



IEAD Supplementary E&S Study

Community Development with
Ethnic Group Development Plan
(CEGDP)

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Community Development with Ethnic Group Development Plan Ethnic Group Development Plan (CEGDP)

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Acronyms and Abbreviations

Name	Description
ABD	Asian Development Bank
AOI	Area of Influence
CBO	Community Based Organisations
CDP	Community Development Programme
CEGDP	Community and Ethnic Group Development Plan
CH	Cultural Heritage
CSR	Corporate Social Responsibility
DoA	Department of Agriculture
ESIA	Environmental and Social Impact Assessment
ESMS	Environmental and Social Management System
FGD	Focused Group Discussion
GAP	Gender Action Plan
GRM	Grievance Redressal Mechanism
GRP	Grievance Redressal Plan
IFAD	International Fund for Agricultural Development
IFC	International Finance Corporation
IP	Indigenous Peoples
IR	Involuntary Resettlement
M & E	Monitoring and Evaluation
MEM	Ministry of Energy and Mines
MW	Mega Watt
PAH	Project Affected Household
PAP	Project Affected People
SEP	Stakeholder Engagement Plan

1 INTRODUCTION

The Community and Ethnic Group Development Plan (CEGDP) has been formulated for the Monsoon Wind Power Project. The Lao PDR utilises the term “ethnic groups” rather than Indigenous Peoples. Following this, the CEGDP serves as an Indigenous People’s Plan (IPP) in line with ADB’s Safeguard Requirements 3 (SR3) on Indigenous Peoples, which aims to “design and implement Projects in a way that fosters full respect for Indigenous Peoples, identity, dignity, human rights, livelihood systems, and cultural uniqueness as defined by the Indigenous Peoples themselves so that they:

- i. receive culturally appropriate social and economic benefits,
- ii. do not suffer adverse impacts as a result of Projects,
- iii. can participate actively in Projects that affect them. (SPS Appendix 3, para 3).

The Indigenous Peoples safeguards are triggered if a Project directly or indirectly affects the dignity, human rights, livelihood systems, or culture of Indigenous Peoples or affects the territories or natural or cultural resources that Indigenous Peoples own, use, occupy, or claim as their ancestral domain and focuses on cross cutting issues of Ethnic Groups and Gender ensuring the community participation and engagement at all levels of project development.” (ADB 2009, p. 18)

In the case of Laos, the term, “Ethnic Group,” shall be adopted for the purpose of this Community and Ethnic Group Development Plan. It is intended to enable communities with emphasis to ethnic groups and gender mainstreaming to accrue the social and economic benefits from the community development programme for the period of 25 years.

1.1 Project Background

The Project Developer (Impact Energy Asia Development/IEAD) signed a Memorandum of Understanding (MoU) with the Government of Lao PDR in 2011 to explore the possibility of developing a wind power project. Following the initial feasibility study, IEAD signed a Project Development Agreement (PDA) with the Government of Lao PDR on August 7, 2015, for the development of a wind power project with a capacity of 600 MW. A Concession Agreement (CA) was negotiated with the Government of Lao PDR (GoL). The concession period is for 25 years from the commercial operations date (COD). The Project will be designed, implemented, maintained and operated by IEAD on a build, operate, transfer agreement with GoL. with an installed capacity of approximately 600 MW. It will be located in two districts and provinces of the Lao People’s Democratic Republic (Lao PDR), Dak Cheung District of Sekong Province and Sanxay District of Attapeu Province . The development also includes a 22 km 500 kilovolt (kV) transmission line, which connects to the grid in Vietnam (“the Project”). The Project location including the wind farm and transmission line is provided in Construction is estimated to take approximately 30 months and COD is anticipated to be December 2025.

An Environment Impact Assessment (EIA) study for local Lao PDR permitting requirements was first conducted in June 2014 (EIA 2014), with updates in 2018 (EIA 2018), and September 2020 (EIA 2020), respectively. A draft Environmental and Social Impact Assessment (ESIA) was prepared and publicly disclosed on the ADB’s website in May 2022 in compliance with its safeguard’s requirements.

The key features and location of the Project are summarized in **Table 1.1**.

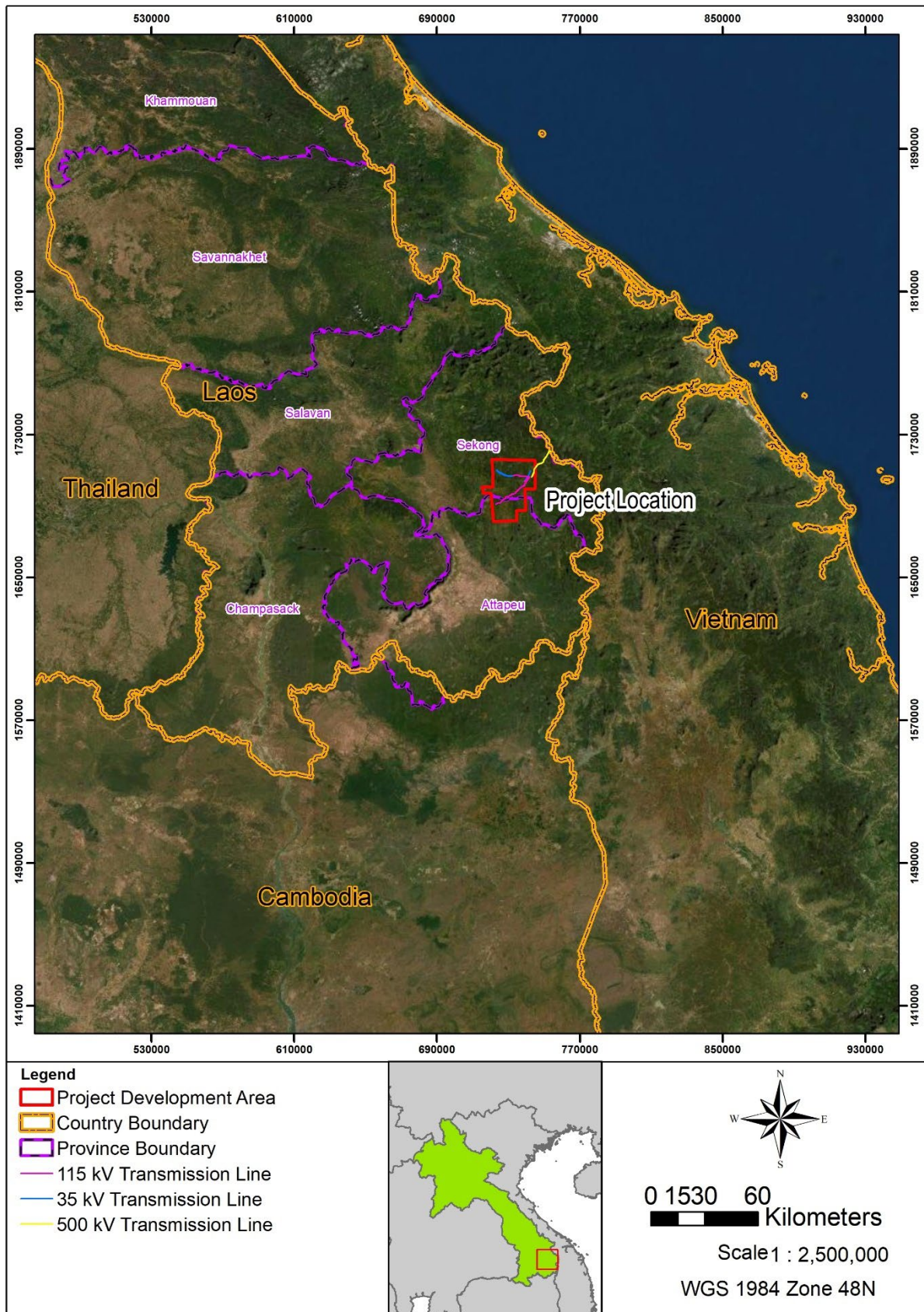
Table 1.1: Project Key Features

Key Features	Description
Project Owner	Impact Energy Asia Development (IEAD)
Project Location	Dak Cheung District of Sekong Province and Sanxay District of Attapeu Province in Lao PDR
Project Area	70,828 hectares ¹
Project Background	IEAD signed a Memorandum of Understanding (MoU) with the Government of Lao PDR in 2011 to explore the possibility of developing a wind power Project. Following the initial feasibility study, IEAD signed a Project Development Agreement (PDA) with the Government of Lao PDR on August 7, 2015, for the development of a wind power Project with a capacity of 600 MW. The concession period for the Project is understood to be 25 years from the commercial operations date (COD). Construction is estimated to take approximately 30 months.
Approval of EIA	An Environment Impact Assessment (EIA) study for local Lao PDR permitting requirements was conducted in June 2014 (EIA 2014), and a second and third revision was conducted in May 2018 (EIA 2018), and September 2020 (EIA 2020), respectively. Innogreen Engineering Co., Ltd (Innogreen) on behalf of the Project Proponent is currently revising the local EIA (EIA 2020) due to significant changes in the Project design. MONRE's approval for revised EIA 2022 by end of July or early August.
Project Key Components	<p>133 wind turbines with a total capacity of 600 MW, hub height is 110 m. 22 km of 500 kV overhead transmission line in Lao PDR and 500 kV Thanh My substation. The Right of Way (ROW) of the transmission line is 70 m (35 m on each side from the centre line)</p> <ul style="list-style-type: none"> ■ Underground and overhead 35 kV and 115 kV transmission cables to transfer electricity to the substation within the development area. The Right of Way (ROW) of 35 kV and 115 kV transmission lines are 15 m (12.5 m on each side from the centre line) and 40 m (20 m on each side from the centre line) respectively. ■ Internal 33/115kV substations ■ 500kV substation ■ Internal road, with the pavement width of 5.0 m; the subgrade width of 6.0 m; designed speed of 15 km/h, will be newly built to connect the access road and all turbines for construction and operation of the Project. ■ 108 km access road (highway road No. 16 B) from the municipality of Sekong Province to Dak Cheung District to the Project Site. Renovation work of road no.16B has been completed and it is entirely paved. It is understood that the width of this road is sufficient for transportation of construction equipment. ■ Other ancillary facilities including batching plants, laydown area, spoil disposal sites and worker accommodations

The project location is presented in the **Figure 1.1**

¹ It should be noted that the Projects' concession area will be the land required to install and construct Project facilities and ROW for related transmission line, which is around 1,050 ha.

Figure 1-1: Project Location



1.2 Scope and Objectives of CEGDP

This Community and Ethnic Group Development Plan guides implementation of a culturally appropriate community development program to achieve positive social and economic benefits from the Project.

The Asian Development Bank's (ADB) Safeguard Policy Statement (SPS) (2009) provides guidance for the identification of Indigenous Peoples, which is a term "used in a generic sense to refer to a distinct, vulnerable, social, and cultural group possessing the following four characteristics to varying degrees:

- i. self-identification as members of a distinct indigenous cultural group and recognition of this identity by others.
- ii. collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in these habitats and territories.
- iii. customary, cultural, economic, social, or political institutions that are separate from those of the dominant society and culture; and
- iv. a distinct language, often different from the official language of the country or region." (ADB 2009, p. 56)

The guidance highlights that groups need to be "both distinct and vulnerable" to trigger application of the term Indigenous Peoples. Distinctiveness may be defined with the four characteristics, above, while vulnerability is determined by assessing economic, social, political, demographic, and environmental factors. The ADB SPS further notes that while "Indigenous Peoples may be referred to in different countries by such terms as indigenous ethnic minorities, indigenous cultural communities, aboriginals, hill tribes, minority nationalities, scheduled tribes, or tribal groups" (ADB 2009, p. 55), they are considered Indigenous Peoples for operational purposes when they possess the characteristics listed above. The groups covered by this Plan are referred to as ethnic groups in the Lao PDR.

1.2.1 Ethnic Groups in the Project Aol

The ethnic groups located in the villages in the Project Area of Influence (Aol) were assessed against the distinct (four characteristics listed above) and vulnerable definitions to confirm whether these ethnic groups would be considered as Indigenous Peoples for the purpose of the ESIA. This assessment is provided in **Table 1.2**.

Table 1.2: ADB Indigenous Peoples Characteristics

Characteristics of Indigenous Peoples	Ethnic Group			
	Triang (Taliang)	Yae (Yaeh / Yae')	Katu	Ha Luk (Ha Hak)
1. Distinct				
(i) Self-identification as members of a distinct indigenous cultural group and recognition of this identity by others	<p>Triang is classified as one of Mon-Khmer Group in Lao PDR.²</p> <p>The 2005 census identified Triang as one of the ethnic groups in Lao PDR.³</p> <p>ADB Indigenous People Plan for Education for Employment Sector Development Program (2019) recognized Triang as one of the ethnic groups.⁴</p> <p>Ethnic Group Development Plan (EGDP) of Ministry of Health (2011) (prepared for World Bank) recognized Triang as one of ethnic groups.⁵</p> <p>Ethnic Group Policy Framework (EGPF) (prepared for Poverty reduction Fund II (PRF II)) in</p>	<p>Yae is classified as one of Mon-Khmer Group in Lao PDR.</p> <p>The 2005 census identified Yae as one of the ethnic groups in Lao PDR.</p> <p>ADB Indigenous People Plan for Education for Employment Sector Development Program (2019) recognized Yae as one of the ethnic groups</p> <p>Ethnic Group Development Plan (EGDP) of Ministry of Health (2011) (prepared for World Bank) recognized Yae as one of ethnic groups.</p> <p>Ethnic Group Policy Framework (EGPF) (prepared for Poverty reduction Fund II (PRF II)) in 2016 recognized Yae as one of ethnic groups.</p>	<p>Katu is classified as one of Mon-Khmer Group in Lao PDR.</p> <p>The 2005 census identified Katu as one of the ethnic groups in Lao PDR</p> <p>ADB Indigenous People Plan for Education for Employment Sector Development Program (2019) recognized Katu as one of the ethnic groups</p> <p>Ethnic Group Development Plan (EGDP) of Ministry of Health (2011) (prepared for World Bank) recognized Katu as one of ethnic groups</p> <p>Ethnic Group Policy Framework (EGPF) (prepared for Poverty reduction Fund II (PRF II)) in 2016 recognized Katu as one of ethnic groups.</p>	<p>Ha Luk is classified as one of Mon-Khmer Group in Lao PDR.</p> <p>The 2005 census identified Ha Luk as one of the ethnic groups in Lao PDR</p> <p>ADB Indigenous People Plan for Education for Employment Sector Development Program (2019) recognized Ha Huk as one of the ethnic groups</p> <p>Ethnic Group Development Plan (EGDP) of Ministry of Health (2011) (prepared for World Bank) recognized HA Huk as one of ethnic groups</p> <p>Ethnic Group Policy Framework (EGPF) (prepared for Poverty reduction Fund II (PRF II)) in 2016 recognized Ha Hulas one of ethnic groups.</p>

² NSC/CPI, ADB, SIDA and the World Bank, 2006.

