

PEOPLE'S COMMITTEE OF SON LA PROVINCE

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

ETHNIC MINORITIES DEVELOPMENT PLAN

*(Issued with Decision No. /QD-UBND dated , 2019 of the
People's Committee of Son La Province)*

Son La, 2019

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

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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.** 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 the 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 software implementation 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 Son La 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 Son La Province

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

- *Location* the project will be implemented in 08 districts of Son La province including Son La city, Muong La district, Mai Son district, Song Ma district, Yen Chau district, Moc Chau district, Van Ho district, and Phu Yen district.

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 Son La province is approximately 174,568 persons (Khang group: 1,611 persons, La Ha group: 4,051 persons, Kho Mu group: 8,915 persons, Dao group: 18,102 persons, Xinh Mun group: 24,735 persons, and H'mong group: 117,154 persons). Distributions of ethnic minority groups in Son La province are as below:

Unit: Person

District	EM Group 1		EM Group 2		EM Group 3		EM Group 4		Another EM Group	
	Group	Population	Group	Population	Group	Population	Group	Population	Group	Population
Muong La	Khang	1,003	Muong	279	La Ha	4,051	H'mong	17,661	Other	203
Mai Son	Kho Mu	4,013	Muong	1,393	Xinh Mun	6,190	H'mong	18,607	Other	346
Song Ma	Khang	607	Kho Mu	4,480	Xinh Mun	8,715	H'mong	27,958	Other	19
Yen Chau	Kho Mu	264	Muong	471	Xinh Mun	9,411	H'mong	10,998	Other	87
Moc Chau	Kho Mu	229	Xinh Mun	420	Dao	6,761	H'mong	17,349	Other	342
Van Ho	Kho Mu	1	Tay	5	Dao	4,106	H'mong	14,972	Other	2
Phu Yen	Dao	7,642	H'mong	16,541					Other	297

Source: EM census 2017 of Son La

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

Currently, Son La province has about 1.2 million persons; majority of the population is Thai group (accounted for about 53.2% population); then, Kinh group is about 17.61%; H'mong group ~ 14.61%; Muong group ~ 7.57%; Xinh Mun group ~ 1.98%; Dao group ~ 1.77%; Khang group ~ 0.8%, La Ha group ~ 0.75% and other EM groups of smaller proportion is about 0.54%.

EM people inhabit in 11 districts in Son La province. Especially, surrounding the project areas, EM groups mainly concentrate in 07 districts

including Muong La, Mai Son, Song Ma, Yen Chau, Moc Chau, Van Ho, and Phu Yen.

In the history of defence and the two national revolutions, the ethnic groups in Son La have united to against the invasions and contributed to the socio-economic developments in the area.

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

a) H'mong group

H'mong is the third largest indigenous EM group in Son La after Thai and Kinh groups. The H'mong population was 179,114 persons (after census 2017) which accounted for 14.61% of the population. H'mong group inhabits in 12 districts and city.

H'mong group gather in villages of tens of households. They are living in closed environment. In many areas, H'mong group constructs horizontal rock walls surrounding their houses which are typical bungalows and three-compartments with two to three doors. Thatched cottages or bungalows with wooden boards are common. H'mong villages are constructed along the hill slopes with elevation varies from 800 to 1000m (compared to the sea level). Their residential areas are separated from cultivating areas. Nomadism and crop rotation are their common cultivation practices. Corn, upland rice, potatoes, buckwheat, coix lacryma-jobi, peanuts, sesame, beans and vegetables are main agricultural products. Terraced fields are distributed in some areas. Apple, peach, plum, and pear plantings are quite popular besides some medicinal herbs such as panax pseudo-ginseng, ligusticum wallichii, and codonopsis pilosula.

Linen weaving is one of the H'mong's special products. Handicrafts are diversified in this community including weaving, forging, making horse saddles, wooden furniture, especially containers; making paper, silver jewelry to satisfy people's needs and tastes. H'mong's craftsmen are mostly semi-professional, who make famous products such as plows, knives, hoes, shovels and gun barrels of high technical standards.

Kermis in H'mong's residences is a place for good exchanges as well as for feeling sharing and daily activities.

H'mong's horses with two shoulder papooses are used for goods carrying and for transportation. Horses are close and dear to H'mong's families. The love market held once a year is a beautiful and unique H'mong's culture. H'mong group highly respect their family and consider family are brothers of the same ancestors. Brothers can be born and dead in each other's houses and shall always support and back up for each other. Each family gathers in a cluster, and one head will be in charge of common businesses of families. Each resident family gathers into a cluster, one of them heads a common job. People of the same

family names are prohibited to get married. There are close connections between people of the same family or close families. Their leader is a prestigious person, and is respected by family's people.

