affected Households

No	Types of Impacts	Unit	Quantity	Count	No. of AHs
1	Concrete Pavement	m2	5603	58	58 AHs (Personal ownership in front of house and shop)
2	Private owned bridge	m2	5,695.05	229	229 AHs (personal construction bridge of stone, wood, bamboo on the side drain for access to house and shop)
3	Private owned drainage system	m2	1738	177	177 AHs (Personal Pipe and Concrete side drain construction on the canal in front of their house or shop)
4	Sign Boards	m2	30	2	2 AHs (Business sign board in front of their house and shop) + Public sign board (12)
5	Stall	m2	701.85	39	39 AHs (Permanent stall can movement on the drainage need to shift back)
8	Trees	Count		32	5 AHs (Growing near the drainage proposed) and add public tree 68
тоти	AL		13767.9	537	

Concrete Pavement: is the types of concrete floors and yards constructed within COI 15m by the PAHs along the road sides of NR 4 to improve access and facilitate their livelihood and business requirement.

Stall or booth refers to temporary and light structures consisted of four columns with roof but without wall and rooted to the ground. However, it is easily to remove without use much force. In the Sub-project, all stalls are made of steel frames or thatch roof, wood columns and earth or concrete slab for ground.

Private owned bridges are built by individual households to access their houses or shop/stores across the existing drainage or ditch or open side drain along the road sides.

Private owned drainage system: is a pipe or concrete side drain constructed by individual households to facilitate transportation and access their house or shop/stores across the existing drainage or open side drain along the road sides.

3. POLICY FRAMEWORK, ENTITLEMENTS, ALLOWANCES, AND ASSISTANCES

3.1 Compensation and Resettlement Policy Framework (CRPF)

20. This RAP is prepared in line with CRPF for the RAMP-II-AF. Given the similar nature of this RAMP-II-AF as compared to the original RAMP, the Project, the CRPF applied under the original project remains relevant and applicable. The CRPF is updated for with lessons learned from the original project implementation and key provisions of the Law on Expropriation 2010 incorporated. The updated CRPF is largely consistent with the key principles of the Law on Expropriation, applicable for public physical infrastructure projects served for public interests. It will be applied to all subprojects financed by Government and World Bank to address adverse social impacts that may result from involuntary acquisition of assets and changes in land use and includes provision for compensation and rehabilitation assistance. If land donation is involved the Framework for Resettlement and Acquisition of Land and Assets (FRALA) shall be applied.

3.2 Framework for Resettlement and Acquisition of Land and Assets (FRALA)

As mentioned above, the FRALA is developed and applicable to RAMP-II-AF, in order to address the issue of voluntary land donation under the project. This is because it was found to be difficult during project implementation for the RAMP-II-AF to completely eliminate the need for acquisition. FRALA defines the terms and provides guidance for voluntary acquisition of land and/or other assets (including restrictions on asset use) caused by the implementation either through contribution or with compensation by communities and establish principles and procedures to be followed to ensure equitable treatment for, and rehabilitation of, any person adversely affected by project implementation. FRALA thus allows for acquiring assets through the following two methods:

Voluntary Contributions: Community members have the right to make a contribution of their land or other assets, without seeking or being given compensation. This can often be justified because the road rehabilitation will either increase the value of the remaining property or provide some other direct benefit to the affected people. Voluntary contribution is an act of informed consent. Implementing agencies must assure that voluntary contributions are made with the prior knowledge on the part of the person who would donate assets that other options are available and are obtained without coercion or duress. Proposals including voluntary contributions will not be submitted for approval where they would significantly harm incomes or living standards of individual owners or users (the size of land contributed on a voluntary basis should not exceed 5% of that individual's total land holding; the affected structure shall be minor and easily to repair with minimum expanses; the affected tree shall not be income-making tree; and disturbance to business shall be less than 5 days).

Voluntary Contributions with Compensation: Persons who contribute their land or other assets have the right to seek and receive compensation (the subproject grant cannot be used to pay compensation). In such cases, Project authorities will ensure that the following means of compensation, as applicable, are agreed upon and provided before works are undertaken:

Replacement of land with an equally productive plot or other equivalent productive assets; Materials and assistance to replace fully solid structures that will be demolished; Replacement of damaged crops, at market value; Other acceptable in-kind compensation.

3.3 Voluntary Contribution

24. Structures and trees located within the COI of 15m from the road centerline have been cleared during inside the road Right of Way (ROW. Meeting with members of commune councils consisted of chiefs of commune and village located along the NR 4 confirmed that is no more cash compensation to be paid for structures and trees that re-built and re-grew within the COI of 15m because it would encourage people to further encroach the ROW. However, both MPWT and commune councils agreed that vulnerable AHs and AHs who would be severely affected their livelihood should receive assistance from the project and that concrete frontcourt should be replaced to the same existing condition as it is part of urban beautification and hygienic practice. In addition, if construction, in any

part including borrowed pit, is expanded beyond 15m from road centerline but within the ROW the affected assets shall be compensated and other assistance with be applied.

The outcomes of the screening process documents conducted in February 2018 indicated that people living along the NR 4 are happy with the project. 466 households were identified having their structures, stalls, and trees affected by the construction of side drainage. 466 surveyed AHs (126 AHs could not be met when conducted survey but got references by stamp print and signature on contribution list from local authority) voluntarily contribute the affected portion to the project and they agreed to remove their affected structure once they receive notification for removal. Surveyed AHs are not requested for cash compensation for the affected structure and an AH request for labor assistance for removal.

3.4 Special Assistance for Vulnerable AHs

Based on Detail impact assessment, there are 7 poor AHs, among of them, there is only one (1) AHs has received ID poor. For 6 households it seems not to be vulnerable group in Project. Those AHs above are not impact with their business and main building or store/shop affected. They have main housed outside the ROW. Mostly affected assets such as drainage and access bridge to their house. Not applicable as there is no vulnerable AHs. The contractors will provide or install temporary bridges to ensure continued access for the poor as well as other PAHs especially during the construction of drainage ditches and complete the work in a timely manner to minimize disturbance to the PAHs and their livelihood.

RPF provides a matrix of entitlements for PAHs to compensation and livelihood support necessary to ensure that PAHs and their livelihood will be not worse off as a result of project implementation. The matrix if entitlements is shown below:

Type of Losses	Entitled Persons	Entitlements
Totally Affected House, Shops, stall and Secondary Structures (drainage, bridge, sign board)	Owners of affected store/shop, stall, drainage, sign board.	 Cash compensation at replacement cost for the entire structure equivalent to current market prices of (i) materials, with no deduction for depreciation of the structure or salvageable materials; (ii) materials transport; and (iii) labor cost to cover cost for dismantling, transfer and rebuild; and Excluding those who will move back to their residua land, timely provision of dump trucks for hauling personal belongings at no cost to the PAPs.
Partially Affected Houses and Shops and secondary structures (Will not require relocation)	Owners of affected houses whether or not land is owned	Cash compensation at replacement cost for the affected portion of structure equivalent to current market prices of (i) materials and labor, with no deduction for depreciation of the structure or for salvageable materials (ii) materials transport, and (iii) cost of repair of the unaffected portion;
Structures affected	Owners	. Compensation in cash for affected portion of the structure and other fixed assets at replacement cost, without depreciation and without deductions for salvaged material. . Assistance in restoration of any remaining structure, if applicable. . Eligible for relocation assistance and other allowance.
Crops and Trees	Owner of crops and trees whether or not land is owned	If standing annual crops are ripening and cannot be harvested, cash compensation at replacement cost equivalent to the highest production of crop over the last three years

		 multiplied by the current market value of crops For perennial crops and trees, cash compensation at replacement cost equivalent to current market value based on type, age, and productive capacity. For timber trees, cash compensation at replacement cost equivalent to current market value based on type, age and diameter at breast height (DBH) of trees
Loss of business/ incomes/ employment	Affected APs	. Cash compensation for the loss of business, incomes and wages Assistance during the transition period Eligible for rehabilitation assistance and other • allowances, as applicable.
Standing crops, trees	Owner of crops or trees	. Compensation in cash calculated on the basis of type, age and productive value of affected crops or trees Other allowances as applicable.
Special assistance to vulnerable group and indigenous/ethnic minorities.	Vulnerable groups and Indigenous/ethnic minorities	Vulnerable group and indigenous peoples/ethnic minorities assistance allowance based on identified needs and priorities.

4. PUBLIC INFORMATION, CONSULTATION AND GRIEVANCE REDRESS PROCEDURES

4.1 Policy Requirements

CRPF requires the project authorities be responsible for public consultation and public information dissemination. Consultations and public participation would be carried out as an ongoing process throughout project planning, design and implementation stages. Preparation of appropriate documents and planning and implementation for the acquisition of land and other assets will be carried out in consultation with the PAPs and the PAPs will receive prior information of the compensation, relocation and other assistance available to them including:

- The relevant details of the project;
- The resettlement plan and various degrees of project impact;
- Details of entitlements under the RAP and what is required of PAPs in order to claim their entitlements.
- Compensation process and compensation rates, if any;
- Implementation schedule with a time table for the delivery of entitlements; and
- Information concerning grievance procedures and how to use them.

The project authorities would also provide a detailed explanation of the grievance process and enlist the help of village leaders and other influential community officials in encouraging the participation of the PAPs in resettlement activities. Finally, the project authorities shall attempt to ensure that all vulnerable groups including indigenous peoples/ethnic minorities understand the process and that their needs are specifically taken into consideration.

Public participation is performed and information is made available during both preparation and implementation of the RAP and should include, at a minimum, public information booklet, community meetings and television and radio reports.

4.2 Public Consultation during Planning and Implementation of ARAP

Public Consultation During Planning

Consultation was conducted twice; one was done during the environmental and social safeguard screening and second done during census and baseline survey for resettlement planning. The first consultation was to seek community broad support for the Project and informed them about the project objectives and potential impact both positive and negative. The second consultation was to discuss mitigation measures to address the impacts and seek for voluntary contribution.

At the first stage of consultation conducted in 1th week during screening and site visited the Project team met the chief and members of commune and chief of village to inform Road Assets Management Project II AF proposed to rehabilitate the National Road 4 both positive and potential adverse impacts anticipated from the project activities. All consulted people viewed that the project would have positive impact on their community and they would support the project and were happy to participate in the project through voluntary contribution to the certain degree of impact on their structure and/or tree. At the second stage of consultation conducted from 2nd to 3th week of February 2018, AHs were informed about the EMPII AF Project, scope of impacts on their structure and trees and mitigation measures and entitlements. The consultation was also to hear their concerns and feedback on the proposed project. They were also asked if they could voluntarily contribute to the Project.

For all Packages (sections) 1, 2, 3, 4 and 5, of the NR4 to be rehabilitated under the projec 466 households were identified with their structures, stall and trees to be potentially affected. 340 out of 466 surveyed AHs agreed on voluntary contribution and references with signatures and stamp on contribution lists from chief of commune and villages. During the site visits, the heads of remaining 126 AHs neither husbands or wives were available or absent. The survey team just met and consulted with some members of the PAHs, who were not in the position to make decision on voluntary donation or compensation for their assets lost. Some of affected households either moved or travelled to other provinces. The local authority or Commune Resettlement sub-committee (CRS) agreed to disseminate and discuss the project information with the absentees to ensure that they understand the Project information on impacts (both positive and adverse) and their entitlements. The Environmental and Social Office of the MPWT and the consultant will continue to provide support for the CRCs to continue the consultation with the remaining 126 PAHs on the impacts, their entitlements and agreements on compensation or donation; if they chose to donate, this should be documented before construction work.

All met 340 AHs did not request for cash compensation for the affected structures and one requested for labor assistance for moving of his stall. Apart from consultation with AHs, 2 commune councils were also consulted at the commune halls (totally 107 persons met). Members of commune councils were informed about the project and potential impacts and, asked if they have experienced with resettlement and sought for opinion if the Project should compensate for loss of structure and tree. They all were very happy about the project with strong support and commit to fully cooperate. Structures were temporary in conditions; and it would encourage more people to encroach the ROW if compensation is provided for the encroacher to the ROWs. However, they suggested if the Project can provide labor assistance for removal and putting up the structures and other types of assets.

Below is List of public meetings conducted in February 2018 during census and baseline survey

Table 4.1: List of Public Consultation, Location and Number of Participants

No	Description	Location	DATE	Participants	ATTENDANCES		CES	Remark
	Description	Location	DAIL	1 artioipants	Female	Male	Total	Tromai K
1	Public Consult Meeting	Baek Chann Commune	19-02-2018	67	9	58	67	11 Local Authority included with District Head, Commune head and chief of village.
2	Public Consult Meeting	Prey Koy Village House	19-02-2018	40	8	32	40	1 Representative of MPWT, 1 DPWT, 1 Commune head, 1 commune member consult, 1 Resettlement and 1 Environment Specialist and 3 Chief of village.
3	Meeting with Local Authority	Domnak Ampil	20-02-2018	19	8	11	19	5 Local authority and Resettlement specialist for commune meeting with Chief of Commune for discussion and detail about project also requested stamp on contribution paper all to be references
4	Meeting with Local Authority	Peuk	22-02-2018	16	7	9	16	4 Local authority and Resettlement specialist for commune meeting with Chief of Commune for discussion and detail about project also requested stamp on contribution paper all to be references
5	Meeting with Local Authority	Chhak Chheu Neang	20-02-2018	13	5	8	13	4 Local authority and Resettlement specialist for commune meeting with Chief of Commune for discussion and detail about project also requested stamp on contribution paper all to be references
6	Meeting with Local Authority	Lumhach	10-02-2018	18	6	12	18	4 Local authority and Resettlement specialist for commune meeting with Chief of Commune for discussion and detail about project also requested stamp on contribution paper all to be references
7	Meeting with Local Authority	Tropeang Kong	15-02-2018	12	5	7	12	4 Local authority and Resettlement specialist for commune meeting with Chief of Commune for discussion and detail about project also requested stamp on contribution paper all to be references
8	Meeting with Local Authority	Voa Sar	15-02-2018	13	5	8	13	5 Local authority and Resettlement specialist for commune meeting with Chief of Commune for discussion and detail about project also requested stamp on contribution paper all to be references

9	Meeting with Local Authority	Ou Bak Rotes	14-02-2018	16	5	11	16	7 Local authority and Resettlement specialist for commune meeting with Chief of Commune for discussion and detail about project also requested stamp on contribution paper all to be references
10	Meeting with Local Authority	Kompong Sila	16-02-2018	18	5	13	18	5 Local authority and Resettlement specialist for commune meeting with Chief of Commune for discussion and detail about project also requested stamp on contribution paper all to be references
11	Meeting with Local Authority	Jerng Kuo	18-02-2018	17	5	12	17	4 Local authority and Resettlement specialist for commune meeting with Chief of Commune for discussion and detail about project also requested stamp on contribution paper all to be references
12	Meeting with Local Authority	Ream	17-02-2018	18	5	13	18	6 Local authority and Resettlement specialist for commune meeting with Chief of Commune for discussion and detail about project also requested stamp on contribution paper all to be references
13	Meeting with Local Authority	Prey Nub	15-02-2018	23	6	17	23	11 Local authority and Resettlement specialist for commune meeting with Chief of Commune for discussion and detail about project also requested stamp on contribution paper all to be references
14	Meeting with Local Authority	Ou Oknha Haeng	09-02-2018	16	5	11	16	4 Local authority and Resettlement specialist for commune meeting with Chief of Commune for discussion and detail about project also requested stamp on contribution paper all to be references
15	Meeting with Local Authority	Tuol Totueng	12-02-2018	19	6	13	19	6 Commune meeting with Chief of Commune for discussion and detail about project also requested stamp on contribution paper all to be references
16	Meeting with Local Authority	Sangkat 1	11-02-2018	15	6	9	15	3 Commune meeting with Chief of Commune for discussion and detail about project also requested stamp on contribution paper all to be references

4.2.2. Public Consultation During Implementation

During conducted Consultation meeting all participants express their full support for the Project. They agreed to voluntary contribute their properties or assets without compensation claimed. The participated raised their concerns and provided suggestions as summarized three main bullet points below:

- (i) Proposed the project to connect drainage pipes for disposal of waste/contaminated water from their houses to the new side drainage to be constructed by the project. This is beyond the scope of the project design and investment
- (ii) This proposal has been raised to the Chief of District Governor Office. He will approach other donors or partners for support and investment in connection of individual household canal or drainage with the road side drainage.
- (iii) The second suggestion is for the RAMPII-AF to install big diameter of concrete side drain for effective flood management, especially during the rainy reason.
- (iv) Lastly, participants requested contractor complete the civil work as soon as possible to minimize disturbance and impact on their livelihood and business during construction stage especially after excavation of the side ditch.

Implementation of ARAP shall be closely linked with civil work construction schedule. It shall not be commenced so early because traditionally people will not remove their structure until they see the civil work approaching or they will move back to the same place if they do not see the construction activities happened sooner after they moved away. Two months before the construction commencement Commune Resettlement Sub-committee (CRSC) with assistance from the Project's management team and safeguard specialist conduct public meeting and consultation. At the meeting APs shall be informed about the project benefit, potential impact, and their entitlement under the CRPF and ARAP. The public information booklet (PIB), see Annex 1, will be distributed to every APs and content of it will be explained to APs. APs will be allowed to ask question and the project management will answer to every question that are relevant.

4.2.3. Public Participation in The Form of Voluntary Contribution

APs have the right to make a voluntary contribution of their affected assets, mobile stall, temporary access bridge to their house, personal drainage system, sign board and trees without seeking or being given compensation. This can be justified as the rehabilitated road will likely increase the value of the reaming property and their income. They shall also be informed about their entitlement for any compensation and assistance i.e. labor and materials replacement. Vulnerable AHs will be taken care of and special assistance will be given including labor for removal and reparation of damage, material replacement and a month living allowance. The Project Management shall clearly inform the APs that they have

right to voluntarily contribute or not to voluntarily contribute their affected assets and also have right to claim for project assistance if they want to. In the event if the PAPs opt for voluntary contribution of their affected assets without seeking compensation, an agreement shall be prepared and signed by the both head of PAH and his/her spouse and the project authority for future references and record.

After the public meeting and consultation, CRSC with assistance from the Project's safeguard specialist and ESO officer will go house to house to discuss and get the agreement on voluntary contribution signed, see Annex 2: agreement form. However, must bear in mind that voluntary contribution is an act of informed consent. Thus they must assure that voluntary contributions are made with the prior knowledge on the part of the person who would donate assets and that other options are available, and are obtained without coercion or duress.

Members of CRSC involved in ARAP implementation will receive a one-day training on CRPF, ARAP implementation process, and grievance redress procedure. Project's safeguard specialist will conduct the training together with ESO officer.

4.2.4. Disclosure

The Bank's Disclosure Policy requires that safeguard-related documents be disclosed before appraisal: (i) at the InfoShop and (ii) in country, at publicly accessible locations and in a form and language that are accessible to potentially affected persons. In this respect, the approved ARAP version will be uploaded to the World Bank's InfoShop and the MPWT website. The ARAP will be translated into Khmer language and a copy of the translated Khmer version will be posted at communes where there are affected households. The translated version will be posted at communes affected after approved by MEF of WB in March 2018.

4.3 Grievance Redress Procedure

A Grievance Redress Committee (GRC) will be established at provincial level and chaired by provincial governor or his/her designated deputy governor. Members are representative from districts, communes and villages where AHs exist. A representative of a local NGO will also be appointed as an independent member. The objective is to resolve complaints as quickly as possible and at the local level through a process of conciliation; and, if that is not possible, to provide clear and transparent procedures for appeal. All AHs will be made fully aware of their rights, and the detailed grievance redress procedures will be publicized through an effective public information campaign

The grievance redress process includes four stages. There are three stages before complaints may be elevated to a court of law as a last resort.