³ Lao Statistics Bureau (2006). Population Census Lao PDR 2005

⁴ [50399-003: Education for Employment Sector Development Program \(adb.org\)](https://www.adb.org/projects/50399-003)

⁵ Health Services Improvement Project Additional Financing (P124906). Retrieve from: <https://projects.worldbank.org/en/projects-operations/project-detail/P124906>

Characteristics of Indigenous Peoples	Ethnic Group			
	Triang (Taliang)	Yae (Yaeh / Yae')	Katu	Ha Luk (Ha Hak)
	2016 recognized Triang as one of ethnic groups. ⁶ Yes, as confirmed during the social baseline research through secondary and primary sources	Yes, as confirmed during the social baseline research through secondary and primary sources	Yes, as confirmed during the social baseline research through secondary and primary sources	Yes, as confirmed during the social baseline research through secondary and primary sources
(ii) Collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in these habitats and territories	It is common for Triang peoples to be located in the highlands (IFAD, 2012). They usually settle in geographies that are favourable for agricultural production (e.g., coffee, cassava, and rice), such as areas with hills with rivers flowing through, and flat areas along the river. Triang peoples have been found to have settled in Dak Cheung, Tha Taeng and La Marm Districts of the Sekong Province, Sanxay and Samakkee Xai District of Attapeu Province, and Pak Xong District of Champasak Province (Department of Ethnic Affairs, 2015a). Villagers have indicated that their ancestors have been in this area for a long time, although the exact duration is unknown.	It is common for Yae peoples to be located in the highlands (IFAD, 2012). They usually settle in geographies that are favourable for agricultural production (e.g., coffee, cassava, and rice), such as areas with hills with rivers flowing through, and flat areas along the river. Yae peoples have been found to have settled in the Dak Cheung District of Sekong Province, and Sanxay District of Attapeu Province (Department of Ethnic Affairs, 2015c).	It is common for Katu peoples to be located in the highlands (IFAD, 2012). They usually settle in geographies that are favourable for agricultural production (e.g., coffee, cassava, and rice), such as areas with hills with rivers flowing through, and flat areas along the river. Katu peoples have been found to have settled in Kalim, Dak Cheung, and Tang Districts of Sekong Province, Lao-gnarm and Salavan Districts of Salavan Province, and Pakxong and Bachiengchalernsouk Districts of Champasak Province (Department of Ethnic Affairs, 2015b).	It is common for Ha Luk peoples to be located in the highlands (IFAD, 2012). They usually settle in geographies that are favourable for agricultural production (e.g., coffee, cassava, and rice), such as areas with hills with rivers flowing through, and flat areas along the river. Ha Luk peoples have been found to have settled in Lao-gnarm district of Salavan Province, Lamarm and Ta Taeng Districts of Sekong Province, Pakxong District of Champasak Province, and Sanxay and Samakkee Xai District of Attapeu Province. (Department of Ethnic Affairs, 2015d).
(iii) Customary, cultural, economic, social, or political institutions that are separate from those of the	Yes, as confirmed during the social baseline research, such as:	Yes, as confirmed during the social baseline research, such as:	Yes, as confirmed during the social baseline research, such as:	Yes, as confirmed during the social baseline research, such as:

⁶ https://ewdata.rightsindevelopment.org/files/documents/01/WB-P153401_3xQD49j.pdf

Characteristics of Indigenous Peoples	Ethnic Group			
	Triang (Taliang)	Yae (Yaeh / Yae')	Katu	Ha Luk (Ha Hak)
dominant society and culture	<ul style="list-style-type: none"> There is a regime based on the law, similar to other areas. There are festivals with slightly different traditions and beliefs. There are distinct traditional costumes for males and females. 	<ul style="list-style-type: none"> There is a regime based on the law, similar to other areas. There are festivals with slightly different traditions and beliefs. There are distinct traditional costumes for males and females. 	<ul style="list-style-type: none"> There is a regime based on the law, similar to other areas. There are festivals with slightly different traditions and beliefs. There are distinct traditional costumes for males and females. 	<ul style="list-style-type: none"> There is a regime based on the law, similar to other areas. There are festivals with slightly different traditions and beliefs. There are distinct traditional costumes for males and females.
(iv) A distinct language, often different from the official language of the country or region	Yes, Triang peoples have a specific spoken language, similar to the Ha Hak and Yae ethnic groups, and is categorised as a Mon-Khmer language. Most Triang peoples speak the Triang language but use Lao language for writing (Department of Ethnic Affairs, 2015a).	Yes, Yae peoples have a specific spoken language, similar to Triang, Ha Hak and Katu ethnic groups, and is categorised as a Mon-Khmer language. Most Yae peoples speak the Yae language but use Lao language for writing (Department of Ethnic Affairs, 2015c).	Yes, Katu or Kaluem is spoken (Luangthongkum, 2010). Katu is categorised as a Mon-Khmer language. Most Katu peoples speak the Katu language but use the Lao language for writing (Department of Ethnic Affairs, 2015b).	Yes, Ha Luk peoples have specific spoken language, similar to Triang, Yae and Katu ethnic groups, and is categorised as a Mon-Khmer language. Most Ha Luk peoples speak the Ha Luk (Ha Hak) language but use Lao language for writing. (Department of Ethnic Affairs, 2015d).
<p>An assessment on language in schools in Dak Cheung District found that although Lao language is taught at all schools, many of the ethnic group members are characterized by poor Lao language skills as their ethnic languages are still largely used in day-to-day life. Children who attended lower and upper secondary could answer questions in Lao language, but their parents needed translation to ethnic languages.⁷</p> <p>This language issue was confirmed during the Information Disclosure and Consultation activity in July-August 2022. Most of the villagers who participated in the activity can understand basic conversation and communicate in basic Laos; however, translation to Triang was needed for the consultation to be understood, particularly on more complicated topics discussed and for the elders and the women. It is understood that Triang is the most common language used amongst ethnic groups present in the Project Aol. Given similarity of their ethnic languages, other ethnic groups i.e. Yae, Katu and Ha Huk could also understand when translation was conducted in Triang. It is noted that during the Information Disclosure and Consultation activity, the Project ensured that a village coordinator or village head were present to facilitate translation to Triang language. The participants were also informed that they may ask questions or communicate in their ethnic languages to ensure that language barrier would not inhibit ethnic peoples from expressing their concerns, opinions, or suggestions for the Project. The Project has employed a number of Triang speakers as village coordinators to facilitate community consultation.</p>				

2. Vulnerable

- In general, the most vulnerable ethnic groups have very few assets, are geographically isolated (mostly in the highlands), and face language and cultural barriers.

⁷ [50399-003: Education for Employment Sector Development Program \(adb.org\)](https://www.adb.org/en/projects/50399-003/education-for-employment-sector-development-program)

Characteristics of Indigenous Peoples	Ethnic Group			
	Triang (Taliang)	Yae (Yaeh / Yae')	Katu	Ha Luk (Ha Hak)
<p>■ An assessment of each ethnic group's vulnerability is below.</p>				
<p>(i) Territorial, economic cultural, political and language barriers</p>	<ul style="list-style-type: none"> ■ Their location, which is geographically isolated, makes it difficult for them to access political, economic and social opportunities. The main ethnic groups belonging to the Lao-Tai are mostly found in urban areas or low land. They often have better access to public services and opportunities for socioeconomic development (including education) offered by the government and private investment.⁸ . The site visit in July 2022 observed inadequate school and healthcare facilities in the villages visited. ■ Their economic status (nearly half of the surveyed population live below the national poverty line, which is much lower than the World Bank standard). The social baseline analysis found that the 40% of the population of the affected villages is vulnerable but the vulnerable population is not focussed on one particular ethnic group. According to the World Bank's annual poverty indicator (2015), there is a substantial difference in the poverty rate among the Lao-Tai groups, which stands at about 25%, while Mon-Khmer's poverty rate rises to 42%. The site visit in July 2022 found that their livelihood is highly dependent on agriculture and NTFPs collection and the people expressed that they do not have the capacity/capability to undertake alternative livelihood to diversity their livelihoods. ■ Adoption of the Lao political arrangement (i.e. village head or Naai Baan/ Pok Kong Tong Thin) and integration to the Lao government system as evidenced in participation of village head in compensation unit rate consultation by relevant governmental authorities. The village head or Naai Baan/ Pok Kong Tong Thin roles do not duplicate other informal or traditional political institutions, such as tribal leaders. It was observed during the site visit, however, that most of government officers were mainstream Laos, ethnic groups are not yet well presented in the government system. ■ Their poor Laos language skills, particularly elders and women. It is likely that the language barrier inhibits members of these ethnic groups from understanding the continuous rapid socioeconomic development that is taking place around them. They may have little exposure to and awareness of their rights and options, and therefore they may not understand government policy and the strategic development plan for their own district as a whole.⁹ 			
<p>(ii) Project impacts</p>	<p>The Triang, Yae, Kata and Ha Luk peoples will experience the following potential impacts;</p> <ul style="list-style-type: none"> ■ Economic displacement and impacts to livelihoods from the loss of agricultural land and loss of NTFP Collection. ■ Potential risks (intrusion of workers) to Intangible Cultural Heritage associated with Phou Koungking. The upper elevation of the mountain was mentioned as a prohibited zone (being a sacred forest) during the FGD in July 2022. The lower elevation zone of the Koungking mountain, an area identified by villagers during the July 2022 FGD as a multi-use zone, will be impacted from land acquisition, land clearance, and construction activities of WTGs, transmission line and internal roads. Impacts may arise from noise and shadow flicker impacts from operation of WTGs. ■ Impact of construction related environment nuisance such as vibration, noise, and dust affecting cultural heritage sites close to construction sites. ■ Potential disruption to local ceremonies and activities from increased noise levels, vibration and dust, including exclusion areas being set up to protect villagers from heavy vehicle/machinery use. ■ Potential of inward migrating workers to negatively influence existing customs and religious practices undertaken by the ethnic groups, the result of which could be an erosion or loss of ethnic culture. The loss of ethnic culture may occur if migrant workers and other outsiders are 			

⁸ [50399-003: Education for Employment Sector Development Program \(adb.org\)](https://www.adb.org/en/projects/50399-003/education-for-employment-sector-development-program)

⁹ [50399-003: Education for Employment Sector Development Program \(adb.org\)](https://www.adb.org/en/projects/50399-003/education-for-employment-sector-development-program)

Characteristics of Indigenous Peoples	Ethnic Group			
	Triang (Taliang)	Yae (Yaeh / Yae')	Katu	Ha Luk (Ha Hak)
	<p>not respectful of or understand the various customs and religious practices, such as boundaries placed on areas that may only be accessed by women or men.</p> <ul style="list-style-type: none"> - This potential impact is concerned primarily with the construction phase, as this is when workers and other related people are likely to move to the villages in the Aol. Only a small workforce (40 people) will remain in the operation phase. 			
(iii) Pressure from policy on relocation of upland villages to be consolidated to the lowlands	<p>The GoL officially formulated the Village Relocation and Consolidation Strategy in 1989. The strategy sought to improve villagers' access to public infrastructure and services by merging villages with less than 50 households into larger villages (with a minimum of 200 people in upland areas and 500 people in lowland areas), while also relocating remote upland villages to lowland area. The key objective of upland resettlement is to bring villages closer to public infrastructure and services (e.g., roads, markets, schools, hospitals), while also transitioning their livelihoods away from upland, shifting cultivation toward lowland, paddy cultivation.¹⁰</p> <p>Based on the inquiry with Dak Cheung District Natural Resource and Environment Officer on 5 August 2022, the government does not have policy to relocate upland villages to lowland. The government only applies village consolidation policy with remote villages where there is no or limited access to the village. All 32 villages in the Project Aol have access roads which can be accessed during both dry and rainy seasons; therefore, the government does not apply village consolidation policy to these villages and does not have any plan to relocate any villages to lowland. It can therefore be concluded that the villages are not and will not likely be threatened by upland village consolidation strategy.</p>			
(iv) Pressure on land and resources from multiple concessions in the Project development area	<p>Pressure on land from Project land acquisition</p> <p>Approximately 30.6 ha of agricultural land will be impacted and 160.6 ha of will be temporarily impacted. The acquisition of land currently used for agricultural purposes will lead to economic displacement, since the land will be (permanently or temporarily) removed from its agricultural use, and unable to generate income for landowners and users. In this sense, the loss of agricultural land will cause economic displacement and impact on livelihoods. Whilst some households will be temporarily impacted, it is highlighted that during this period, the impact on livelihoods will experience a similar impact to those households experiencing permanent acquisition.</p> <p>While the Project development area covers 70,000 ha, it is highlighted that the proposed permanent and temporary clearing of forest has been kept to a minimum and comprises less than 1% of the total Project area. The access roads will provide greater access to other areas of the forest that the affected villagers may currently be unable to access or have difficulty accessing. In opening up new area for NTFP collection, this will be undertaken in consultation with DAFO, and agreement will need to be reached with DAFO and villages. As such the Project will not remove the ability for NTFP collection</p> <p>Primarily, these land-based livelihoods are for the purpose of subsistence. Given the rural locality, it is difficult to participate in other sources of livelihood (e.g., not many wage-based or enterprise-based livelihood opportunities in or close to the villages in the Aol). This is particularly the case for vulnerable households (in particular poor households) that may already experience difficulties maintaining a secure form of livelihood. However, the Project will provide opportunities to participate in livelihood restoration mechanisms that will seek to restore the affected villagers' livelihoods to a minimum of existing levels, if not better.</p>			

¹⁰ : Jonas Kramp, Diana Suhardiman & Oulavanh Keovilignavong (2022). *(Un)making the upland: resettlement, rubber and land use planning in Namai village, Laos*. The Journal of Peasant Studies, 49:1, 78-100. Retrieved from: <https://www.tandfonline.com/doi/pdf/10.1080/03066150.2020.1762179?needAccess=true>

Characteristics of Indigenous Peoples	Ethnic Group			
	Triang (Taliang)	Yae (Yaeh / Yae')	Katu	Ha Luk (Ha Hak)
	<p>Cumulative impact on land and NTFP resources</p> <p>Other known developments (existing and planned) in and around the Project area have been identified as follows:</p> <ul style="list-style-type: none"> ■ Several hydropower projects, with associated linear transmission lines, are identified in both Dak Cheung and Sanxay districts. A map showing the existing hydropower project transmission line closest to the WF project is indicated on the map in Figure 1-2 ■ A number of road upgrade / improvement projects are identified in both Dak Cheung and Sanxay districts. ■ A potential bauxite mining project has been identified in Sanxay District, within Sekong and Attapeu provinces. A map showing the mining area where mining rights has been granted is shown indicated on the map in Figure 1-3, suggesting that a large area of the project area and surrounding areas up to the border with Vietnam may potentially be subject to surface mining. It is noted that there are currently no actual activity occurring on the ground. The GoL is now collecting data at the site to solve overlapping area with the Project development area issue. <p>The physical footprint of the wind farm is relatively small, particularly when compared to projects such as dams for hydropower or mining, and therefore in isolation will be unlikely to significantly reduce ecosystem services. The main pathway for effects related to the wind farm would be if improved access to more intact parts of the project area leading to unsustainable harvesting of forest resources. It was observed during the Information Disclosure and Consultation in July-August 2022 that neighbouring villages have agreements on designated NTFP collection areas for each village. Typically, NTFP collection areas are accessed on foot (as most of villagers own vehicles), they would note that some areas are too far. Improved access may potential facilitate people from outside with vehicles to collect NTFPs in the area, leaving villagers whose livelihood is dependent on NTFPs collection vulnerable or more vulnerable. However, such issues can be mitigated by, for instance, locked gate for roads leading to turbine infrastructure with access given to only local villagers (as part of local employment and security arrangement). Future mining-related impacts on land and NTFP resources may be greater in comparison to the small scale/magnitude of impacts associated with the Project, linear road upgrades and transmission lines in the region, and may also affect the quantity and quality of water.</p>			
(vii) Risks of becoming vulnerable or more vulnerable	<ul style="list-style-type: none"> ■ Their livelihood is highly dependent on agriculture and NTFPs collection and villagers expressed during the Information Disclosure and Consultation activity in July-August 2022 that they do not have the capacity/capability to undertake alternative livelihood to diversify their livelihoods. If livelihood restoration programs and CEGDP implemented properly and effectively, the risk of directly affected villages (affected by Project land acquisition) becoming vulnerable or more vulnerable due to the Project will be mitigated. ■ In addition to livelihood vulnerability, increased exposure to outside communities may increase integration to Laos mainstream society; however, this integration is already underway with the increasing penetration of information and communication technology, such as mobile telephones and mobile internet. Inward migrating workers may negatively influence existing customs and religious practices undertaken by the ethnic groups. This may contribute to an erosion or loss of ethnic culture and traditions. 			

