

PEOPLE’S COMMITTEE OF QUANG TRI PROVINCE

**“Vietnam Improved Land Governance and Databased Project”
(VILG)**

ETHNIC MINORITIES DEVELOPMENT PLAN

*(Issued with Decision No. /QD-UBND dated2019 by the
People's Committee of Quang Tri Province)*

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TABLE OF CONTENTS

| | |
|--|----|
| TABLE OF CONTENTS | 1 |
| LIST OF ABBREVIATIONS | 3 |
| I. OVERVIEW | 4 |
| <i>1.1. Project Overview</i> | 4 |
| <i>1.2 Project components</i> | 4 |
| II. SUMMARY OF THE SOCIAL ASSESSMENT | 6 |
| <i>2.1. Ethnic Minority living in Project area.</i> | 6 |
| <i>2.2. Economic, social and cultural characteristics of ethnic minorities in the project area</i> | 6 |
| <i>2.3. Project Impact assessment</i> | 8 |
| <i>2.4. Policy framework and legal basis</i> | 9 |
| III. CONSULTATION WITH AND PARTICIPATION OF EM COMMUNITIES..... | 12 |
| <i>3.1. Summary of Free, Prior and Informed consultation (FPIC) with EM communities during project preparation</i> | 12 |
| <i>3.2 Framework for free, prior, and informed consultation with EM communities during project implementation</i> | 13 |
| IV. ACTION PLAN OF EMDP | 14 |
| V. ORGANIZATION OF IMPLEMENTATION..... | 22 |
| VI. DISSEMINATION OF ETHNIC DEVELOPMENT MINORITY PLAN AND EM PARTICIPATION..... | 23 |
| <i>6.1. Disclosure of EMDP</i> | 23 |
| <i>6.2. EM participation</i> | 23 |
| VII. GRIEVANCE REDRESS MECHANISM | 24 |
| VIII. ESTIMATED COST..... | 25 |
| IX. MONITORING AND EVALUATION | 26 |
| ANNEX 1: PARTICIPANTS IN THE COMMUNITY CONSULTATION | 28 |
| ANNEX 2: LIST OF PARTICIPANTS IN THE MANAGEMENT/ECONOMIC ORGANIZATIONS IN GROUP DISCUSSIONS..... | 53 |

LIST OF ABBREVIATIONS

| | |
|-------|--|
| DB | Database |
| EMG | Ethnic Minority Group |
| EMDP | Ethnic Minority Development Program |
| MPLIS | Multi-Purpose Land Information System |
| RD | Rural Development |
| GDLA | General Department of Land Administration |
| MONRE | Ministry of Natural Resources and Environment |
| C | Central |
| PC | People's Committee |
| VILG | "Vietnam: Improved Land Governance & Database" project |
| LRO | Land Registration Office |

I. OVERVIEW

1.1. Project Overview

The project development objective (PDO) of ‘Vietnam: Improved Land Governance and Database’ Project (VILG) is to improve the efficiency and transparency in land administration services in the selected provinces in Vietnam. The PDO will be achieved through the development and implementation of the national Multi-Purpose Land Information System (MPLIS), a unified system of Land Registration Offices (LROs) and a system for the monitoring and evaluation of land use and management, both at national and sub-national levels..

Specific objectives of the project:

- To develop and operate a Multi Purpose Land Information system to better meet the needs of local businesses, enterprises and citizens.
- To improve the effectiveness, efficiency and transparency of land management in the project area through the completion of the land database
- To complete and operate local land database (i.e. cadastral data, planning data, land use planning, land price data, statistical data, land inventory) for land management works, and with connection to the central government and to share land information with relevant sectors (taxation, notary, banks...).
- To improve the public services delivery in the land sector by modernizing the central offices such as improving service standards by providing head-end equipment for the central offices and staff training.
- To improve the effectiveness in disseminating and raising awareness in the communities in the project; Especially for the construction, management and operation of the land information system; monitoring and evaluation system for land management and use.

1.2 Project components

The project would comprise three components as follows:

Component 1: Strengthening Quality of Land Service Delivery. This component will support (a) modernizing and strengthening LROs to provide better land services; (b) training and providing communication systems and awareness raising for stakeholders, including implementation of ethnic minority development plans; and (c) establishing and operating a monitoring and evaluation (M&E) system for land-use management.

The investments under this component will sponsor for quality enhancement of land service delivery by streamlining service procedures and standards, renovating facilities, and building the capacity for personnel working

in LROs in project provinces. The component will also help to monitor the implementation of land use management in accordance with Land Law 2013 and to progressively respond to current and emerging socio-economic demands for better access to land information and better land services. The component will support the unification of business standards and LRO working infrastructure at provincial and district levels. In addition, it will also enhance the participation of the public, corporates, and other stakeholders through communication and awareness campaigns. The activities under this component will facilitate and operationalize the technological advances that will have been brought about in Component 2 of the project and ensure better community participation.

Component 2: Establishment of MPLIS. This component will sponsor the development of the software by funding the IT Expert Panel and implementation of software for the MPLIS; the development and implementation of the national land database through digitizing existing maps and property rights records; verification, updating and integration of cadastral data (both cadastral maps users and land use information), land price data, land use plan data, land disputes and complaints resolution information, and key land resources thematic information. It will also finance limited cadastral survey and mapping to improve the completeness and accuracy of the existing cadastral information (about 20% of the total project costs); and the enhancement of public engagement in land information services, including the establishment of a MPLIS land portal to facilitate public access to land information based on market demands.

Component 3: Project management will support overall project management, monitoring and evaluation (M&E) of activities and targets.

- *Name of Project:* “Vietnam - Improved Land Governance and Database Project”, Abbreviations: VILG

- *Name of the sponsor:* World Bank.

- *Agency responsible for Project management:* Ministry of Natural Resources and Environment.

- *Line agencies involved in the Project:* People’s Committee of Quang Tri Province.

- *Owner of Project:*

+ Proposed project owner: General Department of Land Administration, Ministry of Natural Resources and Environment

+ Project owner for the area invested to build land database: Department of Natural Resources and Environment of Quang Tri province

- *Duration of the project:* from 2017 to 2022.

- *Location:* Project will be implemented in the 05 districts (including 41 communes) in Quang Tri province: Huong Hoa (22 communes/towns), Da Krong (13 communes/towns), Cam Lo (01 commune), Gio Linh (02 communes), and Vinh Linh (03 communes) districts.

II. SUMMARY OF THE SOCIAL ASSESSMENT

A social assessment was conducted by the PMU with aims to collect data and information on ethnic minority communities in the project areas.

2.1. Ethnic Minority living in Project area.

According to EM Census, total population of EM in Quang Tri province are approximately 87,581 persons (*Van Kieu EM: 68,831 persons and PaKo: 18,750 persons*). Distributions of ethnic minority groups in the project areas in Quang Tri province are as below:

Unit: person

| Districts | EM 1 | | EM 2 | | Other EM | |
|--------------|----------|---------------|------|---------------|----------|------------|
| | Name | Population | Name | Population | Name | Population |
| Huong Hoa | Van Kieu | 38,276 | PaKo | 5,214 | | |
| Da Krong | Van Kieu | 23,081 | PaKo | 13,536 | | |
| Cam Lo | Van Kieu | 388 | | | | |
| Gio Linh | Van Kieu | 3,138 | | | | |
| Vinh Linh | Van Kieu | 3,948 | | | | |
| Total | | 68,831 | | 18,750 | | |

Source: EM census 2017 of Quang Tri province

2.2. Economic, social and cultural characteristics of ethnic minorities in the project area

There are about 681,669 persons in Quang Tri; where Kinh group accounted for 87.1%, Van Kieu 10.1%, and Pako 2.8% of the population, and other groups with insignificant proportion.

EM groups mainly inhabits in 05 districts in Quang Tri. In the project area, EM people mainly concentrate in 05 districts with 41 communes including Huong Hoa (22 communes & town), Dakrong (13 communes & towns), Cam Lo (01 commune), Gio Linh (02 communes), and Vinh Linh district (03 communes) districts. In the history of defense to against invasion, EM groups in the area have much contributions to the defense and socio-economic development.

The cultural and socio-economic characteristics of each ethnic minority group are summarized as follows:

a) Van Kieu group

Van Kieu is the second largest population, after Kinh group, in Quang Tri. According to census 2017, there were approximately 68.831 persons (accounted for 10.1% of the population). Van Kieu group inhabits in 05 districts in the area.

Van Kieu people gather in groups of tens of households. They are reserved. In many areas, Van Kieu people inhabit in stilt houses without surrounding walls. On the ground floor, the former three compartments with two to three doors are replaced by concrete foundations. Boarding house and shieling are common houses in the area. Houses of Van Kieu group are mainly constructed on the hillslope and on the elevation from 100 to 600m. Residential areas are separated from cultivation land. Their habits are nomadism and shifting cultivation. Corn, upland rice, potatoes, buckwheat, coix lacryma-jobi, peanut, sesame, bean, and vegetables are common agricultural products. There are also mango, banana, jack fruit, and medicinal herbs.

In the Van Kieu residence, Kinh group often comes and purchases or exchanges good. There are community' cultural house in each village for entertainment and feeling exchange. Van Kieu people highly respect their family and think of family as brothers originated from the same ancestors. They can be born and dead in others' houses and shall always support each other. Each family inhabits in cluster and a family patriarch (who is a prestigious, reliable, and be respected person) is in charge of general family's works. People of the same family name are strictly prohibited to marry each other. Connections among people in the family are strong.

In Van Kieu's traditional society, each village is led by a village's head, who is an aged, experienced, prestigious person and originated from a wealthy family. Villages are formed now; village's heads are voted by villagers and are responsible for updating information, the Party's guidelines and the State's policies for later sharing with village's residents. Village's heads are much like village's patriarchs, however they are much younger now.

In general, Van Kieu society is still community-oriented and united. It is shown in the work shifting and supporting, food sharing in the ritual events or other kinds of supports and sharing. Connections between the families and members are dependent on the kinship or neighboring relationship.

Important livelihoods of Van Kieu group are corn, upland, potatoes, peanut, sesame, bean, banana, and vegetables. Upland is an important working source in Van Kieu community, especially in recent years, economic growth in silviculture strengthen the use of forest land. Crop rotations are common, where each field is only cultivated in one season and rotated to different crops or be abandoned in 3 to 5 year.

Currently, most Van Kieu people in the area are having land use right certificates (LURC) (after the provincial project for issuance of forest land use right certificates). For residential and agricultural lands, survey and mapping were completed and issuance of LURCs were completed in 2012 but there changes.

b) Pako group

Pako is the third largest group in Quang Tri with about 18,750 persons (accounted for 2.8% of the population) and is the second EM largest group (after Van Kieu group).

Pako group mainly inhabits in Huong Hoa and Dakrong districts.

Pako's residences are villages where residential, productive/non-productive, forest, and mountainous land, and river are defined. Village boundaries (such as trees or roads) were inherited in generations. They self-aware of their land and feel proud of their traditions.

Pako group inhabits in cluster of tens to hundreds of households. Pako's villages are constructed on the hill base, near water sources or cultivation areas.

Field and upland cultivation are the main livelihoods of Pako group. Due to the field cultivation (combined with wet rice) practices. Besides, they have other options such as exploiting forest's mushroom, honey, timber, bamboo, etc.

Most of Pako people were issued with LURCs (after the provincial project of issuance of forest LURCs) and other types of lands are allocated in the decree No. 10. Applications for the issuance of LURCs are solved based on the fundamental survey and mapping in 2012 with changes.

2.3. Project Impact assessment

Positive impact

The project is expected to mainly bring positive impacts to the communities in the project area, including the interests of ethnic minorities, as follows:

- *Reducing administrative time and increasing efficiency for land users:* The implementation of administrative procedures through the internet will increase the transparency of information in the declaration and implementation of human procedures. It saves time and efficiency in reaching out to government agencies and employees. Based on administrative reforms, travel and paper costs, along with issues of bureaucracy and distractions, will be minimized.

- *Improvement of the business environment:* With the transparency of land information and the convenient retrieval of information, investors can obtain the information they need to serve their business(e.g. using the status and

information of the land plot, the requirements and the procedures of the contract without having to visit the plot).

- *Improved administrative procedures for public services and land users:* Based on the sharing of land information between related public services, such as notary offices, law enforcement agencies laws and tax authorities. This represents a significant improvement in the accelerated coordination of public settlements for land users. In particular, the link between the notary offices will avoid the overlap in the notary service as the notary can check whether the parcel is notarized in another location before they carry out notary services. This will also result in a reduction in the cost of the verification process and verification of the records as it is available on the MPLIS system. Households and individuals who can benefit from the linkage between the Notary Public offices can reduce the risks and costs involved. They can check whether their plots are in the project area, or plan for new development or in a dispute. This will minimize the risk of land transactions.

Negative impact

The project will focus on improving the legal framework, building and operating MPLIS on the basis of existing land data for better land management and socio-economic development. The project does not propose to build any civil works, so there will be no land acquisition leading to physical and economic displacement or restriction of land use. There will be no impact on the exploitation of natural resources and vice versa, so the negative impact on the implementation of the project is almost none. However, land disputes among some land users may occur when the information related to land users is clear, specific and transparent. This issue will be considered and discussed during consultation with EM community in the stage of project implementation..

2.4. Policy framework and legal basis

2.4.1. Current legal regulations of Vietnam for ethnic minority groups

The Party and the State of Vietnam have always considered the issue of ethnicity as an important strategic issue in development plan of the country. All ethnic minorities in Viet Nam have full citizenship rights and are protected by fair and equitable statutes in accordance with the Constitution and the Law. The basic policy is "Equality, solidarity, mutual assistance for mutual development", in which the priority issue is "ensuring the sustainable development of ethnic minority and mountainous areas".

The Constitution of the Socialist Republic of Vietnam in 2013 recognizes the right to equality among ethnic groups in Viet Nam (Article 5) as follows:

“1. The Socialist Republic of Vietnam is a unified nation of all ethnic groups living in Vietnam.