In the H'mong's traditional society, each village has a village chief, a highly knowledgeable, experienced, reputable elder and originated from a wealthy family in the village. However, nowadays, villages have been formed; The village chief is selected by the people in the village and is responsible for grasping relevant information, guidelines and policies from the Party and the State to later disseminating back to people in the village. The village chief is much similar to the former village patriarchs.

In general, H'mong society is the most community-oriented, united among members. This is reflected in the forms of work shifting, mutual assistance, continuous sharing and supports in the feast of Tet holidays or ceremonies. The links between families and the connections between a member and the village are based on kinship or neighboring relationships.

Agriculture (with maize, upland rice, sweet potatoes, buckwheat, coix lacryma-jobi, peanuts, sesame, beans, and vegetables) is the most important economic income H'mong's society. The income from upland fields plays an important role in H'mong's life, especially when the demands for forest land use increased due to high forest land values. In rotational cultivation, each field will only be used for one-season crop and then for another crop or be abandoned in 3 to 5 years until getting new shoots to continue cultivating and then be abandoned again.

At present, most of H'mong group in the area were issued with LURCs (in the provincial project for survey and issuance of forest LURCs). For residential and agricultural production land, issuance of LURCs are made based on self-declaration or individual survey and mapping of land parcels. Cadastral maps were not available which make the data used for issuance of LURCs inaccurate and the cadastral files incomplete.

b) Muong group

Muong is the fourth largest EM group in Son La with around 92,806 persons in population (accounted for 7.57% of population). Muong is the second largest indigenous EM group after H'Mong.

Residences of Muong group are concentrated in Phu Yen and Moc Chau districts; some of them are sparse in other districts and city.

Muong's residential unit is village (muong). Muong consists of residential areas, all production and non-production lands, forests, mountains, rivers, and streams in a defined range. The villages' boundaries were orally defined and transferred in generations using rivers, streams or trees, rocks, mountain peaks,

or trails. Muong people have a high sense of self-awareness of their ethnic group and proud of their ancestors' traditions.

Muong people gather in villages of tens to hundreds of households. Muong villages are built along the foothills, near water sources, and near the cultivation production areas.

Field and upland cultivations are the two main economic features of Muong group. Due to the early cultivation practice of wet rice fields, the Muong's socio-economic life more stable and developed than other EM groups. Moreover, Muong people also have other sources of income from forest products such as mushroom, wood ear, sap, lac, cinnamon, honey, wood, rattan, and bamboo. Also, weaving, knitting, and reeling are typical Muong's handcrafts.

At present, most of Muong group in the area were issued with LURCs (in the provincial project for survey and issuance of forest LURCs) and other land types are dealt with by the Directive 10. However, the application for issuance of LURC are solved based on self-declaration or individual survey and mapping of land parcels. Cadastral maps were not available which make the data used for issuance of LURCs inaccurate and the cadastral files incomplete.

c) Dao Group

Dao is the fifth largest EM group Son La with about 16,018 persons, accounted for 1.77% of population.

Residences of Dao group are mainly in Moc Chau, Van Ho, Phu Yen, and some in other districts and city.

Dao is one of the EM groups who inhabits intermixed with other groups such as Thai, Muong, etc. which prevents them from having their own unique features.

In culture and life, Dao group still preserves their own ethnic identities such as housing, funerals, and weddings ceremonies. In socio-economic aspect, Dao group maintains their economic development in accordance with the communities in their living areas.

d) Xinh Mun group

Xinh Mun is the fourth largest EM group in Son La with ~ 24,274 persons, accounted for 1.98% of population.

Xinh Mun group mainly inhabits in Mai Son, Yen Chau, Song Ma, and less in other districts and city.

Xinh Mun people gather in villages of tens of households. Xinh Mun villages are constructed along foothills in the elevation of 500 to 800m above the sea level, and adjacent to cultivating areas. Holes pricking, hoeing, and

plough are different their ways of cultivation. Wet rice fields are distributed in some areas. Hunting and gathering still contribute a significant portion to their life. Knitting is developed with beautiful and good products. These products will later be exchanged with Thai or Laos for cloths and steel-made products.