Although villagers retain their ethnic identity, such as speaking in the language of their ethnic group, it was observed that villagers of all ethnic groups are well integrated into mainstream Laos society. This was evidenced by clothing, housing styles, and use of technology e.g. telephone and internet and scooters, and it is noted that apart from some of the elderly and women population, most villagers can understand and communicate in basic Laos. Despite the level of integration, villagers in the Aol retain their ethnic identity, which meets the ADB's definition of distinctiveness.

With respect to vulnerability, based on the discussed in **Table 1.2**, the villagers in the Project Aol are more economically disadvantaged when compared to the mainstream Tai-Lao groups—nearly half of the surveyed population live below the national poverty line, which is much lower than the World Bank standard. Their location being geographically isolated, makes it difficult for them to access public infrastructures and services, political, economic, and social opportunities. Their poor Laos language skills, particularly elders and women. It is likely that the language barrier inhibits members of these ethnic groups from understanding the continuous rapid socioeconomic development that is taking place around them. Their land and NTFP resources are under pressure posed by cumulative impacts of development projects within the Project development area—particularly mining projects which have significantly larger impacts on land and natural resources when compared to the Project and other linear developments e.g., transmission line and road improvement projects. Given that their livelihood is highly dependent on land-based livelihoods i.e. agriculture and NTFPs collection, together with the fact that the villagers expressed during the Information Disclosure and Consultation activity in July-August 2022 that they do not have the capacity/capability to undertake alternative livelihood to diversify their livelihoods—this makes them particularly susceptible to impacts on land and natural resources brought about by multiple development projects in the area. Additionally, increased exposure to outside communities and inward migrating may contribute to an erosion or loss of ethnic culture and traditions. However, there are anti-discrimination laws in Laos that prohibit discrimination against ethnic groups. Villagers indicated that they do not experience discrimination based on ethnicity, and therefore are not more vulnerable within the region for this reason.

Based on **Table 1.2** and the above discussions, it can be concluded that the Triang, Yae, Katu and Ha Luk ethnic groups meet the ADB definition of “distinct and vulnerable” Indigenous Peoples. This Project therefore adopts ADB Safeguard Requirement 3: Indigenous Peoples and this CEGDP is prepared to guide implementation of a culturally appropriate community development program to achieve positive social and economic benefits from the Project

Figure 1-2: The existing Hydropower Transmission Line and Main Access Road in relation to the Project

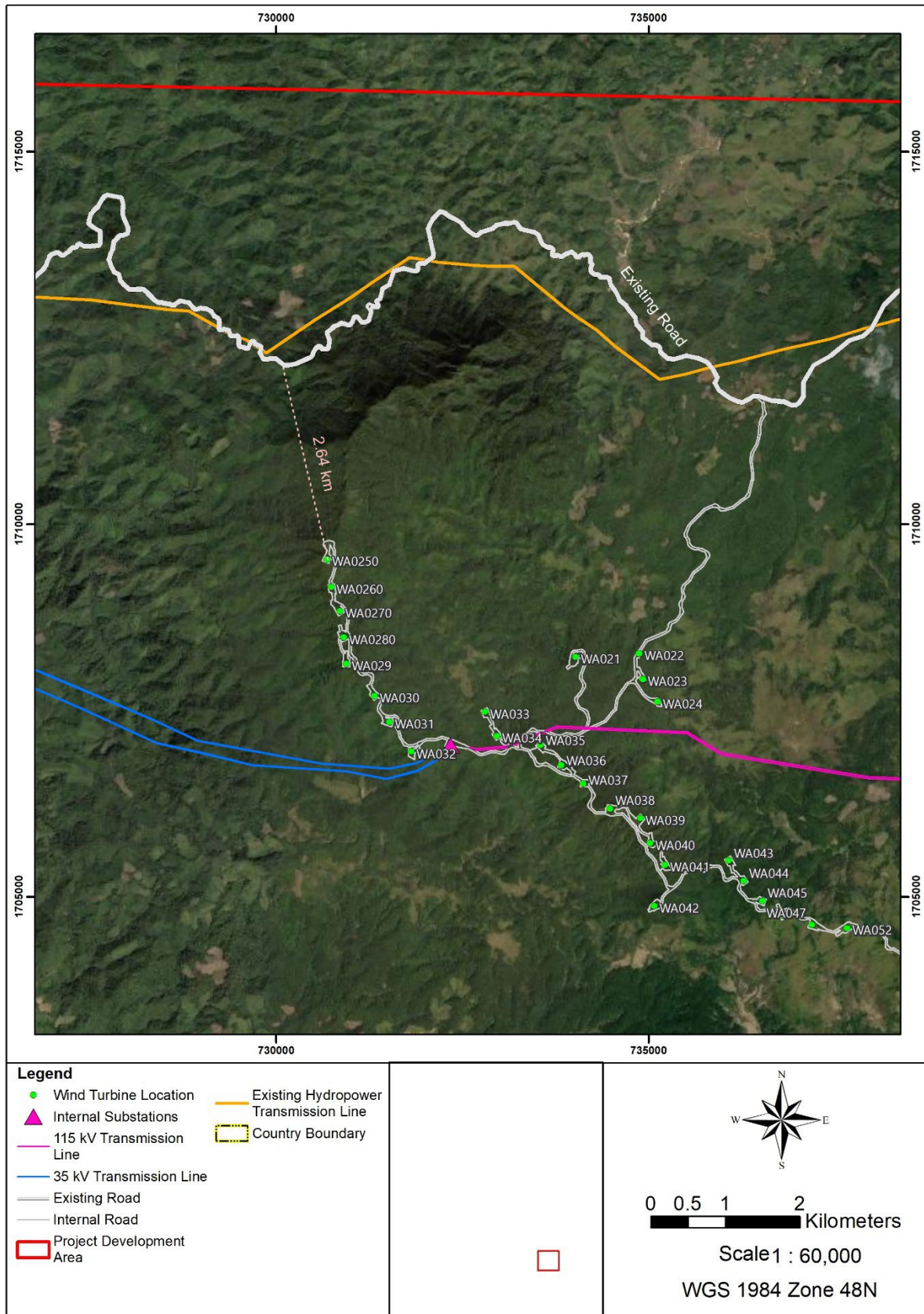
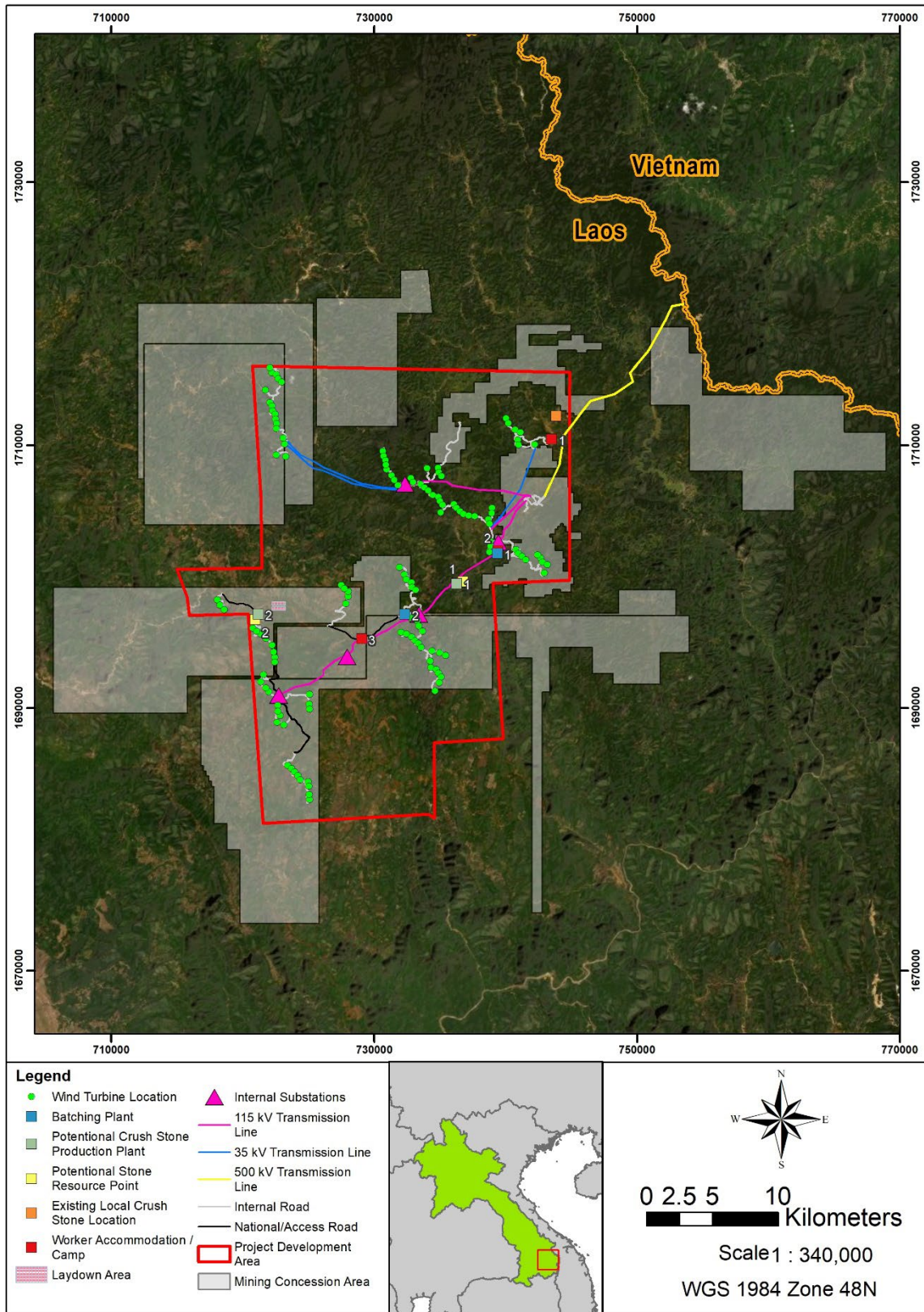


Figure 1-3: Areas where Bauxite Mining is planned in Sekong and Attapeu Province, in relation to the Project



1.2.2 ADB SPS Safeguard Requirement Objectives

The CEGDP is guided by the ADB SPS (2009) Safeguard Requirement 2: Involuntary Resettlement and Safeguard Requirement 3: Indigenous Peoples on the planning of community development. Reflecting this, the following specific objectives have been developed to undertake the CEGDP:

- Give full consideration to options the affected ethnic groups prefer in relation to the provision of project benefits and the design of mitigation measures.
- Identify social and economic benefits for affected ethnic groups that are culturally appropriate and gender and intergenerationally inclusive and develop measures to avoid, minimize, and/or mitigate adverse impacts on ethnic groups.
- Clarify community development principles and identify appropriate thematic areas based on the community preferences and opportunities.
- Establish a process to improve the socio-economic conditions of all communities within the Project Area of Influence (Aoi).
- Provide strategies for effective, culturally appropriate community engagement and implementation of a grievance mechanism (GRM), and inclusive engagement with communities and other interested parties on the community development program.
- Develop a consultation strategy with affected villages to address any concerns over proximity or activities of contractors' labour force.
- Provide a mechanism for communities to raise their issues and grievances through accessible, culturally appropriate, and inclusive means, and allow IEAD to respond to and manage such grievances.
- Provide a plan for monitoring and evaluation to ensure community development principles and objectives are met.
- Capacitate local communities to effectively engage and participate in the Project development and processes; and
- Create linkages in line with community development priorities with the identification of potential partners and delivery mechanism for the implementation of the programs.

The Project aims to achieve the following long-term objectives:

- Engage in on-going, effective, transparent, and culturally appropriate community consultation.
- Develop a highly visible presence within the local community to build trust among the Project, local affected people, ethnic groups, local authorities, and any other key stakeholders.
- Proactively manage community expectations; and
- Maximise sustainable economic development and promote ethnic cultural and social development such that positive impacts can become self-perpetuating and sustainable.

1.2.3 Gender Mainstreaming Measures

This Community Development and Ethnic Group Development Plan will present gender mainstreaming measures within **Section 5** here indicating in all aspects of community driven program

Within the context of community development, particular attention has been given to gender. The Project is committed to gender sensitivity in Project benefits in line with the ADB SPS and Gender and Development Policy (1998) (see section 2.2 below). Gender mainstreaming requires a deeper analysis of gender issues in the local context and shall be embedded in the ongoing monitoring and reporting systems of the Project. This will seek to update gender-based baseline data inform adaptive management practices as appropriate to different Project development stages.

1.3 Interface with Other Management Plans

This CEGDP reflects and aligns with the management plans contained within the ESMS Framework including:

Resettlement Action Plan

Stakeholder Engagement Plan

Cultural Heritage Management Plan

Community Health and Safety Management Framework

Labour Influx Management Framework

1.4 Structure of the Community and Ethnic Group Development Plan

The remainder of this document is structured in the following manner:

Section 2 – Key Standards and Legislation

Section 3 – Summary of Project Impacts, Risk and Opportunities

Section 4 – Mitigation Measures

Section 5 – Beneficial Measures

Section 6 – Information Disclosure

Section 7 – Grievance Mechanism

Section 8 – Monitoring, Evaluation and Reporting

Section 9 – Institutional Arrangements

Section 10 – Budgeting and Financing

2 KEY STANDARDS AND LEGISLATION

2.1 National Laws and Regulations

The Lao PDR legislation, policies, standards, and guidelines that have been ratified by Lao PDR and are applicable to the CEGDP are outlined in **Table 2.1**:

Table 2.1: Applicable National Legislation

Legislation	Description
The Decree on Environmental Impact Assessment No. 21/GOL, dated 31 January 2019	
Public Involvement (Article 36 – 39)	<p>The Decree and its associated guidelines stipulate the key national legislative requirements and standards concerning public consultation and participation that apply to the Project. These include:</p> <p>The requirement for the Project owners to undertake public involvement, process of consultation, provision of data and information and gathering opinions of all sectors of society on investment Projects and activities during preparation and reviewing of the EIA report, for three phases:</p> <ul style="list-style-type: none"> Project preparation and planning Construction and operation End of Project. <p>Moreover, the Project owners must ensure involvement of ethnic minority, gender equality, vulnerable and disadvantaged people that are affected by the investment Project and activities.</p>
Disclosure of relevant Project information (Article 64)	<p>The natural resources and environment sector and the Project owner must disclose and provide access to the data and information related to the Project owner, environmental impacts, the obligations, and measures to mitigate impacts on environment, preliminary EIA report, the comprehensive EIA report and the environmental management and monitoring plan, including the outcomes of monitoring implementation and other data</p> <p>Periodical disclosure to the public of the data and information of the Project must be made in both Lao and English languages [and must be done] through newspaper, television, speaker, radios, website, online and other printed materials</p> <p>In the event the Project owner does not want to disclose a data and information stated above, the Project owner must submit to the natural resources and environment sector a request attached with such data and information. The natural resources and environment sector must determine whether such data and information are confidential</p> <p>For the complicated Project, the Project owner must set up database centres in the Project area and the nearby districts.</p>
Dispute Resolutions (Article 68 -73)	<p>Articles 68 – 73 outline dispute resolution in respect of environmental impact assessment which may be undertaken in any of the following approaches:</p> <ul style="list-style-type: none"> Resolution by compromise Resolution by administrative means Dispute resolution by Economic Arbitration Centre Submission to courts International dispute resolution.
Lao Constitution (Article 8), Electricity Law (Article 5),	Lao Constitution (Article 8), Electricity Law (Article 5), Land Law (provisions on land use, land requisition for public purpose and land ownership including customary rights), 1992 Resolution of the Party Central Organization Concerning Ethnic Minority Affairs in the New Era and 2012 LFNC Guidelines on Consultation with Ethnic Groups.
1991 Constitution of Lao PDR and 2015	“The State pursues the policy of promoting unity and equality among all ethnic groups”, and forbids any acts of division and discrimination.
Compensation and Resettlement Decree No. 84/GOL, dated 5 April 2016	