2. Ethnic minorities, unity, mutual respect and mutual development; All acts of stigma and discrimination are strictly forbidden.

3. The national language is Vietnamese. Ethnic groups have the right to use their own language and scripts, to preserve their national identity and to promote their fine customs, customs, traditions and culture.

4. The State shall implement the policy of integrated development and create conditions for ethnic minority people to develop their internal strength and develop together with the country. ”

The Constitution, amended in 1946, 1959, 1980, 1992, and by 2013, states that "all peoples are equal, united, respected and helped one another to grow together; all acts of discrimination, ethnic discrimination; Ethnic Minorities has the right to use their own language and script, maintain their identity, culture, customs, and traditions. The State shall implement the policy of comprehensive development and create favorable conditions for ethnic minority people to promote their internal strength to catch up with the national development. ”

Land issues are of a political nature and can have an impact on the socio-economic development of many countries, especially in developing countries. Land policy has a great impact on the sustainable development and opportunities for socio-economic development for all people in both rural and urban areas, especially the poor.

Article 53 of the Constitution and Article 4 of the Land Law 2013 clearly states the ownership of land as follows: "Land is owned by the entire people and is managed by the State. The State grants land use rights to land users according to the provisions of this Law. "Under this regulation, land is owned by the entire people, the state acts as the owner's representative for management and the State grants land use rights to land users under the form of land allocation, land lease and recognition of land use rights in accordance with the provisions of Land Law.

Article 27 of the Land Law 2013 stipulates that the State is responsible for development of policies on residential land and land for public activities for ethnic minorities in accordance with customs, traditions, cultural dignity and the practical situation of each region; development of policies to facilitate for ethnic minorities who are directly involved in agricultural production in the countryside to have land for agricultural production.

Article 28 of the Land Law of 2013 stipulates that the State shall be responsible for establishing and managing the land information system and

ensuring the right of organizations and individuals to access to the land information system; To promptly announce and publicize information to organizations and individuals; Competent State agencies and people in the field of land management and land use are responsible for facilitating and providing land information for organizations and individuals in accordance with provisions of laws.

Article 43, Land Law 2013 on "Collecting comments on land planning and land use planning" stipulates that state agencies shall formulate land planning and land use planning as provided for in paragraphs 1 and 2 of Article 42 This law will be responsible for collecting comments from people on land planning and land use planning. "Citizens' consultation will take place through public disclosure of the content of land use planning and planning, through conferences and direct consultations.

Article 110 of the Land Law 2013 stipulates the exemption and reduction of land use fees and land rental in cases: using land for implementation of policies on houses and residential land for the people with meritorious services to the revolution, for poor households, for households and individuals of ethnic minorities living in areas with especially difficult socio-economic conditions, in bordering areas or islands; using agricultural land of households and individuals of ethnic minorities.

Under the provisions of the Land Law, a population community consists of a Vietnamese community living in the same village, hamlet, residential quarter, and similar residential area with traditional, customary or common family lineage. The allocation or lease of land must give priority to households and individuals who are ethnic minorities without land or lack of productive land in the locality (Article 133).

The State requires the application of socio-economic policies for each region and each ethnic group, taking into account the specific needs of ethnic minority groups. Socio-economic development plan and strategy for Vietnam's socio-economic development focus on ethnic minorities. Some of the major national programs, such as Program 135 (infrastructure for poor, remote, and remote areas) and Program 134 (removal of temporary housing) for ethnic minority have been implementing.

2.4.2. WB's operational policy on indigenous peoples

The WB's Policy 4.10 (revised in 2013) requires the Borrower to conduct a process of free, prior and informed consultation (FPIC) with the EM communities of the potential adverse and positive effects of the project leading to broad community support for the project. FPIC will be conducted at the beginning and throughout the project cycle. The purpose of this consultation is

to avoid or minimize the negative impacts of the project on ethnic minority people, to ensure that project activities are consistent with local culture and customs, and to encourage local community participation in decision-making in line with the World Bank policies.

WB’s safeguard policies defined that the indigenous people is group (a) self-identified as members of separate indigenous cultural group that are recognized by other groups; (b) together occupied separate habitat on geographically; or ancestral territory in the project area and shared natural resources in this environment or territory; (c) cultural regulations under a separate habits and custom in comparison with mainstream culture and society; (d) indigenous language often different with official language of the country or the region.

Within the VILG project area, ethnic minority groups in the project areas are likely to receive long-term benefits from being communicated in order to be aware of the laws and have access to land information and land services. Ethnic minority development planning (EMDP) is an action plan to maximize potential positive impacts and mitigate potential negative impacts that may occur during implementation of the project activities. To ensure the reduction of poverty and sustainable development, at the same time, fully respect human dignity, human rights, economic values and cultural identity of ethnic minorities.

III. CONSULTATION WITH AND PARTICIPATION OF EM COMMUNITIES

3.1. Summary of Free, Prior and Informed consultation (FPIC) with EM communities during project preparation

Quang Tri Department of Natural Resources and Environment have coordinated with project districts to conduct consultation the EM communities in 05 districts (Huong Hoa, Da Krong, Cam Lo, Gio Linh, and Vinh Linh). Results of consultation are summarized as below (*further details are in the annexes 1 & 2*):

The group of subjects being consulted includes: (1) land administration officials such as management staff in departments, sectors, offices of natural resources and environment, chairmen/ chairwomen of communal people’s committee, communal cadastral officials, and so on (2) land users including both businesses and organizations; (3) EM communities. Results of the consultation are summarized as below:

| No. | Contents of | Managing staff | Organization | EM people |
|-----|-------------|----------------|--------------|-----------|
|-----|-------------|----------------|--------------|-----------|

| | consultation | good | average | weak | good | average | weak | good | average | weak |
|---|---|-------------|----------------|-------------|-------------|----------------|-------------|-------------|----------------|-------------|
| 1 | Status of land information supply by land registration agencies to land users in localities | √ | | | | √ | | | | √ |
| 2 | IT applying and using skills | √ | | | √ | | | | | √ |
| 3 | Dealing with land administrative by land registration agencies | √ | | | | √ | | | √ | |
| 4 | Dealing with land complaints and disputes | | √ | | | √ | | | | √ |
| 5 | Knowledge disseminating and awareness raising for communities about land information | √ | | | | √ | | | | √ |

After PPMU's introduction of the 'Vietnam Improved Land Governance and Database' project, its specific targets and benefits, most of the consulting people, especially EM ones, expressed the agreement and supports for the project. They proposed to have early project implementation so that necessary land information can be provided to them more conveniently.

To avoid the project's undesired impacts on the EM groups, most of consulting people accepted with the following proposed solutions:

- Strengthening the land information supply to land users in multiple forms (as well as for public services) to limit the complaints and disputes in land by citizens and businesses.

- Disseminating the information about the importance of land information for awareness raising for the EM groups and for the poor in multiple forms which are culturally and customarily appropriated.

- Training computer skills for hamlet's/village's staffs and citizens.

3.2 Framework for free, prior, and informed consultation with EM communities during project implementation

PMU shall establish a consultation frame including issues on gender and intergeneration to provide the consulting opportunities and participation of EM communities, EM's organizations, and other civil organizations in project activities during the project implementation. The consultation framework shall clarify (i) targets of consultation, (ii) contents of consultation; (iii) consultation methods; and (iv) information feedback. Based on the consultation framework, a

consultation plan shall be developed and implemented as following: (i) Targets of consultation and fundamental information required from them; (ii) determining issues needed for consultation; (iii) selecting the consultation methods which are relevant for targets of consultation and culture of EM groups; (iv) selecting the locations and times for consultation appropriated with culture and custom of EM groups; (v) budgets for implementation; (vi) implementing consultation; and (vi) use of consultation results and responses.

Some common and effective consultation methods are (i) community meeting or group discussion (ii) interviews with the key information providers or in-deep interviews; (iii) use of structured questionnaires; (iv) mobile exhibition and demonstration. The selected methods and languages shall be accordant with the cultures and practices of EM communities. Also, adequate time shall be allocated for gaining broad support from people involved.

Relevant, adequate, and available project's information (including negative and potential impact) shall be provided to EM people in the ways that are most culturally appropriated during the project implementation.

IV. ACTION PLAN OF EMDP

Based on results of consultation and assessment, an action plan including following activities is proposed to ensure that the EM people receive the maximal socio-economic benefits of the project in culturally appropriated manner, including training to enhance the capacity of the project implementing agencies.

Activity 1: Establish a district-level community consultation group.

To build a way for disseminating information and receiving feedbacks from land users (especially the EM communities), a district-level community consultation group (DCCG) shall be established. Representatives from EM board of project district, land management and registration offices, provincial PMU, communal leader board and cadastral officials, communal fatherland front and women's union. People's Committee of Quang Tri shall issue a decision to establish the group and its mechanisms of operation. The group's tasks are to disseminate project's information and implement meaningful consultation missions in EM communities focusing on project's activities with aims to obtain EM's consent and broad support and to promptly provide EM's feedback to PMU, implementing units and EM communities as below:

- The needs for land information by local EM communities;
- The EM's cultures and practices to be considered during the project implementation;

- Customs in EM's land use to be considered during land-related processes and land information delivery;
- Constraints in disseminating information to, consulting with and getting participation of EM communities during the project implementation and the use of project's results;
- Solutions for the mentioned constraints to guarantee maintaining the EM's broad supports for the project and the effective and sustainable use of project's results;
- Acceptances of complaints and coordination between the relevant agencies in solving complaints and responding back to complainants in a satisfactorily and timely manner.

Project's PPMU and relevant units shall maintain regular consultations with DCCG during the project implementation.c

Culturally appropriated and useable consultation methods are community meeting, target-based group discussion (i.e. women or vulnerable groups), deep interviews with major information providers (i.e. village patriarchs, heads of hamlet(s) / villages, cadastral officials, representative(s) from relevant services delivery agencies), and model exhibition. The methods shall be included with gender, intergenerational, and voluntary issues without any interferences.

Consultation shall be two-way, where announcement and discussion are done together with dialogue and response. Consultations are made with goodwill, freedom, without any obligations (no people with influences shall be involved in the meeting), and with full information to people involved in the consultation for gaining consent and broad support from EM communities. Methods of access shall be guaranteed to deal with gender issues, relevant to the needs of disadvantaged and vulnerable groups, respectful to the comments from vulnerable groups, and included with other stakeholders. If land users are EM, they shall be provided with highest possible amount of information, which is culturally appropriated during the project implementation, monitoring and evaluation with aims for involvement and integration. Information are included with but not only limited to the project's concepts, design, proposal, protection, implementation, monitoring and evaluation.

All information of the project activities to be consulted with EM community shall be provided to EM people in two ways. Firstly, information shall be shared in the monthly meeting between the heads of hamlets / villages and leaders of communal people's committees or consultation group for later transferring to hamlets' citizens in village meetings in a culturally appropriated way and relevant EM languages. Secondly, announcements in Vietnamese and

EM language(s) (if required) will be made public at the communal people's committees in at least a week before the consultation event. Early announcement is to guarantee to provide sufficient time for citizens to understand, evaluate and analyze information related to the proposed activities before consultation.

Moreover, the project activities shall have active participation and instruction (either official or unofficial) of local personnels such as heads of hamlets, members in the hamlets' teams of mediation, etc. Communal board of supervision shall closely monitor the involvement of local organizations and personnels in various VILG's activities. Inputs for monitoring and evaluation may be the EM's ability to access to land information system established in the project, benefits from the receivable information, etc. By allowing different stakeholders (in EM groups) involved in the project's plan making, implementation, monitoring and evaluation, it will be able to guarantee the EM people to receive socio-economic benefits from the project in culturally appropriated ways. With the participation of EM community, it will strengthen the transparency and efficiency of the land information established in VILG, and the project's objectives for EM groups will be achieved. Building capacity for stakeholders, especially the consultation group, shall help avoiding the existing constraints in local community consultation such as one-way consultation, insufficient information, hasty and obligated manners.

Activity 2: Communication campaign using modern communication tools

- Communication strategies

An appropriated communication strategy shall be established and implemented to promote the citizens', especially EM's and vulnerable groups', needs for land information. At the same time, it expresses the stronger commitment of local authorities in solving the constraints in complete land information services delivery. VILG's communication strategies (CS) and project operation manual (POM) shall consider the contents and requirements made by citizens in the local community consultations, and not miss the vulnerable groups and their benefits. Communication strategy shall establish a two-way environment for dialogue, which means it is a channel for project's information transferred to community, and also a channel for listening, responses and feedbacks to the communities' concerns. Given that, a comprehensive communication strategy to support the project shall be designed and implemented. A draft of communication strategy shall deal with following issues:

- The service delivery parties

✓ Ways to achieve and strengthen the commitment of both central and local authorities and staffs in reforming existing land information system. This is a social mobilization process to gain land users' belief. As a result, the land administration agencies shall establish a favorable environment with supports from VILG; the regular involvement of land users shall be guaranteed by consulting for their concerns about the benefits of land use as well as access to land information; reliable delivery of land information in localities. Moreover, local staffs shall strengthen their communicating skills; understanding, facilitating, and making forums for communities to response during the VILG project implementation.

✓ Ways to build the bases for the community participation in discussions and dialogues with land managers on different topics including their concerns and the need for an understanding of their land use rights as well as land information to be acquired from the project's information system;

✓ Ways to build communication bases at various levels (reporting sessions for citizens, hamlet meetings, etc.) to be able to receive feedbacks on the activities of services delivery parties and their ability in solving the increasing demands on the land information services, which is also a VILG's result. Procedures for the feedback mechanism shall be clear and transparent with special focus on the vulnerable group. E.g. Issues associated to information receiving channel and stakeholders shall be responsible for handling the feedbacks within an anticipated amount of time. Prompt guidance and satisfaction of land users' concerns and suggestions shall be achieved by communication strategies and monitoring processes.

- The users

✓ How to strengthen the needs and maintain the use of land information services, especially in the vulnerable group.