First stage: APs will present their complaints and grievances to the Commune Resettlement Sub-committee (CRSC), if he or she wishes, to the nominated NGO working on the RGC. The NGO will record the complaint in writing and accompany the

AH to meet the Commune Resettlement Sub-Committee. The Sub-Committee will be obliged to provide immediate written confirmation of receiving the complaint. If after 15 days the aggrieved AP does not hear from, or if the AH is not satisfied with the decision taken in the first stage, the complaint may be brought to the District Office.

Second stage: The District Office has 15 days within which to resolve the complaint to the satisfaction of all concerned. If the complaint cannot be solved at this stage, the District Office will bring the case to the Provincial Grievance Redress Committee.

Third stage: The Provincial Grievance Redress Committee meets with the aggrieved party and tries to resolve the situation. Within 30 days of the submission of the grievance, the Committee must make a written decision and submit copies to the Project Implementing Authority (IA) and the AH.

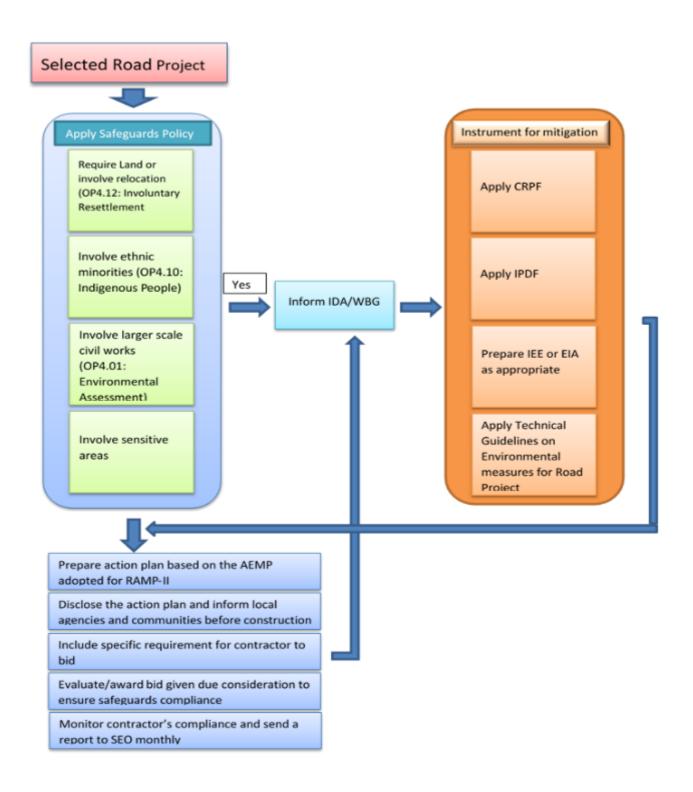
Final stage: If the aggrieved AH does not hear from the Provincial Grievance Redress Committee or is not satisfied, he/she will bring the case to Provincial Court. This is the final stage for adjudicating complaints. The Court must make a written decision and submit copies to IA and the AH. If any party is still unsatisfied with the Provincial Court judgment, he/she can bring the case to a higher-level court.

The IA will shoulder all administrative and legal fees that will be incurred in the resolution of grievances and complaints. Other costs incurred by legitimate complaints will also be refunded by the Project if AHs win their case.

In order not to delay the construction works caused by grievance redress process AHs may be requested removing their affected structures or trees away from construction area and the IA will fully follow the decision made by the Grievance Redress Committee or the court. If decision requires paying full compensation to AH, IA must do so.

In addition, for effective work, the ARAP will include a budget line for grievance redress

Figure 1. Key Steps of Safeguards Framework (ESSF) for



5. INSTITUTIONAL RESPONSIBILITIES FOR IMPLEMENTATION AND MONITORING

5.1 Ministry of Public Works and Transport and Its Provincial Department

The Ministry of Public Works and Transport (MPWT) is responsible for planning and implementation of the project. As the project implementing agency, the MPWT will be responsible for, at a minimum, the following resettlement activities:

- Carry out all necessary surveys and field investigations and preparation of necessary documents;
- With assistance from other relevant agencies and local authorities, implementation of resettlement activities in accordance with the approved ARAP;
- Address all deficiencies identified in resettlement implementation;
- Ensure timely allocation of resources and budgetary provisions, and process compensation claims of PAPs to ensure that the same are paid in time as planned; and
- Supervise and monitor ARAP implementation.
- Prepare and provides ARAP progress and completion report to the World Bank

Its provincial department of public works and transport will appoint a resettlement focal person for ARAP implementation and related issues that may arise during construction of civil work. He/she will work very closely with commune resettlement sub-committee, project safeguard specialist, and contractor and reports all related issues to relevant stakeholders for immediate action especially the complaint from APs if any.

5.2 Commune Resettlement Sub-committee

In commune where AH exist, an ad-hoc Commune Resettlement Sub-committee (CRSC) will be established, chaired by the Commune Chief (or designated representative). The membership of CRSC will include commune and village representatives; representatives of AHs for subprojects; and a resettlement focal point from each provincial department. In order to address issues of vulnerable AHs adequately, the membership of the CRSC will include female and, as relevant, ethnic minority representatives1. IA will assist in the formation of CRSC and train them on the CRPF and RAP.

The roles and responsibilities of the CRSC, under guidance of the project safeguard specialist, include:

Conduct field assessments, based on final drainage drawings, of subprojects to confirm that there would not be any involuntary resettlement, and collaborate with provincial resettlement focal point on finalization of voluntary contribution form.

Organize all activities for public disclosure of information and consultations with AHs associated with the final drainage drawings, voluntary contribution of affected assets, and distribution of the project PIB. Collect thumbprint using voluntary contribution form from all AHs for non-significant impacts. Any significant impact will report to IA for consideration including alternative drainage design or compensation.

Receive, hear and resolve the complaints and grievances of AHs, preferably through a process of conciliation.

Coordinate with and assist MPWT to prepare update ARAP for subprojects involving involuntary resettlement and/or voluntary contribution report.

Coordinate with and assist MPWT to implement ARAP by coordinate with schedules for civil works. Cooperate when provincial resettlement focal points and safeguard specialist to conduct monitoring and evaluation.

5.3 Internal Monitoring

47. The Environmental and Social Office (ESO) would appoint adequate full-time staff to monitor the process of resettlement in collaboration with CRSC. In order to assist with this monitoring, the ESO

shall obtain and maintain appropriate baseline data prior to the resettlement impacts. The monitoring staff will submit periodic progress reports to the involved authorities for inclusion in the progress report. The main objective of the reports is to determine whether the resettlement is effective and to make the needed recommendations for change. The monitoring staff will be present in the field as well as at every meeting related to resettlement. Under the RAMP-II-AF, training will be provided to strengthen his/her monitoring and reporting on the resettlement, social impacts and mitigation measures.

5.4 External Monitoring

The resettlement impacts are minor. However, to have an independent view on the implementation of ARAP an external social safeguard specialist (SSS) shall be engaged on the intermittent basis (max. 90 days input). He/she will be responsible for:

- Periodic monitoring the process of resettlement;
- Assisting in updating ARAP, if required;
- Preparing voluntary contribution report;
- Conducting training to ESO staff in charge of resettlement issue, GRC members and CRSC.

The SSS would be provided full access to project documents and database to facilitate monitoring process. The safeguard specialist will prepare periodic monitoring reports for submission to the RAMO of MPWT as well as to the World Bank. Annex 3 is Terms of Reference for Social Safeguard Specialist.

In the event monitoring by either the internal or external monitor shows that PAPs are not receiving entitlements due to them, or there are other problems in implementation in accordance with the ARAP, then the project authorities will take, on a priority basis, all steps necessary to rectify the situation and ensure compliance with a RAP.

5.5 Evaluation

There will be no ex-post evaluation of resettlement implementation to be conducted since the Sub-project have no land acquisition and no significant impact on livelihood of the APs but in turn will improve their livelihood through improved environment and hygiene and better access to their business. However, the ESO under the Department of Planning and Administration of the MPWT and the Bank's task team will be monitoring and assessing the implementation of the ARAP. Members of CRSC and GRC will take a one-day capacity training for RAP implementation. The training venue shall be at convenience to the participants. Trainee will be provided with lunch and per diem, transport fee. The cost of the training will be included in resettlement budget. The content of the training will be included:

- Objectives and scope of the project
- Compensation and resettlement policy framework
- Full content of the ARAP including entitlement institutional responsibilities, and monitoring
- ARAP implementation process
- Grievance redress procedure (how to handle complaint)

6. RESETTLEMENT COST AND BUDGET

53. The IA shall ensure sufficient fund for resettlement activities as indicated in the below table. In case of overruns due to unforeseen circumstances or delays, the project will allocate additional funds as necessary.

6.1. Resettlement Costing

Necessary funds for planning and implementation of ARAP will be provided by the project. The implementing agencies will provide for all costs related to mitigating adverse social impacts based on budgetary requirements established in the ARAP as detail in below table. There are two cost components including resettlement cost and other cost. Grand total is estimated at US \$55,850.00. All of these costs are to be a part of the total project cost.

Resettlement costs are included cost for replacement of concrete forecourt and special assistance to vulnerable AHs if can be identified during civil work. Cost for replacement of concrete forecourt was already included in the Project Bidding Document. Thus, there is no resettlement cost. At present, impacts identified are potential only. The actual impact can only be identified during the setting out and excavation work. Thus, the resettlement cost, if occur, shall be considered project related issues and be part of Environmental Mitigation Plan (EMP) and only actual damage/impact will be compensated.

Other costs are included cost for internal monitoring and other administration, independent external monitoring, complaint handling and training to CRSC and GRC. Due to no significant impact expanse for internal monitoring and administration will be less, therefore, IA will use its own budget. Total other cost is estimated at US \$55,850.00. This cost item shall be included in construction supervision package or other package to be discussed between the Government and the Bank.

Table 6.1. Resettlement Cost Estimate Broken Down by Types of Impact

No.	Items	Unit	Quantity	Comp. Rate	Amount	
1	Replacement of concrete forecourt (include materials and labor)	2	Based on actual	Already included Bidding Document		
2	Special assistance to 7 poor AHs	LS	7	50.00 350		
Α	Total Resettlement Cost (TRC): to be included in EMP budget					
3	Internal Monitoring and other administrative cost	LS			IA own budget	
4	Gender focal points	Pers	11	400	4,400	
5	Independent External Monitoring	Days	94.00	400.00	37,600.00	
6	Grievance Redress	Days	60.00	70.00	4,200.00	
7	Training (include transport and per diem for participant	Days	7.00	500.00	3,500.00	
8	Contingencies (20% of TRC)				5,800.00	
В	Total Other Cost (TOC): to be included in construction supervision package or another related package					

57. The unit rate for concrete forecourt or slab includes cost for all materials plus labor but no tax is included. Current rate for similar work is \$ 10 per m2. We add \$ 2 for future inflation, totally \$12/m2. Current non-skill labor is \$ 6.25 per person per day. To remove a stall or an extended roof it will require 2 persons for a half day of work.

6.2. Flow of Fund

58. The Royal Government of Cambodia, through Ministry of Economic and Finance will be responsible for financing the Project as well as resettlement activities specified in the ARAP. The IA, represented by MPWT will be in charge of ARAP implementation and payment for resettlement activities and assistance as specified in the ARAP. Fund will be approved and disbursed by IA (MPWT). Cash compensation will be transferred directly to the Bank accounts of the PAHs or PAPs. Costs for transection and opening bank accounts for the OAHs and PAPs will be covered or paid through the budget provided in this ARAP.

7. ARAPIMPLEMENTATION SCHEDULE

7.1 Implementation Process

The draft ARAP for NR 4 will be submitted to the World Bank in late February 2018 for review clearance by based on the field visit to the NR 4 and PAHs conducted on February 08 - 22, 2018.

The (updated) RAP will be implemented immediately after its approval and provision of all compensation and assistance to the PAPs shall be completed 105 days prior to the commencement of the civil work.

Training will be conducted with members of CRSC and RGC by ESO who is assigned for resettlement implementation. He/she will be assisted by the external SSS recruited specifically for the Project. Content of training will be included CRPF' objectives and principles, relevant policies and laws of the RGC, entitlement for compensation and assistance and complaint handling.

After the training, public information and consultative meeting will be conducted among the APs and APs will be informed about their impact and entitlement under the RAP. However, for this Subproject APs will be requested for voluntary contribution of their affected assets provided that their impact is minor and will not be worsen their livelihood.

After the public meeting, the CRSC with assistance from ESO staff and SSS will go house to house to identify and validate the impact and collect thumbprint for voluntary contribution. At this stage the SSS will observe if any AH will be severely affected his/her structure as well as his/her livelihood. If any, he/she shall immediately report to the IA so that CRPF will be fully applied.

After collection of thumbprint ESO staff will prepare voluntary contribution report including budget for RAP implementation and submitted to MPWT, within 7 days, for approval. It is expected that the budget can be disbursed within 30 days after submission of the report and request for budget.

If any AP disagrees to voluntary contribution his/her affected assets and request for project assistance in terms of cash or labor the IA shall look into the possible options as specified in the RAP. Past experience indicates that labor assistance can be provided through the contractor. At any case that AP disagrees to remove his/her structure from the construction area at all such case will need to go through the grievance redress procedure. Thus, construction work at that section to be suspended or continued will be the decision made by the GRC.

The agreed AHs shall be notified in writing the dated for removal of their affected structures and trees prior to the civil work approaching. After receiving written notification AHs shall take action within

7 days. AHs are entitled for labor assistance for removal if they need and IA shall fully cooperate and assist the AHs if they ask for.

Civil work can be commenced only in the area where affected structures, trees and other assets are removed or cleared. The contractor shall not cause any damage to the property or assets of any AH living closer to the construction site.

The SSS will conduct periodic site visit to monitor the RAP implementation and prepare resettlement progress report. The report will be submitted to MPWT and the Bank.

7.2 Implementation Schedule

The implementation schedule of the ARAP will be based on the construction schedule of the Subproject. Affected structures, trees, and other assets shall be removed and cleared out of the construction site 7 days prior to commencement of the civil work construction. The specific implementation schedule is indicated in the below table.

Table 7-1: RAP Implementation Schedule for NR 4

Item	Planned schedule
Approval of ARAP	2018
Training to CRSC and GRC	105 days prior to civil work construction
Public information and consultative meeting with the leaflet to be distributed to all potential communities and PAHs for references	7 days after the training
Validate the affected structures, trees and other assets and discuss and sign agreement for voluntary contribution of affected assets.	Next day after the public meeting (duration is estimated 7 days)
Prepared voluntary contribution report and request for budget for RAP implementation	7 days after completing collection of Thumbprint
Budget disbursement	30 days after submission of report and request for budget
Payment of compensation and assistance to be made prior to the commencement of civil work	7 days after budget disbursed
Issue notification for removal to AHs	7 days prior to civil work construction
Clear structures, trees and other assets by AHs	Within 7 days after receiving notification for removal
Handover to civil work	After 7 days of notification of removal
Regular internal and external monitoring by ESO and SSS	Periodic from the date of training to completion of civil work

Note: The project construction period is two years. Resettlement work should be complete section by section accordance with construction schedule.

Annex 1: Gender Focal Point

Gender Focal Point (GFP)

1. Background:

The gender focal point position has the role to support the under RAMP-II-AF AF to carry out their responsibility to implement gender mainstreaming in the substantive work programmed. The position is not linked to the promotion of gender equality within the department - i.e. to promotion of gender balance, work/life issues, harassment, including sexual harassment and a gender sensitive work environment. These issues are taken care of by the Departmental Focal Points for Women.

The gender focal point is not a full-time position; persons appointed as gender focal points normally have other areas of responsibility. The work of a gender focal point is to support gender mainstreaming by advocating, advising and supporting professional staff and monitoring and reporting on progress - if necessary through the use of / support from consultants or external specialists. Dissemination of information and competence development, through training and seminars, is also part of the work of the gender focal points.

Gender focal points are not necessarily specialists. Individuals appointed to this position may have some experience in promoting gender equality or may be completely new to this work. If the gender focal points appointed have not worked with gender mainstreaming they should be provided with opportunities for professional development throughout their term of office, including an initial programmed of competence development, and should have access to advice and support from gender specialists in other parts of the RAMP-II-AF AF.

2. Strategic Goal:

Vulnerable women Camps site target areas are empowered to exercise their psycho-social rights to enjoy equitable and sustainable development within the family, community, and society of the RAMP II

3. Objectives and Key Interventions/Activities

In during, under this grant of World Bank, MPWT will implement the project in the villages of the camp site and will work and support women violence and men perpetrators in the whole Camps site of system upgrading.

Our direct primary target groups are estimated at vulnerable women who experience domestic violence.

Our secondary direct target groups involve key stakeholders that are critical to advancing gender equality and include over (Female) Community Facilitators. Sub-National Authorities while the District and Provincial Department of Women's Affairs remain key partners.

Objective 1: Gender Focal Person (GFP) is strengthened and their enabling environment enhanced to allow for women's meaningful participation, increased voice and decision-making in sub-national development processes and community structures.

Key Activities:

Activities 1.1 MPWT will select the women Community Facilitators from all camps site of RAMP II.

Activities 1.2 Conduct training of female commune councilors in leadership skills, such as public speaking, organizing public meeting, negotiation and discussion and relationship building with all stakeholders.

Activities 1.3 Conduct coaching and mentoring program with GFPs.

Activities 1.4 Financial support for GFP/young women to join the monthly commune meeting.

Activities 1.5 Organize GFPs into quarterly a Coordination and Network meeting with CBO, Young Women Network, and Youth Networks.

Objective 2: Increased awareness and positive changes in attitudes and behavior on gender equality result in a reduction of gender-based violence in project areas.

Key Activity

Activities 2.1 Conduct organizational assessments of Camp site and use recommendations to develop organizational development plans

Activities 2.2 Provide ongoing capacity development support to GFPs to implement Organizational Development plans, and review and/or develop by-laws, rules, and regulations.

Activities 2.3 Quarterly meetings with GFPs and youth groups camps site to strengthen their capacity and ability to provide community education and laws related gender and positive social norms, and women's rights

Activities 2.4 Accommodation counselling, and legal referral services are provided to women and children impacted by domestic violence. Counselling services are provided to male perpetrators. Couples counselling services are provided to couples.

4. Implementation Mechanisms:

To effectively implement the concept, note within RAMP II, MPWT will require the following staffing and systems described below.

4.1.1 Governance

MPWT is overall responsible for the organization, providing strategic guidance and fiscal and management oversight, as well as ensuring regular reviews of Camp site and operations and meets with the Construction Company Director and Management Committee to review progress and develop plans, according to the organization's by-laws and policies.

5. Gender Focal Persons (GFP):

The project has appointed locally based GFPs who will receive training, coaching, and mentoring on topics ranging from rights and legal education, community analysis and planning, climate change adaptation, and gender-based violence. GFPs then provide support to community members, mobilize communities on women violence. GFPs play a role in ensuring that women survivors of violence receive support and facilitate the implementation of various livelihood activities by providing advice to vulnerable families on livelihood and income generating activities. The GFPs, the majority of who are women, are emerging as important women leaders in their communities and in community development processes.

Once the village based GFP structures are formalized into CBOs, members of these CBOs are encouraged to join Commune CBO Networks to further advance community development and women's priorities, strengthen cooperation on economic opportunities, and contribute to building a stronger women's movement for continued support and engagement to advocate for the changes they envision.

In addressing to these issue of women violence, MPWT will need select the Gender Focal Person (GFP) for the representative of the community around the camp site and provide accommodation counselling, and legal referral services are provided to women and children impacted by domestic violence. Counselling services are provided to male perpetrators. Couples counselling services are provided to couples.