Legislation	Description
Rights and Obligations of Project Owners (Article 17)	Strictly fulfil its environmental, social, and natural obligations as stipulated in the Project concession agreement, environmental compliance certificate (ECC) where the Project affected people as well as other stakeholders participate in all steps of the compensation, resettlement/relocation and restoration of their livelihood as well as the co-ordination with relevant parties.
Valuation and estimation of compensation value (Article 9)	Valuation and estimation of compensation value must be done in consultation with affected people.
Settlement of requests on the compensation, and resettlement (Article 23-25)	In case of non-compliance of the Project owner with the resettlement and livelihood restoration plan, the PAPs may request related authorities to solve the request according to the procedure outlined below: Resolve by unit of compensation and resettlement management in coordination with Project owner; if the request cannot be settled, the unit is required to file the request to City and Provincial Resettlement Committee If procedure (i) is not able to resolve the request or the PAPs do not agree with the resolution, the disagreeing party may file the request to the GOL via MONRE If still not able to reach an agreement, the disagreeing party is entitled to file the request to the National Assembly or to the court according to the judicial process.
Decree on Criteria for Poverty Graduation and Development (No. 348/ GOL, 2017)	
Article 7 outlines the criteria for a household to be considered developed, including dimensions of income, schooling attainment, healthcare, and electricity consumption.	This Decree on Criteria for Poverty Graduation and Development No. 348/GOL, dated on 16 November 2017, defines the criteria for the poverty graduation and development. It provides basic for defining goals for poverty reduction, focuses on building families, developing villages, making large village into towns in rural area and development of districts.
Decree on Poverty Graduation and Development Standards (No. 0830/MAF, 2018)	
Provides basis for defining goals for poverty reduction.	Decree on <i>Poverty Graduation and Development Standards</i> No. 0830/MAF, dated on 6 April 2018, provides the implementation guideline for Criteria for Poverty Graduation and Development (No. 348/ GOL, 2017)

2.2 International Standards

The Government of the Lao PDR has also ratified a number of international instruments to protect the rights of Lao people, including ethnic groups:

- International Covenant on Civil and Political Rights.
- Convention on the Rights of Persons with Disabilities.
- International Covenant on Economic, Social and Cultural Rights; and
- International Convention on the Elimination of All Forms of Racial Discrimination.

2.2.1 The ADB Safeguard Policy Statement

In July 2009, ADB's Board of Directors approved the Safeguard Policy Statement (SPS) governing the environmental and social safeguards of ADB's operation. The SPS builds upon ADB's previous safeguard policies on the Environment, Involuntary Resettlement, and Indigenous Peoples, and combines them into one consolidated policy framework with enhanced consistency and coherence, and more comprehensively address environmental and social impacts and risks. The SPS also provides a platform for participation by including the effected people and other stakeholders into the

Project design and implementation. ADB is currently revising its Safeguard Policy Statement, hence new policies are to be expected in September 2022.

ADB's specific safeguard requirements that are relevant to the CEGDP are:

Safeguard Requirement 2: Involuntary Resettlement; and

Safeguard Requirement 3: Indigenous Peoples.

2.2.1.1 Involuntary Resettlement Requirements

ADB's Safeguard Requirements 2 (SR2) on involuntary resettlement apply to full or partial, permanent, or temporary physical displacement (relocation, loss of residential land, or loss of shelter) and economic displacement (loss of land, assets, access to assets, income sources, or means of livelihoods) resulting from (i) involuntary acquisition of land, or (ii) involuntary restrictions on land use or on access to legally designated parks and protected areas. Resettlement is considered involuntary when displaced individuals or communities do not have the right to refuse land acquisition that results in displacement. This occurs in cases where (i) lands are acquired through expropriation based on eminent domain; and (ii) lands are acquired through negotiated settlements if expropriation process would have resulted upon the failure of negotiation. (SPS, Appendix 2, para. 5).

If potential adverse economic, social, or environmental impacts from Project activities other than land acquisition (including involuntary restrictions on land use, or on access to legally designated parks and protected areas) are identified, such as loss of access to assets or resources or restrictions on land use, they will be avoided, or at least minimized, mitigated, or compensated for, through the environmental assessment process. If these impacts are found to be significantly adverse at any stage of the Project, the borrower/client will be required to develop and implement a management plan to restore the livelihood of affected persons to at least pre-Project level or better. (SPS, Appendix 2, para. 6).

ADB's SPS SR2 provides key requirements covering compensation, assistance and benefits for displaced persons, social impact assessment, resettlement planning, negotiated land acquisition, information disclosure, consultation and participation, grievance redress mechanism, monitoring and reporting, unanticipated impacts, and special considerations for indigenous peoples.

The Resettlement Plan contains the primary measures to address involuntary resettlement and livelihood restoration. This CEGDP complements the Resettlement Plan by outlining additional measures of assistance and benefits for displaced persons, and other members of the community.

2.2.1.2 Indigenous Peoples Requirements

ADB's Safeguard Requirements 3 (SR3) on Indigenous Peoples aims to design and implement Projects in a way that fosters full respect for Indigenous Peoples' identity, dignity, human rights, livelihood systems, and cultural uniqueness as defined by the Indigenous Peoples themselves so that they (i) receive culturally appropriate social and economic benefits, (ii) do not suffer adverse impacts as a result of Projects, and (iii) can participate actively in Projects that affect them. (SPS Appendix 3, para 3). The Indigenous Peoples safeguards are triggered if a Project directly or indirectly affects the dignity, human rights, livelihood systems, or culture of Indigenous Peoples or affects the territories or natural or cultural resources that Indigenous Peoples own, use, occupy, or claim as their ancestral domain. (SPS Appendix 3, para 9).

The impacts of an ADB-financed Project on Indigenous Peoples are determined by assessing the magnitude of impact in terms of the following:

- Customary rights of use and access to land and natural resources.
- Socioeconomic status.
- Cultural and communal integrity.

- Health, education, livelihood, and social security status; and
- The recognition of indigenous knowledge.
- Dispute resolution methods; and
- The level of vulnerability of the affected Indigenous Peoples community.

The Cultural Heritage Management Plan (CHMP) contains the primary measures to address potential impacts to tangible and intangible cultural heritage resources of ethnic groups in the project area of influence. This CEGDP complements the Cultural Heritage Management Plan by outlining additional measures of that will deliver culturally appropriate social and economic benefits for Indigenous Peoples, referred to as ethnic groups in the Lao PDR, alongside other members of the community.

2.2.2 ADB Gender and Development Policy (1998)

The ADB Gender and Development Policy, which was approved in 1998, is the guiding framework for gender and development activities. The Policy adopts gender mainstreaming as the key strategy for promoting gender equality and women's empowerment across the full range of ADB operations—from country partnership strategies to the design and implementation of gender-inclusive Projects and programs. The key elements of ADB's policy include gender sensitivity, gender analysis, gender planning, mainstreaming, and agenda setting. To operationalize the policy, ADB's focus of activities will be to:

Provide assistance to its developing member countries (DMCs) in the areas of policy support, capacity building, Gender and Development (GAD) awareness, and formulation and implementation of policies and programs directed at improving the status of women.

Facilitate gender analysis of proposed Projects, including program and sector loans, and ensure that gender issues are considered at all the appropriate stages of the Project cycle, including identification, preparation, appraisal, implementation, and evaluation.

Promote increased GAD awareness within ADB through training workshops and seminars, development of suitable approaches, and staff guidelines to implement the policy on GAD.

Assist the DMCs in implementing commitments made at the Beijing World Conference on Women; and

Explore opportunities to directly address some of the new and emerging issues for women in the region.

3 SUMMARY OF PROJECT IMPACTS, RISKS AND OPPORTUNITIES

3.1 Summary of Potential Environmental and Social Risks

Potential environmental and social risks were identified based on information documented in Supplemental Social and Environmental Impact Assessment (ESIA) dated April/May 2022. The main risks and impacts which have been rated as 'moderate' to 'significant' impacts are summarised in **Table 3.1**.

Table 3.1: Key Project Social Risks, Impacts and Opportunities

Risks and Impacts	Residual Impact Significance		Description
	Construction	Operation	
Social Risks and Impacts			
Impacts on Economic Opportunities	Positive	Positive	<p>While it is currently unclear as to whether the 350 semi-skilled and 500 skilled workers would be sourced from local villages, it is highlighted that there are training opportunities available to enable some villagers work in these positions.</p> <p>In addition to direct employment, there may be indirect employment opportunities. The locals can benefit from the additional employment opportunities, from project's procurement of services and requirements.</p> <p>The new roads have the potential to provide access to new areas that were previously inaccessible. The new areas may provide opportunities for villagers to establish new farms to support their land-based livelihoods.</p>
Economic Displacement and Impacts to Livelihoods	Moderate	Moderate	<p>Economic Displacement and Impacts to Livelihoods from the loss of Agricultural Land and Loss of NTFP Collection.</p> <p>23 villages affected by loss of agricultural land</p> <p>25 villages affected by loss of NTFP collection</p>
Impacts of Wind Farm Operation on Local Amenity	Not Applicable	Negligible to Moderate	<p>Amenity is the term to describe a location's pleasing attributes or character. Amenity may comprise aspects such as landscape character, air quality, and/or the amount of noise the area is exposed to. Although the impact assessment found that there is a high likelihood of the wind turbines being visible, it is noted that the assessment was based on the topography of the landscape and did not consider potential shielding due to vegetation</p> <p>The predicted noise levels comply with IFC daytime and night-time criteria at all the receptors. No exceedances are shown by the assessment.</p> <p>Shadow flicker may cause annoyance to villagers and livestock. The findings of the shadow flicker modelling identified potential impacts to 12 clusters of potentially affected villagers, which may experience varying levels of impact, depending on the individual.</p>

3.1.1 Demographic Profile of Affected Villages

Thirty-two (32) villages are directly and indirectly affected by the Project. Of the total villages presented in the **Table 3.2**, 24 villages are in Dak Cheung District and 8 villages are in Sanxay District.

The total population of affected villages is 2,599 households and 16,065 people, of which 7,860 are female (48.9%) and 8,205 are male (51.1%). The gender ratio of the affected villages is 1:1.04 females to males, similarly to the country which stands at 1:1 (female 49.8: 50.2 male).¹¹

Directly affected villages include all the villages (23) that are impacted by Project land acquisition, both permanent and temporary. Indirectly affected villages (9) include villages within the Project AOI that are not affected by land acquisition.

Table 3.2: Total Affected Villages

	Dak Cheung District (2019)	Sanxay District (2019)
Number of village cluster	9	4
Number of villages	54	39
Population	22,633 people 4,751 households	24,521 people 4,362 households
Average population growth rate	2.4% annually	1.02% annually
Ethnicity breakdown	Triang 54.05%, Katu 22.38%, Yae 21.77% and Lao 1.42%	Triang 53.30%, Haluk 24.40%, Yae 13.43%, Brau 6.66%, Lao Loum 1.99% and Oi 0.21% and other 0.22%
Religion	98.58% animism 1.42% Buddhism	

Details of the affected areas and number of affected households for the 23 directly affected villages are presented in the **Table 3.3**, below.

Table 3.3: Directly Affected Villages

Location	Project Activity	Product	Affected Area (ha)		Affected HHs (No.)			Total Affect HHs (No.)	Livelihood Type (Main or Supplementary)
			Permanent	Temp.	Permanent	Permanent & Temp.	Temp.		
Dak Tiem	Turbine site, Access Road	Coffee, Rice, Old Farm ¹²	2.69	10.69	2	19	2	23	Both
Dak Xeng	Access Road	Rice, Other product	0.18	0.45		4		4	Both
Dak Yang	Turbine site,	Coffee, Rice,	0.61	1.04		4		4	Both

¹¹ The World Bank, n.d.c

¹² Old farm refers to farms that were previously (but are not currently being) worked on. The owners still retain ownership of the land, and may return to cultivate the land in the next 4-5 years.

Location	Project Activity	Product	Affected Area (ha)		Affected HHs (No.)			Total Affect HHs (No.)	Livelihood Type (Main or Supplementary)
			Permanent	Temp.	Permanent	Permanent & Temp.	Temp.		
	Access Road	Old Farm							
Dak Yen	Turbine site, Access Road	Coffee, Old Farm	0.56	1.33		4	1	5	Both
Xieng Luang	Access Road	Coffee, Cassava, Rice, Old farm	0.73	1.65		9		9	Both
Dak Terb	Internal TL 115kV	Coffee, Cassava, Rice, Old farm, Trees	0.05	5.24		12	26	38	Both
Tong Muang	Internal TL 115kV	Coffee, Cassava, Old farm	0.01	1.59		2	3	5	Both
Dak Dor	Internal TL 115kV	Coffee, Cassava, Rice, Old farm	1.35	7.61	1	14	16	31	Both
Dak Den	Turbine site, Access Road	Coffee	0.34	0.93		5		5	Both
Dak Rant	Turbine site, Access road, Internal TL 115kV, Sub 500kV	Coffee, Cassava, Rice, Old Farm	5.59	24.44	1	24	21	46	Both
Dak Bong	Internal TL 115kV, 35kV, TL500kV	Coffee, Cassava, Rice, Old Farm	20.87	51.13	4	49	57	110	Both
Dak Cheung	Access road	Coffee, Cassava, Rice, Old Farm	0.19	0.41	0	2	0	2	Both
Dak Lern	Access road	Coffee, Cassava, Rice, Old farm	0.32	0.76	0	4	1	5	Both

Location	Project Activity	Product	Affected Area (ha)		Affected HHs (No.)			Total Affect HHs (No.)	Livelihood Type (Main or Supplementary)
			Permanent	Temp.	Permanent	Permanent & Temp.	Temp.		
Dak Kung	Turbine site, Access road, Internal TL 35 kv	Coffee, Cassava	0.76	1.43	0	5	0	5	Both
Dak Jom	Access road	Coffee	0.04	0.21	0	1	0	1	Both
Dak Muan	TL500kV	Coffee, Cassava, Rice, Old Farm	0.08	16.91	0	5	26	31	Both
Nonsavan	TL500kV	Coffee, Cassava, Trees	0.02	2.23	0	1	3	4	Both
Ngon Don	TL500kV	Coffee, Cassava, Rice, Old Farm	0.11	25.62	0	8	22	30	Both
Dak Ta-ok Noi	TL500kV	Old Farm	0.04	5.30	0	2	0	2	Both
Total Sekong Province			34.52	158.97	8	174	178	360	
Dak Nong	Internal TL 115kV, Turbine site, Access road	Coffee, Cassava, Rice, Old Farm	2.11	5.26	0	18	1	19	Both
Dak Samor	Turbine site, Access road	Coffee, Cassava, Rice, Old Farm	0.97	1.43	3	6	0	9	Both
Dak Yok	Turbine site, Access road	Booking Land	1.12	3.32	0	4	0	4	Both
Dak Padou	Turbine site, Access road	Coffee, Cassava, Rice	0.39	1.21	0	3	1	4	Both
Total Attapeu Province			4.59	11.22	3	31	2	36	
Grand Total Area			39.12	170.19	11	205	180	396	

Five ethnic groups were identified in the Project affected villages, namely Triang, Yae, Katu, Lao, and Ha Luk (Ha Hak). Of the 449 surveyed households, 399 are Triang households (89%); 17 are Yae

households (4%); 19 are Katu households (4%); 4 are Lao households (1%) and 10 are other ethnic groups (2%) (mainly Ha Luk). Triang makes up most of the surveyed households, apart from Dak Rant village (Dak Cheung District) where Yae makes up 85.7% of the village population and Dak Xeum village (Sanxay District) where Ha Luk is the main population of the village. The Triang, Yae, Katu and Ha Luk all belong to the Mon-Khmer (previously Lao Theung (people of the mountainous areas)). The Lao ethnic group is part of the Lao-Tai linguistic group (previously Lao Loum geographic group).