✓ How to make changes in communicating behaviors, especially in different EM groups in the project area. Communication strategies and documents shall be designed in the way that accounted for differences in behavior cultures among various EM groups and made appropriate changes to fit with these behaviors.

✓ How to adjust the activities in local disseminating sessions in land information in the communication campaigns to solve specific needs of various EM groups in terms of languages and cultures. Strategy shall be considered with differences in information sharing among various EM group, and taking advantage of reliable communication structures and mechanisms, and both EM's official and unofficial organizations to disseminate the project information, and allowing supports and consultation with EM's people in land use using relevant

languages and in culturally appropriated ways. Local personnels are encouraged to proactively support the inaccessible group.

✓ Mechanisms for clearing constraints, barriers, and difficulties raised from EM's practices and religions, and for responding to stakeholders' queries.

- *Community accessing communication*

Relevant communication documents for disseminating: Making and disseminating a complete set of printed and audiovisual documents (i.e. files, flyers, posters, documentary, training programs, TV's advertisements, radio, etc. attached with relevant logos, messages, and mottos) for the targeted groups in communication campaigns. It is necessary to guarantee transferring main messages and knowledge to VILG's stakeholders including the vulnerable groups. This shall contribute to awareness raising for land users, changing their attitudes and behaviors in seeking for land information in long-term and making changes and maintaining encouraged behavior. Documents design shall be appropriated (both in social and cultural aspects are acceptable) for targeted groups using standards for making communication documents (clear, concise, well-organized, and completed, etc.). Documents shall be carefully developed for effective sharing with intellectual, working, and EM families where Vietnamese is their second language. Hence, a non-technical language and illustrations shall be used. These documents shall be tested in selected communities in the project areas for completeness and effectiveness assessment. Finally, it is crucial to direct and train stakeholders in the effective uses of communication documents as already determined in the communication strategies.

Communication campaign: Public communication campaigns can be appropriated for one-dimensional information sharing. The campaigns shall be focused on the information in specific areas, where local television and radio can be used for broadcasting. Communal broadcasting can be an effective way for disseminating to a large group of people with relatively low cost. However, communal broadcasting may not be saved at all time and not be used in areas where people are sparsely inhabited. Pieces of music, skits or easy-to-remember mottos, if appropriately used can help to solve the mentioned issues with some level of effectiveness. Public information (including maps, planning, and procedures in an accessible way) delivery at both district and communal levels is useful. Before MPLIS implementation, the communication campaigns shall be implemented focusing on the fundamental benefits and knowledge of access and use of MPLIS's land information and relevant fees (if any). These campaigns shall be implemented by meeting, public media or dissemination of printed or audiovisual IEC documents depending on the local social contexts.

Participation of local information focal persons: Local authorities are encouraged to participate and promote the village's personnels, especially community organizations and trade union. Focal points of contact shall be village/hamlet heads since many studies demonstrated their importance and effectiveness in communication. These organizations and individuals are mainly local EM inhabitants; thus, they shall be very active in disseminating policies and programs to relevant local residents. Each locality shall decide the most relevant and effective information focal points in the existing local contexts.

Consulting: Evaluations shown that there are people with no knowledge of land laws and how to apply them in practice (legal explanation). Given that, consultants with EM communities is required along with MPLIS.

Regular local meetings: regular communal (and ward) meetings including question and answer sessions might be one of the most effective ways to support the local communities in project participation by receiving and responding to their concerns. In urban area, it shall provide the citizens participating with local land administration officials in close manner. Information for the poor, however, shall be provided by direct visit to their houses or in meetings with the poor since the poor usually misses common meetings.

Modern tools: PPMU shall prepare the communication contents and make use of easy-to-understand tools such as DVD with Vietnamese language, and in some VILG's components, project's contents might be translated into EM languages (if required). These will be prepared for use during the operation process in localities based on the DCCG. Access to and use of MPLIS and LROs' services are some contents introduced in this communication tool. This communication tool will be archived in the communal cultural centers or PC for introducing about VILG and land information management and access.

Modern equipment: PPMU shall consider to equip computers at the communal or hamlet's offices to allow EM people to access to information (with training and instruction). PPMU shall strengthen land information access and sharing to EM people.

Activity 3: Training for village / hamlet heads, village patriarchs, and prestigious person in the community

In order to equip knowledge and presentation skills for dissemination, and creative use of knowledge, management skills, problem solving skills for EM communities during implementation of assignments of village / hamlet's heads, etc. mobilization of EM households' participation and support for implementing the project' objectives. PPMU shall coordinate with CPMU in organizing training courses for village / hamlet's heads, village patriarchs, and prestigious person of communities, etc. so that they can provide supports during the project

implementation. Training courses shall be organized as soon as possible and through the process of project implementation.

Activity 4: Organizing meetings in villages, hamlets, and communes.

In hamlets and villages where there are large populations of EM groups, PPMU and DCCG shall organize communal and hamlet's meetings with EM people for responding to their questions and concerns (with translations into EM's languages (if any)). These activities shall be started before the project implementation and maintained during the project's cycle.

Channels and ways to access to land information and documents, preference policies, and information feedback mechanism are also introduced in these meetings with EM groups.

PPMU shall coordinate with public media (local radio, television, or news) in disseminating mentioned information in the local public media.

Documents used for citizen meetings and communal consultation are provided by PPMU based on CPMU's templates, legal documents or disseminating communications. Documents and information are made in a simple way with clear mottos and illustrations. If funds can be allocated, some key contents will be translated into EM's languages (if any) for sharing in the local EM communities.

Activity 5: Training for land administration officials

Training and strengthening the roles, responsibilities, and skills of personnels in state land management in localities (LROs) and to guarantee for solving land administrative procedures to meet the needs of EM's people.

Organizing orientation workshops for land managers in accessing and working with ethnic minorities. Particular attentions are paid to: (1) the special needs of EM communities, and (2) importance of the roles and responsibilities of involved personnels in the Communist Party's strategies, guidelines, and lines, and the State's policies and laws related to the socio-economic development in the EM's areas. Strengthening services quality of personnels involved in services delivery in land information and administrative procedures; (3) communicating skills in working with EM people.

- Activity 6: Establish supporting services for accessing to land information and land registration for ethnic minorities communities

LRO's branches shall provide support services for accessing to land information and land registration for EM groups in the rural and mountainous areas by appointing personnels to regularly work with them in the communal PC. At the same time, training the communal personnels in query, acceptance,

and use of land information system in internet for providing land information to EM groups as well as for conforming land transaction contracts.

Branches of LROs shall consult with the communal leaders, villages'/ hamlets' heads and communal community participatory group (CCPG) for making regular plans and working schedules to fit with the conditions of EM groups. Villages' / hamlets' authorities shall make these plans and working schedules public to citizens for convenient use in their own needs.

Project shall promote the activities of local organizations such as Youth Union, Women Union, and other civil social organizations. These organizations may strengthen the efforts in information transparency in the EM communities by getting involved in the plan making process with participation and capacity building. Supporting personnels from local organizations, especially Youth Union and Women Union, are highly encouraged for employment.

Procedures for transactions and access to land information will be established in communes. Also, other land-related procedures are implemented at communal offices. Communal land managers will support local residents to avoid inconveniences. Forms for transactions and access to land information will be public in communal PC/villages (cultural offices or the meeting rooms).

Activity 7: Establishment of a dispute settlement mechanism.

In the project's training courses, local land administration officials shall be informed to notice PPMU about any EM-related land issues despite the results of local mediation were success or failed.

Grievance redress mechanisms (GRM) are established in the EMDP and shall be implemented pursuant to POM and CPMU's guidance.

To support these mechanisms, VILG's PPMUs shall appoint personnels in charge of tracking implementation of the GRM and reporting the results of solving and mitigating the complaints.

To minimize potential disputes and complaints which may be raised during the project implementation, the State official dispute settlement mechanism is needed. The project shall establish an official channel to receive land-related complaints and disputes through the GRM. Beside of the official channel, EM groups are encouraged to use unofficial/traditional institutions in the communities such as village / hamlet's heads, village patriarchs, etc. for resolving their complaints and disputes. Each village and hamlet shall establish a mediation team to support the communal PC in resolving disputes.

Activity 8: Monitoring and evaluation.

The Project Monitoring System is designed to examine the level of acceptance and satisfaction of the communities including the Kinh and Ethnic minority people in land management services in the participating districts.

Internal monitoring by the VILG Central Board and PPMUs will be monthly implemented in the project area. The internal monitoring aims to review progress of implementation of the approved EMDP and compliance issues. If any issues/problems are identified, remedies will be proposed and implemented to resolve the issues. A semiannual internal monitoring report will be submitted to the Bank for review. The World Bank project team will also carry out supervisions to support PPMUs for implementation of the EMDP and resolve issues raised during project implementation. A final monitoring and evaluation will be conducted after completion of all activities of EMDP for 6-12 months to evaluate the extent to which the objectives of the EMDP have been achieved and any necessary action need to be implemented additionally to achieve objectives of the EMDP.

In addition, the Provincial VILG Committee in collaboration with the People's Committees of districts and PPMUs to organize workshops to evaluate and draw experience in the implementation process.

V. ORGANIZATION OF IMPLEMENTATION

CPMU is responsible for training and directing implementing agencies and monitoring the organization of implementation of local EMDPs pursuant to EMDF and project's POM.

Chairman of provincial PC is responsible for approving their provincial EMDPs, directing the implementation of the plans, and allocating sufficient funds for project implementation.

Provincial Department of Natural Resources and Environment (DONRE) and VILG's PPMU shall coordinate with district PCs in organizing the implementation of EMDP pursuant to project's POM.

VILG's PPMU shall appoint a staff as a social focal person. This staff is responsible for coordinating and supervising the implementation of the EMDP and preparing internal monitoring report to submit to CPMU and the Bank every 06 months.

Representatives from provincial / district Board of ethnic communities, DCCGs, and communal land administration officials shall coordinate with VILG's PPMU to organize consultation sessions; evaluating and consulting issues associated with project implementation, and EM people; monitoring the community's acceptance and satisfaction of the land information management /

access to services in project's districts, including residents in the areas (both ethnic majority and minority groups).

EM communities are responsible for monitoring and reporting about the status of project implementation in the communities and project's negative impacts on the communities.

Regular reports from VILG's PPMU (every 6 months) shall include status of the EMDP implementation; EM's feedbacks on the project's activities in the province and the plan for implementation of follow-up activities.

During the implementation process, any difficulties shall be informed to the VILG's PPMU and provincial steering committee for proper and timely responses.

VI. DISSEMINATION OF ETHNIC DEVELOPMENT MINORITY PLAN AND EM PARTICIPATION

6.1. Disclosure of EMDP

PPMU has shared EMDP in technical training and EM community consultation sessions and uploaded it on the local websites.

EMDP draft was consulted with local authorities and EM communities before submitting to WB for approval. The approved EMDP will be promulgated to EM groups again using simple and easy-to-understand languages in the village / hamlet meetings and be archived in the communal PC, communities' cultural offices to provide EM communities an opportunity to access to and to understand the plan. The approved EMDP will also be uploaded on the WB's website.

During the project implementation, any changes or impacts occurred, they will be updated in the EMDP. Updated EMDP will be sent to the World Bank for approval and later promulgated to EM communities in the project areas.

6.2. EM participation

To guarantee the EM participation in the project implementation, meaningful consultation shall be made in a free way with sufficient information provided before the implementation of project activities. PPMU has consulted EM communities including the beneficial and influencing households for evaluating their needs for the land information services delivery. The feedbacks from EM communities are guaranteed to be considered during the project design and implementation.

During the EMDP preparation, community consultations were made by public meetings, individual interviews, and group discussions. Residents in hamlets from project areas including beneficiaries and affected people were participated and involved in the discussion and information sharing. Women, the

vulnerable groups, and the Youth were invited and encouraged to speak up. EM groups in communes from the project areas were also consulted. Their representing organizations such as communal and hamlets' Women Union, Co-operative, Farmer Association, and Youth Union were consulted as well.

EM community consultations were made for 04 project communes focusing on following issues: a) positive and negative impacts on the households and communities, b) avoidances or mitigations of negative impacts on the communities, and c) socio-economic opportunities provided to EM households and communities by the project.

Consultation meetings were organized with the participations of all stakeholders including provincial board of ethnicity, representatives from district offices such as office of ethnicity, land registration, women union, and representatives from project communes to interact with provincial board of ethnicity, district offices of ethnicity and question on the released policies for EM people as well as completed and ongoing programs in the project areas related to land use.

Consultation mechanism and participation of EM people in the project implementation: before implementation, voluntary participation with sufficient information provided to gain wide agreements of EM groups as well as during the project implementation with meeting minutes. Communities' feedbacks were considered and included in the project design. Useable consultation methods and participation are group discussions, interviews with key people, prestigious person, and model demonstration. Consultation methods and participation shall be culturally appropriated with EM groups, dealt with gender and intergenerational issues, and included with vulnerable groups.

VII. GRIEVANCE REDRESS MECHANISM

Two-level grievance redress mechanism was established for the project including the community and the authority levels. In each project commune, a mediating team will be established to receive and deal with concerns or conflicts by traditional meditations. If complaints cannot be solved at the community level, it will then be sent to the authority level by communal, district, and provincial one-stop shops, and then to the court.

Social focal person of PPMU is responsible to receive citizens' complaints (if any) and work with local authorized agencies in solving the cases and to monitor the cases until the end. The results shall be informed in written documents to complainants. Complaints and solving results shall be reported in specific in reports of EMDP implementation and submitted to CPMU and World Bank.

VIII. ESTIMATED COST

Estimated costs for implementation of this Ethnic Minority Development Plan include costs for implementing activities mentioned in this report. The budget will come from the project cost.