For support the gender focal point and activity in the community, project will provided the budget to all GFPs under RAMP-II AF with total amount 400 \$ per month for each GFP. This budget will finance

operational costs to fulfill their tasks including communication/phone expenses, stationaries and travel related cost the budget for GFPs will come from RAMO

So, this the list name of Gender Focal Point person could help the project during the construction along the National Road 4.

	List of Gender of Focal Point Will Be Selection.									
No	Provinces	District	Commune	Village	Name	Gender	Position	Telephone Number		
1	Sinahouk	Prey Nop	Ream	Smach Daeng	Meas Av	Female	Gender Focal Point	088 7951717		
2	Sinahouk	Sinahouk	Sangkat 1	Phum 1	Nich Bopha	Female	Gender Focal Point	098 402740		
3	Sinahouk	Prey Nop	Tuol Toteung	Tuol Toteung 1	Um Nary	Female	Gender Focal Point	015 844371		
4	Sinahouk	Kampong Sila	Kampong Sila	Krang Ad	Pich Sivern	Female	Gender Focal Point	096 9037115		
5	Sinahouk	Prey Nop	Prey Nop	Prey Nop	Suon Sokhorn	Female	Gender Focal Point	092 748650		
6	Sinahouk	Prey Nop	Oknha Heng	Bod Korki	Sab Mini	Female	Gender Focal Point	016 651332		
7	Sinahouk	Kampong Sila	Ou Oknhaheng	Steung Trav	Chin Phally	Female	Gender Focal Point	016 323229		
8	Kampong Speu	Samrong Toung	Ou Oknhaheng	Dork Pou	Yab Chantum	Female	Gender Focal Point	016 835471		
9	Kandal	Ang Snuol	Chork Chher Neang	Tropaeng Veng	Lam Sinmaem	Female	Gender Focal Point	012 788 204		
10	Kandal	Ang Snuol	Chork Chher Neang	Trapaeng Srey Neang	Su Lun	Female	Gender Focal Point	078 770 040		
11	Kandal	Ang Snuol	Baek Chan	Trapaeng Krasang	Suong Sokhunthea	Female	Gender Focal Point	012 367 487		

ABREVIATION:

GFP: Gender Focal PersonGGG: Global Gender GapGII: Gender Inequality Index

SDGs: The Sustainable Development Goals

GBV: Gender-based violence

MPWT: Ministry of Public Work and Transportation

CBO: Community Base Organization

Annex 2: Voluntary Donation or Contribution Form

Kingdom of Cambodia

		National Rel	ligion King		
(The Form for Pro	perties Permissio	n/ Donation / Con	tribution for Sub	o-Project)	
We, the permit pers	sons/ donators/ Co	ntributors:			
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Spouse	_Sex	Age	Occupa	tion	
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For the Sub-project					
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Types of Propert	ies Sizes m² /	'Im Nu	mber of Trees	Others	
Therefore, we here	by signed this certi	fication as the proc	of our decision		

Name and thumb prints

No. 3:		Head of household	
Name and thumb print	ts and Spo	use/ Name and thumb print	S
Date			
Seen and App	proved		Seen and Approved
Chief	of Village	Chief	of Commune / Sangkat
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មេភូមិ	ំមេឃុំ /សង្កាត់	

Annex 3: Census and Baseline Survey Questionnaires

ព្រះរាជាណាចក្រកម្ពុជា ជាតិ សាសនា ព្រះមហាក្សត្រ

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៣ តើអ្នកអាចរំលឹកពីលក្ខខ សូមរៀបរាប់ : ៤ តើប្រជាពលរដ្ឋនៅតាមតំ • បាទ/ចាស				 _ វ៉ូរបស់គម្រោងដែរឬទេ ?	
សូមពន្យល់ :					
អស្រ័យជាយាទការទ្យល់អំពីអម្រាងដែលនឹងចាប់អនុវុ គើអ្នកអាចសន្និដ្ឋានបានឬ ៥ តើមានប៉ុន្មានកន្លែង នេ ចំនួន : ៦ តើមានប៉ុន្មានក្រួសារ ដែរ	្សីទេ៥) : នាំតាមបណ្ដោយផ្លូវជាតិ			_ រប៉ះពាល់ដោយសារគម្រោង ?	
ជំនួន :	 ត តើប្រជាពលរដ្ឋដែរ	លរងជលប៉ះពាល់	ដោយសារគម្រោង	អាចនឹងចូលរួមបរិច្ចាក	ឬធ្វើវិភាគ
៨ កើប្រជាពលរដ្ឋទាំងនោះ សូមពន្យល់ : ៩ កើអ្នកអាចចូលរួមក្នុងក • បាទ/ចាស ១០ សំណូមពរ និង មកិយោ	ារផ្សព្វផ្សាយ និងជូនដំព • ទេ			— បេន់របស់អ្នកបានដែរឬទេ ?	

ថ្ងៃទី ខែ ឆ្នាំ ២០១៨

ឈ្មោះ និង ហក្ថលេខា

(m2)

កំរងសំណួរ ប្រជាជននិងពត៌មានបឋម ការត្រួតពិនិត្យទៅលើទ្រព្យនៅតាមដងផ្លូវ កម្រោងទី២ (RAMP-II-AF) បញ្ជីត្រួតពិនិត្យពីផលប៉ះពាល់៖ ឌី សំណង់អគារ ដើមឈើ និងទ្រព្យសម្បត្តិផ្សេងៗ ឈ្មោះមេក្រួសារ : អាយុ កូដក្រួសារ : ភេទ ស្រក ភូមិ ឃុំ: ចន្លោះ PK លេខ : កញ្ចប់លេខ : PK: ខេត្ត GPS : ពត៌មានគ្រួសារ 1.ចំនួនសមាជិកក្រួសារ <18 18-65 >65 3. ក្រុមជនជាតិ ប្រុស 2. ក្រុមអាយុ ស្រី ស្ថានភាពសង្គមក្រួសារ 4. ប្រាក់ចំណូលប្រខែរបស់គ្រួសារ ដុល្លា= 5.ចំនួននៃអ្នករកប្រាក់ចំណូល 6. មុខរបរ)សរសេរខាងក្រោម(លំដាប់ សរុប ប្រុស 7.ចំនួនប្តីប្រពន្ធដែលបានរៀបការហើយរ ស់នៅក្នុង ផ្ទះនេះ (មានប៉ុន្មានគូ ឬគ្រួសារ)? В ចំនួន = 8.ការអប់រំ)សរសេរ(មេក្រួសារ ប្តីឬប្រពន្ធ 9. ស្ថានភាពជីវភាពគ្រួសារ b.មិនក្រីក្រ 10. ប័ណ្ណក្រីក្រ? b. ទេ a. గ్రాగ్ a. ចាសឬបាទ ចុះបញ្ជីនៃផលប៉ះពាល់ទើលើទ្រព្យ 11. ប៉ះពាល់ទៅលើនី ទំហំសរុប(m²) ទំហំប៉ះពាល់ (m²) ប្លង់រីងក្រោយ2001 លំនៅឋាន ទេ ជាទ/ចាស បាទ/ចាស ពាណិដ្ឋកម្ម ទេ បាទ/ចាស កសិកម្ព ទេ ទំហំសរុប ទំហំប៉ះពាល់ 12.ផលប៉ះពាល់សំណង់អាគារ (ប្រភទនិងភួនាទី) សំភារះប្រើប្រាស់

(m2)

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				កំរាល		ជញ្ជាំង		ដុំបូល	
a.									
b.									
с.									
13.៥លប៉ះពាល់ទៅលើអាគារផ្សេងៗ	<u> </u>	ទំហំ				តម្លៃប៉ាន់	ស្មាន (ដុល្លា)		
a.									
b.									
с.									
១៤ ្នលប៉ះពាល់ដំណាំ	សរុប	ភូច	<3yr	មធ្យម :	3-5yr		ជ់ >5yr		
a.									
b.									
១៤.៥លប់ះពាល់ ដើមឈើហូបផ្លែ	សរុប	ភូច	<3yr	មធ្យម (3-5yr		ជំ >5yr		
a.									
b.									
С.									
១៤,ផលប៉ះពាល់ ដើមឈើព្រៃ ឬឈើផ្សេងៗ	សរុប	ភូច	<3yr	មធ្យម (3-5yr		ជំ >5yr		
a.									
b.									
c.									
15 តើអ្នកនឹងយល់ព្រម ឬស្ត័គ្រចិត្ត ដែលជាគម្រោងរបស់រដ្ឋាភិបាលដែរឬទេ?	រកិលទ្រព្យសម្បត្តិដែ	លរដ	រនូវប៉ះពាល់	ចេញពី៖	កំរោង	សាងសង់ពុ	ម a ជាទ / ច	ាស	b.19
16.ប្រសិនបើទេតើអ្នកត្រូវការអ្វីពីគម្រេង?									
17.កើមានរយះពេលប៉ុន្មានឆ្នាំដែលអ្នក			18.កាលពីវរុ	ក្មុន វ៉េ	ទីអ្នក្	ង្ហាប់ទទួល	បានសំណង	ដែរឬទេ?	a. បាទ/ចាស
ប្រើប្រាស់អាគារនេះ? ៉ា			(កម្រោងស	ដេសង់រ	ឡីងវិច្ឆ	IJ)			b. ទេ
19.កើអ្នកដឹងទេឋាដីចំណីផ្លូវមានប៉ុន្មានម៉ែត្រ ?			a. បាទ/ចាត	ı		ម៉ែក្រ			b. ទេ
20 កើអ្នកដឹងទេថា អ្នកភ្មានសិទ្ធិក្នុងការសាងស	ដ់សំណង់អគា <u>ក្</u> ពុងនី	ចំណី	H1?			á	a. ចាស/បាទ		b. 19
មគិយោបល់ :				st team	jevu	ıı "ı•mdıi	ឧលទាក់ទង	ಚಲ್ಲಿ ಆಭ್ಯ	വുന്നു
អក្ថលេខាអ្នកសម្ភាសនិងថ្ងៃខែ				<u></u>	~01				

Annex 4: Attendant List of Public Consult Meeting and Authority Meeting

Ministry of Public Work and Transport	Road Asset Management Project
បញ្ជីខេត្តមាន កច្ចប្រឌុំប្រឹក្សាយោបល់ក	នាចារនេះ
RAMP-II	
Attendent List	
Finiti (Location) 695 - 9000 JS	
កាលបរិទ្ធេទប្រជុំ (Date of meeting) 19.02-201 ៩	
មោំងចាប់ផ្ដើម (Start time) <u>ជូ.30</u> ម៉ោំងបញ្ចប់ (End ti	ma) 10 -30

n.t. No	ឈ្មោះ. Name	Gender	គួរនាទី Position	លេខទូរសព្វ័ Tel:	ហក្កលេខា Signatures
9	20 37,000	(g. 20 .	uzduk	089.689997	05
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б	Ea Sophy	M	Env. Sp.	011 617766	Des !
н	JE DUM	1	DOURTHAN	012993905	One
b	कि प्रक्षि	9	न्य रिक्टिकरी	012953620	W. F.
ci	GENT. AMPS		ಎಳ್ಳು ತಿಶಾಗ್ಗೆ	062896389	6 25
ď	20 - de	4 (क्रिकारिकारी.	089487823	Der
é	7, F. 65 E.	4.	earl.	012826891	_ Le
oe	To Man				

បញ្ជីវខត្តមាន កច្ចប្រជុំប្រឹក្សាយោបល់សាធារណៈ

RAMP-II

A long	Attendent List	
ទីតាំង (Location) Mg 1406	103	
កាលបរិច្ឆេទប្រជុំ (Date of meeting) 19-0	2.298	A Villa
ម៉ោងចាប់ផ្ដើម (Start time)	ម៉ោងបញ្ចប់ (End time)	

No.I.	າດເຖາ:. Name	tn 9. Gender	ព្ធនាទី Position	លេខទូរសព្វ័ Tel:	ហត្ថលេខា Signatures
9	Sal का	Gr	रेग्या ह	012727872	-g
b	द्रिट सेव	(D) DV		0769946990	-\$ A
m	धूर क ध्येक	Pos		078603222	-02/2/18.
ď	S. Du	Gu		0 12862986	95.
ď	ないいいいい いっぱい	ভিষ্		012992058	(A)
ъ	इंग्रे १८	GFF		095745247	COHS.
rl	क्रिक्ट्रें	TIN		092802595	一部
ď	व्यव क्राम्	G/M	a La	012840925	9
g	हान क्षण्ल	@ N		092913647	7
90	EM -EM-EMD	-11-		011929672	Dar

No.1.	ឈ្មោះ. Name	tri9. Gender	កូរនាទី Position	លេខទូសេព្វ័ Tel:	ហត្ថលេខា Signatures
99	इं. इत्वह	to	9	012+36424	les
эb	क्रिक क्रम			09668633	2 15
9 m	र्रोडे हाई है। सिह	_1-		0967717077	Oly
96	8005	Man Man		012677784	08
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95	08-6	UN		08855966	43 = 29.
911	क्रिक दार विद्वार	v		066362958	
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១៩	# 205 20	7.5		098 328909	gu.
ро	RX BRZYR	-j-		०१) १३४००	Cus

ig# 19

ខែ កុម្ភះ

ឆ្នាំ ២០១៨

ឈ្មោះ និង ហត្ថលេខា

បញ្ជីខេត្តមាន កច្ចប្រជុំប្រឹក្សាយោបល់សាធារណៈ

RAMP-II

0	Attendent List
Frit (Location) AG : 100 BJ9	
ទីតាំង (Location) 📆 . 💯 🗓 B ប្រ កាលបរិទ្ធេទប្រជុំ (Date of meeting) M – O L	2018
ម៉ោងចាប់ផ្ដើម (Start time) \$30	ម៉ោងបញ្ចប់ (End time) <u>/ 10 / 3</u> 0

nr.r. No	ւպ։. Name	tn9. Gender	ពូវនាទី Position	លេខទូរសព្ទ័ Tel:	ហត្ថលេខា Signatures
9	क्षेत्र नुह	ON.		099222239	-Haust
ь	क्रीयं क्रायेक	9	एकार्य इस्ट्राच्य	1070 566 998 -	06009
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b	ಲ್ಲು ಜೆಕ್	78		069 9799696	
nl .	क्री क्रीक	TUN	# # #	097 9298928	4
ď	में हेर्च्छिन	7750		096 6899938	
8	1	. 4	56		The Street
90					

ល.វ. No	ឈ្មោះ. Name	In 9. Gender	ត្វរនាទី Position	លេខទូរសព្វ័ Tel:	ហត្ថលេខា Signatures
99	342 337	Zy W		017561413	7
96	क्रिक क्रक्र	四部	A. S.	017878700	Just 1
9 m	हिल्ला कार्य	Town		012992210	Egul)
១៨	100 m	CE) SU		012 4505 34	ams.
96	क्रुक स्रेप	Taen		037 58478	Min San San San San San San San San San Sa
១៦	हर्ने कुलके	TAM		095446938	
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១៨	छै हराहे	Top		097 4994976	N
96				-7/-	
ьо		-		WEEK.	i m

ថ្ងៃទី 19

ខែកុម្ភៈ ឆ្នាំ ២០១៨

ឈ្មោះ និង ហត្ថលេខា

បញ្ជីវេទត្តមាន កច្ចប្រជុំប្រឹក្សាយោបល់សាធារណៈ

RAMP-II

ម៉ោងចាប់ផ្ដើម (Start time) 8-30 ម៉ោងបញ្ចប់ (End time) 40-30

nt.t. No	ឈ្មោះ. Name	Gender	កូរនាទី Position	លេខទូរសព្វ័ Tel:	ហត្ថលេខា Signatures
9	ୟୁଟ- ହ୍ୟାହ	Cy 54	. %.	212992058	<u></u>
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No.1.	ណ្មោះ. Name	tng. Gender	ពួរនាទី Position	លេខទូរសព្វ័ Tel:	ហត្ថលេខា Signatures
99	. ५,० इज	ไก้		012616248	gur
96	रिकेट शुक्रा	(AL		089347516 -	- T
9m	ye warg	00		012918373	_8
9.0	होता - युक्तर	7		012975806	25.
១៥	The De	52		705264210	W
95	8258	्टे इंडिंग		974990	72/
อณ	1 470	(Vñ)		012 298849	GM
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ថ្ងៃទី /9

ខែ កុម្ភៈ

រ្នាំ ២០១៨

ឈ្មោះ និង ហត្ថលេខា

បញ្ជីខេត្តមាន កច្ចប្រជុំប្រឹក្សាយោបល់សាធារណៈ

RAMP-II

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moutings (pd (Date of meeting) 19-02-28

ម៉ោងចាប់ផ្តើម (Start time) 14.30

n.t. No	tឈ្មាះ. Name	in 9. Gender	តូរនាទី Position	លេខទូរសព្វ័ Tel:	ហត្ថលេខា Signatures
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ро		150		100	

ខែ កុម្ភះ

ឆ្នាំ ២០១៨

ឈ្មោះ និង ហត្ថលេខា

បញ្ជីខេត្តមាន កច្ចប្រជុំប្រឹក្សាយោបល់សាធាលោ:

RAMP-II

Atte	ndent	List
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ទីតាំង (Location)	37(6	seu	10	
កាលបរិច្ឆេទប្រជុំ (Date of		410	.02	2018

ម៉ោងចាប់ផ្តើម (Start time) 14:30 ម៉ោងបញ្ចប់ (End time)

ru.t. No	ណ្មោះ. Name	tn 9. Gender	គ្វរនាទី Position	លេខទូរសព្វ័ Tel:	ហត្ថលេខា Signatures
9	ore only	М		012724171	a
ь	ere gen	M		007-6422493	Julie
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ď	र्थ यक्ष	М		0962780549.	Cut
Ğ	Chara sa	М		016619322	Cus
ь	ळूड मृषु:	M		087626107	Japale
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90	yers one	M		069452589	OMT

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ថ្ងៃទី /១ ខែកុម្ភៈ ឆ្នាំ ២០១៨ ឈ្មោះ និង ហត្ថលេខា

បញ្ជីខេត្តមាន កច្ចប្រជុំប្រឹក្សាយោបល់សាធាលោ:

RAMP-I

Attendent List

Frit (Location) 90 769W	
កាលបរិច្ឆេទប្រជុំ (Date of meeting) 19.0	2-2018
មោងចាប់ដ្តើម (Start time) 14-30	ម៉ោងបញ្ហប់ (End time)

NJ.I.	ឈ្មោះ. Name	កេទ. Gender	កូរនាទី Position	លេខទូរសព្វ័ Tel:	ហត្ថលេខា Signatures
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ព្រះពខាសាចក្រកម្ពុជា ជាត សាសនា ព្រះមហាក្យត្រ

(ចម្រង់សម្រាប់ការអនុញ្ញាតអោយប្រើ / ការផ្តល់អំណោយ / ការផ្តល់វិចាគខាន ទ្រព្យដោយស្មីគ្របិត្តដល់តម្រោងគ្រប់គ្រងសម្បត្តិផ្គុំថ្នល់ ២)

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A 1	ជូនអនុគម្រោង <i> P.(+)</i> វ	712-1	
10:200	ិ្ធ្វិវបានអញ្ញាតអោយល្រែ/ធ្វើវិកា ជំនមនុតម្រោង <i>F/IFT</i>		พ.ล ชันธ์แลน์เคย

ការប៉ះពាល់ និងបាត់បង់ទ្រព្យសម្បត្តិដូចខាងក្រោមនៃអនុគម្រោងនេះ ។

ព្រះភទទេ៧	ទំហំ ម ^៦ / មដ	ចំនួនដើមឈើ	ជៀង១
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បញ្ជីខេត្តមាន កច្ចប្រជុំប្រឹក្សាយោបល់សាធារណ:

RAMP-II

Attendent List

ម៉ោងចាប់ផ្តើម (Start time) <u>-02-15</u> ម៉ោងបញ្ចប់ (End time) <u>A3-12-2</u> ស

NJ.I.	ណ្មេះ. Name	t#9. Gender	កូរនាទី Position	លេខទូរសត្វ Tel:	ហត្ថលេខា Signatures
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90	विष्ठ व्यक्ति	U		093 339390	Skeply

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U.I. No	ឈ្មោះ. Name	t#19. Gender	គ្មរនាទី Position	លេខទូសេព្ទ័ Tel:	ហត្ថលេខា Signatures
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ผุ้ เสญาณ

2

បញ្ជីខេត្តមាន កច្ចប្រជុំប្រឹក្សាយោបល់សាធារណៈ

RAMP-II

Attendent List

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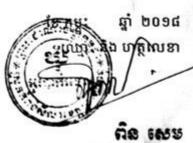
mouting gud (Date of meeting) 14 DR 22018

ម៉ោងចាប់ផ្ដើម (Start time) 09=10 acc ម៉ោងបញ្ចប់ (End time) 10=25 acc

No.t.	ឈ្មោះ. Name	tn9. Gender	កូរនាទី Position	លេខទូរសព្វ័ Tel:	ហត្ថលេខា Signatures
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បញ្ជីខេត្តមាន កច្ចប្រជុំប្រឹក្សាយោបល់សាធារណៈ

RAMP-II

	Attendent List	בינו אל ישיב אינון
ទីតាំង (Location)_ ា	w or or or care const	6 000 10110100
កាលបរិច្ឆេទប្រជុំ (Date of meeting	14-02-18	
ម៉ោងចាប់ផ្ដើម (Start time) 🛮 💍 🗟	នៃ / Sam ម៉ោងបញ្ចប់ (End time)_	10.20 au

No.1.	ឈ្មោះ. Name	Gender	តូរនាទី Position	លេខទូសេព្វ័ Tel:	ហត្ថលេខា Signatures
9	मुह्र- क्राह्र	W.S.	eras.	016278844	a de
ь	(K. 20)	<i>ভ</i> \	£50\$6	010427471	Oldfort
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ď	हरीड देख	1 33.0	desa	015.491017	1
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ъ	विन्द्र द्वा	58		016698483	How
n	कृतिक धरिक	υ		097 9298928	Date To
ď	क्षेत्र कर्षे	D		069 79 96 96	Chally.
e	ठक्षेत क्षेत्र	v		0933399590	theyby
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ម៉ោងចាប់ផ្ដើម (Start time) 🔝	2/1525	មេាំងបញ្ចប់ (End time)_	4/12000

No.1.	ឈ្មោះ. Name	tn 9. Gender	ក្ខវនាទី Position	លេខទូរសព្វ័ Tel:	ហត្ថលេខា Signatures
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ខែ កុម្ភៈ

ឆ្នាំ ២០១៨

ឈ្មោះ និង ហត្ថលេខា

បញ្ជីខេត្តមាន កច្ចប្រជុំប្រឹក្សាយោបល់សាធានោះ

RAMP-II

Attendent List

एमां (Location) मुर्चिटिय की रिकेट्स កាលបរិជ្ជេទប្រជុំ (Date of meeting) 12 00

មោងចាប់ផ្ដើម (Start time) <u>08:20</u> មោងបញ្ចប់ (End time) <u>09:45</u> a

ru.t. No	ឈ្មោះ. Name	tn 9. Gender	ត្វនោទី Position	លេខទូសេព្ទ័ Tel:	ហត្ថលេខា Signatures
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ď	(यद्भ दर्भ	58		0698483	Hou
e	कुरल करि	v		09792398	Doch
90	क्षेत्र व्यक्त	N		069799696	Only

លោក មេឃុំ ៖ កើក

សូមគោរព និងជម្រាបជូនលោកមេឃុំ មេត្តាប្រាបអំពី គម្រោងគ្រប់គ្រងសម្បត្តិផ្លូវថ្នល់ ទី២ នៃ ក្រសួងសាធារណៈការ នឹងដឹកជញ្ជូន ដោយបានអនុវត្តគម្រោងថែទាំផ្លូវជាតិលេខ ៤ ដែលរាប់ ចាប់ ខេត្តកណ្តាល ក្នុង គីឡូម៉ែត្រលេខ ១៩+០០០ ដល់ គីឡូម៉ែត្រលេខ ២២៩+០០០ ក្នុងខេត្ត ព្រះសីហនុ មានយេៈចម្ងាយ ២១០ គីឡូម៉ែត្រ ។

អាស្រ័យដូចបានជម្រាបជូនខាងលើ យើងខ្ញុំសូមបញ្ជាក់ថា កំឡុងពេលអនុវត្តគម្រោងគឺមាន កាប៉ះពាល់ដល់ប្រជាពលរដ្ឋដែលរស់នៅតាមបណ្ដោយផ្លូវជាតិ ដោយពួកគាត់បានប្រើប្រាស់នូវជី ចំណីផ្លូវរបស់រដ្ឋ ដើម្បីប្រកបរបអោជីវកម្ម និងបំរើសេកម្មភាពចិញ្ចឹមជិវិតប្រចាំថ្ងៃនៅលើចិញ្ចើមថ្នល់ ប្រឡាយទឹក ជាដើម។

អាស្រ័យហេតុនេះ ទើបគម្រោងសូមការអនុញ្ញាតពី ប្រជាជននៅតាមតំបន់ដែលរងផលប៉ះ ពាល់ដោយសារគម្រោង ចូលរួមបរិច្ចាគ ឬស្ម័គ្រចិត្តផ្តល់ជូននូវសម្បត្តិដែលប៉ះពាល់ទាំងនោះ ដល់ គម្រោង ដើម្បីទទួលបាននូវការអនុវត្តស្រមតាមនិតិវិធី ។

ខាងក្រោមនេះជាបញ្ជីវឈ្មោះប្រជាជនពលរដ្ឋ ដែលបានស្មគ្រីចិត្តចូលរួមដើម្បីបរិច្ចាក ឬស្ម័គ្រ ចិត្តប្រគល់នូវទ្រព្យសម្បត្តិទាំងនោះដើម្បីគម្រោងអនុវត្ត ។

ឈ្មោះភូមិ	ចំនួនគ្រួសារដែលម៉ះពាល់
អសិទាំលខ្ពត់៣	mo
អនីមវិលថ្មគ្រ	선
អន្តសួលនី៣	đe

សូមលោក មេឃុំមេត្តាជ្រាប និងទទួលទុកជាដំណឹង ចំពោះចំនួនប្រជាពលរដ្ឋដែលរងផល ប៉ះ ពាល់ដោយសារគម្រោង ។

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ម្រស់ចមាលារយៈអារ ខូចខ្នុងជយ៉ំខ សការបាន សក ស ស ស ស ស ស ស ស ស ស ស ស ស ស ល ស ស ស

លោក មេឃុំ ៖ នក់ឈើលាច

សូមគោរព និងជម្រាបជូនលោកមេឃុំ មេត្តាជ្រាបអំពី គម្រោងគ្រប់គ្រងសម្បត្តិផ្លូវថ្នល់ ទី២ នៃ ក្រសួងសាធារណៈការ នឹងដឹកជញ្ជូន ដោយបានអនុវត្តគម្រោងថែទាំផ្លូវជាតិលេខ ៤ ដែលរាប់ ចាប់ ខេត្តកណ្តាល ក្នុង គីឡូម៉ែត្រលេខ ១៩+០០០ ដល់ គីឡូម៉ែត្រលេខ ២២៩+០០០ ក្នុងខេត្ត ព្រះសីហនុ មានរយៈចម្ងាយ ២១០ គីឡូម៉ែត្រ ។

អាស្រ័យដូចបានជម្រាបជូនខាងលើ យើងខ្ញុំសូមបញ្ជាក់ថា កំឡុងពេលអនុវត្តគម្រោងគឺមាន កាប៉ះពាល់ដល់ប្រជាពលរដ្ឋដែលរស់នៅតាមបណ្ដោយផ្លូវជាតិ ដោយពួកគាត់បានប្រើប្រាស់នូវដី ចំណីផ្លូវរបស់រដ្ឋ ដើម្បីប្រកបរបរអាជីវកម្ម និងបំរើសេកម្មភាពចិញ្ចឹមជិវិតប្រចាំថ្ងៃនៅលើចិញ្ចើមថ្នល់ ប្រឡាយទឹក ជាដើម។

អាស្រ័យហេតុនេះ ទើបគម្រោងសូមការអនុញ្ញាតពី ប្រជាជននៅតាមតំបន់ដែលរងផលប៉ះ ពាល់ដោយសារគម្រោង ចូលរួមបរិច្ចាគ ឬស្ម័គ្រចិត្តផ្តល់ជូននូវសម្បត្តិដែលប៉ះពាល់ទាំងនោះ ដល់ គម្រោង ដើម្បីទទួលបាននូវការអនុវត្តស្រមតាមនិតិវិធី ។

ខាងក្រោមនេះជាបញ្ជីឈ្មោះប្រជាជនពលរដ្ឋ ដែលបានស្មគ្រីចិត្តចូលរួមដើម្បីបរិច្ចាក ឬស្ម័គ្រ ចិត្តប្រគល់នូវទ្រព្យសម្បត្តិទាំងនោះដើម្បីគម្រោងអនុវត្ត ។

ឈ្មោះគូមិ	ចំនួនគ្រួសារដែលម៉ះពាល់	
ត្រពាំខខែខ	m	
ព្រៃអោរ	୨ଝି	

សូមលោក មេឃុំមេត្តាជ្រាប និងទទួលទុកជាដំណឹង ចំពោះចំនួនប្រជាពលរដ្ឋដែលរងផល ប៉ះ ពាល់ដោយសារគម្រោង ។



ន វិចិច្ច ទេស ខេត្ត ខេត

លោក ចៅសប្តាក់ ៖ សប្តាក់មួយ

សូមគោរព និងជម្រាបជូនលោកមេឃុំ មេត្តាជ្រាបអំពី គម្រោងគ្រប់គ្រងសម្បត្តិផ្លូវថ្នល់ ទី២ នៃ ក្រសួងសាធារណៈការ នឹងដឹកជញ្ជូន ដោយបានអនុវត្តគម្រោងថែទាំផ្លូវជាតិលេខ ៤ ដែលរាប់ ចាប់ ខេត្តកណ្តាល ក្នុង គីឡូម៉ែត្រលេខ ១៩+០០០ ដល់ គីឡូម៉ែត្រលេខ ២២៩+០០០ ក្នុងខេត្ត ព្រះសីហនុ មានរយៈចម្ងាយ ២១០ គីឡូម៉ែត្រ ។

អាស្រ័យដូចបានជម្រាបជូនខាងលើ យើងខ្ញុំសូមបញ្ជាក់ថា កំឡុងពេលអនុវត្តគម្រោងគឺមាន កាច់ះពាល់ដល់ប្រជាពលរដ្ឋដែលរស់នៅតាមបណ្ដោយផ្លូវជាតិ ដោយពួកគាត់បានប្រើប្រាស់នូវដី ចំណីផ្លូវរបស់រដ្ឋ ដើម្បីប្រកបរបអោជីវកម្ម និងបំរើសេកម្មភាពចិញ្ចឹមជំវិតប្រចាំថ្ងៃនៅលើចិញ្ចើមថ្នល់ ប្រឡាយទឹក ជាដើម។

អាស្រ័យហេតុនេះ ទើបតម្រោងសូមការអនុញ្ញាតពី ប្រជាជននៅតាមតំបន់ដែលរងផលប៉ះ ពាល់ដោយសារតម្រោង ចូលរួមបរិច្ចាគ ឬស្ម័គ្រចិត្តផ្តល់ជូននូវសម្បត្តិដែលប៉ះពាល់ទាំងនោះ ដល់ គម្រោង ដើម្បីទទួលបាននូវការអនុវត្តស្រមតាមនិតិវិធី ។

ខាងក្រោមនេះជាបញ្ជីវឈ្មោះប្រជាជនពលរដ្ឋ ដែលបានស្មគ្រ័ចិត្តចូលរួមដើម្បីបរិច្ចាក ឬស្ម័គ្រ ចិត្តប្រគល់នូវទ្រព្យសម្បត្តិទាំងនោះដើម្បីតម្រោងអនុវត្ត ។

ចំនួនគ្រួសារដែលម៉ះពាល់
ъ

ស្វមលោក មេឃុំមេត្តាជ្រាប និងទទូលទុកពាដំណឹង ចំពោះចំនួនប្រជាពលរដ្ឋដែលរងផល ប៉ះ ពាល់ដោយសារគម្រោង ។

ម្រសុខសាធាលោ:ការ និចដឹក៩ញូន កម្រេច គ្រប់គ្រចសម្បត្តជូចជួល់ជី ២ សូមគោពេដុខ

លោក មេឃុំ ៖ ខល្លិស៖

សូមគោរព និងជម្រាបជូនលោកមេឃុំ មេត្តាជ្រាបអំពី គម្រោងគ្រប់គ្រងសម្បត្តិផ្លូវថ្នល់ ទី២ នៃ ក្រសួងសាធារណៈការ នឹងដឹកជញ្ជូន ដោយបានអនុវត្តគម្រោងថែទាំផ្លូវជាតិលេខ ៤ ដែលរាប់ ចាប់ ខេត្តកណ្តាល ក្នុង គីឡូម៉ែត្រលេខ ១៩+០០០ ដល់ គីទ្បូម៉ែត្រលេខ ២២៩+០០០ ក្នុងខេត្ត ព្រះសីហនុ មានរយៈចម្ងាយ ២១០ គីឡូម៉ែត្រ ។

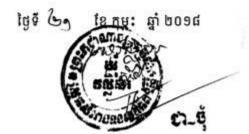
អាស្រ័យដូចបានជម្រាបជូនខាងលើ យើងខ្ញុំសូមបញ្ជាក់ថា កំឡុងពេលអនុវត្តគម្រោងគឺមាន កាប៉ះពាល់ដល់ប្រជាពលរដ្ឋដែលស់នៅតាមបណ្ដោយផ្លូវជាតិ ដោយពួកគាត់បានប្រើប្រាស់នូវដី ចំណីផ្លូវរបស់រដ្ឋ ដើម្បីប្រកបរបរអាជីវកម្ម និងបំរើសេកម្មភាពចិត្តឹមជិវិតប្រចាំថ្ងៃនៅលើចិត្តើមថ្នល់ ប្រឡាយទឹក ជាដើម។

អាស្រ័យហេតុនេះ ទើបគម្រោងសូមការអនុញ្ញាតពី ប្រជាជននៅតាមតំបន់ដែលរងផលប៉ះ ពាល់ដោយសារគម្រោង ចូលរួមបរិច្ចាគ ឬស្ម័គ្រចិត្តផ្តល់ជូននូវសម្បត្តិដែលប៉ះពាល់ទាំងនោះ ដល់ គម្រោង ដើម្បីទទួលបាននូវការអនុវត្តស្រមតាមនិតិវិធី ។

ខាងក្រោមនេះជាបញ្ជីរឈ្មោះប្រជាជនពលរដ្ឋ ដែលបានស្មគ្រីចិត្តចូលរួមដើម្បីបរិច្ចាក ឬស្ម័គ្រ ចិត្តប្រគល់នូវទ្រព្យសម្បត្តិទាំងនោះដើម្បីគម្រោងអនុវត្ត ។

ឈ្មោះភូមិ	ទំនួនគ្រួសារដែលម៉ះពាល់	
อัยค่	m	
1.77		

សូមលោក មេឃុំមេត្តាជ្រាប និងទទួលទុកជាដំណឹង ចំពោះចំនួនប្រជាពលរដ្ឋដែលរងផល ប៉ះ ពាល់ដោយសារគម្រោង ។



មក្រោច ដែកដែលការដៃជំនួង ប្រកួច នៅក្រសួច ដែកដែលការដៃជំនួង ប្រកួច ម្រស់ចមានាយោៈមារ ខ្លួចខ្លួងជយ៉ាន

លោក មេឃុំ ៖ ដើចគោ

សូមតោរព និងជម្រាបជូនលោកមេឃុំ មេត្តាជ្រាបអំពី គម្រោងគ្រប់គ្រងសម្បត្តិផ្លូវថ្នល់ ទី២ នៃ ក្រសូងសាធារណៈការ នឹងដឹកជញ្ជូន ដោយបានអនុវត្តគម្រោងថែទាំផ្លូវជាតិលេខ ៤ ដែលរាប់ ចាប់ ខេត្តកណ្តាល ក្នុង គីឡូម៉ែត្រលេខ ១៩+០០០ ដល់ គីឡូម៉ែត្រលេខ ២២៩+០០០ ក្នុងខេត្ត ព្រះសីហនុ មានរយៈចម្ងាយ ២១០ គីឡូម៉ែត្រ ។

អាស្រ័យដូចបានជម្រាបជូនខាងលើ យើងខ្ញុំសូមបញ្ជាក់ថា កំឡុងពេលអនុវត្តគម្រោងគឺមាន កាប៉ះពាល់ដល់ប្រជាពលរដ្ឋដែលស់នៅតាមបណ្ដោយផ្លូវជាតិ ដោយពួកគាត់បានប្រើប្រាស់នូវដឹ ចំណីផ្លូវរបស់រដ្ឋ ដើម្បីប្រកបរបរអាជីវកម្ម និងបំរើសេកម្មភាពចិញ្ចឹមជិវិតប្រចាំថ្ងៃនៅលើចិញ្ចើមថ្នល់ ប្រឡាយទឹក ជាដើម។

អាស្រ័យហេតុនេះ ទើបគម្រោងសូមការអនុញ្ញាតពី ប្រជាជននៅតាមតំបន់ដែលរងផលប៉ះ ពាល់ដោយសារគម្រោង ចូលរួមបរិច្ចាត ឬស្ម័គ្រចិត្តផ្តល់ជូននូវសម្បត្តិដែលប៉ះពាល់ទាំងនោះ ដល់ គម្រោង ដើម្បីទទួលបាននូវការអនុវត្តស្រមតាមនិតិវិធី ។

ខាងក្រោមនេះជាបញ្ជីវឈ្មោះប្រជាជនពលរដ្ឋ ដែលបានស្មគ្រីចិត្តចូលរួមដើម្បីបរិច្ចាក ឬស្ម័គ្រ ចិត្តប្រគល់នូវទ្រព្យសម្បត្តិទាំងនោះដើម្បីគម្រោងអនុវត្ត ។

ចំនួនគ្រួសរដែលប៉ះពាល់
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d

ស្វមលោក មេឃុំមេគ្គាជ្រាប និងទទួលទុកជាដំណឹង ចំពោះចំនួនប្រជាពលរដ្ឋដែលរងផល ប៉ះ ពាល់ដោយសារគម្រោង ។

lde

ខែកុម្ភៈ ឆ្នាំ២០១៨

លោក មេឃុំ ៖ ជំនាាក់អំពិល

ស្វមតោរព និងជម្រាបជ្វនលោកមេឃុំ មេត្តាជ្រាបអំពី គម្រោងគ្រប់គ្រងសម្បត្តិផ្លូវថ្នល់ ទី២ នៃ ក្រសួងសាធារណៈការ នឹងដឹកជញ្ជូន ដោយបានអនុវត្តគម្រោងថែទាំផ្លូវជាតិលេខ ៤ ដែលរាប់ ចាប់ ខេត្តកណ្តាល ក្នុង គីឡូម៉ែត្រលេខ ១៩+០០០ ដល់ គីទ្បូម៉ែត្រលេខ ២២៩+០០០ ក្នុងខេត្ត ព្រះសីហនុ មានយេៈចម្ងាយ ២១០ គីឡូម៉ែត្រ ។