Three villages in Dak Cheung District were identified with the most diverse ethnicities—Dak Bong, Dak Cheung, and Dak Muan were identified with all four ethnicities, with Triang being the most dominant ethnic group.

Table 3.5 presents on the Ethnic Group Distribution based on the HH Survey.

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Table 3.4: Ethnic Group Distribution based on the HH Survey

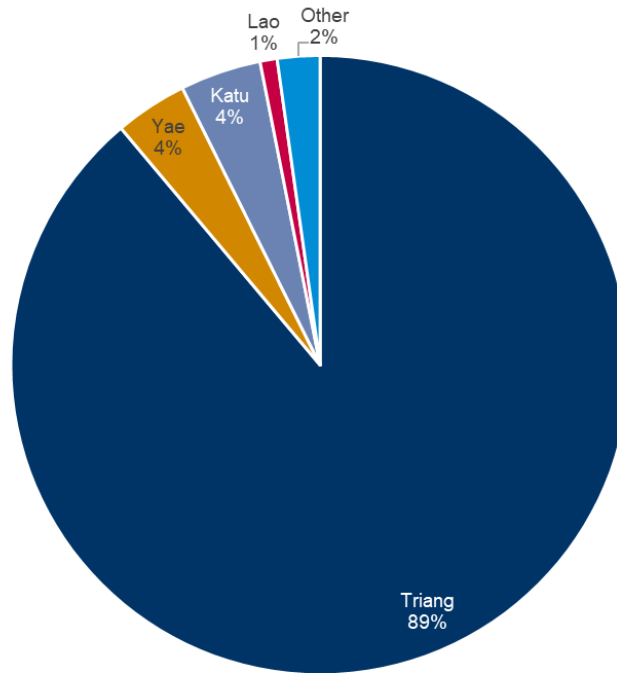
Village	Impacted by Project Components	Ethnic Group														
		Triang			Yae			Katu			Lao			Ha Luk		
		Total HH	Surveyed HH		Total HH	Surveyed HH		Total HH	Surveyed HH		Total HH	Surveyed HH		Total HH	Surveyed HH	
		N	N	%	N	N	%	N	N	%	N	N	%	N	N	%
Dak Xeng	Indirect impact	87	8	9.2%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Xieng Luang	Wind turbine, access road and transmission (115kv)	97	10	10.3%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Dak Tiem	Wind turbine and access road	114	21	18.4%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Dak Yang	Wind turbine and access road	58	10	17.2%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Dak Yen	Wind turbine and access road	117	17	14.5%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Dak Terb	Wind turbine, access road and transmission line (115kv)	149	24	16.1%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Trong Mueang	Wind turbine, access road and transmission line (115kv)	55	7	12.7%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Dak Dor	Transmission line facility (115)	100	26	26.0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Dak Den	Wind turbine and access road	78	10	12.8%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Dak Rant	Wind turbine, access road and transmission line (115kv and 35kv)	54	19	35.2%	9	5	55.6%	0	1	0%	0	0	0%	0	0	0%
Dak Kang	Wind turbine, access road and transmission line (35kv)	40	2	5.0%	0	0	0%	0	3	0%	0	0	0%	0	0	0%
Dak Jom *	Wind turbine and access road	202	20	9.9%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Dak Sieng A	Wind turbine, access road and transmission line (115kv and 35kv)	32	6	18.8%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Prao	Access road	45	3	6.7%	0	0	0%	35	11	31.4%	0	0	0%	0	0	0%

Village	Impacted by Project Components	Ethnic Group														
		Triang			Yae			Katu			Lao			Ha Luk		
		Total HH	Surveyed HH		Total HH	Surveyed HH		Total HH	Surveyed HH		Total HH	Surveyed HH		Total HH	Surveyed HH	
		N	N	%	N	N	%	N	N	%	N	N	%	N	N	%
Dak Muan	Transmission line facility (500kv)	60	25	41.7%	2	1	50.0%	2	0	0%	3	0	0%	0	0	0%
Dak Ta-ok Noi	Transmission line facility (500kv)	46	6	13.0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Dak Dom	Transmission Line (500kv)	56	6	10.7%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Dak Bong	Transmission line facility (500kv, 115kv, 35kv) and Sub-station 500kv	120	26	21.7%	87	9	10.3%	18	2	11.1%	29	2	6.9%	0	0	0%
Ngon Don	Transmission line (500kv)	94	18	19.1%	7	1	14.3%	0	1	0%	6		0%	0	0	0%
Dak Chueng	Wind turbine, access road and transmission line (35kv)	140	16	11.4%	13	2	15.4%	13	1	7.7%	25	1	4.0%	0	0	0%
Tong Xieng	Wind turbine and access road	45	31	68.9%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Dak Pum	Access road	36	5	13.9%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Dak Lern	Access road, Wind turbine and transmission line 115kv	38	18	47.4%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Dak Nong	Access Road and Transmission line 115kv	72	7	9.7%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Dak Samor	Wind Turbine Facility and Access Road	83	8	9.6%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Dak Yok	Wind Turbine Facility and Access Road	58	10	17.2%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Dak Sied	Indirect Impact	23	5	21.7%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Dak Xuem	Wind Turbine Facility and Access Road	0	0	0%	0	0	0%	0	0	0%	0	0	0%	76	7	9%
Dak Dor	Indirect Impact	88	10	11.4%	0	0	0%	0	0	0%	0	0	0%	0	0	0%

Village	Impacted by Project Components	Ethnic Group														
		Triang			Yae			Katu			Lao			Ha Luk		
		Total HH	Surveyed HH		Total HH	Surveyed HH		Total HH	Surveyed HH		Total HH	Surveyed HH		Total HH	Surveyed HH	
		N	N	%	N	N	%	N	N	%	N	N	%	N	N	%
Dak Padoo	Wind Turbine Facility and Access Road	66	8	12.1%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Nam Ngon Neua	Indirect Impact	178	18	10.1%	0	0	0%	0	0	0%	0	0	0%	0	0	0%

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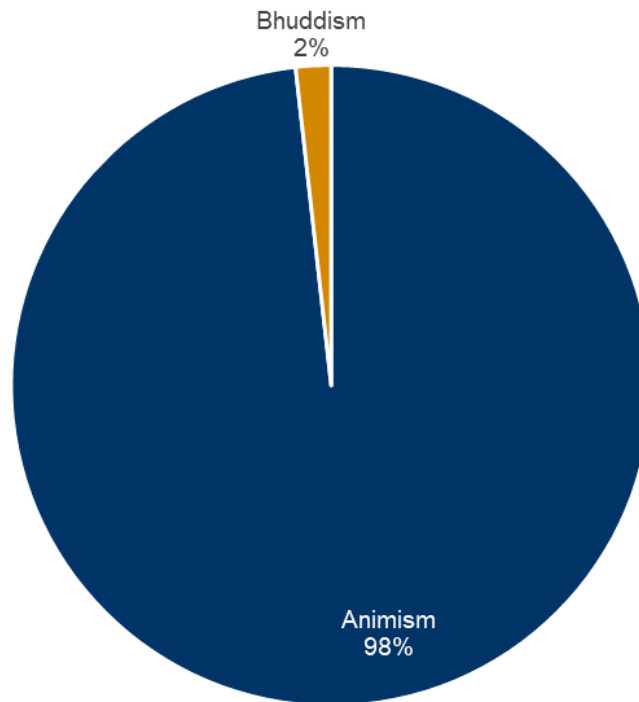
Figure 3-1: Ethnic Groups in the Project Affected Villages



Source: Household socio-economic survey conducted November-December 2021.

While the main religion of Lao PDR is Buddhism, accounting for 65% of the population¹³, about 30% of the population hold animist beliefs. These people are found among the ethnic minority groups of the Lao Theung (people of the mountainous areas) and the Lao Soung (people of the highlands). The majority of the population of the surveyed villages believe in animism, covering 98% of the surveyed population, whilst Buddhism accounts for 2% of the total surveyed households (**Figure 3.2**).

¹³ PHC, 2015

Figure 3-2: Religions in the Project Affected Villages

Source: Household socio-economic survey conducted November-December 2021.

3.1.2 Characteristics of Ethnic Groups

Laos is an ethnically diverse society which favours the use of the term “ethnic groups” over the use of the term “Indigenous” (IFAD, 2012). While the Government of Lao PDR officially recognises ethno-linguistic categorisation of ethnic groups, the previously used geographic categorisation continues to be used by the people throughout Laos (IFAD, 2012; Schlemmer, 2017).

As a whole, the population of the villages in the Aol is dominated by the Triang ethnic group (89%), with other ethnic groups residing in the villages being Yea (4%), Katu (4%), and other ethnic groups (2%) (mainly Ha Luk). The Triang, Yae, Katu and Ha Luk ethnic groups all belong to the Mon-Khmer linguistic group or the Lao Theung geographic group. About 1% of villagers belong to the Lao ethnic group, which is part of the Lao-Tai linguistic group or the Lao Loum geographic group. The Lao Loum geographic group contains the most number of tribes; approximately 70% of the Laos population identifies as being part of the Lao Loum, and it is generally considered to be “better off” than other ethnic groups (IFAD, 2013). This may be the reason why only ethnic groups that are part of the Lao Theung and Lao Soung are considered as ‘ethnic groups’ within Laos (IFAD, 2012). On this basis, the assessment will focus on the Triang, Yae, Katu, and Ha Luk ethnic groups.

The communities have absorbed Lao mainstream culture and lifestyle mainly due to increased contacts with people from outside communities, increased access to information through radio, television and mobile phone and internet (young people identified to use internet for social media and contact with other people located outside of the villages), and increased access to infrastructure and education. Integration with Lao mainstream culture and lifestyle are therefore more visible in youth and younger members of the communities as presented in the **Figure 3.3**

Figure 3-3: Integration of Lifestyle to Mainstream Society



Current clothing of the surveyed village population which have adopted from mainstream Laos. Additionally, the house has also adopted materials and style from mainstream Laos.

Women in some villages were observed to still wear traditional skirt called 'Sin' in combination of mainstream Laos clothing. In some villages, traditional houses were observed.

Source: Socio-economic household survey by ERM/Innogreen, November and December 2021

Through FGDs and KIIs and desktop research, it was understood that despite common animist beliefs, each ethnic group (Triang, Yae, Katu, Lao, and Ha Luk) has slightly different practices, rituals, customs, and ceremonies. These differences are discussed in more detail in **Table 3.5**.





Table 3.5: Characteristics of Ethnic Groups

Aspect	Triang	Katu	Yae	Ha Luk (Ha Hak)
Language	Triang have their own spoken language, which is similar to Yae and Katu	Katu have their own spoken language, which is similar to Triang and Yae	Yae have their own spoken language, which is similar to Triang and Katu	Ha Luk have their own spoken language, which is similar to Triang, Katu and Yae.
Political institution	<p>The key political institution of all ethnic groups include:</p> <ul style="list-style-type: none"> ■ Village head (<i>Nai Baan or Pok Kong Tong Thin</i>) which is a common village level authority across Laos, not only amongst ethnic groups. Responsibilities of village head may include (but not limited to) (i) allocating the use of communal land and other resources among households in the village; (ii) manage the people in the village, and to support the people in order to bring about more stable employment and sustainable livelihoods; (iii) settling disputes between members of the village; (iv) disciplining members of the village for violation of rules and customs; (v) representing the community or village on meetings convened higher-level authorities; and (iv) disseminate the government policies and laws to all people in the village.¹⁴ ■ Belief leader or <i>Tao Kae Naew Home</i> which is translatable as an elderly who can gather/assemble all villagers together. <i>Tao Kae Naew Home</i> is usually someone who are well equipped of Heet-Kong (<i>Heet is long inherited traditions and Kong is social norm, custom or guidelines</i>) and have extensive experience in performing rituals that can guide the villagers. <i>Tao Kae Naew Home</i> is responsible for performing rites and guiding the villagers in following Heet-Kong of the village. 			
Traditional clothing	Triang's traditional clothing is similar to other ethnic groups in the Mhon-Khmer linguistic group. Men usually wear 'Ka-Tiew' (rolled tail or end of loincloth which runs between the legs and is tucked into the waistband at the back) and cloth across shoulders, women traditionally wear loincloth, running from from chest down to shins.	Katu have unique traditional clothing, men wear 'Ka-Tiew; while women wear shirt and skirt made of traditionally woven cloth. Men have adopted to clothes from the Lao mainstream, while women still preserve traditional clothing as evidenced in ceremonies and festivals.	Men of Yae ethnic groups wear 'Ka-Tiew', and women wear loincloth similar to Triang ethnic groups. The key difference is the pattern of Katiew and skirt for women, which are unique to each ethnic group. During winter, they wear additional clothes to keep warm.	Ha Luk have unique traditional clothing, men wear 'Ka-Tiew; while women wear shirt and skirt made of traditionally woven cloth.