The total budget is estimated approximately 15,500 USD (in words: fifteen thousand and five hundred US dollars).

| No | Content | Unit | Number | Cost norm (USD) | Total (USD) |
|--------------------|---|-----------------|------------|-----------------|---|
| Total | | | | | <i>15,500</i> |
| <i>Activity 1:</i> | <i>Establish a district-level community consultation group and conduct workshops (2 times/year)</i> | | | | <i>5,000</i> |
| - | Wages for DCCGs (Staffs/Officials from natural resources and environment, local ethnic management, and culture agencies, and representatives from EM groups) | | | | <i>Working in plurality</i> |
| - | Other expenses (travel, printing, ...) | | 5 | 1,000 | 5,000 |
| <i>Activity 2:</i> | <i>Use of modern and effective communication tools</i> | | | | <i>Mainstreamed in sub-component 1.3 component 1</i> |
| - | Making communication contents (audiovisual DVD) | | | | |
| - | Broadcasting and making DVD | | | | |
| <i>Activity 3:</i> | <i>Training for village/hamlet heads, village patriarchs ...</i> Organize 01 training workshop for heads of villages/hamlets, .. (120 persons x 1 day) | <i>Workshop</i> | <i>1</i> | <i>2,000</i> | <i>2,000</i> |
| <i>Activity 4</i> | <i>Organize meetings in villages, hamlets, ... and communes</i> (25 meetings/year x 04 years) | <i>Meeting</i> | <i>100</i> | <i>70</i> | <i>7,000</i> |
| <i>Activity 5</i> | <i>Training for land management officials</i> organize orientation workshops for land management officials regarding communication with the ethnic minority people (02 workshops/province) | | | | <i>Mainstreamed in project's training programs & other central and local programs</i> |

| | | | | | |
|-------------------|--|----------|---|-------|--|
| Activity 6 | <i>Establish support services for land information access and land registration for EM communities.</i> | | | | |
| - | Budgets to support LROs in organizing support services for land information access and land registration for ethnic minorities communities in the rural and mountainous areas (20 communes * 2 times per year) | | | | <i>Budgets allocated from regular operation funds of LROs</i> |
| - | LRO to provide training for communal staffs in supporting land information access and using land information system on internet | | | | |
| Activity 7 | <i>Establishment of a dispute settlement mechanism</i> | | | | 1,500 |
| - | Training workshop to strengthen skills for cadastral staffs and mediation teams in hamlets (150 persons x 1 day) | workshop | 1 | 1,500 | 1,500 |
| Activity8 | <i>Monitoring and Evaluation</i> | | | | <i>Mainstreamed in sub-component 3</i> |
| - | Monitoring and evaluation of project activities in terms of ethnic groups, poverty / near poverty / not poverty statuses, and gender. | | | | |

IX. MONITORING AND EVALUATION

Provincial project management unit (PPMU) of VILG is responsible for internal monitoring on the EMDP implementation. Monitoring reports will be submitted to the World Bank for review and comments every 6 (six) months. Monitoring and evaluation activities should be conducted twice a year during project implementation to identify issues that may require remedy action from PPMU.

Monitoring and evaluation criteria of EMDP implementation are as below :

TABLE 1: M&E CRITERIA OF THE EMDP IMPLEMENTATION

| | |
|----------------------------------|-------------------------|
| Monitoring and evaluation | Basic indicators |
|----------------------------------|-------------------------|

| activities | |
|---|---|
| 1. Progress of the EMDP | <ul style="list-style-type: none"> • Implementation of free, prior and informed consent with EM people • Implementation of activities proposed in the EMDP • Any delay in implementation, reason and solutions for the delay. |
| 2. Community consultation and participation of EM people | <ul style="list-style-type: none"> • Information disclosure and consultation with Ethnic minority communities, commune authorities, village and hamlet leaders, and local mass organizations; • Participation of Ethnic minority communities, representatives of hamlets, hamlets ... and local mass organizations in implementation and monitoring of the EMDP implementation. • Participation of EM women and vulnerable group |
| 3. Implement potential negative mitigation measures | <ul style="list-style-type: none"> • Implementation of all measures to mitigate negative impacts from the project must be effectively implemented. |
| 4. Implementation of specific development interventions for local ethnic minority communities | <ul style="list-style-type: none"> • Assess effectiveness of the implementation of the action plan. |
| 5. Complaints / Grievances | <ul style="list-style-type: none"> • Ethnic minority communities have a clear understanding of the grievance mechanism; resolving their complaints in timely and satisfactorily and culturally appropriate manner. |

ANNEX 1: PARTICIPANTS IN THE COMMUNITY CONSULTATION

| No | Name | Position/Organization | Male | Female |
|------------------------------|-----------------|------------------------------------|------|--------|
| I. VINH LINH DISTRICT | | | | |
| 1. Vinh O commune | | | | |
| <i>Cay Tam village</i> | | | | |
| 1 | Ho Thi Phuong | Head of village's Women's Union | x | |
| 2 | Ho Van Luan | Head of village | x | |
| 3 | Ho Van Tot | Party cell secretary | x | |
| 4 | Ho Van Thanh | Head of residential group | x | |
| 5 | Ho Thi Nhung | Youth Union secretary | | X |
| <i>Thuc village</i> | | | | |
| 1 | Ho Thi Xong | Head of village's Women's Union | | |
| 2 | Ho Van Kinh | Head of village | x | |
| 3 | Ho Van Ninh | Party cell secretary | x | |
| 4 | Ho Minh Ly | Head of residential group | x | |
| 5 | Ho Van Tui | Youth Union secretary | x | |
| <i>Xom moi 1 village</i> | | | | |
| 1 | Ho Thi Luu | Head of village Women's Union | | X |
| 2 | Ho Van Khanh | Head of village | x | |
| 3 | Ho Van Tun | Party cell secretary | x | |
| 4 | Ho Thi Hieu | Head of residential group | | x |
| 5 | Ho Van Thoi | Youth Union secretary | x | |
| <i>Xom moi 2 village</i> | | | | |
| 1 | Ho Thi Xoa | Head of village Women's Union | | x |
| 2 | Ho Van Xanh | Head of village | x | |
| 3 | Ho Van Muoi | Party cell secretary | x | |
| 4 | Ho Van Cun | Head of residential group | x | |
| 5 | Ho Van Cat | Youth Union secretary | x | |
| 2. Vinh Khe commune | | | | |
| <i>Khe Cat village</i> | | | | |
| 1 | Nguyen Van Ninh | Party cell secretary | x | |
| 2 | Ho Thi Tuyet | Head of village's Fatherland Front | x | |
| 3 | Ho Thi Mai | Head of village's Women's Union | x | |
| 4 | Ho Van Thin | Head of village | x | |
| 5 | Ho Van Duc | Youth Union secretary | x | |
| <i>Khe Luong village</i> | | | | |
| 1 | Ho Van Chai | Head of village | x | |
| 2 | Ho Van Than | Party cell secretary | x | |
| 3 | Ho Van Than | Head of village's Fatherland Front | x | |
| 4 | Ho Thi Hoa | Head of village's Women's Union | x | x |
| 5 | Ho Van Linh | Youth Union secretary | | |

| | | | | |
|--|---------------------|--|---|---|
| Xung Phong village | | | | |
| 1 | Ho Van Toan | Head of village | x | |
| 2 | Ho Van Vinh | Party cell secretary | x | |
| 3 | Ho Thi Xoan | Head of village's Fatherland Front | x | x |
| 4 | Ho Thi Tam | Head of village's Women's Union | x | x |
| 5 | Ho Van Lanh | Youth Union secretary | | |
| 3. Vinh Ha commune | | | | |
| Khe Tru village | | | | |
| 1 | Ho Van Hong | Head of village | x | |
| 2 | Ho Van Thu | Head of village's Fatherland Front | x | |
| 3 | Ho Van Lia | Party cell secretary | x | |
| 4 | Ho Xan | Retiring cadres | x | |
| 5 | Ho Thi Chung | Head of village Women's Union | | x |
| Khe Ho village | | | | |
| 1 | Ho Van Tinh | Head of village | x | |
| 2 | Ho Van Lam | Party cell secretary | x | |
| 3 | Ho Thi Cuong | Head of village Fatherland Front | x | |
| 4 | Ho So | Retiring cadres | x | |
| 5 | Ho Thi Quyen | Chairman of Youth Union | | x |
| TENTATIVE DISTRICT-LEVEL COMMUNITY CONSULTATION GROUP | | | | |
| 1 | Nguyen Thanh Hai | Deputy Manager – Division of Natural Resources and Environment | x | |
| 2 | Pham Ba Phuoc | Official of People's Council and People's Committee | x | |
| 3 | Ta Quang Le | Official - Division of Agriculture and Rural Development | x | |
| 4 | Nguyen Dong Duc | Official - Division of Finance and Planning | x | |
| 5 | Nguyen Thi Thu Thuy | Supervisor of Tax Department | | x |
| 6 | Truong Thi Le Chi | Vice chairwoman – District Women's Union | | x |
| II. CAM LO DISTRICT | | | | |
| 1: List of district community consultation group | | | | |
| 1 | Nguyen Duy Khanh | Office of District People's Council and People's Committee | x | |
| 2 | Hoang Binh | Division of Natural Resources and Environment | x | |
| 3 | Tran Van Thuan | Division of Agriculture and Rural Development | x | |
| 4 | Dang Thi Ly | Women's Union | | x |
| 5 | Thai Tan Huu | Division of Finance and Planning | x | |
| 6 | Tran Thi Hoa | Tax Department | | x |
| 7 | Hoang Lien Son | Cam Tuyen communal PC | x | |
| 8 | Nguyen Thi Yen Nga | Cam Tuyen communal PC | x | x |
| 9 | Ho Thi Thanh | Cam Tuyen communal PC | x | x |

| | | | | |
|--|-----------------|--|---|---|
| 10 | Le Thi Kim Lien | Cam Tuyen communal PC | x | x |
| 2: List of communal community consultation | | | | |
| 1 | Ho Mot | Party cell secretary of Chua hamlet | x | |
| 2 | Ho Van Nhien | Head of Chua hamlet | x | |
| 3 | Ho Van Via | Prestigious person | x | |
| 4 | Ho Van Hieu | Head of Farmer Association | x | |
| 5 | Ho Thi Be | Head of Women's Union | | x |
| III. GIO LINH DISTRICT | | | | |
| List of district community consultation group | | | | |
| 1 | Phan Van Nghi | Vice chairman of District PC | x | |
| 2 | Nguyen Van Hai | Deputy Manager – Division of Natural Resources and Environment | x | |
| 3 | Nguyen Duc Xe | Deputy Manager - Divison of Finance and Planning | x | |
| 4 | Nguyen Duc Hoat | Official- Division of Agriculture and Rural Development | x | |
| 5 | Le Thi Ly | Vice chairwoman – District Women’s Union | | x |
| 6 | Nguyen Huu Lam | Deputy Director – Tax Department | x | |
| 7 | Ho Van Hau | Chairman Linh Thuong Communal PC | x | |
| 8 | Ho Van Sam | Chairman Vinh Truong Communal PC | x | |
| List of community consultation group for 2 communes (Vinh Truong, Linh Thuong). | | | | |
| 1. Vinh Truong commune | | | | |
| 1 | Ho Van Dong | Party cell secretary of Con village | x | x |
| 2 | Ho Van Thong | Head of Con village | x | x |
| 3 | Nguyen Thi Hien | Head of Con village’s Women's Union | | x |
| 4 | Han Quoc Tuyen | Head of Con village’s Fatherland Front | x | |
| 5 | Ho Van Bien | Head of Con village’s veteran association | x | |
| 6 | Ho Van Can | Party cell secretary of Bau village | x | |
| 7 | Ho Van Ve | Head of Bau village | x | |
| 8 | Ho Thi Duong | Head of Bau village’s Women's Union | | X |
| 9 | Ho Thi Tha | Head of Bau village Farmer’s Association | | X |
| 10 | Ho Thi Gai | Head of Bau village Fatherland Front | | X |
| 11 | Ho Van Ly | Party cell secretary of Tre village | x | |
| 12 | Ho Van Xa | Head of Tre village | x | |
| 13 | Ho Van Quy | Head of Tre village Farmer’s Association | x | |
| 14 | Ho Thi | Head of Tre village Women's Union | | X |

| | | | | |
|-------------------------------|---------------|------------------------------|---|---|
| 15 | Ho Van Vinh | Tre village Fatherland Front | x | |
| 2. Linh Thuong commune | | | | |
| 1 | Ho Van Tinh | Ba De village | x | |
| 2 | Ho Van Hai | Ba De village | x | |
| 3 | Ho Van Din | Ba De village | x | |
| 4 | Ho Van Linh | Ba De village | x | |
| 5 | Ho Thi Nghia | Ba De village | | X |
| 6 | Ho Xuan Doi | Cu Dinh village | x | |
| 7 | Ho Van Do | Cu Dinh village | x | |
| 8 | Ho Van Hoach | Cu Dinh village | x | |
| 9 | Ho Thi Minh | Cu Dinh village | | X |
| 10 | Ho Thi Uan | Cu Dinh village | | X |
| 11 | Ho Van Dung | Ben Moc 2 village | x | |
| 12 | Ho Van Sanh | Ben Moc 2 village | x | |
| 13 | Ho Thi Uoc | Ben Moc 2 village | | X |
| 14 | Ho Tinh Thach | Ben Moc 2 village | x | |
| 15 | Ho Thi Tam | Ben Moc 2 village | | X |
| 16 | Ho Xuan Trung | Khe Me village | x | |
| 17 | Ho Van Con | Khe Me village | x | |
| 18 | Ho Van Minh | Khe Me village | x | |
| 19 | Ho Van Thai | Khe Me village | x | |
| 20 | Ho Van Bien | Khe Me village | x | |