អាស្រ័យដូចបានជម្រាបជូនខាងលើ យើងខ្ញុំសូមបញ្ជាក់ថា កំឡុងពេលអនុវត្តគម្រោងគឺមាន កាប៉ះពាល់ដល់ប្រជាពលរដ្ឋដែលរស់នៅតាមបណ្ដោយផ្លូវជាតិ ដោយពួកគាត់បានប្រើប្រាស់នូវដី ចំណីផ្លូវរបស់រដ្ឋ ដើម្បីប្រកបរបរអាជីវកម្ម និងបំរើរសកម្មភាពចិញ្ចឹមជិវិតប្រចាំថ្ងៃនៅលើចិញ្ចើមថ្នល់ ប្រឡាយទឹក ជាជើម។

អាស្រ័យហេតុនេះ ទើបតម្រោងសូមការអនុញ្ញាតពី ប្រជាជននៅតាមតំបន់ដែលរងផលប៉ះ ពាល់ដោយសារគម្រោង ចូលរួមបរិច្ចាត ឬស្ម័គ្រចិត្តផ្តល់ជូននូវសម្បត្តិដែលប៉ះពាល់ទាំងនោះ ដល់ តម្រោង ដើម្បីទទួលបាននូវការអនុវត្តស្រមតាមនិតិវិធី ។

ខាងក្រោមនេះជាបញ្ជីវឈ្មោះប្រជាជនពលរដ្ឋ ដែលបានស្មគ្រ័ចិត្តចូលរួមដើម្បីបរិច្ចាក ឬស្ម័គ្រ ចិត្តប្រគល់នូវទ្រព្យសម្បត្តិទាំងនោះដើម្បីគម្រោងអនុវត្ត ។

ចំនួនគ្រួសារដែលម៉ះពាល់
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សូមលោក មេឃុំមេត្តាជ្រាប និងទទួលទុកជាដំណឹង ចំពោះចំនួនប្រជាពលរដ្ឋដែលរងផល ប៉ះ ពាល់ដោយសារគម្រោង ។

្សែ ដង់: ឃុំ poad

ម្រស់១សាធាលោះការ ទី១៩គម្រាន សម្រាល ព្រប់ព្រលសម្បង្គថ្កូនដូល់ធី ២ សម្រាលសម្បង

លោក មេឃុំ ៖ កំពច់សិលា

សូមតោរត និងជម្រាបជូនលោកមេឃុំ មេត្តាជ្រាបអំពី គម្រោងគ្រប់គ្រងសម្បត្តិផ្លូវថ្នល់ ទី២ នៃ ក្រសួងសាធារណៈការ នឹងដឹកជញ្ជូន ដោយបានអនុវត្តគម្រោងថែទាំផ្លូវជាតិលេខ ៤ ដែលរាប់ ចាប់ ខេត្តកណ្តាល ក្នុង គីឡូម៉ែត្រលេខ ១៩+០០០ ដល់ គីឡូម៉ែត្រលេខ ២២៩+០០០ ក្នុងខេត្ត ព្រះសីហនុ មានរយៈចម្ងាយ ២១០ គីឡូម៉ែត្រ ។

អាស្រ័យដូចបានជម្រាបជូនខាងលើ យើងខ្ញុំស្វមបញ្ជាក់ថា កំឡុងពេលអនុវត្តគម្រោងគឺមាន កាប៉ះពាល់ដល់ប្រជាពលរដ្ឋដែលស់នៅតាមបណ្ដោយផ្លូវជាតិ ដោយពួកគាត់បានប្រើប្រាស់នូវដី ចំណីផ្លូវរបស់រដ្ឋ ដើម្បីប្រកបរបរអាជីវកម្ម និងបំរើសេកម្មភាពចិញ្ចឹមជិវិតប្រចាំថ្ងៃនៅលើចិញ្ចើមថ្នល់ ប្រឡាយទឹក ជាដើម។

អាស្រ័យហេតុនេះ ទើបគម្រោងសូមការអនុញ្ញាតពី ប្រជាជននៅតាមតំបន់ដែលរងផលប៉ះ ពាល់ដោយសារគម្រោង ចូលរួមបរិច្ចាគ ឬស្ម័គ្រចិត្តផ្តល់ជូននូវសម្បត្តិដែលប៉ះពាល់ទាំងនោះ ដល់ គម្រោង ដើម្បីទទួលបាននូវការអនុវត្តស្រមតាមនិតិវិធី ។

ខាងក្រោមនេះជាបញ្ជីវឈ្មោះប្រជាជនពលរដ្ឋ ដែលបានស្មគ្រីចិត្តចូលរួមដើម្បីបរិច្ចាក ឬស្ម័គ្រ ចិត្តប្រគល់នូវទ្រព្យសម្បត្តិទាំងនោះដើម្បីគម្រោងអនុវត្ត ។

ឈ្មោះគូមិ	ចំនួនគ្រួសាជែលម៉ះពាល់
គ្រាំខអាត់	നഭ്
ಕಾಣ	୭ମ

ស្វមលោក មេឃុំមេត្តាជ្រាប និងទទួលទុកជាដំណឹង ចំពោះចំនួនប្រជាពលរដ្ឋដែលរងផល ប៉ះ ពាល់ដោយសារគម្រោង ។



គ្រសួចសាធារណៈការ តិចដឹក៩ញូត គម្រោច គ្រប់គ្រចសម្បត្តផ្គុចថ្នល់ជី ២ សូមគោពេឌុត

លោក មេឃុំ ៖ ព្រៃនប់

ស្វមតោរព និងជម្រាបជូនលោកមេឃុំ មេត្តាជ្រាបអំពី គម្រោងគ្រប់គ្រងសម្បត្តិផ្លូវថ្នល់ ទី២ នៃ ក្រសូងសាធាណេ:ការ នឹងដឹកជញ្ជូន ដោយបានអនុវត្តគម្រោងថែទាំផ្លូវជាតិលេខ ៤ ដែលរាប់ ចាប់ ខេត្តកណ្តាល ក្នុង គីឡូម៉ែត្រលេខ ១៩+០០០ ដល់ គីឡូម៉ែត្រលេខ ២២៩+០០០ ក្នុងខេត្ត ព្រះសីហនុ មានរយៈចម្ងាយ ២១០ គីឡូម៉ែត្រ ។

អាស្រ័យដូចបានជម្រាបជូនខាងលើ យើងខ្ញុំសូមបញ្ជាក់ថា កំឡុងពេលអនុវត្តគម្រោងគឺមាន កាប៉ះពាល់ដល់ប្រជាពលរដ្ឋដែលរស់នៅតាមបណ្ដោយផ្លូវជាតិ ដោយពួកគាត់បានប្រើប្រាស់នូវដី ចំណីផ្លូវរបស់រដ្ឋ ដើម្បីប្រកបរបរអាជីវកម្ម និងបំរើសេកម្មភាពចិញ្ចឹមជិវិតប្រចាំថ្ងៃនៅលើចិញ្ចើមថ្នល់ ប្រឡាយទឹក ជាដើម។

អាស្រ័យហេតុនេះ ទើបតម្រោងសូមការអនុញ្ញាតពី ប្រជាជននៅតាមតំបន់ដែលរឯផលប៉ះ ពាល់ដោយសារតម្រោង ចូលរួមបរិច្ចាត ឬស្ម័គ្រចិត្តផ្តល់ជូននូវសម្បត្តិដែលប៉ះពាល់ទាំងនោះ ដល់ គម្រោង ដើម្បីទទួលបាននូវការអនុវត្តស្រមតាមនិតិវិធី ។

ខាងក្រោមនេះជាបញ្ជីឈ្មោះប្រជាជនពលរដ្ឋ ដែលបានស្មគ្រីចិត្តចូលរួមដើម្បីបរិច្ចាក ឬស្ម័គ្រ ចិត្តប្រគល់នូវទ្រព្យសម្បត្តិទាំងនោះដើម្បីគម្រោងអនុវត្ត ។

ឈ្មោះកូមិ	ចំនួនគ្រួសរខែលម៉ះពាល់
ព្រៃនប់ពីរ	96 - 4 = 10
ໄຕູດຍ່ຍິ	9+1 = 2
โนชภุลิก	3

សូមលោក មេឃុំមេត្តាជ្រាប និងទទួលទុកជាដំណឹង ចំពោះចំនួនប្រជាពលរដ្ឋដែលរងផល ប៉ះ ពាល់ដោយសារគម្រោង ។

ថ្ងៃទី / វៃ ខែកុម្ភៈ ឆ្នាំ ២០១៨

អំពិស្សាល់ នេះ មាន នេ

លោក មេឃុំ ៖ ពួលពពីច

ស្វមតោរព និងជម្រាបជូនលោកមេឃុំ មេត្តាជ្រាបអំពី គម្រោងគ្រប់គ្រងសម្បត្តិផ្លូវថ្នល់ ទី២ នៃ ក្រសួងសាធារណៈការ នឹងដឹកជញ្ជូន ដោយបានអនុវត្តគម្រោងថែទាំផ្លូវជាតិលេខ ៤ ដែលរាប់ ចាប់ ខេត្តកណ្តាល ក្នុង គីឡូម៉ែត្រលេខ ១៩+០០០ ដល់ គីឡូម៉ែត្រលេខ ២២៩+០០០ ក្នុងខេត្ត ព្រះសីហនុ មានរយៈចម្ងាយ ២១០ គីឡូម៉ែត្រ ។

អាស្រ័យដូចបានជម្រាបជូនខាងលើ យើងខ្ញុំសូមបញ្ជាក់ថា កំឡុងពេលអនុវត្តគម្រោងគឺមាន កាប៉ះពាល់ដល់ប្រជាពលរដ្ឋដែលស់នៅតាមបណ្ដោយផ្លូវជាតិ ដោយពួកគាត់បានប្រើប្រាស់នូវដី ចំណីផ្លូវរបស់រដ្ឋ ដើម្បីប្រកបរបរអាជីវកម្ម និងបំរើរសកម្មភាពចិញ្ចឹមជិវិតប្រចាំថ្ងៃនៅលើចិញ្ចើមថ្នល់ ប្រឡាយទឹក ជាដើម។

អាស្រ័យហេតុនេះ ទើបគម្រោងសូមការអនុញ្ញាតពី ប្រជាជននៅតាមតំបន់ដែលរងផលប៉ះ ពាល់ដោយសារគម្រោង ចូលរួមបរិច្ចាគ ឬស្ម័គ្រចិត្តផ្តល់ជូននូវសម្បត្តិដែលប៉ះពាល់ទាំងនោះ ដល់ គម្រោង ដើម្បីទទួលបាននូវការអនុវត្តស្រមតាមនិតិវិធី ។

ខាងក្រោមនេះជាបញ្ជីវឈ្មោះប្រជាជនពលរដ្ឋ ដែលបានស្មគ្រីចិត្តចូលរួមដើម្បីបរិច្ចាក ឬស្ម័គ្រ ចិត្តប្រគល់នូវទ្រព្យសម្បត្តិទាំងនោះដើម្បីគម្រោងអនុវត្ត ។

ឈ្មោះគូមិ	ចំនួនគ្រួសាដេលម៉ះពាល់
ចំរលចថ្នួចគំណ	ď
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សូមលោក មែឃុំមេគ្គាជ្រាប និងទទួលទុកជាដំណឹង ចំពោះចំនួនប្រជាពលរដ្ឋដែលរងផល ចំ: ពាល់ដោយសារគម្រោង ។



អូមទោពប៉ុន ចំពុំមិនក្នុង ខេត្ត ក្រសួច អ្នកក្រសួច ទេស មាន ក្រសួច អ្នកក្រសួច ក្រសួច ក្រ

លោក មេឃុំ ៖ ខ្លកញ្ញាហេខ

ស្វមគោរព និងជម្រាបជូនលោកមេឃុំ មេត្តាជ្រាបអំពី គម្រោងគ្រប់គ្រងសម្បត្តិផ្លូវថ្នល់ ទី២ នៃ ក្រសូងសាធារណៈការ នឹងដឹកជញ្ជូន ដោយបានអនុវត្តគម្រោងថែទាំផ្លូវជាតិលេខ ៤ ដែលរាប់ ចាប់ ខេត្តកណ្តាល ក្នុង គីឡូម៉ែត្រលេខ ១៩+០០០ ដល់ គីឡូម៉ែត្រលេខ ២២៩+០០០ ក្នុងខេត្ត ព្រះសីហនុ មានរយៈចម្ងាយ ២១០ គីឡូម៉ែត្រ ។

អាស្រ័យដូចបានជម្រាបជូនខាងលើ យើងខ្ញុំសូមបញ្ជាក់ថា កំឡុងពេលអនុវត្តគម្រោងគឺមាន កាប៉ះពាល់ដល់ប្រជាពលរដ្ឋដែលរស់នៅតាមបណ្ដោយផ្លូវជាតិ ដោយពួកគាត់បានប្រើប្រាស់នូវដី ចំណីផ្លូវរបស់រដ្ឋ ដើម្បីប្រកបរបរអាជីវកម្ម និងបំពីរសកម្មភាពចិញ្ចឹមជិវិតប្រចាំថ្ងៃនៅលើចិញ្ចើមថ្នល់ ប្រឡាយទឹក ជាដើម។

អាស្រ័យហេតុនេះ ទើបតម្រោងសូមការអនុញ្ញាតពី ប្រជាជននៅតាមតំបន់ដែលរងផលប៉ះ ពាល់ដោយសារតម្រោង ចូលរួមបរិច្ចាគ ឬស្ម័គ្រចិត្តផ្តល់ជូននូវសម្បត្តិដែលប៉ះពាល់ទាំងនោះ ដល់ គម្រោង ដើម្បីទទួលបាននូវការអនុវត្តស្រមតាមនិតិវិធី ។

ខាងក្រោមនេះជាបញ្ជីវឈ្មោះប្រជាជនពលរដ្ឋ ដែលបានស្មគ្រីចិត្តចូលរួមដើម្បីបរិច្ចាក់ ឬស្ម័គ្រ ចិត្តប្រគល់នូវទ្រព្យសម្បត្តិទាំងនោះដើម្បីគម្រោងអនុវត្ត ។

ឈ្មោះអូមិ	ចំនួនគ្រួសារដែលម៉ះពាល់
អូចចំណារ	đ

សូមលោក មេឃុំមេត្តាជ្រាប និងទទួលទុកជាដំណឹង ចំពោះចំនួនប្រជាពលរដ្ឋដែលរងផល ប៉ះ ពាល់ដោយសារគម្រោង ។

> ថ្ងៃទី មុខ សូម ២០១៨ សំរំ មានក្រោះខេត្ត ឆ្នាំ ២០១៨

> > កោះ្ធេរុខ

ដែរ សាសនា ដែះតណរដ់ដែ ដោយនានាធិន្តមក់ដ

	usilin dundu	ណាយ/អ្នកវិភាគទាន: រ		8	
	F	мщ	25	មុខរបរ	Nepr
ា ស្វាមិ_				គ់នពេរ	
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		គ្រចិត្តអនុញ្ញាត/ធ្វើអំណេ			
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-	, 1,	្តីត្រូវបានអុញ្ញាតអោយព្រេ	បី/ជើវិភាគទាន៖	ជាយស៊ីគ្រចិត្តសម្រា	ប់សាងសង់ 🐟/
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lana ta di	ទំហាំ ម ^ម / មជ	ច់នួនដើមឈើ	dlpa
Speny	249		
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(អ្នកជិតខាត) (ឈ្មោះ និងស្នាមមេដៃ)

ព្រះពខាលាចគ្រកម្ពុខា ខាត សាសនា ព្រះមហាក្យត្រ

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សាក្សីទី១ ភ្នំ អ្វី អ្វី (អ្នកជិតខាត) ឈ្មោះ និងស្នាមមេដៃ)

ម្ចាស់កម្មសិទ្ធ ឈ្មោះ និង ស្នាមមេដៃ

សាក្សីទី២<u>ក្នុខ ភាស</u> (អ្នកជិតខាត) ឈ្មោះ និងស្នាមទៅដ) 6원 옷 유턴 យើ: ខូន សំគៃគៀព គេម៉ៃសារមេរូណ/សំរត្ត

ig#19-2. 2018

បានឃើញ និង ឯកភាព

เลนิย์โรอมสานสา

ธระรัฐ

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បានឃើញ និង ឯកភាព

ព្រះពជាសាចក្រកម្ពុជា ជាត សាសនា ព្រះមហាក្យក្រ

(ទម្រង់សម្រាប់ការអនុញ្ញាតអោយប្រើ / ការផ្តល់អំណោយ / ការផ្តល់វិភាគទាន ទ្រព្យះជាយស្ម័គ្រចិត្តដល់គម្រោងគ្រប់គ្រង សម្បត្តិផ្លូវថ្នល់ ២)

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រខ្ញុំសូមបញ្ជាក់ថា <u>សាន</u> ហ្វូស បង់ដី និងទ្រព្យក្រោមអនុ	ភ្នំ ត្រូវបានអុញ្ញាតអោយប្រើ/ធ្វើ សម្រាប់ការប្រើប្រាស់ជាស តម្រោងនេះ ។	វិភាគទានដោយស្ម័ត្រចិត្តសម្រាប់ រាចាណ: ហើយយើងខ្ញុំមិនស្នើ	សាងសង់ <u>ស្គា</u> ្តិ៍ស សុំសំណងអ្វីទេចំពោះ កា	8'7' 1
ព្រះកទទេ៧ កន្តុំសំគពយ៉ាមុល <u>សិទ</u> ក្រុក	ភ្នំ ត្រូវបានអុញ្ញាតអោយប្រើ/ធ្វើ សម្រាប់ការប្រើប្រាស់ជាស តម្រោងនេះ ។	វិភាគទានដោយស្ម័ត្រចិត្តសម្រាប់ រាចាណ: ហើយយើងខ្ញុំមិនស្នើ	សាងសង់ <u>ស្គា</u> ្តិ៍ស សុំសំណងអ្វីទេចំពោះ កា	8'7; 1
រខ្ញុំសូមបញ្ជាក់ថា <u>សាន</u> ៗ បង់ដី និងទ្រព្យក្រោមអនុ	ភ្នំ គ្រូវបានអុញ្ញាតអោយប្រើ/ធ្វើ សម្រាប់ការប្រើប្រាស់ជាស តម្រោងនេះ ។	វិភាគទានដោយស្ម័ត្រចិត្តសម្រាប់ រាចាណ: ហើយយើងខ្ញុំមិនស្នើ	សាងសង់ <u>ស្គា</u> ្តិ៍ស សុំសំណងអ្វីទេចំពោះ កា	8'7; 1

រកស្រ័យហេតុនេះ យើងខ្ញុំស្វមចុះហត្ថលេខាលិខិតបញ្ជាក់នេះពាកស្តុតាងនៃកាសេម្រេចចិត្តបេស់យើងខ្ញុំ ។

(អ្នកជិតខាត) ឈ្មោះ និងស្នាមមេដៃ)

លើ: ខ្ទុន សឹរគគេព្រ 🌂 😜 📢

សាក្សីទី២<u>អោ</u>្តិ <u>វាម្បីក្តិ</u> (អ្នកជិតខាត) ឈ្មោះ និងស្នាមមេដៃ) ឈើ: ខ្ទុង សឹតតេព្រះ ស្នេខ 'ស់ឧសិ៍ ស្នែខ 'ស់ឧសិ៍