¹⁴ [https://www.vientianetimes.org.la/Laws%20in%20English/49.%20Law%20on%20Local%20Administration%20\(2003\)%20Eng.pdf](https://www.vientianetimes.org.la/Laws%20in%20English/49.%20Law%20on%20Local%20Administration%20(2003)%20Eng.pdf)

Aspect	Triang	Katu	Yae	Ha Luk (Ha Hak)
	 <p>Source: <u>Department</u> of Ethnic Affairs, 2015a</p>	 <p>Source: <u>Department</u> of Ethnic Affairs, 2015b</p>	 <p>Source: <u>Department</u> of Ethnic Affairs, 2015c</p>	 <p>Source: <u>Department</u> of Ethnic Affairs, 2015d</p>
Community features	<p>Each Triang village usually construct fences made of bamboo (height up to 5 meters) around the villages and two gates for entry-exit of the village, known as “Patou Vieng”. The fence is for protection against thieves and wild animals from attacking livestock and village members.</p> <p>Additionally, villages also have Salakuan, a building in the middle of the village, for receiving guests and ritual ceremonies and feasts.</p> 	<p>Traditionally, the houses are built to form a circle around “Salakuan”, a building in the middle of the village used as a meeting hall and for ceremonies.</p> 	<p>Similar to Katu, the houses are built to form a circle around “Salakuan”. In front of the Salakuan and each house, there is usually a pole for securing animals e.g. buffalos, cows, pigs for animal offering/sacrifice rituals.</p> 	<p>Traditionally, fence made of bamboo are constructed around the houses. Salakuan and poles for securing animals for ceremonies and sacrifice rituals are not common in the village. Rather, a nearby tree or somewhere else appropriate for securing animals e.g. buffalos, cows, pigs, are used for securing animal for sacrifice rituals.</p> 

Aspect	Triang	Katu	Yae	Ha Luk (Ha Hak)
	Source: The identity of Triang Ethnic Group [Lao PDR] - Library records OD Mekong Datahub	Source: The identity of Katu Ethnic Group [Lao PDR] - Library records OD Mekong Datahub	Source: The identity of Yae Ethnic Group [Lao PDR] - Library records OD Mekong Datahub	Source: The identity of Haluk Ethnic Group [Lao PDR] - Library records OD Mekong Datahub
Livelihood	Based on the FGDs with ethnic groups, all ethnic groups have similar livelihoods comprising cultivation of rice, coffee, and cassava plantation. Some are still engaged in shifting cultivation and collection of Non-timber forest products (NTFPs). The socio-economic household survey conducted in November to December 2021, indicated that key primary livelihoods of active workforce comprised agriculture (farming and livestock) (75%) and day laborer (17%), while only 3% are engaged in NTFP collection as their primary livelihood. Consultation with Dak Rant village on 20 July 2022 found that while the villagers indicate to collect NTFPs in addition to agricultural activities or when they are free from agricultural activities. However, in Dak Learn village (and potentially Proa and Dak Kung villages given location being close to Phou Koungking which is a key resource for NTFPs), it was found that NTFP collection makes up a primary livelihood. Based on the village consultation conducted on 18-21 July 2022 in Dak Lern village, most of the households are engaged in timber and non-timber forest products (NTFPs) (mushroom, bamboo shoot, honey, ginseng, orchid, rattan, tiger grass etc.) collection from the foothill of Phou Koung King. Bamboo and tiger grass can be sold as a raw material or processed as added value products. Timber and non-timber forest products (NTFPs) collection is main income of household due to villagers collect and sell to merchant from Vietnam.			
Ceremony	Triang people organize several ceremonies to worship spirits throughout the year. At the beginning of the year, Triang celebrate the 'new rice ceremony' or Boun Kin Khao Mai by offering buffalos, cows and pigs to worship and food for community members. In June, they celebrate the festival "Boun Duean 6". At the end of the year, worshipping spirits by offering buffalos for any wrong deeds or rites that have been caused in that year.	Katu ethnic group holds several ceremonies throughout the year including rice ceremony (Boun Kwan Khao), ceremony prior to planting rice, ceremony for rice harvest and other ceremonies which organized within the households or together as a community. The ceremonies usually involve offering of chicken, pig or buffalo to worship spirits.	Celebrations are conducted after rice harvest for 3 days and 3 nights which involve animal sacrifice / offering (such as buffalo, cow, pig) to worship spirits – known as the 'Boon Ja' ceremony. Yae have Boun Phao Thane, Boun Sak Khao, Boun Hor Khao Tom are three festivals celebrated for the rice harvest and they prepare tools for land clearing for the new plantation season, with the tool attended to by local ironsmiths.	Ha Luk ethnic group holds several ceremonies throughout the year including rice ceremony (Boun Kwan Khao), "Chongkapiew" ceremony which is organized within the households or together as a community. The ceremonies usually involve offering of buffalos and cows to worship spirits. At present, the "Chongkapiew" ceremony is performed once in 2-3 years.
Religion and belief	Animist belief in supernatural beings or spirits as inhabiting animals, plants, rocks, and other objects in nature, and also the worshipping of ancestral spirits.			

Aspect	Triang	Katu	Yae	Ha Luk (Ha Hak)
Skills sets	All ethnic groups engage in ironsmithing, bamboo handicrafts, and weaving, which are unique to their ethnic groups. These skills have been passed on from generation to generation.			
Tangible and intangible cultural heritage	<p>Cemeteries are highly respected sacred places for the Triang ethnic group. Additionally, they also have sacred forests, sacred ponds and prohibited areas.</p>  <p>Triang maintain folk songs and folk tales in their own language. Moreover, they have musical instruments such as drum (Kong La).</p>	<p>Similar to Triang culture, cemeteries, sacred forests, ponds and prohibited areas are highly respected sacred places for the Katu ethnic group.</p>  <p>Katu maintain folk songs and folk tales in their own language. Additionally, they also have local musical instruments such as drum and pipe.</p>	<p>Same for the Yae ethnic group in terms of cultural heritage.</p>  <p>Yae have their song known as “Lam Yae”, as well as their own drum (Kong La) and sarong (Sin Lom).</p>	<p>Similar to Triang, Katu and Yae, sacred forests and prohibited areas are highly respected sacred places for the Ha luk ethnic group.</p>  <p>Ha Luk maintain folk songs and folk tales in their own language. Additionally, they also have local musical instruments such as drum and pipe.</p>

Source: [Department](#) of Ethnic Affairs, 2015a, 2015b, 2015c & 2015d

Figure 3-4: Cemeteries and Huts of the Deceased



Cemetery of Dak Trab village (left) and Prao village (right) which is a forest area. Hunting and collecting NTFPs are prohibited in this area as it is regarded as a sacred area. There are some small huts of the deceased in the cemetery.



Small huts of the deceased located in the cemetery areas of Dak Trab village (left) and Ggon Don village (right). The locals offer food, drink and other worshipping materials to the deceased at these small huts.

Source: ERM/Innogreen, 2021

3.1.3 Construction Phase Potential Impacts to Cultural Heritage

The construction phase has been identified as having the greatest potential to impact cultural heritage resources. Several types of construction activities have the potential to cause direct impacts to cultural heritage. These direct impacts are anticipated to occur during activities that disturb the ground, including:

- Vegetation clearance;
- Grading and excavation;
- Cut and fill operations;
- Road construction;
- Use of heavy vehicles;
- Soil boring;
- Pile driving; and

- Drilling.

The Project Supplementary ESIA identifies the following key Project risks and impacts to cultural heritage resources during the construction phase:

Potential impacts to Intangible Cultural Heritage associated with the Phou Koungking. The area will be impacted from land acquisition, land clearance, and construction activities of WTGs, transmission line and internal roads. Impacts may arise from noise and shadow flicker impacts from operation of WTGs.

Impact of construction related environment nuisance such as vibration, noise, and dust affecting cultural heritage sites close to construction sites.

Potential disruption to local ceremonies and activities from increased noise levels, vibration and dust, including exclusion areas being set up to protect villagers from heavy vehicle/machinery use.

Potential of inward migrating workers to negatively influence existing customs and religious practices undertaken by the ethnic groups, the result of which could be an erosion or loss of ethnic culture. The loss of ethnic culture may occur if migrant workers and other outsiders are not respectful of or understand the various customs and religious practices, such as boundaries placed on areas that may only be accessed by women or men.

This potential impact is concerned primarily with the construction phase, as this is when workers and other related people are likely to move to the villages in the Aol. Only a small workforce (40 people) will remain in the operation phase.

Construction of Project components will involve excavations at several wind turbine locations. Potential impacts to cultural resources that are not yet known may occur during the construction phase of the Project during clearing or excavation work.

In addition to these direct physical impacts described above, the Project has the potential to cause indirect impact to cultural heritage resources. Indirect impacts result from Project activities that do not physically damage a resource, but rather, impact stakeholders' ability to use or access to cultural heritage resources, thereby negatively affecting its cultural value. For instance, restriction on public access to existing tangible cultural heritage sites or areas used for Intangible cultural heritage activities, such as forests

3.1.4 Operation Phase Potential Impacts to Cultural Heritage

Project risks and impacts to cultural heritage resources during the operational phase are not expected to be significant, and are expected to be limited to the following:

Impacts of shadow flicker on cultural heritage sites located in close proximity to the wind turbine towers; and

Changes to the natural landscape resulting from presence of WTGs.

3.1.5 Community Health and Safety and Labor Influx Impacts to Ethnic Groups during Construction and Operations Phase

The presence of hazards around construction sites and laydown areas can create a range of safety issues, for villagers, or curious onlookers. These include:

Villagers being struck by machinery, causing injury.

Noise, vibration and dust resulting from general construction activities, which can cause disruptions in daily life and / or health impacts.

- An increase in noise may interrupt sleep or cause other disruptions to community activities. Notably, disruptions associated with noise (such as sleep disruptions) have been linked to increases in depression and anxiety.
- Increased vibration may also have an impact on buildings and other structures (e.g. causing cracks) if nearby to construction activities. Vibrations can be associated with a range of

construction activities. Given the nature of the Project, in that piling and blasting will not be required, potential vibrations are not expected to be significant. For this reason, it has not been assessed in detail. Further, it is noted that vibrations were not identified during community consultation as an issue of concern.

- Excessive dust may be generated from the movement of dirt and machinery. This dust may exacerbate the effects of respiratory diseases (e.g. asthma, upper respiratory infections).
- Vibration from the use of machines may cause cracks of foundations and buildings.

It is noted that community health and safety impacts associated with infrastructure and machinery is limited to the construction phase, as infrastructure will be secured, and construction machinery removed upon completion of construction

3.1.5.1 Vehicle Movements

There will be a range of Project-related vehicles movements, including vehicles delivering materials and workers to and from the Project site. These movements have the potential to contribute to or be the root cause of accidents, particularly given there will be a higher number of heavy vehicles in the area. Specifically, the Project will undertake the delivery of workers and materials over an eight-month period involving a maximum total of 90 transport movements per day.

The probability for the workers coming into the area to negatively influence existing customs and religious practices undertaken by the ethnic groups; the result of which could be an erosion or loss of ethnic culture. The loss of ethnic culture may occur if migrant workers and other outsiders are not respectful of or understand the various customs and religious practices, such as boundaries placed on areas that may only be accessed by women or men. A common mitigation against the loss of ethnic culture, is promoting cultural awareness amongst workers as part of the induction process, encouraging workers to participate in cultural practices, and providing workers who are villagers from the AoI with time off for religious or cultural festivities.

This potential impact is concerned primarily with the construction phase, as this is when workers and other related people are likely to move to the villages in the AoI (refer to impacts associated with influx. Only a small workforce (40 people) will remain in the operation phase.

The CEGDP in this case is formulated with emphasis to ethnic group considerations and shall include the following interventions specifically catered to:

Promote ethnic cultures through Project activities in collaboration with the Project affected communities.

Implement development programs to improve the livelihoods of ethnic groups including providing ethnic women with economic development opportunities.

Implement measures to remove obstacles for ethnic minorities to participate in Project activities and decision-making, including impact mitigation and benefits; and

Provide a grievance redress mechanism and appeal process for the Project-affected persons that is culturally appropriate

In addition, the Local Content and Influx Management Plan will include the Workers Code of Conduct that will include cultural awareness requirements for all workers

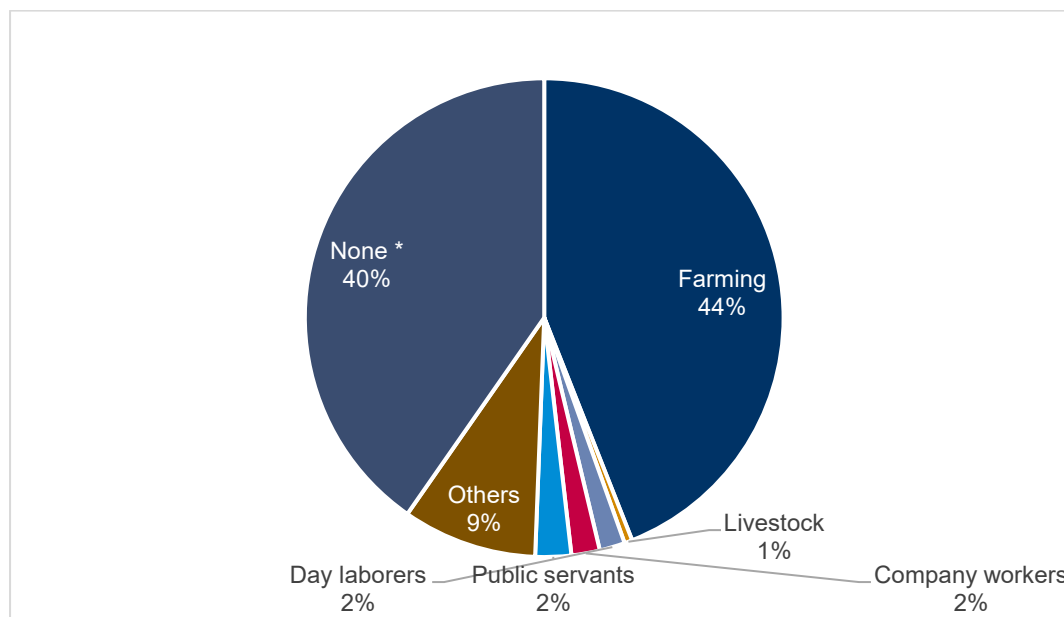
3.1.6 Project Impacts to Livelihoods

3.1.6.1 Livelihoods in the Affected Villages

The main livelihoods identified through FGDs and KII with livelihood groups and local authorities were land-based livelihoods i.e. engagement in agricultural activities including rice farm, coffee and cassava cultivation, livestock and non-timber forest products (NTFPs) collection.

Of the 2,302 surveyed population, the largest percentage (45%) is engaged in land-based livelihoods with farming (44%) and livestock (1%). Wage-based livelihoods have the second largest working population including company workers (2%), day laborers (2%), and public servants (2%). Only approximately 1% of the surveyed population are engaged enterprise-based livelihoods such as small shops/retail shops and production of handicrafts for sale. Other livelihoods include soldiers, traditional medicine healers, retired, volunteers, etc. No livelihoods (*none) are identified by the survey population as studying, children, being in the army, and unemployed

Figure 3-5: Livelihoods of the Surveyed Population



*Note: No livelihoods identified by surveyed population as still studying, children, unemployed, and being in the army

Source: Socio-economic household survey by ERM/Innogreen, November and December 2021

Table 3.6 presents livelihoods of the surveyed population by koumban (village cluster). Land-based livelihood is the main livelihood for all koumbans, followed by wage-based livelihood and enterprise-based livelihood, respectively.

Table 3.6: Livelihoods of the Surveyed Population by Koumban

District		Dak Cheung District										Sanxay District			
		Xiengluang (N=538)		Dak Duem (N=336)		Nam Dae (N=333)		Xekamarn (N=218)		Aekkalad (N=663)		Nam Zou (N=135)		Other villages (N=79)	
		N	%	N	%	N	N	%	N	N	%	N	%	N	%
Land-based	Farming	332	62	239	71	160	48	94	43	280	42	129	96	74	94
	Livestock	3	1	3	1	4	1		0	2	0	4	3	0	0
Wage-based	Day laborers	12	2	7	2	5	2	7	3	19	3	0	0	0	0
	Company workers	3	1	0	0	3	1	4	2	44	7	1	1	2	3
	Public servants	2	0	14	4	2	1	8	4	46	7	0	0	0	0
Enterprise-based	Small business	0	0	0	0	0	0	1	0	8	1	0	0	2	3

District	Dak Cheung District										Sanxay District			
Koumban	Xiengluang (N=538)		Dak Duem (N=336)		Nam Dae (N=333)		Xekamarn (N=218)		Aekkalad (N=663)		Nam Zou (N=135)		Other villages (N=79)	
	N	%	N	%	N	N	%	N	N	%	N	%	N	%
	Handicrafts	0	0	0	0	1	0	0	0	0	0	0	0	0
Others	75	14	29	9	65	20	25	11	76	11	0	0	0	0
None *	111	21	44	13	93	28	79	36	188	28	1	1	0	0
All surveyed population	538	100	336	100	333	100	218	100	663	100	135	100	79	100

*Note: No livelihoods or 'none' identified by surveyed population as still studying, children, unemployed, and being in the army

Source: Socio-economic household survey by ERM/Innogreen, November and December 2021

3.1.6.2 Supplementary Livelihoods

Of the 2,302 surveyed population, 1,022 people (44%) have a second occupation, of which 735 people (31%) work are engaged in farming activities, 214 people (10%) work as day laborers, and 81 people (4%) are engaged in livestock. The remaining supplementary livelihoods include NTFPs collection, small businesses, handicraft productions, and others such as homemakers, carpenters, etc. (**Table 3.7**).