At present, most of Xinh Mun people in the area were issued with LURCs (in the provincial project for survey and issuance of forest LURCs) and other land types are dealt with by the Directive 10. However, the application for issuance of LURC are solved based on self-declaration or individual survey and mapping of land parcels. Cadastral maps were not available which make the data used for issuance of LURCs inaccurate and the cadastral files incomplete.

e) Khang, La Ha and other EM groups

Khang and La Ha are the two small EM groups (Khang accounted for 0.8% while La Ha accounted for 0.75% of population). They mainly concentrate in Quynh Nhai, Muong La, and Thuan Chau districts. Some Khang, La Ha, and people (accounted for 0.06% population) inhabits intermixed with other communities.

Khang and La Ha people often reside on the slopes of the mountains and hills along Da river. They formed villages of 10 to 30 households.

Upland corn and rice cultivations are Khang and La Ha people's main livelihoods. Holes pricking in the ground, hoeing or plough are their different ways for cultivation. Wet rice fields are distributed in some areas. Hunting and gathering largely contribute to their incomes. Moreover, Khang and La Ha people do have other sources of income from forest products such as mushrooms, amomum, lac, and fisheries in Da river.

At present, most of Khang and La Ha people in the area were issued with LURCs (in the provincial project for survey and issuance of forest LURCs) and other land types are dealt with by the Directive 10. However, the application for issuance of LURC are solved based on self-declaration or individual survey and mapping of land parcels. Cadastral maps were not available which make the data used for issuance of LURCs inaccurate and the cadastral files incomplete.

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 of 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 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, 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.

2.5. Consistency with the World Bank's Operational Policy for Indigenous Peoples

The WB's Policy 4.10 (revised in 2013) requires the Borrower to conduct a free, prior informed consultation process and be conducted prior to conducting the project with the Indigenous people, when indigenous people are affected by the project. The purpose of this consultation is to avoid or minimize the negative impacts of the project on ethnic minority people and to ensure that project activities are consistent with local culture and customs. To encourages local decision-making and community participation within the framework of Vietnam's legal regulations on decentralization and land in line with World Bank policies.

The World Bank safeguard policy specifies that indigenous peoples are (a) self-identified as members of the indigenous cultural group and that they are

recognized by other groups; (b) the same habitat is geographically or geographically homogeneous in the project area and shares the same natural resources in these environments and territories; (c) cultural institutions in a manner that is distinct from that of the dominant society and culture; and (d) a native language, usually different from the official language of the country or 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 to mitigate potential 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

The Son La Department of Natural Resources and Environment coordinated with project districts to conduct consultation with ethnic minority people in 05 districts (*including Mai Son, Yen Chau, Moc Chau, Phu Yen, and Song Ma*). 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 consultation	Managing staff			Organization			EM people		
		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 frame, 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 the 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 Peoples receive a maximum of social and 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, PPMU, communal leader board and cadastral officials, communal fatherland front and women's union. People's Committee of Son La 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 project's 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 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 satisfactory and timely manner.

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

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 on the project activities to be consulted with EM community shall be provided to EM people in two days. 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 meeting 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. That time of announcement is to guarantee to provide sufficient time for citizens to understand, to 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 boards 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 point in the 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 in some communities.

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 heads, hamlets, village patriarchs, and prestigious people 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 people 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: Organize 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 land information access 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 official 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 CPMU and the Bank.

To minimize potential disputes and complaints which may be raised during 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 complaint and disputes. Each village and hamlet shall establish a mediation team to support the communal PC in mitigating and 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 raising 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 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 boards of ethnic minorities, 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' rights and benefits.

Regular reports from VILG's PPMU (every 6 month) 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 MINORITY DEVELOPMENT 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 emerging activities with impacts, they will be updated in the EMDP. Updates will be sent to World Bank for approval and later promulgated to EM communities in the project areas.

6.2. EM participation

To ensure 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 can 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 persons 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 about USD \$15,000 (in words: fifteen thousand US dollars).

No	Content	Unit	Number	Unit Price (USD)	Total (USD)
Total					15,000
Activity 1:	<i>Establish a district-level community consultation group and conduct workshops (2 times/year)</i>				5,000
-	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
Activity 2:	<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				
Activity 3:	<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>
Activity 4	<i>Organize meetings in villages, hamlets, ... and communes</i> (30 meetings/year x 04 years)	<i>Meeting</i>	<i>120</i>	<i>50</i>	<i>6,000</i>
Activity 5	<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>				<i>Budgets allocated from regular operation funds of LROs</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)				
-	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>				1,000
-	Training workshop to strengthen skills for cadastral staffs and mediation teams in hamlets (200 persons x 1 day)	workshop	1	2,000	2,000
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 internally 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 activities	Basic indicators
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.