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បានឃើញ និង ឯកភាព

अधिरिद्धारक स्ट्रिका

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បានឃើញ និង ឯកភាព

ព្រះពថាណាចក្រកម្ពុថា ថាត សាសនា ព្រះមហាក្យត្រ

(ទម្រង់សម្រាប់ការអនុញ្ញាតអោយប្រើ / ការផ្តល់អំណោយ / ការផ្តល់វិភាគទាន ទ្រព្យដោយស្ម័គ្រចិត្តដល់គម្រោងគ្រប់គ្រង សម្បត្តិផ្លូវថ្នល់ ២)

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អាស្រ័យហេតុនេះ យើងខ្ញុំសូមចុះហត្ថលេខាលិខិតបញ្ជាក់នេះជាកស្តុតាងនៃការសម្រេចចិត្តរបស់យើងខ្ញុំ ។

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បានឃើញ និង ឯកភាព

ास क्षित्र प्रतापन स्वापन । स्वापन स्वापन

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នែង-ល្អង

បានឃើញ និង ឯកភាព

ព្រះពថាលាចគ្រកម្ពុថា ថាគ សាសនា ព្រះមហាក្យគ្រ

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្រម្ភ មន្ត្រ ស្វាគគេព្រ ហើរ: ខ្លួង សឹវាគគេព្រ សិហុមពីហ្វនិ

សាក្សីទី២ សង្គារ សម្បាន (អ្នកជិតខាត) ឈ្មោះ និងស្ពាមមេដៃ) មេគ្រូសារ/ភរិយា/ស្វាមី ឈ្មោះ និង ស្នាមមេដៃ

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បានឃើញ និង ឯកភាព

เหล่าผิงเลาเลา

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បានឃើញ និង ឯកភាព

ព្រះពខាលាចគ្រកម្ពុខា ខាត សាសនា ព្រះមហាក្យត្រ

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(ខម្រង់សម្រាប់ការអនុញ្ញាតអោយប្រើ / កាផ្ដល់អំណោយ / កាផ្ដេល់នៃតខាន ទ្រព្យដោយស្មីត្រចិត្តដល់តម្រោងគ្រប់គ្រងសម្បត្តិផ្លូវថ្នល់ ២)

(ម៉សើម/ព្នេគហ្គេក្ស្រុកពុ) ស័មដឹកធំតូ 🛫 ៥១១១៤លាក្រាំ/ហដាម្ ទាំ១១៤ ព្តេភន្នំ ហិតរាយិរម្ភណ ក្មេភន្នំហ៊ីមិន្តម៉មន់យីរម/ផ្ទៃមុយោកា/ផ្ទៀមរមសនន់ ឯតូ ៩ភូសខូ១១ ក្រ កាំ១ទាំសាវិស្សិសខូខ : [ហ៍ម/ម៉ែន 😓 🌾	200 18 1 1 2 2 m
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សាក្សីទី២<u>កិក្សី និងស្វាមមេដៃ)</u> (អ្នកជិតខាត) ឈ្មោះ និង<mark>ស្វាមមេដៃ</mark>)

មេគ្រូសារ/ភរិយា/ស្វាមី ឈ្មោះ និង ស្វាមមេដៃ សម្បត្តិ

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បានឃើញ និង ឯកភាព

सम्बद्ध

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igi 21/02/2018

ព៌ន សេម

បានឃើញ និង ឯកភាព

ព្រះពជាលាចក្រកម្ពុជា ជាត សាសនា ព្រះមហាក្យគ្រ

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ព្រះពជាលាចគ្រកម្ពុជា ជាត សាសនា ព្រះមហាក្យត្រ

(ខម្រង់សម្រាប់ការអនុញ្ញាតអោយប្រើ / កាផ្ដេល់វ៉ាណោយ / កាផ្ដេល់វិធាតខាន ទ្រព្យដោយស្មីត្រមិត្តដល់តម្រោងគ្រប់គ្រងសម្បត្តិដ្ឋុវិច្ចល់ ២)

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ការប៉ះពាល់ និងបាត់បង់ទ្រព្យសម្បត្តិដូចខាងក្រោមនៃអនុគម្រោងនេះ ។

ՈւպօԹվ	ទំហំម្រាំ/មដ	ចំនួនដើមឈើ	ពៅខា
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អាស្រ័យហេតុនេះ យើងខ្ញុំសូមចុះហត្ថលេខាលិខិតបញ្ជាក់នេះជាកស្តុតាងនៃការសម្រេចចិត្តរបស់យើងខ្ញុំ ។ សារ្យីទី១ សោង សា រ៉ាន់ ម្ចាស់កម្មសិទ្ធ ឈ្មោះ និង ស្វាមរមដៃ (អ្នកជិតខាត) លេហ្គះ និងស្ថាមមេដៃ) พพีรีย ชย์ មេគ្រូសារ/ករិយា/ស្វាមី ឈ្មោះ និង ស្នាមមេដៃ (អ្នកជិតខាត) ឈ្មោះ និងស្នាមមេដៃ) បានឃើញ និង ឯកភាព បានឃើញ និង ឯកភាព अधिकृत्मा ព៌ន សេម

ព្រះពខាសាចក្រកម្ពុខា ខាត សាសនា ព្រះមហាក្យត្រ

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(ទប្រង់សម្រាច់ការអនុញ្ញាតអោយប្រើ / ការផ្តល់អំណោយ / ការផ្តល់វិនាតទាន ទ្រព្យដោយស្ម័ត្រចិត្តដល់តព្រោងត្រប់ត្រងសព្បត្តិថ្នូវថ្នល់ ២)

យើងខ្ញុំ ជាអ្នកអនុញ្ញាត /អ្នកធ្វើអំណ	ឃ៣ រដីម្សឃមសនៈ ហើរ: 🖘 ខ	che constim.
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ថ្ងៃទី <u>21 /02 / 7018</u> បានឃើញ និង ឯកភាព មេភូមិ <i>គីវិទី</i>	ថ្ងៃទី <u>21 /០១ /2018</u> បានឃើញ និង ឯកភាព
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ព្រះព**ជាលាចក្រកម្ពុជា** ជាត សាសនា ព្រះមហាក្យត្រ

(៩ម្រង់សម្រាប់ការ	អេឌុញ្ញាតអោយប្រើ / ការផ្តល់អំណោយ / ការផ្តល់វិធាតខាន (ខព្យដោយស្មីគ្រចិត្តដល់តម្រោងគ្រប់គ្រងសម្បត្តិផ្លូវថ្នល់ ២)
យឺងខ្ញុំ ជាអ្នកអនុញ្ញា	ត /អ្នកធ្វើអំណោយ /អ្នកវិភាគទានៈ ឈ្មោះ <u>សហ ស៊ីលា</u>
NO PER	พนท์ <u>31</u> ค่อเกเ <i>โปรเปราร์นรา</i> ชชนูตาเพล
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ម្ភោត/ដើមឈើ/ម ^៦ /	(สถา ชัยนีตน์ นับอยา ภายน์ เป็นสมานานานานานานานานานานานานานานานานานานา
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ישופונים:	សម្រាប់ការប្រើប្រាស់ជាសាធាណះ ហើយយើងខ្ញុំមិនស្នើស៊ើសំណងអ្វីទេចំពោះ
ារប៉ះពាល់ និងបាត់ប	បង់ទ្រព្យសម្បត្តិដូចខាងក្រោមនៃអនុគម្រោងនេះ ។

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រកស្រ័យហេតុនេះ យើងខ្ញុំសូមចុះហត្ថលេខាលិខិតបញ្ជាក់នេះជាកស្តុតាងនៃការសម្រេចចិត្តរបស់យើងខ្ញុំ ។ กกการอ อาราชาวา ម្ចាស់កម្មសិទ្ធ (អ្នកជិតខាត) ឈ្មោះ និងស្វាមមេដៃ) ឈ្មោះ និង ស្វាមមៅដ មេគ្រួសារ/ករិយា/ស្វាមី ឈ្មោះ និង ស្នាមមេដៃ (អ្នកជិតខាត) ឈ្មោះ និងស្វាមមៅដ) បានឃើញ និង ឯកភាព បានឃើញ និង ឯកភាព

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(ទម្រង់សម្រាប់ការអនុញ្ញាតអោយប្រើ / ការផ្តល់អំណោយ / ការផ្តល់វិតាគទាន ទ្រព្យដោយស្មីគ្របិត្តដល់នម្រោងគ្រប់គ្រងសម្បត្តិជ្ជុវថ្នល់ ២)

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ព្រះអ្នសសៀ	ទំហាំ ម ^៦ / មដ	ចំនួនដើមឈើ	ជេវិង១
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ព្រះពថាលាចគ្រកម្ពុថា ថាត សាសនា ព្រះមហាក្យត្រ

(ទម្រង់សម្រាប់ការអនុញ្ញាតអោយប្រើ / ការផ្តល់អំណោយ / ការផ្តល់វិធាតទាន ទ្រព្យដោយស្មីគ្រចិត្តដល់តម្រោងគ្រប់គ្រងសម្បត្តិជ្ជូវថ្នល់ ២)

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ព្រះពេលលោចក្រកម្ពុជា ជាក សាសនា ព្រះមហាក្សត្រ

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អាស្រ័យហេតុនេះ យើងខ្ញុំសូមចុះហត្ថលេខាលិខិតបណ្ដាក់នេះជាកស្តុតាងនៃការសម្រេចចិត្តរបស់យើងខ្ញុំ ។ ម្ចាស់កម្មសិទ្ធ (អ្នកជិតខាត) ឈ្មោះ និងស្នាមទៅដ) ឈ្មោះ និង ស្នាមមេដៃ ens gas មេគ្រួសារ/ភរិយា/ស្វាមី (អ្នកជិតខាត) ឈ្មោះ និងស្វាមមេដៃ) ឈ្មោះ និង ស្នាមមេដៃ បានឃើញ និង ឯកភាព បានឃើញ និង ឯកភាព Da exte

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រកស្រ័យហេតុនេះ យើងខ្ញុំសូមចុះហត្ថលេខាលិខិតបញ្ជាក់នេះជាកស្តុតាងនៃការសម្រេចចិត្តរបស់យើងខ្ញុំ ។ ស្គាស់កម្មសិទ្ធ का मान वहाँ विकास ឈ្មោះ និង ស្នាមមេដៃ (អ៊ីដពូងនេរង) ហេហៈ តូទូសារគេពេ) यस व्याभ មេគ្រូសារ/ករិយា/ស្វាម័ ุกกฎี¢ัb_*ก*บธ3กก ឈ្មោះ និង ស្នាមមេដៃ (អ្នកជិតខាត) ឈ្មោះ និងស្នាមមេដៃ) ர்த்த அதி நடிக் បានឃើញ និង ឯកភាព មេភូមិ

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(ទម្រង់សម្រាប់ការអនុញ្ញាតអោយប្រើ / កាផ្ដេល់អំណោយ / កាផ្ដេល់វិធាតទាន ទ្រព្យដោយស្មីគ្រចិត្តដល់តម្រោងគ្រប់គ្រងសម្បត្តិផ្ដុវថ្នល់ ២)

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(ទម្រង់សម្រាប់ការអនុញ្ញាតអោយប្រើ / ការផ្តល់អំណោយ / ការផ្តល់វិតាគទាន ទ្រព្យដោយស្មីត្រចិត្តដល់គម្រោងត្រប់ត្រងសព្បត្តិផ្គុំវច្ចល់ ២)

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ព្រះពបាលាចក្រកម្ពុបា បាត សាសនា ព្រះមហាក្យត្រ

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ព្រះភទទេ៧	្ លុ គ _{្គ} ∖ <u>គព</u>	ចំនួនដើមឈើ	ជៅខ្ន
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លិន សានៃ

ព្រះពငាឈាចគ្រក់ម៉ុស សមាលា ព្រះធិសាអូគ្រ

(នម្រង់សម្រាប់ការអនុញ្ញាតអោយប្រើ	/ ការៅល់អំណោយ	/ ការផលវិធាតទាន	ទេព្យដោយស្ម័គ្រចិ	ត្តដល់តម្រោងត្រ	ប់គ្រងសម្បត្តិជួរថ្នល់ ២)
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ការប៉ះពាល់ និងបាត់បង់ទ្រព្យសម្បត្តិដូចខាងក្រោមនៃអនុគម្រោងនេះ ។

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ហម្បិន្និត ស្រួស Jប្បាក្ស (អីមព្វមន្សម) ហើរ: ខ្លួនសឹរតក្រែព្រះ)

សាក្សីទី២<u>៩ស្នា</u>វី ២<u>ស</u>្វា (អ្នកជិតខាត) ឈ្មោះ និងស្នាមមេដៃ) ម្ចាស់កម្មសិទ្ធ

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प्रमासिक का मुख्ये कर कि में

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មេគ្រួសារ/ករិយា/ស្វាមី

ឈ្មោះ និង ស្នាមមេដៃ

हैल ई हिं

ig 21/2 /2018

បានឃើញ និង ឯកភាព

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បានឃើញ និង ឯកភាព

្លេះ ខេត្តមួយ /សង្កាត់

ព្រះពខាសាចក្រកម្ពុខា ខាត សាសនា ព្រះមហាក្យគ្រ

(ទម្រង់សម្រាប់កាអេឌុញ្ញាតអោយប្រើ	/ ការផ្តល់អំពេលាយ /	ការផ្តល់វិទាតខាន	ទ្រព្យដោយស្មីត្រចិត្តដល់តម្លោងត្រប់	ត្រុងសម្បត្តិផ្លូវថ្នល់ ២)
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ការប៉ះពាល់ និងបាត់បង់ទ្រព្យសម្បត្តិដូចខាងក្រោមនៃអនុគម្រោងនេះ ។

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ព្រះពខាសាចក្រកម្ពុខា ខាត សាសនា ព្រះមហាក្យត្រ

(៩ស្រង់សម្រាប់ការអនុញ្ញាតអោយប្រើ / ការផ្តល់អំណោយ / ការផ្តល់វិធាត	ទាន ទ្រព្យដោយស្មីគ្រចិត្តដល់គម្រោងគ្រប់គ្រងសម្បត្តិផ្លូវថ្នល់ ២)

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งกำลา:ฮิด	សម្រាប់ការប្រើប្រាស់ពាសាធា	ណ: ហើយយើងខ្ញុំមិនស្នើរសុំ	សំណងអ្វីទេចំពោះ

ព្រះអត្តទៃវៀ	<u>ទំ ហ់ ម^ម/ មដ</u>	ចំនួនដើមឈើ	ព្យេង១
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សាក្សីទី១<u>សន ខ្ញុំដើ</u> (អ្នកជិតខាត) ឈ្មោះ និងស្នាមមេដៃ)

 ម្វាស់កម្មសិទ្ធ ឈ្មោះ និង ស្នាមមេដៃ



ជាប់រុ**ផ្ទេ**ត. មេគ្រូសារ/ករិយា/ស្វាមី ឈ្មោះ និង ស្នាមមេដៃ 6 ៤ ៤ ៤ ៤

ig# 90.9.2018

បានឃើញ និង ឯកភាព

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ផ្ទុំ-អស្សានន

ព្រះពខាណាចគ្រកម្ពុខា ខាត សាសនា ព្រះមហាក្សត្រ

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ารัฐธาะ ษีท์.	សម្រាប់ការប្រើប្រាស់ជាស	ាធាណះ ហើយយើងខ្ញុំមិនស្នើសុំ	
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<i>រុក្សភា៖ ទីកា</i> . រប៉ះពាល់ និងបាត់បង់ទ្រព្យុស	សម្រាប់ការប្រើប្រាស់ជាស រម្បត្តិដូចខាងក្រោមនៃអនុគម្រោ	ាធាណ: ហើយយើងខ្ញុំមិនស្នើសុំ ឯនេះ ។	សំណងអ្វីទេចំពោះ
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<i>្វើស្រាះ ទីវិ</i> កិ. ប៉ះពាល់ និងបាត់បង់ទ្រព្យុស	សម្រាប់ការប្រើប្រាស់ជាស រម្បត្តិដូចខាងក្រោមនៃអនុគម្រោ	ាធាណ: ហើយយើងខ្ញុំមិនស្នើសុំ ឯនេះ ។	សំណងអ្វីទេចំពោះ
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រ <i>ុំស្រាះ មិក</i> : រប៉ះពាល់ និងបាត់បង់ទ្រព្យស ប្រភេទទ្រព្យ	សម្រាប់ការប្រើប្រាស់ជាស រម្បត្តិដូចខាងក្រោមនៃអនុគម្រោ ទំហំម ^ង /មដ	ាធាណ: ហើយយើងខ្ញុំមិនស្នើសុំ ឯនេះ ។	សំណងអ្វីទេចំពោះ ផ្សេង១
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រ <i>ុំឈាះ មិក</i> . ប៉ះពាល់ និងបាត់បង់ទ្រព្យស ប្រភេទទ្រព្យ	សម្រាប់ការប្រើប្រាស់ជាស រម្បត្តិដូចខាងក្រោមនៃអនុគម្រោ ទំហំ ម ^ម / មដ លោត្តលេខាលិខិតបញ្ហាក់នេះជ	ាធាណ: ហើយយើងខ្ញុំមិនស្នើរសុំ ឯនេះ ។ ចំនួនដើមឈើ ភស្តុតាងនៃការសម្រេចចិត្តរបស់ ម្ចាស់កម្មសិ	សំណង់អ្វីទេចំពោះ ផ្សេង១ យើងខ្ញុំ ។

(អ្នកជិតខាត) ឈ្មោះ និងស្នាមមេដៃ)

ម្ចាស់កម្មសិទ្ធ เกา: รูว พับลเลเร

សាក្សីទី២_ (អ្នកជិតខាត) ឈ្មោះ និងស្នាមថមដៃ)

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ig# 90.2.2018

បានឃើញ និង ឯកភាព

មេភូមិ

ធ្លានប្រើញ និង ឯកភាព

ដែរ សមាយ ដែះកយរដង្គែ សមាយ ដែរក្នុង នេះក្នុង នេះក្នុង

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រើងខ្ញុំ ជាអ្នកអនុញ្ញាត /អ្នក	ஞீச்டியை/பூரிகாசை ஐ: டிழு: இதி	<i>U</i> 1	ro C
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ប្រភេទទ្រព្យ	ទំហំ ម ^b / មដ	ចំនួនដើមឈើ	ជ្យេង១
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អាស្រ័យហេតុនេះ យើងខ្ញុំលូមចុះហត្ថលេខាលិខិតបញ្ជាក់នេះជាកស្តុតាងនៃការសម្រេចចិត្តបេស៍យើងខ្ញុំ ។

សាក្សីទី១ ភាក់ ដូចប្រជាជា ម្នាស់កម្មសិទ្ធ
(អ្នកជិតខាត) ឈ្មោះ និងស្នាមមេដៃ)

សាក្សីទី២ ក្រុះ សារប្រជាជា មេត្រសារកោយកស្តាម
(អ្នកជិតខាត) ឈ្មោះ និងស្នាមមេដៃ)

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(៩ម្រង់សម្រាប់ការអគុញ្ញាតអោយប្រើ / ការផ្តល់អំណោយ / ការផ្តល់វិធាតខាត ទ្រព្យដោយស្មីត្រចិត្តដល់តម្រោងត្រប់ត្រងសព្បត្តិផ្លូវថ្នល់ ២)

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า <u>ด</u> ทพุ <u>41</u>	संडापा <u> ४७४</u>	ens
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_ ជុនអនុគម្រោង <u> </u>	- 1	0.30 · 44-60
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ហក្សីទី១ <u>ពីរ</u> បា	ម្ចាស់កម្មសិទ្ធ
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ស្រះពសាលាចគ្រងខ្ពស់ សាសលា ព្រះមហាក្សត្រ

(ទម្រង់សម្រាប់ការអនុវុ	ក្រាគអោយប្រើ / ការផ្ដល់អំពេ	រាឃ / ការផ្ដល់វិនា	តេខាន ទ្រព្យដោយស្នីត្រចឹ	ត្តដល់តម្រោងគ្រប់ត្រងសប្បត្តិផ្លូវថ្នល់ ២)
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អាស្រ័យហេតុនេះ យើងខ្ញុំសូមចុះហត្ថលេខាលិខិតបញ្ជាក់នេះជាភស្តុតាងនៃការសម្រេចចិត្តរបស់យើងខ្ញុំ ។

พนัล อนา ๆ ของ เพล

(អ្នកជិតខាត) ឈ្មោះ និងស្នាមមេដៃ)

សាក្សីទី២<u>ភិ</u>ឧប ភិ (អ្នកជិតខាត) ឈ្មោះ និងស្វាមមេដែ ម្ចាស់កម្មសិទ្ធ

ឈ្មោះ និង ស្នាមមេដៃ

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មេគ្រួសារ/ភរិយា/ស្វាមី

ឈ្មោះ និង ស្នាមមេដៃ

igo 17.02. 2014

បានឃើញ និង ឯកភាព

ाधमुंधे द्व**र**म

किल्यू है. कि

अव्यक्तिक विकास

បានឃើញ និង ឯកកាព

ព្រះពខាណាចគ្រកម្ពុខា ខាត សាសនា ព្រះមហាក្យត្រ

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(អ្នកជិតខាត) ឈ្មោះ និងស្នាមមេដៃ)	í
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Annex 6: Minutes of Public Consultation meeting

Pre-Public Consultation meeting with authorities and affected people

Road Asset Management Project II (RAMP-II AF)

Date: Monday / 19 / February / 2018

Location: Baek Chan Commune, Angsnuol District, Kandal Province

Time start: 09: 30 am Time end: 11: 15 am

Participants: - Total = 67

- Female = 9 - Male = 58

Agenda

- I. Consultation meeting was chair by Chief of District Governor of Ansnuol District and Baek Chan Commune Chief
- II. Presentation by Chief of District Governor
 - 1_ Welcome the participations
 - 2_ Introduction of the member of survey team
 - 3_ Project descripted about project component and technical propose in the project and discussion in the meeting.
- III. Presentation by National Resettlement Consultant Mr. Mr. Seang Bora about project component and relevant technical of project for new component propose discussion and also detail about Social safeguard policy statement of World Bank.
- 1_ Welcome to the participates
- 2_ Explain about project, who is responsible for this Project and funding?
- 3_ Explain about teamwork will conducted survey and raised the voluntary contribution on the affected assets into project.
- 4_ Brief explain safeguards policy statement (Goal and Objective)

What is the contribution affected assets and benefit?