IV. HUONG HOA DISTRICT

| No | Name | Position/Organization | Male | Female |
|------------------------|-------------------|--|------|--------|
| 1. Lao Bao town | | | | |
| 1 | Nguyen Thi Hoa | Chairwoman of town's Fartherland Front Committee | | x |
| 2 | Nguyen Huu Duy | Cadastral – Construction staff | x | |
| 3 | Ho Van Po | Head of Ka Tang hamlet | x | |
| 4 | Nguyen Thi Thuong | Head of Fartherland Front, Head of Women's Union of Ka Tang hamlet | | x |
| 5 | Ho Van Hoan | Secretary of Ka Tang hamlet Youth Union | x | |
| 6 | Ho Thanh Binh | Prestigious person of Ka Tang hamlet | x | |
| 7 | Ho Van Hien | Head of Ka Tup hamlet | x | |
| 8 | Ho Van Tri | Head of Ka Tup Fartherland Front, Prestigious person | x | |
| 9 | Ho Van Thao | Ka Tup hamlet Youth Union | x | |
| 10 | Ho Thi Thong | Head of Women's Union of Ka Tup hamlet | | x |
| 11 | Ho Van Nghi | Head of Khe Da hamlet | x | |
| 12 | Ho Van Vinh | Head of Khe Da Fartherland Front | x | |
| 13 | Ho Van Hich | Khe Da hamlet Youth Union | x | |

| | | | | |
|-------------------------|--------------------|--|---|---|
| 14 | Ho Thi Lanh | Head of Women's Union of Khe Da hamlet | | x |
| 15 | Ho Xuan Hung | Prestigious person in Khe Da hamlet | x | |
| 16 | Nguyen Dinh Khuong | Head of Tan Kim hamlet | x | |
| 17 | Le Ba Phuc | Head of Tan Kim Fartherland Front | x | |
| 18 | Tran Thanh Binh | Tan Kim hamlet Youth Union | x | |
| 19 | Nguyen Thi Tam | Head of Women's Union of Tan Kim hamlet | | x |
| 20 | Le Ba Hue | Prestigious person in Tan Kim hamlet | x | |
| 21 | Tran Van Phung | Head of Duy Tan hamlet | x | |
| 22 | Truong Van Thành | Head of Duy Tan Fartherland Front | x | |
| 23 | Tran Van Chung | Duy Tan hamlet Youth Union | x | |
| 24 | Vo Thi Van | Head of Women's Union of Duy Tan hamlet | | x |
| 25 | Truong Can | Prestigious person in Duy Tan hamlet | x | |
| 26 | Vo Tuan Ngoc | Head of Cao Viet hamlet | x | |
| 27 | Nguyen Van Anh | Head of Cao Viet Fartherland Front | x | |
| 28 | Nguyen Duc Dao | Cao Viet hamlet Youth Union | x | |
| 29 | Duong Thi Lam | Head of Women's Union of Cao Viet hamlet | | x |
| 30 | Nguyen Van Toan | Prestigious person in Cao Viet hamlet | x | |
| 2. Khe Sanh town | | | | |
| 1 | Phan Minh Anh | Chairman of town's Fartherland Front Committee | x | |
| 2 | Le Khanh Vu | Cadastral – Construction staff | x | |
| 3 | Ho Van Hieu | Head of Group 6 hamlet | x | |
| 4 | Ho Van Hieu | Head of Fartherland Front of Group 6 | x | |
| 5 | Ho Thi Mun | Head of Women's Union of Group 6 | | x |
| 6 | Ho Van Thìa | Secretary of Group 6 Youth Union | x | |
| 7 | Ho Ta Dang | Prestigious person in Group 6 | x | |
| 8 | Doan Thanh Tu | Head of Group 5 hamlet | x | |
| 9 | Nguyen Thi Ngoc Ly | Head of Group 5 Fartherland Front | | x |
| 10 | Tran Thi Quy | Head of Group 5 Women's Union | | x |
| 11 | Le Thanh Ha | Group 5 Youth Union secretary | x | |
| 12 | Hoang Ba Na | Prestigious person in Group 5 | x | |
| 13 | Hoang Minh Duc | Head of Group 2 hamlet | x | |
| 14 | Dinh Van Tinh | Head of Group 2 Fartherland Front | x | |
| 15 | Dang Thi Ngoc Hong | Head of Group 2 Women's Union | | x |
| 16 | Nguyen Thu Thuy | Group 2 Youth Union secretary | | x |

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|-----------------------------|----------------------|--|---|---|
| 17 | Truong Van Trung | Head of Group 3B hamlet | x | |
| 18 | Tran Thi Phuong Binh | Head of Group 3B Fartherland Front | | x |
| 19 | Nguyen Minh Xuan | Head of Group 3B Women's Union | | x |
| 20 | Ho Nguyen Nhat Tan | Group 3B Youth Union secretary | x | |
| 3. Tan Hop commune | | | | |
| 1 | Nguyen Quang Xuan | Chairman of Communal Fartherland Front Committee | x | |
| 2 | Nguyen Phuong Duy | Cadastral – Agricultural official | x | |
| 3 | Nguyen Vang | Head of Tan Xuyen village | x | |
| 4 | Le Trung Quang | Head of Fartherland Front of Tan Xuyen village | x | |
| 5 | Nguyen Thi Thao Lan | Head of Women's Union of Tan Xuyen village | | x |
| 6 | Le Trung Nhan | Secretary of Tan Xuyen village Youth Union | x | |
| 7 | Nguyen Dinh My | Prestigious person in Tan Xuyen village | x | |
| 8 | Ha Thi Dung | Head of Quyet Tam village | | x |
| 9 | Cao Thi Thu | Head of Fartherland Front of Quyet Tam village, Head of Women's Union of Quyet Tam village | | x |
| 10 | Phan Van Hoang | Secretary of Quyet Tam village Youth Union | x | |
| 11 | Le Hoai Trinh | Prestigious person in Quyet Tam village | x | |
| 12 | Duong Quoc Trinh | Head of Luong Le village | x | |
| 13 | Cao Cong Binh | Head of Fartherland Front of Luong Le village | x | |
| 14 | Tran Thi Bon | Head of Women's Union of Luong Le village | | x |
| 15 | Nguyen Bao Trung | Secretary of Luong Le village Youth Union | x | |
| 16 | Duong Phuc Tram | Prestigious person in Luong Le village | | x |
| 4. Huong Tan commune | | | | |
| 1 | Le Thi Quynh | Chairwoman of Communal Fartherland Front Committee | | x |
| 2 | Ho Van Phuong | Cadastral – Agricultural official | x | |
| 3 | Ho Van Chung | Head of Tram village | x | |
| 4 | Ho Ngoc Quang | Head of Fartherland Front of Tram | x | |
| 5 | Tri Thi Thanh Thuy | Head of Women's Union of Tram | | x |
| 6 | Ho Van Viet | Secretary of Tram's Youth Union | x | |
| 7 | Ho Thanh Tam | Prestigious person in Tram | x | |
| 8 | Ho Van Thoang | Head of Cua hamlet, Prestigious person | x | |

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|------------------------------|---------------|--|---|---|
| 9 | Ho Van Ly | Head of Fartherland Front of Cua | x | |
| 10 | Ho Thi Na | Head of Women's Union of Cua | | x |
| 11 | Ho Van Dua | Secretary of Cua's Youth Union | x | |
| 12 | Ho Van Du | Head of Ruong village | x | |
| 13 | Ho Van Xeng | Head of Fartherland Front of Ruong | x | |
| 14 | Ho Thi Thap | Head of Women's Union of Ruong | | x |
| 15 | Ho Van Veng | Ruong's Youth Union Secretary | x | |
| 16 | Ho Pa Cap | Prestigious person in Ruong | x | |
| 17 | Ho Van Duan | Head of Xa Re village | x | |
| 18 | Ho Van De | Head of Fartherland Front of Xa Re | x | |
| 19 | Mo Vai | Head of Women's Union of Xa Re | | x |
| 20 | Ho Van Ty | Secretary of Xa Re's Youth Union | x | |
| 21 | Ho Van Thao | Prestigious person in Xa Re | x | |
| 5. Huong Linh commune | | | | |
| 1 | Ho Thi Van | Head of communal fatherland front | | x |
| 2 | Ho Van Diep | Party cell secretary | x | |
| 3 | Ho Ta Hoi | Head of Xa Bai village | x | |
| 4 | Ho Van Vi | Fatherland front of Xa Bai's Residential group | x | |
| 5 | Le Thi Thu | Xa Bai's Women's Union committee | | x |
| 6 | Ho Van Xeng | Xa Bai's Youth Union secretary | x | |
| 7 | Ho Van Theng | Xa Bai's prestigious person | x | |
| 8 | Ho Xuan Van | Head of Thon Hoong village | x | |
| 9 | Ho Van Khien | Fatherland front of Thon Hoong's residential group | x | |
| 10 | Ho Thi Trung | Thon Hoong's Women's Union committee | | x |
| 11 | Ho Van Yen | Thon Hoong's Youth Union Secretary | x | |
| 12 | Ho Van Nong | Thon Hoong's prestigious person | x | |
| 13 | Le Xuan Son | Head of Thon Miet's village | x | |
| 14 | Ho Pa Noan | Fatherland front of Thon Miet's residential group | x | |
| 15 | Ho Thi Xoa | Thon Miet's Women's Union committee | | x |
| 16 | Ho Van Chuoi | Thon Miet's Youth Union committee | x | |
| 17 | Ho Van Chuong | Head of Thon Cooc village | x | |
| 18 | Ho Van Hinh | Fatherland front of Thon Cooc's residential group | x | |
| 19 | Ho Thi Xoan | Thon Cooc's Women's Union committee | | x |

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|-------------------------------|----------------|--|---|---|
| 20 | Ho Van Do | Thon Cooc's Youth Union secretary | x | |
| 21 | Ho Van Oi | Thon Cooc's prestigious person | x | |
| 6. Huong Phung commune | | | | |
| 1 | Ho Van Ton | Head of communal fatherland front | x | |
| 2 | Ho Van Sau | Cadastral – agricultural official | x | |
| 3 | Ho Van Chinh | Head of Xa Ry village | x | |
| 4 | Ho Van Rang | Head of Fatherland front of Xa Ry's residential group | x | |
| 5 | Ho Thi Nuong | Head of Xa Ry's Women's Union | | x |
| 6 | Ho Van Quoc | Xa Ry's Youth Union secretary | x | |
| 7 | Ho Van Sang | Head of Xa Ry's veteran association | x | |
| 8 | Ho Van Xuan | Xa Ry's prestigious person | x | |
| 9 | Ho Van Thuan | Head of Chenh Venh village | x | |
| 10 | Ho Van Lien | Head of Fatherland front of Chenh Venh's residential group | x | |
| 11 | Ho Thi Ly | Head of Chenh Venh's Women's Union | | x |
| 12 | Ho Van Thuan | Chenh Venh's Youth Union secretary | x | |
| 13 | Ho Lay | Head of Chenh Venh's veteran association | x | |
| 14 | Ho Ta On | Chenh Venh's prestigious person | x | |
| 15 | Ho Van Nam | Head of Doa Cu village | x | |
| 16 | Ho Ta On | Head of Fatherland front of Doa Cu's residential group | x | |
| 17 | Ho Thi Ly | Head of Doa Cu's Women's Union | | x |
| 18 | Ho Van Thuan | Doa Cu's Youth Union secretary | x | |
| 19 | Ho Lay | Head of Doa Cu's veteran | x | |
| 20 | Ho Ka Nhon | Doa Cu's prestigious person | x | |
| 21 | Ho Van Yen | Head of But Viet village | x | |
| 22 | Ho Van Son | Head of fatherland front of But Viet's residential group | x | |
| 23 | Ho Thi Ruong | Head of But Viet's women's union | | x |
| 24 | Ho Van Thuan | But Viet's youth union secretary | x | |
| 25 | Ho Lay | Head of But Viet's veteran association | x | |
| 26 | Ho Ka Nhon | But Viet's prestigious person | x | |
| 27 | Ho Van Bien | Head of Cheng village | x | |
| 28 | Phan Van Hoanh | Head of fatherland front of Cheng's residential group | x | |
| 29 | Ho Thi Phoi | Head of Cheng's women's union | | x |
| 30 | Ho Van Hoan | Cheng's youth union secretary | x | |

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|-----------------------------|-----------------|--|---|---|
| 31 | Ho Van Chinh | Head of Cheng's veteran association | x | |
| 32 | Ho Van Thai | Cheng's prestigious person | x | |
| 33 | Ho Van Thuong | Head of Cop village | x | |
| 34 | Ho Van Rien | Head of fatherland front of Cop's residential group | x | |
| 35 | Nguyen Thi Vinh | Head of Cop's women's union | | x |
| 36 | Ho Van Tinh | Cop's youth union secretary | x | |
| 37 | Vi Vãn Tam | Head of Cop's veteran association | x | |
| 38 | Ho Van Rien | Cop's prestigious person | x | |
| 39 | Ho Van Truyen | Head of Ma Lai village | x | |
| 40 | Ho Tay | Head of fatherland front of Ma Lai's residential group | x | |
| 41 | Ho Thi Thom | Head of Ma Lai's women's union | | x |
| 42 | Ho Van Doi | Ma Lai's youth union secretary | x | |
| 43 | Ho Van Ngon | Head of Ma Lai's veteran association | x | |
| 44 | Ho Ra Nghin | Ma Lai's prestigious person | x | |
| 45 | Ho Van Lang | Head of Huong Choa village | x | |
| 46 | Ho Van Thang | Head of fatherland front of Huong Choa's residential group | x | |
| 47 | Ho Thi Roang | Head of Huong Choa's women's union | | x |
| 48 | Ho Van Quang | Huong Choa's youth union secretary | x | |
| 49 | Ho Van Chim | Huong Choa' prestigious person | x | |
| 7. Huong Son commune | | | | |
| 1 | Ho Ta Hui | Head of fatherland front of Huong Son commune | x | |
| 2 | Ho Van Ham | cadastral – agricultural official | x | |
| 3 | Ho Van Nguyen | Head of Ra Ly village | x | |
| 4 | Ho Thi Dooc | Head of Ra Ly's women's union | x | |
| 5 | Ho Thi Ba | Ra Ly's youth union secretary | x | |
| 6 | Ho Van Rong | Ra Ly's prestigious person | x | |
| 7 | Ho Van Kieu | Head of Nguon Rao village | x | |
| 8 | Ho Van Minh | Head of fatherland front of Nguon Rao's residential group | x | |
| 9 | Ho Thi Nhan | Head of Nguon Rao's women's union | x | |
| 10 | Ho Phet | Nguon Rao's prestigious person | x | |
| 11 | Ho Van Vang | Nguon Rao's youth union secretary | x | |
| 12 | Ho Van Kien | Pin's prestigious person | x | |
| 13 | Ho Van La | head of Pin village | x | |