Table 3.7: Supplementary Livelihood of Surveyed Households

District	Dak Cheung District										Sanxay District				
Koumban	Xiengluang (N=466)		Dak Duem (N=234)		Nam Dae (N=279)		Xekamarn (N=236)		Aekkalad (N=689)		Nam Zou (N=135)		Other villages (N=79)		
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	
	Land-based	Farming	118	25	155	66	64	23	67	28	179	26	63	54	7
Livestock		3	3	15	6	22	8	0	0	19	3	5	4	7	16
NTFPs collection		620	88	241	100	274	77	169	100	448	93	289	72	66	27
Wage-based	Day laborers	48	10	8	3	18	6	17	7	52	8	41	35	30	67
	Company workers	6	1	0	0		0	0	0	0	0	0	0	0	0
	Public servants	0	0	0	0	2	1	0	0	1	0	0	0	0	0
Enterprise-based	Small business	3	1	0	0		0	0	0	3	0	0	0	0	0
	Handicraft production	7	2	0	0	1	0	3	1	0	0	2	2	0	0
Others	12	3	3	1	3	1	3	1	6	1	2	2	1	2	
None	259	56	53	23	160	57	146	62	422	61	3	3	0	0	
All surveyed population	466	100	234	100	279	100	236	100	689	100	116	100	45	100	

*Note: No livelihoods or 'none' identified by surveyed population as still studying, children, unemployed, and being in the army

Source: Socio-economic household survey by ERM/Innogreen, November and December 2021

3.1.6.3 Livelihood Diversification

To understand the resilience to impacts on their livelihoods of the surveyed households, livelihood diversification amongst 2,984 surveyed population was analyzed (**Table 3.8**). In terms of types of livelihoods, 829 out of 2,984 (28%) are dependent on a single livelihood including 467 people (16%) with land-based livelihoods and 45 (2%) with wage-based livelihood, and 314 (11%) with other sources of livelihoods. Approximately 1,011 people (34%) rely on two types of livelihoods, 729 people (24%) get their secondary source of income from land-based livelihoods, 259 people (6%) generated their supplementary income from wage-based livelihood, and 376 people (13%) gain their income from other sources of livelihoods.

Table 3.8: Livelihood Diversification

Livelihood Diversification		Type of Livelihood	No. of People	%
Primary Livelihood	Secondary Livelihood			
One Livelihood	None	Land-based	467	16%
		Wage Labour	45	2%
		Business	3	0%
		Other sources	314	11%
Total of Population Dependent on One Livelihood			829	28%
Two-Livelihoods	Land-based	Land-based	585	20%
		Wage Labour	209	7%
		Business	1	0%
		Other sources	57	2%
	Wage Labor	Land-based	64	2%
		Wage Labour	2	0%
		Business	0	0%
		Others	2	0%
	Other	Land-based	80	3%
		Wage Labour	3	0%
		Business	5	0%
		Other sources	3	0%
Total of Population Dependent on Two Livelihoods			1,011	34%
No Livelihoods*			1,144	38%
Total			2,984	100%

*Note: No livelihoods or 'none' identified by surveyed population as still studying, children, unemployed, and being in the army

Source: Socio-economic household survey by ERM/Innogreen, November and December 2021

Further details of livelihoods including cultivation, animal husbandry, and NTFPs collection practices are described in **Section 7.5** of the ESIA.

3.1.6.4 Project Impacts to Livelihoods

The majority of Project affected households live a subsistent livelihood which relies heavily on land and other natural resources around them. The main form of land-based livelihoods are agricultural activities (e.g. farming, rearing livestock, etc.) and NTFP collection. The Project impacts on each of the land-based livelihoods are discussed separately, below.

Agricultural land will be acquired to accommodate wind turbines, access roads, and the internal 35 and 115kV transmission line. In the Sekong Province, the Project will need to acquire a total of 4.89 ha (three households in one village) permanently. In addition, an area of 123.10 ha will be used temporarily

during construction (135 households in 12 villages). There are 104 households in 14 villages that will have their land impacted both permanently and temporarily.

In the Attapeu Province, a total of 0.51 ha will be permanently acquired (affecting six households in Dak Samor Village). In addition, an area of 1.97 ha (affecting one household in Dak Nong Village) will be used temporarily during construction. The affected land was recorded as being used as primary and supplementary sources of livelihood.

The acquisition of land currently used for agricultural purposes will lead to economic displacement, since the land will be (permanently or temporarily) removed from its agricultural use, and unable to generate income for landowners and users. In this sense, the loss of agricultural land will cause economic displacement and impact on livelihoods. Whilst some households will be temporarily impacted, it is highlighted that during this period, the impact on livelihoods will experience a similar impact to those households experiencing permanent acquisition.

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Figure 3-6: Agricultural Land Removal

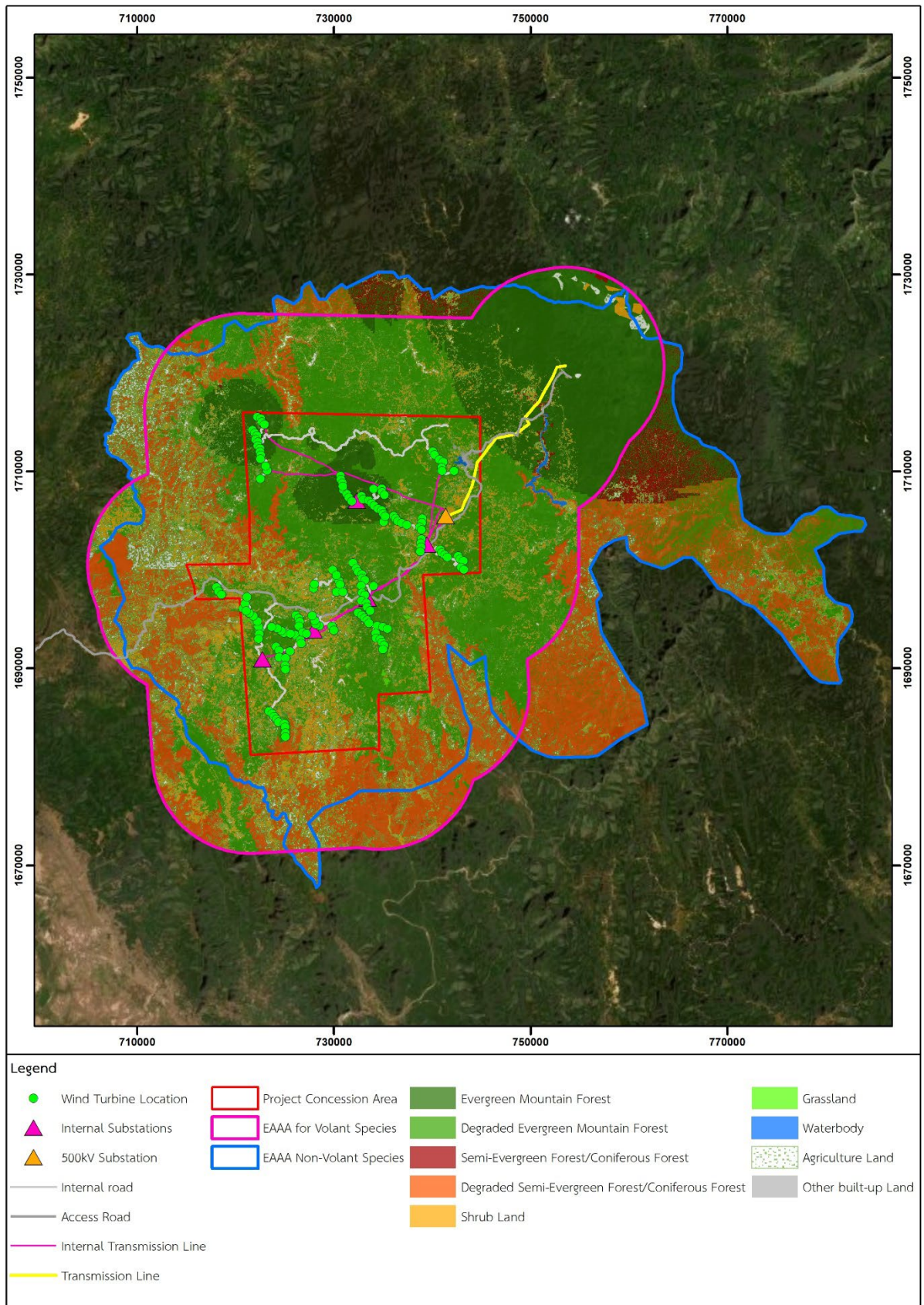


Table 3.9: Loss of Agricultural Land

Location	Project Activity	Product	Affected Area (ha)		Affected HHs (No.)			Total Affected HHs (No.)	Livelihood Type (Main or Supplementary)
			Permanent	Temp.	Permanent	Permanent & Temp.	Temp.		
Dak Tiem	Turbine site, Access Road	Coffee, Rice, Old Farm ¹⁵	1.17	2.94	3	17	2	22	Both
Dak Yang	Turbine site, Access Road	Coffee, Rice, Old Farm	1.68	3.59	0	10	1	11	Both
Dak Yen	Turbine site, Access Road	Coffee, Old Farm	0.41	1.06	0	4	2	6	Both
Xieng Luang	Internal TL 115kV	Rice, Cassava	0.16	1.16	0	5	1	6	Both
Dak Terb	Turbine site, Access Road, Internal TL 115kV	Coffee, Cassava, Rice, Old Farm	0.12	4.24	0	8	16	24	Both
Tong Muang	Internal TL 115kV	Cassava, Rice	0.40	0.90	0	3	0	3	Both
Dak Dor	Internal TL 115kV	Coffee, Cassava, Rice, Old Farm	0.05	11.44	0	10	18	28	Both
Dak Ran	Turbine site, Access road, Internal TL 115kV, Sub 500kV	Coffee, Cassava, Rice, Old Farm	0.12	14.29	0	11	13	24	Both
Dak Bong	Internal TL 115kV, 35kV, TL500kV	Coffee, Cassava, Rice, Old Farm	0.20	37.77	0	15	33	48	Both
Dak Cheung	Access road	Coffee, Cassava, Rice, Old Farm	0.18	0.41	0	1	0	1	Both

¹⁵ Old farm refers to farms that were previously (but are not currently being) worked on. The owners still retain ownership of the land, and may return to cultivate the land in the next 4-5 years.

Location	Project Activity	Product	Affected Area (ha)		Affected HHs (No.)			Total Affected HHs (No.)	Livelihood Type (Main or Supplementary)
			Permanent	Temp.	Permanent	Permanent & Temp.	Temp.		
Tong Xieng	Access road	Coffee, Cassava, Rice, Old Farm	0.22	0.48	0	7	0	7	Both
Dak Muan	TL500k V	Coffee, Cassava, Rice, Old Farm	0.04	19.81	0	4	26	30	Both
Ngon Don	TL500k V	Coffee, Cassava, Rice, Old Farm	0.12	23.46	0	8	22	30	Both
Dak Ta-ok Noi	TL500k V	Old Farm	0.02	1.55	0	1	1	2	Both
		Total Sekong Province	4.89	123.10	3	104	135	242	
Dak Nong	Internal TL 115kV	Old Farm	0.00	0.33	0	0	1	1	Both
Dak Samor	Access road	Coffee, Cassava, Rice, Old Farm	0.51	1.64	0	6	0	6	Both
		Total Attapeu Province	0.51	1.97	0	6	1	7	
		Grand Total Area	5.40	125.07	3	110	136	246	

3.1.7 Project Impacts on Economic Opportunities

3.1.7.1 Local Employment and Training

An average of 700 workers (per day) are required during the construction phase (peak workforce requirement is 1,400 workers per day). In the construction phase, 150 positions are available for unskilled workers, 350 positions are available for semi-skilled workers, and 500 positions available for skilled workers. While it is currently unclear as to whether the 350 semi-skilled and 500 skilled workers would be sourced from the villages within the AoI, it is highlighted that there are training opportunities available to enable some villagers work in these positions.

A total of 53 workers will be required for the operations phase, of which 20 will be based locally. Eight of these workers will be migrants (i.e., Project manager, site and administrative manager, equipment manager, operation manager, safety manager, chef), who will immigrate to the local area.

Baseline data identifies that over 1,664 people are in the active labour force. Of the active labour force, approximately 360 people are in unpaid (working on family farms) or temporary work (e.g., on hydropower Projects or coffee plantations). Some local males have trades such as blacksmithing. On this basis, it is expected that there is capacity for villagers within the AoI to be employed in unskilled work, and perhaps some semi-skilled work, for the Project.

In addition to direct employment, there may be indirect employment opportunities. For instance, the Project or workers may require short-term accommodation, or the purchase goods and services from local businesses. The increased demand may result in an associated increase in employment.

Stakeholder engagement with villagers from both the Dak Cheung and Sanxay Districts identified that they have a positive sentiment about the Project, are looking forward to anticipated benefits, most notably in the form of employment. Villagers recognise that employment opportunities associated with the construction phase are temporary, in line with the temporary nature of construction. There is also an expectation that training opportunities will be provided as part of the Project. Villagers are particularly interested in training opportunities for youths as it is the view that the youth population needs opportunities for employment.

3.1.7.2 Increased Access to Agricultural Land/Forest

Access roads will be constructed to connect the Project with the National Highway No. 16 and internal Project access roads to wind turbines, transmission lines, and other infrastructure, in the Dak Cheung and Sanxay Districts. While the development of these access roads will result in the acquisition of some agricultural land, according to the Project's Concession Agreement, all access roads developed by the Project are supposed to be made available for villagers to use. These new roads have the potential to provide access to new areas that were previously inaccessible. The new areas may provide opportunities for villagers to establish new farms to support their land-based livelihoods.

To ensure access to these new areas are in line with local customs and restrictions, and government requirements, further consultation and studies may need to be undertaken. Further consultation will reveal whether there are areas that particular villagers may access (e.g. only women, only elders, etc.). These opportunities may be tempered by the presence of biodiversity in that there is a potential that the new areas will be areas of high biodiversity value, which may need to be confirmed via ecological field surveys. Nonetheless, IEAD will work together with the government to restrict access to high biodiversity areas, as outlined in **Chapter 7 in ESIA**.