Framework for compensation and Entitlements

Vulnerable Group, Affected Families (Severely and marginal)

Cutoff date

Grievance Redress Mechanism

- IV. Presentation of National Environment Consultant Mr. Ea Sophy
- IV. Discussion participation from all stakeholders (questions and answers)

V. Conclusion by Chief District Governor

Chief of District Governor welcome with all the public consult participant jointed the meeting today. Great thanks for all of participate It gives me great pleasure to extend to you all very warm welcome on behalf of the provincial and district hall and to say how grateful we are to MPWT, DPWT, World Bank consultant, local authority and other relevant of project component are joint our meeting and discussion today about the Road Asset Management Project II (RAMP-II). This project is support by World Bank.

This public consult meeting very important for discussion about new project proposed in our district for used and public benefit for all of the local peoples and development processing follow the government strategy. Development processing and goal of project development of the government are always having some impact with the citizen and other problem within each area in commune and villages. But we should think together about benefit of the community than individual problem for the best all development in the city. But all of World Bank's project are always having the best policy and compensation all the families that impact by the project without corruption. So please kindly with the project and tries to get all information with officer from MPWT and National Resettlement Consultant and ask all questions that all of you don't understand with the project today. Please let we know about concern and interesting with project. Especially, we should find out together with the problem and new strategy for project success according to we are discussion.

So, please welcome and I open the meeting from this time now and please sharing your ideas, concern, technical and ask your question about what you to know. Great Thanks and we can start.

Mr. Seang Bora National Resettlement Consultant Specialist

Great Thanks to Chief of District Governor for great warm of welcome for use and other component are joint the meeting and discussion today. I would like to introduce the project description about RAMP-II AF.

1_ Explain about the RAMP-II AF

The Road Assets Management Project II (RAMP II) may include additional works for the National Road 7 (PK300 to PK 330) and for National Road 4 (PK19 to PK229), which may build on the tangible progresses made so far by RAMP-II on NR-3 and NR-7. The additional works would build on the achievements of RAMP-II to ensure the continued effective use of the rehabilitated national and provincial road network. For climate resilience, the works may include improvements in side drainage in flood prone areas along the roads. The envisaged works would also support the planning and development of the road maintenance program by further enhancing the capacity of MPWT to carry out data collection, processing and analysis necessary for effective road asset management of the national and provincial road networks. It would also provide ongoing support to the community-based road safety, prevention for HIV/AIDs, human trafficking, gender-based violence and violence against children.

The envisaged additional works under RAMP-II may include two main components: Component A - Road Asset Management - Strengthening and Maintenance of approximately 240km (210km NR4 and 30km NR-7) of existing bitumen-sealed and asphalt concrete roads with an overlay of asphalt concrete, replacement of current pavement with concrete pavement at flood prone areas, construction of drainage system incl. cross drainage and longitudinal drainage system, and maintenance services; and, Component B: System Upgrading and Capacity Development.

The envisaged works will cover the strengthening and maintenance, to be likely divided in Five (5) Packages: four (4) packages for the NR4 located in the southern part of Cambodia from Phnom Penh to Preah Sihanouk Province, and one (1) package for NR7 in Kratie Province. The envisaged works will be under MPWT's responsibility as detailed below:

- 1: AC Overlay and side drainages of NR4 (Phnom Penh Preah Sihanouk Province). Length of 210km with Output- and Performance-based Road Contract (OPRC) for 78-months (6.5 years) period which are 18-months (1.5-year) for Improvement Works and 60months (5 years) for Maintenance Services.
- 2: AC Overlay and Drainage of section NR7 (PK300+000 to PK 330+000), 30km Length with Output- and Performance-based Road Contract (OPRC) for 54-months (4.5-years) which are 18-months (1.5-year) for Improvement Works and 36 months (3 years) for Maintenance Services.

2_ Action Plan/ Brief explain about RAMP-II AF project

First Step

One the first step of the project is checked point with all of local authorities and expert GPS from MPWT and DPWT on the new propose component projects follow in each site and finding the exactly location before conduct IOL and Voluntary Contribution. Especially, is easy to make sure and clear for writing down all owner name that impact by the new component project will be construction and those work are responsible by all of chief of villages with the villager (affected people).

Second Step

For the next step after write down all the name of villager those impacts by the project is time for Pre-Public Consultation meeting with them for share all information about World Bank Policy for Environmental and Social safeguards that they don't understand and let them ask all the question and answer component project and concern. We are need to know about their feeling of project and how about affected people feeling during TA prepare by discussion together for find out the best solution and idea for support the project success.

Third Step

The Survey team will be conduct study with all of impact people for interview by face to face about their information of real asset that impact each component project. The member of the survey team is will-conducting measurement to find out the Aps and number affected. So, I would like to inform all of you and authorities help and provide all information about the affected peoples in each component of project to participate with our team by conduct IOL and Voluntary Contribution before road construction. As all of you know the project can be success when have all participated with affected people, authorities and Aps must be clear all their assets. Other assets or lands that affected with the project after thumb print or sign agreement with the team survey. The project needed from 15-meter COI.

3_ Why we need to conduct Voluntary Contribution?

Because, we want to get legible and eligible people and living life of the people along the project site or component project like, Income and Expense for each household and find out vulnerable group like Elderly, Window, handicap and income under poverty line etc. Especially, find out that their own asset for each affected household that affected by road construction project. All the affected asset will be requesting to voluntary contribution into project for community development without compensate.

4 Cutoff date:

We would like to inform to authorities during this consultation meeting and voluntary contribution is the cutoff date by tell to all people can not to build all new structure like house, shop or rice field stalls in ROW of project. People who build structure after cutoff date will be not legible people.

Question and Answer

1. Mr. Sin Sambath, raised question during contraction stage, will give PAHs connected waste water with Project's drainage?

Answer: National Environment Consultant. The Project will not be available to PAHs connected waste water with Project drainage. The Project drainage is for rain water or flooded. Chief of District Governor said, district Governor have some budget from Government, he will find out partner of investment to invested the drainage to connected with natural stream by collected some money from local person

2. Mr During construction, he proposes to contractor don't be excavated construction side and spend long time to recover, they suggested to recover as soon as possible, don't be disrupted their business and access road into their house.

Answer: The Project will have prepared Environmental Management Plan (EMP) to attach with contract of contractor and Project will monitor contractor during supervision construction, to be recover construction side.

3. During the Project constructed drainage, is Project collected money from PAHs or not?

Answer: The Project will not be to collect the money from affected households to constructed the drainages

Images when conducted survey









Annex 8: Guidelines for a Code of Conduct and Action Plan on Gender-Based Violence (GBV) and Violence Against Children

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1. Background

The purpose of these *Codes of Conduct and Action Plan on Gender Based Violence (GBV) and Child Protection* is to introduce a set of key definitions, core Codes of Conduct, and guidelines that establish mechanisms for preventing, reporting and addressing GBV and Violence Against Children (VAC) within the work site and in its immediate surrounding communities. The application of the GBV and VAC Codes of Conduct will help prevent and/or mitigate the risks of GBV and VAC on the project.

Mutual respect and fair treatment between those working on the project and local communities is critical to a safe, respectful, and productive workplace and operating environment. GBV and VAC can be one of the most serious violations of respect and fair treatment which can harm the local community, and significantly damage trust and cooperation between parties.

These Codes of Conduct are to be adopted by those working on the project and are meant to: (i) create common awareness about GBV and VAC; (ii) ensure a shared understanding that they have no place in the project; and, (iii) create a clear system for identifying, responding to, and sanctioning GBV and VAC incidents.

Ensuring that all project staff understand the values of the project, understand expectations for all employees, and acknowledge the consequences for violations of these values, will help to create a smoother, more respectful and productive project implementation thereby helping ensure that the project's objectives will be achieved.

2. Scope

[use what is in draft bidding documents]

3. Definitions

The following definitions apply:

- Gender-Based Violence (GBV): is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (i.e. gender) differences between males and females. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private.
- Violence Against Children (VAC): is defined as physical, sexual or psychological harm of minor children (i.e. under the age of 18) including using for profit, labor, sexual gratification, or some other personal or financial advantage.
- Accountability Measures: are the measures put in place to ensure the confidentiality of survivors and to hold contractors, consultants and the ESO responsible for instituting a fair system of addressing cases of GBV and VAC.
- **Child:** is used interchangeably with the term 'minor' and refers to a person under the age of 18. This is in accordance with Article 1 of the United Nations Convention on the Rights of the Child.
- **Child Protection (CP):** is an activity or initiative designed to protect children from any form of harm, particularly arising from VAC.
- Consent: is the informed choice underlying an individual's free and voluntary intention, acceptance or agreement to do something. No consent can be found when such acceptance or agreement is obtained through the use of threats, force or other forms of coercion, abduction, fraud, deception, or misrepresentation. In accordance with the United Nations Convention on the Rights of the Child, the World Bank considers that consent cannot be given by children under the age of 18, even in the event that national legislation of the country into which the Code of Conduct is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defense.

¹ The Kingdom of Cambodia is party to this convention. http://www.pseataskforce.org/uploads/tools/1478613357.pdf

- Consultant: is as any firm, company, organization or other institution that has been awarded a contract to provide consulting services in the context of the RAMP-II, to the project, and has hired managers and/or employees to conduct this work.
- **Contractor:** is any firm, company, organization or other institution that has been awarded a contract to conduct infrastructure development works in the context of the RAMP-II project and has hired managers and/or employees to conduct this work. This also includes sub-contractors hired to undertake activities on behalf of the contractor.
- **Employee:** is as any individual offering labor to the contractor or consultant within country on or off the work site, under a formal or informal employment contract or arrangement, typically but not necessarily in exchange for a salary (e.g. including unpaid interns and volunteers), with no responsibility to manage or supervise other employees.
- Employer: Ministry of Public Works and Transport
- **GBV and VAC Allegation Procedure:** is the prescribed procedure to be followed when reporting incidents of GBV or VAC.
- **GBV and VAC Codes of Conduct:** The Codes of Conduct adopted for the project covering the commitment of the company, and the responsibilities of managers and individuals with regards to GBV and VAC.
- **GBV and VAC Compliance Team (GCCT):** a team established by the project to address GBV and VAC issues.
- Grievance Redress Mechanism (GRM): is the process established by the RAMP-II project to receive and address complaints.
- **Grooming:** are behaviors that make it easier for a perpetrator to procure a child for sexual activity. For example, an offender might build a relationship of trust with the child, and then seek to sexualize that relationship (for example by encouraging romantic feelings or exposing the child to sexual concepts through pornography).
- Manager: is any individual offering labor to the contractor or consultant, on or off the work site, under a formal employment contract and in exchange for a salary, with responsibility to control or direct the activities of a contractor's or consultant's team, unit, division or similar, and to supervise and manage a pre-defined number of employees.
- Online Grooming: is the act of sending an electronic message with indecent content to a recipient who the sender believes to be a minor, with the intention of procuring the recipient to engage in or submit to sexual activity with another person, including but not necessarily the sender².
- **Perpetrator:** is the person(s) who commit(s) or threaten(s) to commit an act or acts of GBV or VAC.
- **Response Protocol:** is the mechanisms set in place to respond to cases of GBV and VAC.
- **Survivor/Survivors:** is the person(s) adversely affected by GBV or VAC. Women, men and children can be survivors of GBV; children can be survivors of VAC.
- Work Site: is the area in which infrastructure development works are being conducted, as part of the project.
- Work Site Surroundings: is the 'Project Area of Influence' which are any area, urban or rural, directly affected by the project, including all human settlements found on it.

4. Sample Codes of Conduct

This section presents three sample Codes of Conduct as the minimum standard for use under civil works contracts for RAMP-II. These codes will be confirmed and agreed upon prior commencement of works and cleared by the Supervision Consultant.

- Company Code of Conduct: Commits the company to addressing GBV and VAC issues;
- Manager's Code of Conduct: Commits managers to implementing the Company Code of Conduct, as well as those signed by individuals; and,

•	Individual managers.	Code	of	Conduct:	Code	of	Conduct	for	everyone	working	on	the	project,	including

Company Code of Conduct Preventing Gender Based Violence and Violence Against Children

In the context of the RAMP-II project, the company is committed to creating and maintaining an environment in which gender based violence (GBV) and violence against children (VAC) have no place, and where they will not be tolerated by any employee, associate, or representative of the company. Therefore, in order to ensure that all those engaged in the project are aware of this commitment, and in order to prevent, be aware of, and respond to any allegations of GBV and VAC, the company commits to the following core principles and minimum standards of behavior that will apply to all company employees, associates, and representatives including sub-contractors, without exception:

- 1. The company—and therefore all employees, associates, and representatives—commit to treating women, children (persons under the age of 18), and men with respect regardless of race, color, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status. Acts of GBV and VAC are in violation of this commitment.
- 2. Demeaning, threatening, harassing, abusive, culturally inappropriate, or sexually provocative language and behavior are prohibited among all company employees, associates, and its representatives.
- 3. Acts of GBV or VAC constitute gross misconduct and are therefore grounds for administrative sanctions, which may include penalties and/or termination of employment. All forms of GBV and VAC, including grooming are unacceptable, regardless of whether they take place on the work site, the work site surroundings, at worker's camps or at worker's homes.
- 4. In addition to company sanctions, legal prosecution of those who commit acts of GBV or VAC will be pursued if appropriate.
- 5. Sexual contact or activity with children under 18—including through digital media—is prohibited. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense or excuse.
- 6. Sexual favors—for instance, making promises or favorable treatment dependent on sexual acts—or other forms of humiliating, degrading or exploitative behavior are prohibited.
- 7. Unless there is full consent³ by all parties involved in the sexual act, sexual interactions between the company's employees (at any level) and members of the communities surrounding the work place are prohibited. This includes relationships involving the withholding/promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex—such sexual activity is considered "non-consensual" within the scope of this Code.
- 8. All employees, including volunteers and sub-contractors are highly encouraged to report suspected or actual acts of GBV and/or VAC by a fellow worker, whether in the same company or not. Reports must be made in accordance with GBV and VAC Allegation Procedures.
- 9. Managers are required to report suspected or actual acts of GBV and/or VAC as they have a responsibility to uphold company commitments and hold their direct reports responsible.
- 10. Comply with all relevant local legislation, including labor laws in relation to child labor.

To ensure that the above principles are implemented effectively the company commits to ensuring that:

11. All managers sign the 'Manager's Code of Conduct' detailing their responsibilities for implementing the company's commitments and enforcing the responsibilities in the 'Individual Code of Conduct'.

³ **Consent** is defined as the informed choice underlying an individual's free and voluntary intention, acceptance or agreement to do something. No consent can be found when such acceptance or agreement is obtained through the use of threats, force or other forms of coercion, abduction, fraud, deception, or misrepresentation. In accordance with the United Nations Convention on the Rights of the Child, the World Bank considers that consent cannot be given by children under the age of 18, even in the event that national legislation of the country into which the Code of Conduct is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defense.

- 12. All employees sign the project's 'Individual Code of Conduct' confirming their agreement not to engage in activities resulting in GBV or VAC.
- 13. Displaying the Company and Individual Codes of Conduct prominently and in clear view at workers' camps, offices, and in public areas of the work space. Examples of areas include waiting, rest and lobby areas of sites, canteen areas, health clinics.
- 14. Ensure that posted and distributed copies of the Company and Individual Codes of Conduct are translated into the appropriate language of use in the work site areas as well as for any international staff in their native language.
- 15. An appropriate person is nominated as the company's 'Focal Point' for addressing GBV and VAC issues, including representing the company on the GBV and VAC Compliance Team (GCCT) which is comprised of representatives from ESO,contractor(s), the supervision consultant, and local service provider(s).
- 16. Ensuring that an effective Action Plan is developed in consultation with the supervision consultant and which includes as a minimum:
 - a. **GBV and VAC Allegation Procedure** to report GBV and VAC issues through the project Grievance Redress Mechanism (GRM);
 - b. Accountability Measures to protect confidentiality of all involved; and,
 - c. **Response Protocol** applicable to GBV and VAC survivors and perpetrators.
- 17. That the company effectively implements the Action Plan, providing feedback to the GCCT for improvements and updates as appropriate.
- 18. All employees attend an induction training course prior to commencing work on site to ensure they are familiar with the company's commitments and the project's GBV and VAC Codes of Conduct.
- 19. All employees attend two mandatory training courses per year for the duration of the contract starting from the first induction training prior to commencement of work to reinforce the understanding of the project's GBV and VAC Code of Conduct.