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|------------------------------|---------------|--|---|---|
| 14 | Ho Van Nhe | Head of fatherland front of Pin's residential group | x | |
| 15 | Ho Thi Than | Head of Pin's women's union | x | |
| 16 | Ho Van No | Pin's youth union secretary | x | |
| 17 | Ho Van Lieu | head of Ho village | x | |
| 18 | Ho Mạnh Trai | head of fatherland front of Ho's | x | |
| 19 | Ho Thi Son | head of Ho's women's union | x | |
| 20 | Ho Dinh Duc | Ho's youth union secretary | x | |
| 21 | Ho Van Ngon | Ho's prestigious person | x | |
| 8. Huong Viet commune | | | | |
| 1 | Ho Van Binh | Head of fatherland front of Huong Viet commune | x | |
| 2 | Ho Van Huynh | Cadastral – agricultural official | x | |
| 3 | Ho Van Ruong | head of Ka Tieng village | x | |
| 4 | Ho Thi Muon | fatherland front of Ka Tieng's residential group | | X |
| 5 | Ho Thi Vien | Ka Tieng's women's union | | X |
| 6 | Ho Van Chan | Ka Tieng's prestigious person | x | |
| 7 | Ho Van Lo | head of Ta Rung village | x | |
| 8 | Ho Van Kieu | fatherland front of Ta Rung's residential group | | X |
| 9 | Ho Thi A | Ta Rung's youth union secretary | | X |
| 10 | Ho Thi Rong | Ta Rung's women's union | | X |
| 11 | Ho Van Dung | Chai's prestigious person | x | |
| 12 | Ho Van Ninh | fatherland front of Chai's residential group | x | |
| 13 | Ho Van Huu | Chai's youth union secretary | x | |
| 14 | Ho Van Ne | Xa Dung's youth union secretary | x | |
| 15 | Ho Thi Du | Xa Dung's women's union | | X |
| 16 | Ho Van Leo | Xa Dung's prestigious person | x | |
| 9. Huong Lap commune | | | | |
| 1 | Ho Van Hoa | head of communal fatherland front | x | |
| 2 | Ho Van Thai | cadastral – agricultural official | x | |
| 3 | Ho Hoang Thoi | head of Cu Bai village | x | |
| 4 | Ho Van Lam | head of fatherland front of Cu Bai's residential group | x | |
| 5 | Ho Thi Truong | head of Cu Bai's women's union | | X |
| 6 | Ho Van Tuan | Cu Bai's youth union secretary | x | |
| 7 | Ho Dao | Cu Bai's prestigious person | x | |

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| 8 | Ho Van Tung | head of Thon Tri village | x | |
| 9 | Ho Van Thach | head of fatherland front of Thon Tri's residential group | x | |
| 10 | Ho Thi Xay | head of Thon Tri's women's union | | x |
| 11 | Ho Van Phien | Thon Tri's youth union secretary | x | |
| 12 | Ho Khun | Thon Tri's prestigious person | x | |
| 13 | Ho Van Chi | head of A Xoc – Cha Ly village | x | |
| 14 | Ho Thieu | head of fatherland front of A xoc – Cha Ly's residential group | x | |
| 15 | Ho Thi Nuot | head of women's union | | x |
| 16 | Ho Van Nai | A Xoc – Cha Ly's youth union secretary | x | |
| 17 | Ho In | A Xoc – Cha Ly's prestigious person | x | |
| 10. Tan Lien commune | | | | |
| 1 | Lam Quang Sang | head of communal fatherland front | x | |
| 2 | Tran Thi Thanh Thuy | cadastral – agricultural official | | x |
| 3 | Ho Xa Un | head of Cheng village | x | |
| 4 | Ho Van Phong | head of fatherland front of Cheng's residential group | x | |
| 5 | Ho Thi Poong | head of Cheng's women's union | | x |
| 6 | Ho Van Thuc | Cheng's youth union | x | |
| 7 | Ho Pa Ai Ta | Cheng's prestigious person | x | |
| 8 | Nguyen Ngoc Dung | head of Tan Hao village | x | |
| 9 | Phạm Như Dong | head of fatherland front of Tan Hao's residential group | x | |
| 10 | Nguyen Thi Lien | Tan Hao's women's union | | x |
| 11 | Nguyen Ngoc Hoa | Tan Hao's youth union | x | |
| 12 | Nguyen Công Dinh | head of Tan Tien village | x | |
| 13 | Duong Mai | head of fatherland front of Tan Tien's residential group | x | |
| 14 | Nguyen Thi Hoa | Tan Tien's women's union | | x |
| 15 | Nguyen Thi Hieu | Tan Tien's youth union | | x |
| 16 | Nguyen Khoai | head of Tan Hiep village | x | |
| 17 | Doan Huu Hat | head of fatherland front of Tan Hiep's residential group | x | |
| 18 | Phan Thi Kinh | Tan Hiep's women's union | | x |
| 19 | Le Quang Phong | Tan Hiep's youth union | x | |
| 20 | Pham Van Dung | head of Duy Hoa village | x | |
| 21 | Le Quang Luu | head of fatherland front of Duy Hoa's residential group | x | |

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| 22 | Le Thi My Linh | Duy Hoa's women's union | | x |
| 23 | Le Quoc Kiem | Duy Hoa's youth union | x | |
| 24 | Vo Van Dung | head of Dai Thuy village | x | |
| 25 | Nguyen Cuu Can | head of fatherland front of Dai Thuy's residential group | x | |
| 26 | Nguyen Thi Hai | Dai Thuy's women's union | | x |
| 27 | Nguyen Kieu Dung | Dai Thuy's youth union | x | |
| 11. Tan Lap commune | | | | |
| 1 | Nguyen Dang Ca | Chairman of communal PC - head | x | |
| 2 | Nguyen Van Thanh | cadastral – agricultural official | x | |
| 3 | Pham Xuan Hung | head of Tan Tai village | x | |
| 4 | Phan Thuong | head of fatherland front of Tai Tai's residential group | x | |
| 5 | Le Thi Thien Phuoc | Tan Tai's women's union | | x |
| 6 | Phạm Thi Thuy Duong | Tan Tai's youth union | | x |
| 7 | Nguyen Hong Duc | head of Tan Son village | x | |
| 8 | Nguyen Tuyen | head of fatherland front of Tan Son's residential group | x | |
| 9 | Nguyen Thi Nhung | Tan Son's women's union | | x |
| 10 | Nguyen Van Dung | Tan Son's youth union | x | |
| 11 | Nguyen Chuong | head of Tan Trung village | x | |
| 12 | Nguyen Lam | head of fatherland front of Tan Trung's residential group | x | |
| 13 | Nguyen Thi Hao | Tan Trung' women's union | | x |
| 14 | Hoang Ngo | Tan Trung's youth union | x | |
| 15 | Doan Quang Soa | head of Tan Thuan village | x | |
| 16 | Nguyen Van Tai | head of fatherland front of Tan Thuan's residential group | x | |
| 17 | Nguyen Thi Nhat Ky | Tan Thuan's women's union | | x |
| 18 | Pham Quang Phuoc | Tan Thuan's youth union | x | |
| 12. Tan Long commune | | | | |
| 1 | Nguyen Trieu Chung | head of communal fatherland front | x | |
| 2 | Truong Duc Cuong | cadastral – agricultural official | x | |
| 3 | Ho Cham | head of Xi Nuc village | x | |
| 4 | Nguyen Hoai | head of Xi Nuc's fatherland front | x | |
| 5 | Nguyen Thi Hoang Yen | head of Xi Nuc's women's union | | x |
| 6 | Ho Van Dung | Xi Nuc's youth union secretary | x | |
| 7 | Ho Van Chot | Xi Nuc's prestigious person | x | |
| 8 | Ho Van Kinh | head of Lang Vay village | x | |

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| 9 | Ho Van Vong | head of Lang Vay's fatherland front | x | |
| 10 | Ho Thi Tha | head of Lang Vay's women's union | | x |
| 11 | Ho Thi Oi | Lang Vay's youth union secretary | | x |
| 12 | Ho Vai (Am Rap) | Lang Vay's prestigious person | x | |
| 13 | Hoang Dinh Tinh | head of Long Thanh village | x | |
| 14 | Nguyen Van Tuan | head of Long Thanh's fatherland front | x | |
| 15 | Vo Thi Thuong | head of Long Thanh's women's union | | x |
| 16 | Nguyen Minh Vuong | Long Thanh's youth union secretary | x | |
| 17 | Vo Tinh | Long Thanh's prestigious person | x | |
| 18 | Le Trong Quynh | head of Long Giang village | x | |
| 19 | Truong Dinh Ganh | head of Long Giang's fatherland front | x | |
| 20 | Truong Thi Bai | head of Long Giang's women's union | | x |
| 21 | Ngo Quoc Phu | Long Giang's youth union secretary | x | |
| 22 | Truong Dinh Hanh | Long Giang's prestigious person | x | |
| 23 | Doan Toan | head of Long Yen village | x | |
| 24 | Vo Huynh | head of Long Yen's fatherland front | x | |
| 25 | Tran Thi Thuyen | head of Long Yen's women's union | | x |
| 26 | Doan Minh Hoai | Long Yen's youth union secretary | x | |
| 27 | Ho Chuc | Long Yen's prestigious person | x | |
| 13. Tan Thanh commune | | | | |
| 1 | Le Thi Trang | head of communal fatherland front | | x |
| 2 | Hoang Van Duc | cadastral – agricultural official | x | |
| 3 | Le Tan Sy | head of Nai Cuu village | x | |
| 4 | Vo Thai Son | head of Nai Cuu's fatherland front | x | |
| 5 | Nguyen Thi Cam Tu | head of Nai Cuu's women's union | | x |
| 6 | Vo Thai Phap | Nai Cuu's youth union secretary | x | |
| 7 | Hoang Duc Chien | head of An Tiem village | x | |
| 8 | Ngo Van Thanh | head of An Tiem's fatherland front | x | |
| 9 | Nguyen Thi Thuy An | head of An Tiem's women's union | | x |
| 10 | Le Thi Ha | An Tiem's youth union secretary | | x |
| 11 | Bui Xuan Dao | head of Bich La Trung village | x | |
| 12 | Han Van Minh | head of Bich La Trung's fatherland front | x | |
| 13 | Nguyen Thi Thuy Trang | head of Bich La Trung's women's union | | x |
| 14 | Nguyen Thi Hoai Thuong | Bich La Trung's youth union secretary | | x |
| 15 | Ho Nang | head of Let village | x | |

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| 16 | Ho Lai | head of Let's fatherland front | x | |
| 17 | Ho Thi Dep | Let's women's union | | x |
| 18 | Ho Doi | Ha's prestigious person | x | |
| 14. Huong Loc district | | | | |
| 1 | Ho A Chao | head of communal fatherland front | x | |
| 2 | Nguyen Ngoan | cadastral – agricultural official | x | |
| 3 | Ho Van Leng | head of Cu Ty village | x | |
| 4 | Ho Van Thang | head of fatherland front of Cu Ty's residential group | x | |
| 5 | Ho A Mu | Cu Ty's youth union secretary | x | |
| 6 | Ho Thi Vung | head of Cu ty's women's union | | x |
| 7 | Ho Quang Dao | Cu Ty's prestigious person | x | |
| 8 | Ho Van Hang | Head of Tram village | x | |
| 9 | Ho Kro | head of fatherland front of Tram's residential group | x | |
| 10 | Ho Van Du | Tram's youth union secretary | x | |
| 11 | Ho Thi Sinh | head of Tram's women's union | | x |
| 12 | Pa A Nam (Cu Đông) | Tram's prestigious person | x | |
| 13 | Ho Van Lat | head of Toa Roa village | x | |
| 14 | Ho Van Tuan | head of fatherland front of Toa Roa's residential group | x | |
| 15 | Ho A Cat | Toa Roa's youth union secretary | x | |
| 16 | Ho Thi Thiep | Toa Roa's women's union | | x |
| 17 | Ho Van Đạt | Toa Roa's prestigious person | x | |
| 18 | Ho Van Lut | head of Ta Rui village | x | |
| 19 | Pa Tha | head of fatherland front of Ta Rui's residential group | x | |
| 20 | Ho Van Cum | Ta Rui's youth union secretary | x | |
| 21 | Ho Thi Xuan | head of Tai Rui's women's union | | x |
| 22 | Ho Van Ngot | Ta Rui's prestigious person | x | |
| 23 | Ho A Vi | head of Cua village | x | |
| 24 | Ho A Ta | head of fatherland front of Cua's residential group | x | |
| 25 | Ho A Van | Cua's youth union secretary | x | |
| 26 | Ho Thi Ngoan | Cua's women's union | | x |
| 27 | Pa Dot | Cua's prestigious person | x | |
| 15. Thanh commune | | | | |
| 1 | Ho Van Thoong | head of communal fatherland front | x | |
| 2 | Ho Van Binh | cadastral – agricultural official | x | |