<p>2. Community consultation and participation of EM people</p>	<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
<p>3. Implement potential negative mitigation measures</p>	<ul style="list-style-type: none"> • Implementation of all measures to mitigate negative impacts from the project must be effectively implemented.
<p>4. Implementation of specific development interventions for local ethnic minority communities</p>	<ul style="list-style-type: none"> • Assess effectiveness of the implementation of the action plan.
<p>5. Complaints / Grievances</p>	<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
	Moc Chau district			
1	Ha Van Khoi	Head of 19/5 sub-group	x	
2	Song Mạnh Quang	Head of Hen Pen hamlet	x	
3	Mua A Suu	Head of Ta 1 hamlet	x	
4	Mua A Lu	Head of Ta 1 hamlet	x	
5	Vang A Phu	Head of Ta Phenh 1 hamlet	x	
6	Cu A Nu	Head of Phieng Canh hamlet	x	
7	Trieu Van Minh	Head of Km 16 hamlet	x	
8	Ban Trung Thuy	Head of Suoi Ba hamlet	x	
9	Lường Van Khoa	Head of A Ma 2 hamlet	x	
10	Trang A Tua	Head of Phieng Cai hamlet	x	
11	Dang Van Hung	Head of Km 5 hamlet	x	
12	Dang Van Man	Head of 83 hamlet	x	
13	Tang Van Son	Head of Pieng Sang hamlet	x	
14	Ha Van Luong	Head of Xom Lom hamlet	x	
15	Cam Van Tuan	Head of Phieng Ha hamlet	x	
	Yen Chau district			
16	Hoang Van Thien	Muong Lum hamlet		
17	Ca Van Hoan	Na Ban hamlet		
18	Giang Lao Lo	Pa Kha I hamlet		
19	Lia Thanh Bo	Pa Kha I hamlet		
20	Vi Van Bien	Trang Nam hamlet		
21	Vi Van Quy	Tram Hoc hamlet		
22	Ha Van Quyen	Lac Ken hamlet		
23	Hoang Van Huong	Suoi Bun hamlet		
24	Lu Van Tuyen	Pha Cung hamlet		
25	Vi Van Ty	Pa Sa hamlet		
26	Ha Van Vien	Nhom hamlet		
27	Hoang Van Hai	Chum hamlet		
28	Lo Van Luot	Huon hamlet		
29	Hoang Van Bong	Chai hamlet		
30	Quang Van Duong	Huoi Pu hamlet		
31	Lo Van Sang	Then Luong hamlet		

32	Hoang Van Nguong	Nam Un hamlet		
	Mai Son district			
	<i>Man 1 hamlet</i>			
33	Quang Van Xuan	Party cell secretary	x	
34	Quang Van Thoan	Hamlet head	x	
35	Luong Van Pong	Fatherland Front	x	
36	Cam Thi Hai	Women's Union		x
37	Cam Van Yeu	Youth Union	x	
	<i>Y Luong hamlet</i>			
38	Quang Van Lien	Party cell secretary	x	
39	Cam Van Sai (TBKN)	Hamlet head	x	
40	Quang Van Thoai	Fatherland Front	x	
41	Cam Thi Doan	Women's Union		x
42	Quang Van Nha	Youth Union	x	
	<i>Oi hamlet</i>			
43	Quang Van Than	Party cell secretary	x	
44	Luong Van Hiep	Hamlet head	x	
45	Ha Van Tien	Fatherland Front	x	
46	Luong Thi Inh	Women's Union		x
47	Ha Van Toan	Youth Union	x	
	<i>Lu 1 hamlet</i>			
48	Tong Van Hom	Party cell secretary	x	
49	Xa Chieng Luong	Hamlet head	x	
50	Ha Van Thuan	Fatherland Front	x	
51	Tong Thi Khanh	Women's Union		x
52	Cam Van Hoang	Youth Union	x	
	<i>Ban Po</i>			
53	Luong Van Thi	Party cell secretary	x	
54	Ha Van Chien	Hamlet head	x	
55	Luong Van Phong	Fatherland Front	x	
56	Ha Thi Toan	Women's Union		x
57	Luong Van Tien	Youth Union	x	
	Phu Yen district			
	<i>Giang hamlet</i>			
58	Dinh Van Dung	Party cell secretary	X	
59	Lo Van Thom	Hamlet head	X	
60	Dinh Van Hung	Youth Union	X	
61	Dinh Thi Ngan	Head of Women's Union		X
62	Lo Van Dung	Head of Farmer Association	X	
	<i>Na Lay hamlet</i>			
63	Ha Van Luong	Party cell secretary	X	