Company name	:	-
Signature of Co	mpany's Representative:	
Printed Name:		
Title:		
Date:		

Manager's Code of Conduct Preventing Gender Based Violence and Violence Against Children

Managers at all levels have particular responsibilities to uphold the company's commitment to preventing and addressing GBV and VAC. This means that managers have an acute responsibility to create and maintain an environment that prevents GBV and VAC. Managers need to support and promote the implementation of the Company Code of Conduct. To that end, managers must adhere this Manager's Code of Conduct and also sign the Individual Code of Conduct. This commits them to supporting and developing systems that facilitate the implementation of the Action Plan and maintain a GBV-free and VAC-free environment at the workplace and in the local community. These responsibilities include but are not limited to:

Implementation

- 1. To ensure maximum effectiveness of the Company and Individual Codes of Conduct:
 - a. Prominently displaying the Company and Individual Codes of Conduct in clear view at workers' camps, offices, and in in public areas of the work space. Examples of areas include waiting, rest and lobby areas of sites, canteen areas, health clinics.
 - b. Ensuring all posted and distributed copies of the Company and Individual Codes of Conduct are translated into the appropriate language of use in the work site areas as well as for any international staff in their native language.
- 2. Verbally and in writing explain the Company and Individual Codes of Conduct to all staff.
- 3. Ensure that:
 - a. All staff members sign the 'Individual Code of Conduct', including acknowledgment that they have read and agree with the Code of Conduct.
 - b. Staff lists and signed copies of the Individual Code of Conduct are provided to the GCCT and the ESO.
 - c. Participate in training and ensure that staff also participate as outlined below.
 - d. Staff are familiar with the Grievance Redress Mechanism (GRM) and that they can use it to anonymously report concerns of GBV or VAC incidents.
 - e. Staff are encouraged to report suspected or actual GBV or VAC through the GRM by raising awareness about GBV and VAC issues, emphasizing the staff's responsibility to the Company and the country hosting their employment, and emphasizing the respect for confidentiality.
- 4. In compliance with applicable laws and to the best of your abilities, prevent perpetrators of sexual exploitation and abuse from being hired, re-hired or deployed. Use background and criminal reference checks for all employees, if available.
- 5. Ensure that when engaging in partnership, sub-contractor or similar agreements, these agreements:
 - a. Incorporate the GBV and VAC Codes of Conduct as an attachment.
 - b. Include the appropriate language requiring such contracting entities and individuals, and their employees and volunteers, to comply with the Individual Codes of Conduct.
 - c. expressly state that the failure of those entities or individuals, as appropriate, to take preventive measures against GBV and VAC, to investigate allegations thereof, or to take corrective actions when GBV or VAC has occurred, shall constitute grounds for sanctions and penalties in accordance with the Individual Codes of Conduct.
- 6. Provide resources to the GCCT to create and disseminate internal sensitization initiatives through the awareness-raising strategy under the Action Plan.
- 7. Ensure that any GBV or VAC issue warranting police action is reported to the ESO and the World Bank immediately.

Training

8. All managers are required to attend an induction manager training course prior to commencing work on site to ensure that they are familiar with their roles and responsibilities in upholding the GBV and VAC Codes of Conduct. This training will be separate from the induction training course required of all employees and will provide managers with the necessary understanding and technical support needed to begin to develop the Action Plan for addressing GBV and VAC issues.

- 9. Ensure that time is provided during work hours and that staff attend the mandatory project facilitated induction training on GBV and VAC required of all employees prior to commencing work on site.
- 10. Ensure that staff attend the mandatory refresher training course required of all employees. Managers are required to attend and assist the training courses for all employees.
- 11. Ensure satisfaction surveys to evaluate training are conducted by service provider.

Response

- 13. Managers will be required to provide input to the GBV and VAC Allegation Procedures and Response Protocol developed by the GCCT as part of the final cleared Action Plan.
- 14. Once adopted by the Company, managers will uphold the Accountability Measures set forth in the Action Plan to maintain the confidentiality of all employees who report or (allegedly) perpetrate incidences of GBV and VAC (unless a breach of confidentiality is required to protect persons or property from serious harm or where required by law).
- 15. If a manager develops concerns or suspicions regarding any form of GBV or VAC by one of his/her direct reports, or by an employee working for another contractor on the same work site, s/he is required to report the case using the GRM.
- 16. Once a sanction has been determined, the relevant manager(s) is/are expected to be personally responsible for ensuring that the measure is effectively enforced, within a maximum timeframe of 14 days from the date on which the decision to sanction was made.
- 17. Managers failing to report or comply with such provision can in turn be subject to disciplinary measures, to be determined and enacted by the company's CEO, Managing Director or equivalent highest-ranking manager. Those measures may include:
 - a. Informal warning.
 - b. Formal warning.
 - c. Loss of up to one week's salary.
 - d. Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.
 - e. Termination of employment.
- **18.** Ultimately, failure to effectively respond to GBV and VAC cases on the work site by the company's managers or CEO may provide grounds for legal actions by authorities.

I do hereby acknowledge that I have read the foregoing Manager's Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to GBV and VAC. I understand that any action inconsistent with this Manager's Code of Conduct or failure to take action mandated by this Manager's Code of Conduct may result in disciplinary action.

Signature:	 	
Printed Name:	 	 _
Title:		
Date:		
	 	 -

Individual Code of Conduct Preventing Gender Based Violence and Violence Against Children

,, acknowledge that preventing gender based violence (GBV) and
violence against children (VAC) is important. The company considers that GBV or VAC activities constitute
acts of gross misconduct and are therefore grounds for sanctions, penalties or potential termination of
employment. All forms of GBV or VAC are unacceptable be it on the work site, the work site surroundings, or
at worker's camps. Prosecution of those who commit GBV or VAC may be pursued if appropriate.

I agree that while working on the project I will:

- Consent to police background check if information available.
- Treat women, children (persons under the age of 18), and men with respect regardless of race, color, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
- Not use language or behavior towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Not participate in sexual contact or activity with children—including grooming, or contact through digital media. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense or excuse.
- Not engage in sexual favors—for instance, making promises or favorable treatment dependent on sexual acts—or other forms of humiliating, degrading or exploitative behavior.
- Unless there is the full consent⁴ by all parties involved, I will not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex—such sexual activity is considered "non-consensual" within the scope of this Code.
- Attend and actively partake in training courses related to HIV/AIDS, GBV and VAC as requested by my employer.
- Consider reporting through the GRM or to my manager any suspected or actual GBV or VAC by a fellow worker, whether employed by my company or not, or any breaches of this Code of Conduct.

With regard to children under the age of 18:

- Wherever possible, ensure that another adult is present when working in the proximity of children.
- Not invite unaccompanied children unrelated to my family into my home, unless they are at immediate risk of injury or in physical danger.
- Not sleep close to unsupervised children unless absolutely necessary, in which case I must obtain my supervisor's permission, and ensure that another adult is present if possible.
- Use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or to access child pornography through any medium (see also "Use of children's images for work related purposes" below).
- Refrain from physical punishment or discipline of children.
- Refrain from hiring children for domestic or other labor which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury.

⁴ **Consent** is defined as the informed choice underlying an individual's free and voluntary intention, acceptance or agreement to do something. No consent can be found when such acceptance or agreement is obtained through the use of threats, force or other forms of coercion, abduction, fraud, deception, or misrepresentation. In accordance with the United Nations Convention on the Rights of the Child, the World Bank considers that consent cannot be given by children under the age of 18, even in the event that national legislation of the country into which the Code of Conduct is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defense.

Use of children's images for work related purposes

When photographing or filming a child for work related purposes, I must:

- Before photographing or filming a child, assess and endeavor to comply with local traditions or restrictions for reproducing personal images.
- Before photographing or filming a child, obtain informed consent from the child and a parent or guardian of the child. As part of this I must explain how the photograph or film will be used.
- Ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner.
- Ensure images are honest representations of the context and the facts.
- Ensure file labels do not reveal identifying information about a child when sending images electronically.

Sanctions

I understand that if I breach this Individual Code of Conduct, my employer will take disciplinary action which could include:

- Informal warning.
- Formal warning.
- Loss of up to one week's salary.
- Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.
- Termination of employment.
- Report to the police if warranted.

I understand that it is my responsibility to avoid actions or behaviors that could be regarded as GBV or VAC or breach this Individual Code of Conduct. I do hereby acknowledge that I have read the foregoing Individual Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to GBV and VAC. I understand that any action inconsistent with this Individual Code of Conduct or failure to take action mandated by this Individual Code of Conduct may result in disciplinary action and may affect my ongoing employment.

Signature:	
Printed Name:	
Title:	
Title.	
Date:	

5. Action Plan

4.1 The GBV and VAC Compliance Team

The project shall establish a 'GBV and VAC Compliance Team' (GCCT). The GCCT will include, as appropriate to the project, at least four representatives ('Focal Points') as follows:

- a. A safeguards specialist from the ESO;
- b. The occupational health and safety manager from the contractor⁵, or someone else tasked with the responsibility for addressing GBV and VAC with the time and seniority to devote to the position;
- c. The supervision consultant; and,
- d. A representative from a local service provider with experience in GBV and VAC (the 'Service Provider').

It will be the duty of the GCCT with support from the management to inform workers about the activities and responsibilities of the GCCT. To effectively serve on the GCCT, members must undergo training by the local service provider prior to the commencement of their assignment to ensure that they are sensitized on GBV and Child Protection.

The GCCT will be required to:

- a. Approve any changes to the **GBV and VAC Codes of Conduct** contained in this document, with clearances from the Supervision Consultant for any such changes.
- b. Prepare the **Action Plan** reflecting the Codes of Conduct which includes:
 - i. GBV and VAC Allegation Procedures (See 4.3)
 - ii. Accountability Measures (See 4.4)
 - iii. An Awareness raising Strategy (See 4.5)
 - iv. A **Response Protocol** (See 4.6)
- c. Obtain approval of the Action Plan by company management;
- d. Obtain ESO clearances for the Action Plan prior to full mobilization;
- e. Receive and monitor resolutions and sanctions with regard to complaints received related to GBV and VAC associated with the project; and,
- f. Ensure that GBV and VAC statistics in the GRM are up to date and included in the regular project reports.

The GCCT shall hold quarterly update meetings to discuss ways to strengthen resources and GBV and VAC support for employees and community members.

The Action Plan and Code of Conduct shall be submitted for review to the ISWS Consultant within 90 days from the contract signature date. Works will not commence unless the Engineer is satisfied with measures in place, including plan and codes. Failure to comply with such obligation should provide ground for contract suspension cancellation – this shall be determined at the sole discretion of the contracting entity, whilst intention to cancel the contract shall be notified to the World Bank team within 60 days from the proposed cancellation date.

4.2 Making Complaints: GBV and VAC Allegation Procedures

All staff, volunteers, consultants and sub-contractors are encouraged to report suspected or actual GBV or VAC cases. Managers are required to report suspected or actual GBV and/or VAC cases as they have responsibilities to uphold company commitments and they hold their direct reports accountable for complying with the Individual Code of Conduct.

The project will provide information to employees and the community on how to report cases of GBV and VAC Code of Conduct breaches through the Grievance Redress Mechanism (GRM). The GCCT will follow up on cases of GBV, VAC and Code of Conduct breaches reported through the GRM.

⁵ Where there are multiple contractors working on the project each shall nominate a representative as appropriate.

4.3 Addressing Complaints about GBV or VAC

The project operates a grievance redress mechanism (GRM). Reports of GBV or VAC, other complaints, or other concerns may be submitted online, via telephone or mail, or in person. Gender focal point will be appointed from all project affected villages. The GCCT will advise and facilitate process of applying and addressing GBV and VAC related grievances sand assist the survivor to access and apply their grievances.

The suvivor will refer complaints related to GBV or VAC to the GCCT to resolve them. In accordance with the Action Plan, the GCCT through the Service Provider and Focal Point(s) will investigate the complaint and ultimately provide the GRM operator with a resolution to the complaint, or the police if necessary. The GRM operator will, upon resolution, advise the complainant of the outcome, unless it was made anonymously. Complaints made to managers or the Service Provider will be referred by them to the GRM for processing.

If the complaint to the GRM is made by a survivor or on behalf of a survivor, the complainant will be directly referred to the service provider to receive support services while the GCCT investigates the complaint in parallel.

Service Provider

The Service Provider is a local organization which has the experience and ability to provide training and to support survivors of GBV or VAC. The contractor(s) will contract the services of a Service Provider, so that GBV and VAC cases can safely be referred to them. The Service Provider will also provide support and guidance to the GBV and VAC Focal Points as necessary. The Service Provider will have a representative on the GCCT and be involved in resolving complaints related to GBV or VAC. The service provider will develop and conduct the mandatory training to employees on GBV and VAC.

GBV and VAC Focal Point

The GCCT will refer the complaint to the appropriate Focal Points for resolution (i.e. issues with contractor's staff will be for the contractor to resolve; consultant's staff to the consultant; and ESO staff the ESO) and will advise the GCCT on potential resolutions, including referral to the police if necessary. They will be assisted by the Service Provider as appropriate.

All the Focal Points on the GCCT must be trained and empowered to resolve GBV and VAC issues. It is essential that all staff of the GRM and GCCT understand the guiding principles and ethical requirement of dealing with survivors of GBV and VAC. All reports should be kept confidential and referred immediately to the Service Provider represented on the GCCT⁶. In GBV and VAC cases warranting police action, the Focal Points must appropriately refer the complaint to: (i) the authorities; (ii) the Service Provider; and, (iii) management for further action. The Employer and the World Bank are to be immediately notified.

4.4 Accountability Measures

All reports of GBV or VAC shall be handled in a confidential manner in order to protect the rights of all involved. To ensure that survivors feel confident to disclose their experience of GBV or VAC, the ESO, contractor and consultant must maintain the confidentiality of employees who notify any acts or threats of violence, and of any employees accused of engaging in any acts or threats of violence (unless a breach of confidentiality is required to protect persons or property from serious harm or where required by law). The contractor and consultant must prohibit discrimination or adverse action against an employee on the basis of survivor's disclosure, experience or perceived experience of GBV or VAC (see Annex 7 for examples of actions to maintain accountability).

4.5 Monitoring and Evaluation

⁶ Survivors of GBV and VAC may need access to police, justice, health, psychosocial, safe shelter and livelihood services to begin on a path of healing from their experience of violence.

The GCCT must monitor the follow up of cases that have been reported and maintain all reported cases in a confidential and secure location. Monitoring must collect the number of cases that have been reported and the share of them that are being managed by police, NGOs etc.

These statistics shall be reported to the GRM and the Supervision Engineer for inclusion in their reporting.

In GBV and VAC cases warranting police action, the ESO and the World Bank are to be immediately notified.

4.5 Awareness-raising Strategy

It is important to create an Awareness-raising Strategy with activities aimed to sensitize employees on GBV and VAC on the work site and its related risks, provisions of the GBV and VAC Codes of Conduct, GBV and VAC Allegation Procedures, Accountability Measures and Response Protocol. The strategy will be accompanied by a timeline, indicating the various sensitization activities through which the strategy will be implemented and also the related (expected) delivery dates. Awareness-raising activities may be linked with trainings provided by Service Provider.

4.6 Response Protocol

The GCCT will be responsible for developing a written response⁷ protocol to meet the project requirements, in accordance to national laws and protocols. The response protocol must include mechanisms to notify and respond to perpetrators in the workplace (See 4.8 for Perpetrator Policy and Response). The response protocol will include the GRM process to ensure competent and confidential response to disclosures of GBV and VAC. An employee who discloses a case of GBV or VAC in the workplace shall be referred to the GRM for further action.

4.7 Survivor Support Measures

Appropriately respond to the survivor's complaint by respecting the survivor's choices to minimize the potential for re-traumatization and further violence against the survivor. Refer the survivor to the Service Provider to obtain appropriate support services in the community—including medical and psychosocial support, emergency accommodation, security including police protection and livelihood support—by facilitating contact and coordination with these services. The contractor may, where feasible, provide financial and other supports to survivors of GBV or VAC for these services (see Annex 1 for examples of financial support).

If the survivor is an employee, in order to ensure the safety of the survivor and the workplace in general, the contractor, in consultation with the survivor, will assess the risk of ongoing abuse, to the survivor and to the workplace, and make reasonable adjustments to the work schedule and work environment as deemed necessary (see Annex 1 for examples of safety measures). The contractor will provide adequate leave to survivors seeking services after experiencing violence (see Annex 1 for details).

4.8 Perpetrator Policy and Response

Encourage and accept notification through the GRM from employees and community members about perpetrators in the workplace. Through the GCCT and/or the Service Provider, oversee the investigation of these grievances, ensuring procedural fairness for the accused, and within the local laws. If an employee has breached the Code of Conduct, the contractor will take action which could include:

- a. Undertake disciplinary action up in accordance with sanctions in the GBV and VAC Codes of Conduct;
- b. Report the perpetrator to the Police as per local legal paradigms; and/or
- c. If feasible, provide or facilitate counselling for the perpetrator.

⁷ Develop appropriate protocol for written recording of GBV issues and VAC raised in case the notes are subpoenaed. Develop processes for record keeping including activities undertaken by the GCCT.

4.9 Administrative Sanctions

In accordance with the Code of Conduct, any employee identified as a potential GBV or VAC perpetrator shall be considered for disciplinary measures in line with sanctions and practices as agreed in the Individual Code of Conduct (see Annex 1 for examples of sanctions). It is important to note that, for each case, disciplinary sanctions are intended to be part of a process that is entirely internal to the employer, is placed under the full control and responsibility of its managers, and is conducted in accordance with the applicable national labor legislation.

Such process is expected to be fully independent from any official investigation that competent authorities (e.g. Police) may decide to conduct in relationship to the same case, and in accordance with the applicable national law. Similarly, internal disciplinary measures that the employer's managers may decide to enact are meant to be separate from any charges or sanctions that the official investigation may result into (e.g. monetary fines, detention etc.).

Annex 7.a - Potential Procedures for Addressing GBV and VAC

Accountability Measures to maintain confidentiality can be achieved through the following actions:

- 1. Inform all employees that confidentiality of GBV/VAC survivors' personal information is of utmost importance.
- 2. Provide the GCCT with training on empathetic and non-judgmental listening.
- 3. Take disciplinary action, including and up to dismissal, against those who breach survivor's confidentiality (this is unless a breach of confidentiality is necessary to protect the survivor or another person from serious harm, or where required by law).

GBV and VAC Allegation Procedures should specify:

- 1. Who survivors can seek information and assistance from.
- 2. The process for community members and employees to lodge a complaint through the GRM should there be alleged GBV or VAC.
- 3. The mechanism for how community members and employees can escalate a request for support or notification of violence if the process for reporting is ineffective due to unavailability or non-responsiveness, or if the employee's concern in not resolved.

Financial and Other Supports to survivors can include:

- 1. No/low interest loans.
- 2. Salary advances.
- 3. Direct payment of medical costs.
- 4. Upfront payments for medical costs to be recouped from the employee's health insurance.
- 5. Providing or facilitating access to childcare.
- 6. Providing security upgrades to the employee's home.
- 7. Providing safe transportation to access support services or to and from accommodation.

Survivor Support measures to ensure the safety of the survivor can include:

- 1. Changing the employee's span of hours or pattern of hours and/or shift patterns.
- 2. Redesigning or changing the employee's duties.
- 3. Changing the employee's telephone number or email address to avoid harassing contact.
- 4. Relocating the employee to another work site/ alternative premises.
- 5. Providing safe transportation to and from work for a specified period.
- 6. Supporting the employee to apply for an Interim Protection Order or referring them to appropriate support.
- 7. Taking any other appropriate measures including those available under existing provisions for family friendly and flexible work arrangements.

Leave options for survivors that are employees can include:

- 1. An employee experiencing GBV should be able to request paid special leave to attend medical or psychosocial appointments, legal proceedings, relocation to safe accommodation and other activities related to GBV.
- 2. An employee who supports a person experiencing GBV or VAC may take carer's leave, including but not limited to accompanying them to court or hospital, or to take care of children.
- 3. Employees who are employed in a casual capacity may request unpaid special leave or unpaid carer's leave to undertake the activities described above.
- 4. The amount of leave provided will be determine by the individual's situation through consultations with the employee, the management and the GCCT where appropriate.

Potential Sanctions to employees who are perpetrators of GBV and VAC include:

- Informal warning
- Formal warning
- Additional Training
- Loss of up to one week's salary.

- Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.
- Termination of employment.

Referral to the Police or other authorities as warranted.