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|---------------------------|-----------------|--|---|---|
| 3 | Pa Thoong | Thon Xung's prestigious person | x | |
| 4 | Ho Van Bay | Thon Xung's youth union | x | |
| 5 | Ho Kham Deng | Thon Xung's farmer association | x | |
| 6 | Le Thi Ngoc Can | Thon Xung's women's union | | x |
| 7 | Ho Van Beng | head of Thon Xung village | x | |
| 8 | Ho Van Don | head of Pa Lo Vac village | x | |
| 9 | Pa A Do | Pa Lo Vac's prestigious person | x | |
| 10 | Ho Van Nhe | Pa Lo Vac's youth union | x | |
| 11 | Ho Thi Hong | Pa Lo Vac's women's union | | x |
| 12 | Ho A Cat | Pa Lo Vac's farmer association | x | |
| 13 | Pa Mat | head of Thanh 1 village – prestigious person | x | |
| 14 | Pa A Xam | Thanh 1's farmer association | x | |
| 15 | Ho Ra Duong | Thanh 1's youth union | x | |
| 16 | Ho Thi Huong | Thanh 1's women's union | | x |
| 17 | Ho Pa Rang | head of A Ho village | x | |
| 18 | Pa Kham | A Ho's prestigious person | x | |
| 19 | Ho Thi Lieu | A Ho's women's union | | x |
| 20 | Ho Van Put | A Ho's youth union | x | |
| 21 | Pa Doa | A Ho's farmer association | x | |
| 22 | Pa Sinh | head of Ban 10 village | x | |
| 23 | Pa Tham | Ban 10's prestigious person | x | |
| 24 | Pa Ta Mung | Ban 10's farmer association | x | |
| 25 | Ho Thi Chun | Ban 10's women's union | | x |
| 26 | Ho Van Thang | Ban 10's youth union | x | |
| 16. A Xing commune | | | | |
| 1 | Ho Van Kham | deputy head of communal fatherland front | x | |
| 2 | Ho Van Thu | cadastral – agricultural official | x | |
| 3 | Ho Van Than | head of A Cha village | x | |
| 4 | Ho Van Cho | head of fatherland front of A Cha's residential group | x | |
| 5 | Ho Thi Em | head of A Cha's women's union | | x |
| 6 | Ho Van Hoang | A Cha's youth union secretary | x | |
| 7 | Vi Tha | A Cha's prestigious person | x | |
| 8 | Ho Van Loai | head of A Tong village | x | |
| 9 | Sam Son | head of fatherland front of A Tong's residential group | x | |

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| 10 | Y Thia | head of A Tong's women's union | | x |
| 11 | Ho Van Vay | A Tong's youth union secretary | x | |
| 12 | Am Nga | A Tong's prestigious person | x | |
| 13 | Ho Van Don | head of Tang Quan village | x | |
| 14 | Am Phon | head of Tang Quan's residential group | x | |
| 15 | Ho Thi Tho | head of Tang Quan's women's union | x | |
| 16 | Ho Van Pho | Tang Quan's youth union secretary | x | |
| 17 | Vo Phoi | Tang Quan's prestigious person | x | |
| 18 | Ho Van Din | head of A Mor village | x | |
| 19 | Ho Van Hay | head of A Mor's residential group | x | |
| 20 | Ho Thi Xieu | head of A Mor's women's union | | x |
| 21 | Ho Cu Da | A Mor's youth union secretary | x | |
| 22 | Am Mua | A Mor's prestigious person | x | |
| 17. A Tuc commune | | | | |
| 1 | Con Van | head of communal fatherland front | x | |
| 2 | Ho Cu Da | cadastral – agricultural official | x | |
| 3 | Ho Cu To | head of Tang Co village | x | |
| 4 | Con Ling | fatherland front of Tang Co's residential group | x | |
| 5 | Ho Van Thich | Tang Co's youth union | x | |
| 6 | Can Hu | head of Tang Co's women's union | | x |
| 7 | Ho Van Nghe | Tang Co's prestigious person | x | |
| 8 | Ho Van Doong | head of Ra Hang village | x | |
| 9 | Ho Thi Vui | Ra Hang's fatherland front | | x |
| 10 | Ho Van Hoi | Ra Hang's youth union | x | |
| 11 | Ho Thi Doi | head of Ra Hang's women's union | | x |
| 12 | Ho Pham | Ra Hang's prestigious person | x | |
| 13 | Ho Van Mac | head of A Xoi village | x | |
| 14 | Ho Van Mia | A Xoi's fatherland front | x | |
| 15 | Ho Cu Doi | A Xoi's youth union | x | |
| 16 | Ho Thi Hoa | head of A Xoi's women's union | | x |
| 17 | Con Thang | A Xoi's prestigious person | x | |
| 18 | Ho Van Xu | head of Ky Noi village | x | |
| 19 | Ho Thi A Meo | Ky Noi's fatherland front | | x |
| 20 | Ho Van Tam | Ky Noi's youth union | x | |
| 21 | Ho Thi Mac | head of Ky Noi's women's union | | x |

| | | | | |
|-----------------------|---------------|---|---|---|
| 22 | Con La | Ky Noi's prestigious person | x | |
| 23 | Ho Van Hinh | head of Ba Linh village | x | |
| 24 | Ho Van Lau | Ba Linh's fatherland front | x | |
| 25 | Ho Van De | Ba Linh's youth union | x | |
| 26 | Ho Thi Lom | head of Ba Linh's women's union | | x |
| 27 | Con Thuc | Ba Linh's prestigious person | x | |
| 28 | Ho Van Chang | head of A Xau village | x | |
| 29 | Ho Van Thieng | A Xau's fatherland front | x | |
| 30 | Ho Cu Xao | A Xau's youth union | x | |
| 31 | Can Dieu | head of A Xau's women's union | | x |
| 32 | Con Duong | A Xau's prestigious person | x | |
| 33 | Ho Van Nhan | head of Thon Huc village | x | |
| 34 | Ho Van Cuong | Thon Huc's fatherland front | x | |
| 35 | Ho Van Cung | Thon Huc's youth union | x | |
| 36 | Y Nom | head of Thon Huc's women's union | | x |
| 37 | Vo Tha | Thon Huc's prestigious person | x | |
| 38 | Ho Van Yen | head of Pa Lu village | x | |
| 39 | Am Khoa | Pa Lu's fatherland front | x | |
| 40 | Ho Van Ha | Pa Lu's youth union | x | |
| 41 | Y Tam | head of Pa Lu's women's union | | x |
| 42 | Am Yen | Pa Lu's prestigious person | x | |
| 43 | Ho Van Moai | head of Lia village | x | |
| 44 | Ho Van Khai | Lia's fatherland front | x | |
| 45 | Ho Van Cun | Lia's youth union | x | |
| 46 | Ho Thi Dun | head of Lia's women's union | | x |
| 47 | Pa A Dun | Lia's prestigious person | x | |
| 18. Xy commune | | | | |
| 1 | Ho Thi Thoan | Head of communal fatherland front | | x |
| 2 | Ho Bet Ma | cadastral – agricultural official | x | |
| 3 | Ho Van Linh | head of Ra Man village | x | |
| 4 | Ho Van Thuong | Ra Man's youth union secretary | x | |
| 5 | Ho Thi Thong | Ra Man's women's union | | x |
| 6 | Ho Ray | Ra Man's patriarch & prestigious person | x | |
| 7 | Ho Van Tho | Ra Man's fatherland front | x | |
| 8 | Ho Yen | head of Troan Thuong village | x | |

| | | | | |
|--------------------------|------------------------|--|---|---|
| 9 | Ho Thi Hoa | Troan Thuong's women's union | | x |
| 10 | Ho Van Cuong | Troan Thuong's fatherland front | x | |
| 11 | Ho Luong | Troan Thuong's patriarch & prestigious person | x | |
| 12 | Ho Ra Doi | Troan Thuong's youth union secretary | x | |
| 13 | Ho Van Phuong | head of Ta Nua village | x | |
| 14 | Ho Van Pay | Ta Nua's youth union secretary | x | |
| 15 | Ho Van K Lung | Ta Nua's fatherland front | x | |
| 16 | Ho Van A Roi | Ta Nua's patriarch & prestigious person | x | |
| 17 | Ho Thi Lu La | Ta Nua's women's union | | x |
| 19. A Doi commune | | | | |
| 1 | Nguyen Van Dung | head of communal fatherland front | x | |
| 2 | Ho Van Mia | cadastral – agricultural official | x | |
| 3 | Ho Van Lanh | head of A Doi Co village | x | |
| 4 | Pa Mo | head of fatherland front of A Doi Co's residential group | x | |
| 5 | Ho Thi Man | A Doi Co's women's union | | x |
| 6 | Ho Van Lang | A Doi Co's youth union secretary | x | |
| 7 | Ho Van Mat | A Doi Co's prestigious person | x | |
| 8 | Ho Van Danh | head of A Doi Do village | | |
| 9 | Pa Mên | head of fatherland front of A Doi Do's residential group | x | |
| 10 | Ho Thi Tuyet | A Doi Do's women's union | | x |
| 11 | Ho Van Huong | A Doi Do's youth union secretary | x | |
| 12 | Ho Lua | A Doi Do's prestigious person | x | |
| 13 | Le Hong Phong | head of Pa Roi village | | |
| 14 | Am Dinh | head of fatherland front of Pa Roi's residential group | x | |
| 15 | Ho Thi Lia | Pa Roi's women's union | | x |
| 16 | Ho Van Bang | Pa Roi's youth union secretary | x | |
| 17 | Ho Van Dam (Pa Lang) | Pa Roi's prestigious person | x | |
| 18 | Ho Nguong | head of Princ village | | |
| 19 | Ho Van Con (Con Nghia) | head of fatherland front of Princ's residential group | x | |
| 20 | Ho Thi Son | Princ's women's union | | x |
| 21 | Ho Van Thuc | Princ's youth union | x | |
| 22 | Ho Phuc Yen | Princ's prestigious person | x | |
| 23 | Ho Ta Xang | head of Xa Doan village | x | |

| | | | | |
|--------------------------|----------------|---|---|---|
| 24 | Pa Pien | Xa Doan's fatherland front | x | |
| 25 | Ho Thi Buong | head of Xa Doan's women's union | | x |
| 26 | Ho A Cat | Xa Doan's youth union secretary | x | |
| 27 | Pa Cu | Xa Doan's prestigious person | x | |
| 20. Huc commune | | | | |
| 1 | Ho Van Minh | head of communal fatherland front | x | |
| 2 | Ho Van Hoach | cadastral – agricultural official | x | |
| 3 | Ho Van Thoang | head of Huc Van village | x | |
| 4 | Ho Van Minh | Huc Van's fatherland front | x | |
| 5 | Ho Van Phu | Huc Van's youth union | x | |
| 6 | Ho Thi La Heng | Huc Van's women's union | | x |
| 7 | Ho Van Mo | Huc Van's prestigious person | x | |
| 8 | Ho Van Lao | head of Ta Ri 1 village | x | |
| 9 | Ho Van Thanh | Ta Ri 1's fatherland front | x | |
| 10 | Ho Van Toan | Ta Ri 1's youth union | x | |
| 11 | Ho Thi My | Ta Ri 1's women's union | | x |
| 12 | Ho Van Dam | Ta Ri 1's prestigious person | x | |
| 13 | Ho Van Xe | head of Ta Nuc village | x | |
| 14 | Ho A Ta | Ta Nuc's fatherland front | x | |
| 15 | Ho Van Tieu | Ta Nuc's youth union | x | |
| 16 | Ho Thi Lien | Ta Nuc's women's union | | x |
| 17 | Ho Ai Nong | Ta Nuc's prestigious person | x | |
| 18 | Ho Van Bai | head of Ta Ri 2 village | x | |
| 19 | Ho Van Com | Ta Ri 2's fatherland front | x | |
| 20 | Ho Van Chien | Ta Ri 2's youth union | x | |
| 21 | Ho Thi Huong | Ta Ri 2's women's union | | x |
| 22 | Ho Van Ray | Ta Ri 2's prestigious person | x | |
| 23 | Ho Van Mec | head of Huc Thuong village | x | |
| 24 | Ho A Rieng | Huc Thuong's fatherland front | x | |
| 25 | Ho Van Lieu | Huc Thuong's youth union | x | |
| 26 | Ho Thi Lum | Huc Thuong's women's union | | x |
| 27 | Ho Van Dooc | Huc Thuong's prestigious person | x | |
| 21. Thuan commune | | | | |
| 1 | Ho A Puon | head of communal fatherland front committee | x | |
| 2 | Le Van Mich | cadastral – agricultural official | x | |

| | | | | |
|----------------------------|---------------------|-------------------------------------|---|---|
| 3 | Ho Van Luan | head of Ban 1 village | x | |
| 4 | Ho Van Toi | Ban 1's fatherland front | x | |
| 5 | Ho Thi Xuong | Ban 1's women's union | | x |
| 6 | Ho Thi Thuy Hoa | Ban 1's youth union | | x |
| 7 | Ho Van Ket | Ban 1's prestigious person | x | |
| 8 | Ho A Theng | deputy head of former Ban 1 village | x | |
| 9 | Ho A P Rang | former Ban 1's fatherland front | x | |
| 10 | Ho Thi Tho | former Ban 1's women's union | | x |
| 11 | Ho Cu Nuong | former Ban 1's youth union | x | |
| 12 | Ho Phe | former Ban 1's prestigious person | x | |
| 13 | Nguyen Van Tam | head of Thuan Trung 1 village | x | |
| 14 | Nguyen Chien Hao | Thuan Trung 1's fatherland front | x | |
| 15 | Nguyen Thi Kieu | Thuan Trung 1's women's union | | x |
| 16 | Nguyen Cong Anh | Thuan Trung 1's youth union | x | |
| 17 | Pa Ray | head of Ban 2 village | x | |
| 18 | Ho Ta Uoc | Ban 2's fatherland front | x | |
| 19 | Ho Thi Xa | Ban 2's women's union | | x |
| 20 | Ho Pa Lai | Ban 2's youth union | x | |
| 21 | Ho Ta Tuoi (Pa Rui) | Ban 2's prestigious person | x | |
| 22 | Ho Van Tuong | head of Up Ly village | x | |
| 23 | Ho Khaa | Up Ly's fatherland front | x | |
| 24 | Ho Thi Dai | Up Ly's women's union | | x |
| 25 | Ho A Khong | Up Ly's youth union | x | |
| 26 | Ho A Coc | Up Ly's prestigious person | x | |
| 27 | Ho Van Hanh | head of Ban 7 village | x | |
| 28 | Ho A Xa | Ban 7's fatherland front | x | |
| 29 | Ho Thi Ngam | Ban 7's women's union | | x |
| 30 | Ho A Cung | Ban 7's youth union | x | |
| 31 | Ho A Den | Ban 7's prestigious person | x | |
| 32 | Ho A Nhum | head of Ban 6 village | x | |
| 33 | Ho Quat | Ban 6's fatherland front | x | |
| 34 | Ho Thi Ben | Ban 6's women's union | | x |
| 35 | Ho Van Tuan | Ban 6's youth union | x | |
| 36 | Ho A Thuan | Ban 6's prestigious person | x | |
| 22. Ba Tang commune | | | | |
| 1 | Am Kham | head of communal fatherland front | x | |