64	Lo Van Canh	Hamlet head	X	
65	Lo Van Duan	Youth Union	X	
66	Ha Thi Doan	Head of Women's Union		X
67	Lo Van Phong	Head of Farmer Association	X	
	<i>Keo Lan hamlet</i>			
68	Ha Van Mang	Party cell secretary	X	
69	Ha Van Tiep	Hamlet head	X	
70	Lo Van Cong	Youth Union	X	
71	Ha Thi Hoa	Head of Women's Union		X
72	Lo Van Tien	Head of Farmer Association	X	

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

No	Name	Position/Organization	Male	Female
I. Provincial level				
1	Pham Van Thi	Deputy Director, Department of Natural Resources and Environment	x	
2	Quang Van Thuc	Official, Department of Natural Resources and Environment	x	
3	Nguyen Dinh Chinh	Official, Department of Agricultural and Rural Development	x	
4	Vu Hong Hanh	Official, Department of Finance		x
5	Bui Van Thanh	Deputy Manager, Division of Finance – Planning, Ethnic Board	x	
6	Truong Thi Mai	Deputy Chief of Office – Provincial Women’s Union		x
II. District level				
I	Moc Chau district			
1	Nguyen Thi Thuy	Deputy Manager, Division of Natural Resources and Environment		x
2	Tran Thi Loan	Deputy Manager, Division of Finance and Planning		x
3	Nguyen Van Ngoc	Deputy Manager, Division of Agricultural and Rural Development	x	
4	Ha Van Cuong	Deputy Manager, Division of Labor – invalids and social affairs	x	
5	Do Thi Huong	Vice Chairman, district Women’s Union		x
6	Nguyen Thi Huong	Deputy Director, District Tax organization		x
II	Van Ho district			
1	Nguyen Quang Huy	Manager	x	
2	Le Ba Chien	Official, Division of Natural Resources and Environment	x	
3	Dang Phi Hung	Official, Division of Labor – invalids and social affairs	x	
4	Nguyen Trung Duc	Official, Division of Agricultural and Rural Development	x	
5	Lo Duc Anh	Official, Division of Finance and Planning	x	

6	Dinh Thu Phuong	Official, District Women's Union		x
7	Nguyen Thi Hoai Thu	Official, Inspection and Debt collection Team, Van Ho district tax organization		x
III	Yen Chau district			
1	Lo Thu Ha	Division of Natural Resources and Environment		x
2	Pham Van Tuan	Division of Finance and Planning	x	
3	Quang Thi Thu	Division of Agricultural and Rural Development		x
4	Quang Van Tuan	District-level Tax Organization	x	
5	Tenh Lao Vang	Ethnic Board	x	
6	Mua Thi My	District Women's Union		x
IV	Mai Son district			
1	Nguyen Thanh An	Manager, Division of Natural Resources and Environment	x	
2	Nguyen Hoai Nam	Official, Division of Natural Resources and Environment	x	
3	Tran Son Ha	Official, Division of Finance and Planning	x	
4	Luong Van Lap	Official, Division of Agricultural and Rural Development	x	
5	Giang A Lo	Official, Division of Ethnic Affairs	x	
6	Nguyen Thi Luyen	District Women's Union		x
7	Nguyen Huy Du	Official, Inspection and Debt collection Team, Mai Son district tax organization	x	
V	Phu Yen district			
1	Nguyen Khac Ai	Deputy Manager, Division of Natural Resources and Environment	X	
2	Cam Van Chuan	Deputy Manager, Division of Agricultural and Rural Development	X	
3	Nguyen Van Hoc	Deputy Manager, Division of Ethnic Affairs	X	
4	Dinh Thi Hoan	Vice Chairman, District Women's Union		X
5	Ly Hoai Huy	District-level Tax Organization	X	
6	Ha Duc Duc	Official, Division of Finance and Planning	X	

VI	Song Ma district			
1	Nguyen Cong Hung	Official, Division of Natural Resources and Environment		
2	Va A Senh	Official, Division of Ethnic Affairs		
3	Lo Van Van	Official, Division of Finance and Planning		
4	Lo Van Thien	Official, Division of Agricultural and Rural Development		
5	Le Thi Lien	Official, District Women's Union		
6	Tran Viet Tiep	Official, District-level Tax Organization		