| | | | | |
|----|----------------|-----------------------------------|---|---|
| | | committee | | |
| 2 | Mai Ngoc Thanh | cadastral – agricultural official | x | |
| 3 | Am Met | head of Ba Long village | x | |
| 4 | Am Kien | Deputy head of Ba Long village | x | |
| 5 | Ho Van Nang | Ba Long’s Youth Union | x | |
| 6 | Vo Mua | Ba Long’s prestigious person | x | |
| 7 | Ho Thi May | Ba Long’s women’s union | | x |
| 8 | Am Penh | head of Ba Tang village | x | |
| 9 | Am Pang | Deputy head of Ba Tang village | x | |
| 10 | Ho Van Muoi | Ba Tang’s Youth Union | x | |
| 11 | Am Thi | Ba Tang’s prestigious person | x | |
| 12 | Ho Thi Duong | Ba Tang’s women’s union | | x |
| 13 | Am Danh | head of Mang Song village | x | |
| 14 | Am Deo | deputy head of Mang Song village | x | |
| 15 | Ho Van Phuc | Mang Song’s Youth Union | x | |
| 16 | Vo Ha | Mang Song’s prestigious person | x | |
| 17 | Y Khe | Mang Song’s women’s union | | x |
| 18 | Am Penh | head of Vang village | x | |
| 19 | Ho Van Diep | deputy head of Vang village | x | |
| 20 | Ho Van Rang | Vang’s Youth Union | x | |
| 21 | Am Neng | Vang’s prestigious person | x | |
| 22 | Y Thu | Vang’s women’s union | | x |
| 23 | Am Thang | head of Vang village | x | |
| 24 | Am Hop | deputy head of Vang village | x | |
| 25 | Ho Van Ta Ho | Vang’s Youth Union | x | |
| 26 | Am Hec | Vang’s prestigious person | x | |
| 27 | Can Cop | Vang’s women’s union | | x |

V. DA KRONG DISTRICT

| No | Name | Position/Organization | Male | Female |
|----------------------------|---------------|---|------|--------|
| 1. Krong Klang town | | | | |
| 1 | Ho Thi Thuong | Head of Women’s Union | x | x |
| 1 | Ho Van Tap | agricultural official | X | |
| 3 | Ho Van Cuc | cadastral staff | x | |
| 4 | Ho Van Thom | head of communal fatherland front committee | X | |
| 5 | Truong Lich | head of I hamlet | X | |
| 6 | Dang Huu Hat | head of II hamlet | X | |

| | | | | |
|------------------------------|------------------|---|---|---|
| 7 | Ho Van Thuc | head of Khe Xong hamlet | X | |
| 8 | Ho Van Ninh | head of A Rong hamlet | X | |
| 9 | Thuong Van Hung | head of Lang Cat hamlet | x | |
| 2. Huong Hiep commune | | | | |
| 1 | Ho Thi Thuong | head of Women's Union | | x |
| 2 | Le Van Nhiem | agricultural official | X | |
| 3 | Truong Thi Hoa | cadastral staff | | x |
| 4 | Ho Van Xay | head of communal fatherland front committee | X | |
| 5 | Ho Van Thuy | head of Phu An village | X | |
| 6 | Ho Van Hung | head of Xa Ruc village | X | |
| 7 | Ho Phuoc Lieu | head of Xa Vi village | X | |
| 8 | Ho Van Hai | head of Ruong village | X | |
| 9 | Ho Van Mien | head of Ra Lu village | X | |
| 10 | Ho Van Bao | head of Ha Bac village | X | |
| 11 | Ho Van Thinh | head of Khe Van village | X | |
| 12 | Ho Van Vinh | head of Kreng village | X | |
| 13 | Ho Van Chan | head of Pa Loang village | X | |
| 14 | Ho Van Tiep | head of Khe Hien village | X | |
| 3. Mo O commune | | | | |
| 1 | Nguyen Thi An | head of Women's Union | | x |
| 2 | Nguyen Duc Thanh | agricultural official | X | |
| 3 | Pham Thi Hien | cadastral staff | | X |
| 4 | Mai Thanh Hong | head of communal fatherland front committee | X | |
| 5 | Ho Van The | head of Phu Thieng village | X | |
| 6 | Tran Thanh Hung | head of Phu Thanh village | X | |
| 7 | Ho Van Ta Lu | head of Khe Lan village | X | |
| 8 | Ho Van Thoan | head of Ba Rau village | X | |
| 9 | Ho Van Cu Ta | head of Khe Luoi village | x | |
| 4. Ba Long commune | | | | |
| 1 | Vo Xuan Quy | head of Women's Union | X | |
| 2 | Le Thi Phuong | agricultural official | X | |
| 3 | Nguyen Tri Ba | cadastral staff | X | |
| 4 | Doan Phi Hung | head of communal fatherland front committee | X | |
| 5 | Ho Van Neu | head of Khe Cau village | X | |
| 6 | Nguyen Van Hung | head of Mai Son village | X | |
| 7 | Ha Ngoc Khoi | head of Cây Chanh village | X | |
| 8 | Phan Van Ky | head of Luong Ha village | X | |
| 9 | Nguyen Truong | head of Ha Vung village | x | |
| 10 | Nguyen Thi Lien | head of Da Noi village | | x |
| 11 | Dinh Huu Hanh | head of Van Da Noi village | | X |

| | | | | |
|---------------------------|-------------------|---|---|---|
| 12 | Nguyen Hai | head of Thach Xa village | | X |
| 13 | Nguyen Thai Phung | head of Van Van village | | X |
| 14 | Cao Xuan Ga | head of Tan Tra village | | x |
| 5. Dakrong commune | | | | |
| 1 | Do Van Nam | cadastral staff | X | |
| 2 | Ho Thi De | head of women's union | | x |
| 3 | Ho Van Thuan | agricultural staff | X | |
| 4 | Ho Thi Hon | head of communal fatherland front committee | | X |
| 5 | Ho Van Long | head of Lang Cat village | X | |
| 6 | Ho Thi Moc | head of Cu Pua village | | X |
| 7 | Ho Van Tien | head of Vung Kho village | X | |
| 8 | Ho Van Thoan | head of Klu village | X | |
| 9 | Ho Van Mat | head of Xa Lang village | X | |
| 10 | Ho A Vanh | head of Pa Tang village | X | |
| 11 | Ho Ai But | head of Ta Leng village | X | |
| 12 | Ho Van Thai | head of Chan Ro village | X | |
| 13 | Ho Van Muoi | head of Ba Ngao village | X | |
| 14 | Ho Van Do | head of Khe Ngai village | x | |
| 6. Ba Nang commune | | | | |
| 1 | Ho Van Luan | cadastral staff | X | |
| 2 | Ho Kanavili | agricultural official | X | |
| 3 | Ho Van Hing | head of communal fatherland front committee | X | |
| 4 | Ho Thi Ba | head of women's union | | x |
| 5 | Ho Ngoc Thinh | head of A La village | X | |
| 6 | Ho Van Trung | head of Ta Rec village | X | |
| 7 | Ho Van Rang | head of Ba Nang village | X | |
| 8 | Ho Van | head of Da Ban village | X | |
| 9 | Ho Van Bay | head of Tram village | X | |
| 10 | Ho Van Mat | head of Coc village | X | |
| 11 | Ho Van Lao | head of Ta Men village | X | |
| 12 | Ho Pa Dooc | head of Bu village | X | |
| 13 | Ho Van Muoi | head of Nguoc village | x | |
| 7. Ta Long commune | | | | |
| 1 | Ho Thi Thuong | head of Women's Union | | |
| 2 | Ho Van Tap | agricultural official | X | |
| 3 | Ho Van Cuc | cadastral staff | X | |
| 4 | Ho Van Thom | head of communal fatherland front committee | X | |
| 5 | Ho Van Ta | head of Ke village | X | |
| 6 | Ho Van Duong | head of Voi village | X | |
| 7 | Ho Thi Men | head of Ta Lao village | | x |

| | | | | |
|----------------------------|-------------------|---|---|---|
| 8 | Ho Van Duoc | head of Pa Hy village | X | |
| 9 | Ho Van Hinh | head of A Du village | X | |
| 10 | Ho Van Thieu | head of Ly Ton village | X | |
| 11 | Ho Van Co | head of Sa Ta village | X | |
| 12 | Ho Van Lap | head of Chai village | x | |
| 13 | Ho Van Lieu | head of Ba Ngay village | x | |
| 8. Huc Nghi commune | | | | |
| 1 | Ho Thi Thanh | head of Women's Union | X | |
| 2 | Ho Van Phin | head of communal fatherland front committee | X | |
| 3 | Nguyen Thi Tam | agricultural official | | x |
| 4 | Hoang Dinh Toan | cadastral staff | X | |
| 5 | Ho Y Ta | head of Huc Nghi village | X | |
| 6 | Ho Van A Rai | head of La To village | X | |
| 7 | Le Van Hoa | head of Ba Bay village | X | |
| 8 | Ho Hong Mui | head of Cup village | x | |
| 9. Ta Rut commune | | | | |
| 1 | Ho Thi Ngan | cadastral staff | | x |
| 2 | Ho Thi Hang | head of women's union | | X |
| 3 | To Thi Thanh Nhan | agricultural staff | X | |
| 4 | A Koong | head of communal fatherland front committee | X | |
| 5 | Ho Van Hoai | head of Ta Rut 1 village | X | |
| 6 | Ho Van Quang | head of Ta Rut 2 village | X | |
| 7 | Ho Van Nhuong | head of Ta Rut 3 village | X | |
| 8 | Ho Van Mot | head of A Pun village | X | |
| 9 | Ho Van Phuon | head of Ka Hep village | X | |
| 10 | Ho Van Don | head of A Dang village | X | |
| 11 | Ho Van Ven | head of Vuc Leng village | X | |
| 12 | Ho Van Thanh | head of A Vuong village | X | |
| 13 | Ho Van Hem | head of A Lieng village | x | |
| 10. A Ngo commune | | | | |
| 1 | Ho Thi Mien | head of women's union | | x |
| 2 | Nguyen Quang Huu | agricultural official | X | |
| 3 | Ho Van Tinh | cadastral staff | X | |
| 4 | Ho Van Hai | head of communal fatherland front committee | X | |
| 5 | Ho Thuy | head of La Lay village | X | |
| 6 | Ho Van Thon | head of A Deng village | X | |
| 7 | Ho Van Tiu | head of A Rong Tren village | X | |
| 8 | Ho Van Hai | head of A Dang village | X | |
| 9 | Ho Van Lam | head of A Rong Duoi | X | |

| | | | | |
|--|-----------------|---|---|---|
| | | village | | |
| 10 | Ho Van Sao | head of Pi Rao village | X | |
| 11 | Ho Van Ngum | head of A La village | X | |
| 12 | Ho Van Ty | head of A Ngo village | X | |
| 13 | Ho Van Thao | head of Ky Ne village | X | |
| 14 | Ho Van Long | head of Ang Cong village | X | |
| 11. A Bung commune | | | | |
| 1 | Nguyen Thi Linh | cadastral staff | | X |
| 2 | Ho Thi Nhan | head of women's union | | X |
| 3 | Ho Van Bach | agricultural staff | X | |
| 4 | Ho Van Kheo | head of communal fatherland front committee | X | |
| 5 | Ho Van Lam | head of A Bung village | X | |
| 6 | Ho Xuan Tham | head of La Hot village | X | |
| 7 | Ho Van Uc | head of Cu Tai 2 village | X | |
| 8 | Ho Van Cau | head of Cu Tai 1 village | X | |
| 9 | Ho Thi Theu | head of Ty Ne village | X | |
| 10 | Ho Thi The | head of A Luong village | | x |
| 11 | Ho Van Hoa | head of Cựp village | x | |
| 12. A Vao commune | | | | |
| 1 | Ho Phuong Nam | agricultural official | X | |
| 2 | Ho Cu Oat | cadastral staff | X | |
| 3 | Ho Thi Hoa | head of women's union | | x |
| 4 | Ho Van Liet | head of communal fatherland front committee | X | |
| 5 | Ho Thi Bim | head of A Vao village | X | |
| 6 | Ho Van Anh | head of Ro Ro 1 village | X | |
| 7 | Ho Thi Dat | head of Ro Ro 2 village | | x |
| 8 | Ho Van Let | head of Tan Di 1 village | X | |
| 9 | Ho Van Man | head of Tan Di 2 village | X | |
| 10 | Ho Van Mung | head of Tan Di 3 village | X | |
| 11 | Ho Van Y | head of A Sau village | X | |
| 12 | Ho Van Hiep | head of Ba Linh village | X | |
| 13 | Ho Van Nhien | head of Ky Noi village | x | |
| 13. Hai Phuc commune: 1 village (Ta Lang village) | | | | |

ANNEX 2: LIST OF PARTICIPANTS IN THE MANAGEMENT/ECONOMIC ORGANIZATIONS IN GROUP DISCUSSIONS

| No | Name | Position/Organization | Male | Female |
|-----------|-------------------|--|-------------|---------------|
| 1 | Le Thanh Tung | Official - Division of Finance and Planning | x | |
| 2 | Dinh Quoc Te | Official - Division of District Ethnic | x | |
| 3 | Ho Thi Thanh Thuy | Vice Chairwoman – District women’s union | | x |
| 4 | Tran Dinh Hien | Tax intermediate inspector, district-level tax division | x | |
| 5 | Dinh Trong Quan | Official - Division of Agriculture and Rural Development | x | |
| 6 | Duong Phuc Hieu | Official - Division of Natural Resources and Environment | x | |