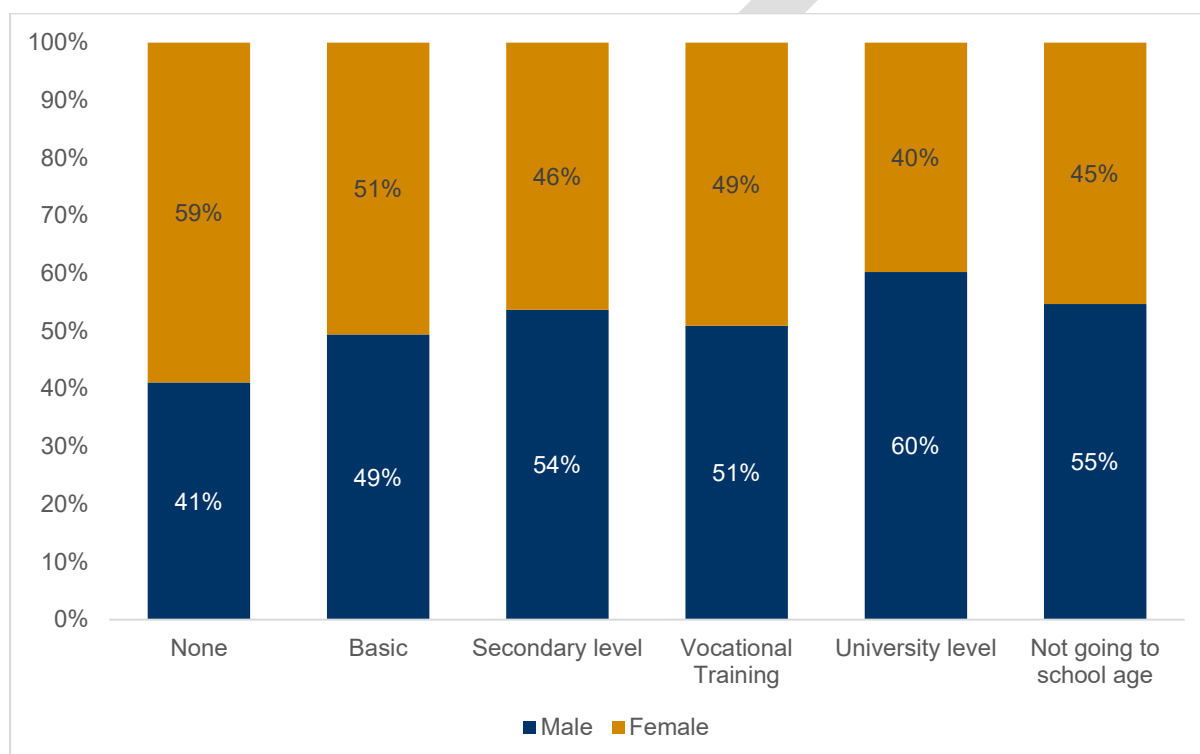
3.1.8 Educational Attainment in Affected Villages

In terms of education attainment, females have slightly lower average level of education than men (according to KIIs with village heads and youth groups). The average level of education for females is up to year 3-4 of secondary school, while for males it was identified that the average education is up to year 4-5 of secondary school.

Based on the socio-economic household survey, **Figure 3.7** shows that females outnumber their male counterparts at not having received education (59% and 41% respectively). Females and males equally receive primary education, while males have a slightly higher share of receiving secondary education (54% and 46% respectively). The survey shows equal portion of males and female receive vocational education, while males have a higher share of receiving university education than females (60% and 40%) respectively. Notably, males and females equally attend post-graduate education.

Based on the 1,483 females surveyed, the main reasons for discontinuing study include lack of economic resources (19%), work (13%), marriage (11%), household chores (4%), no educational establishment (3%), no interests in studying (2%), no reason (17%), and other reasons (31%) which include distance from school, illness and disabilities, age and failing (i.e., not making the necessary grades to continue attending).

Figure 3-7: Education Attainment by Gender



Source: Socio-economic household survey by ERM/Innogreen, November and December 2021

The FGDs and KIIs with youth and village heads in Dak Cheung District found that the average level of education for girls is 3rd to 4th year of secondary school (equivalent to years 8 and 9) and 4th year of secondary school (equivalent to year 9) for boys. The majority of the villages (18 of 23 villages) identified that all students are enrolled in school, starting from kindergarten at the age of 4-5 years old. However, five villages, namely Sieng A, Xiengluang, Dak Treb, Dak Yang and Daklern indicated that not all students are enrolled in schools, due to poverty.

Most youths attend primary schools in their villages, however secondary schools are only available in some bigger villages including Xiengluang, Dak Cheung, and Dak Dor. Therefore, some students are required to travel from 4 to 10 km to secondary schools. The common means of travel include walking and bicycling.

The FGDs and KIIs with youth and village heads in Sanxay District identified the average education level primary school, and 4th to 5th year of secondary school. Similarly, youth attend primary education in the village, and are required to travel to Sanxay village and Chalenxay village (approximately 12 to 16 km away) for secondary education, on foot or by bicycle.

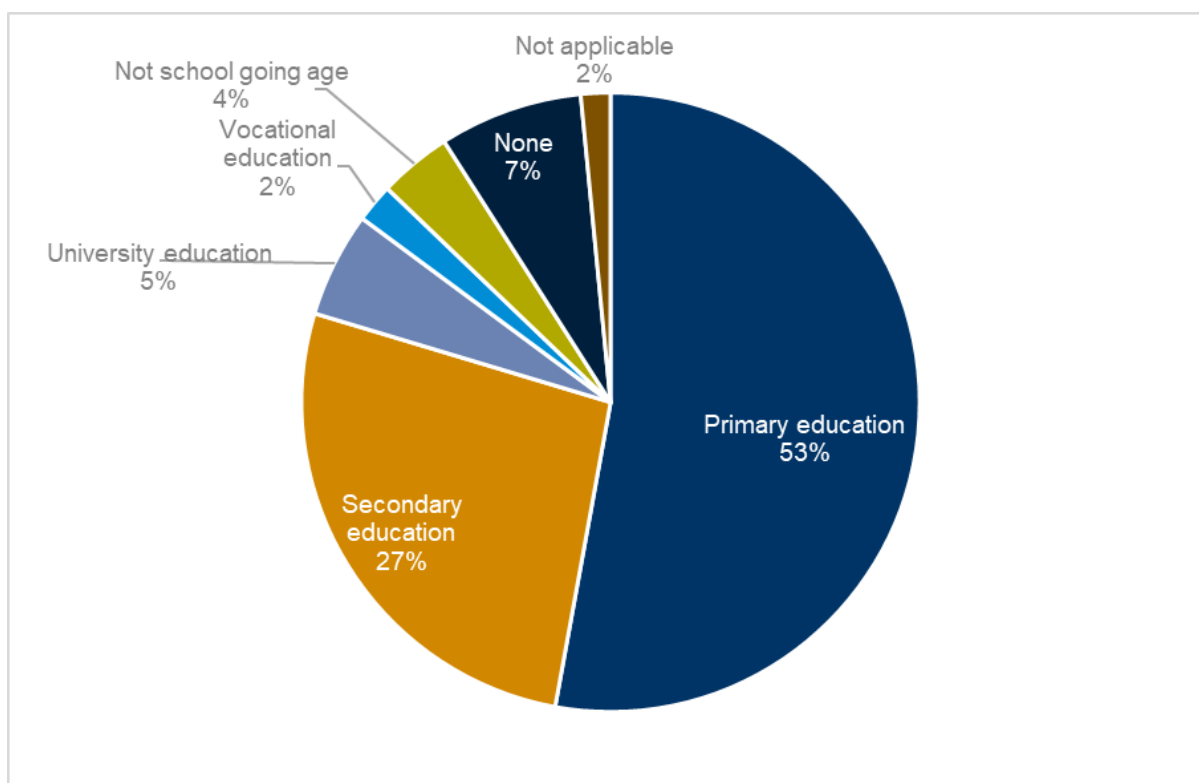
53% or 1,472 people of the surveyed population have completed primary education¹⁶, followed by 30% (745 people) attending secondary education. These figures are considerably lower compared to those of Sekong and Attapeu Provinces. In Sekong Province, 94.1% and 92% of population complete primary and (lower) secondary school¹⁷, while 85.5% and 95.4% of Attapeu's population complete primary education and (lower) secondary education, respectively¹⁸. 56 people (2%) have attended or completed vocational education and approximately 153 people (5%) have attended university. 209 people of the surveyed population (7%) identified they have not received education (**Figure 3.8**). This figure is lower than the national figure (in 2015) where the population aged 6 years and above who had never attended school accounted for 13%, 27% were currently attending school, and 58% had dropped out of school.¹⁹

¹⁶ Primary education are for children aged 6-10 years (Grade 1-5)
Lower Secondary Education are for students aged 11-14 (Grade 6-9)
Upper Secondary Education are for students aged 15-17 (Grade 10-12)
Source: Government of the Lao PDR, 2015.

¹⁷ Sekong Statistics Bureau (2018). Local Statistic of Sekong Province Report for 2018 (p.41). Retrieved from: https://laosis.lsb.gov.la/board/BoardList.do?bbs_bbsid=B404

¹⁸ Attapeu Statistics Bureau (2018). Local Statistic of Attapeu Province Report for 2018 (p.44). Retrieved from: https://laosis.lsb.gov.la/board/BoardList.do?bbs_bbsid=B404

¹⁹ Lao Statistics Bureau (2015). The 4th Population and Housing Census 2015 Retrieved from <https://lao.unfpa.org/en/publications/results-population-and-housing-census-2015-english-version>

Figure 3-8: Education Attainment of the Surveyed Population

Source: Socio-economic household survey by ERM/Innogreen, November and December 2021

Disaggregated data per koumban (village cluster) (**Table 3.10**) shows that other villages in Sanxay District (i.e. Dak Padou and Nam Ngon villages) have the highest ratio of its population having received education (98%) while Koumban Dak Duem has the lowest ratio of its population having received education (82%). In general, population of villages in Sanxay District have a larger proportion of its population having received primary education than Dak Cheung District. Koumban Nam Zou has the highest rate of its population enrolment in basic education (85%), while Akkelad villages in Dak Cheung District have the highest rate of its population attend or complete secondary level education (36%). All koumbans and villages have a small proportion of its population (1-6%) having attended or completed higher education levels, such as vocational training or university education.

Table 3.10: Education Attainment by Koumban

	Dak Cheung District										Sanxay District			
	Koumban Xiengluang		Koumban Dak Duem		Koum Ban Nam Dae		Koumban Xekamarn		Akkelad (Dak Cheung)		Nam Zou		Other villages	
	(N=640)		(N=397)		(N=378)		(N=376)		(N=812)		(N=204)		(N=122)	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
No education	118	18	29	7	30	8	30	8	73	9	17	8	3	2
Primary education	402	63	211	53	205	54	205	55	290	36	173	85	90	74
Secondary education	107	17	122	31	116	31	116	31	294	36	12	6	19	16
Vocational education	2	0	4	1	5	1	5	1	39	5	0	0	2	2

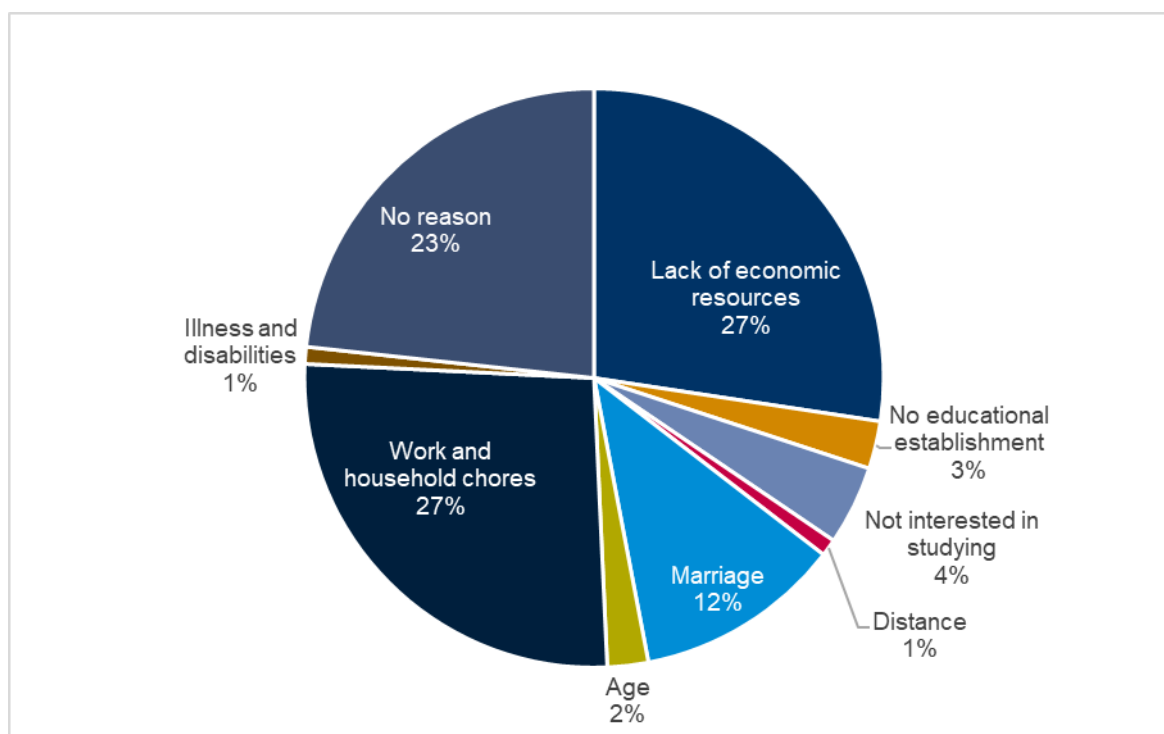
	Dak Cheung District										Sanxay District			
	Koumban Xiengluang		Koumban Dak Duem		Koum Ban Nam Dae		Koumban Xekamarn		Akkelad (Dak Cheung)		Nam Zou		Other villages	
	(N=640)		(N=397)		(N=378)		(N=376)		(N=812)		(N=204)		(N=122)	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
University education	6	1	25	6	3	1	3	1	99	12	2	1	1	1
Not going to school age	5	1	6	2	16	4	16	4	16	2	25	12	7	6

Source: Socio-economic household survey by ERM/Innogreen, November and December 2021

The FGDs and KIIs with youth and village heads in Dak Cheung District reveal that the average dropout age of school for both girls and boys is around the age of 14 to 17 years old while the average dropout age of Sanxay District is between 12 and 13 years old. The main reasons for dropping out are the lack of economic support from families and work (such as work on families' farms and work as laborers) to earn additional income for the families, particularly in poor families.

The FGD and KII findings are supplemented by the socio-economic HH survey which reveals that the main reasons for discontinuing their study are work and household chores (27%), lack of economic resources (27%), no reason provided (23%), marriage (12%), no interests in studying (4%), and no educational establishments (3%) (**Figure 3.9**). "No reason" given by some respondents can be interpreted as certain individuals dropping out early following the social norms in the area.

The average age both boys and girls commence helping their families by working on farms is typically between 10 and 13 years old. Girls usually help with housework (cooking and cleaning), weeding at the farm, and collecting firewood. Boys usually work on the farm such as ploughing for rice cultivation, farm fencing, and other farm work. After graduation or dropping out, men would be engaged in agricultural work and work as laborers in hydropower Projects such as Xekamarn 3 Hydropower and E Moon Hydropower transmission line, while women would work in coffee collection and removing weeds in coffee plantations in Paksong and Pakxe Districts of Champasak province, which are located around 150-200 km from the villages. Youth in Sanxay District indicated that both men and women also work as laborers in Chinese banana plantations, such as in Nam Noi area, Ban Phia Keow, and Xaysettha District, Attapeu Province. These plantations are located around 70-90 km from the villages.

Figure 3-9: Reasons for Discontinuing Study

Source: Socio-economic household survey by ERM/Innogreen, November and December 2021

Current scholarships and skills training available in the village are mostly livelihood related, with a few related directly to education. These programs, training, and scholarships include:

In last 2 years, the Taiwanese Government has been offering scholarships for students in Xiengluang village;

The provincial government provides scholarships for education for poor families; and

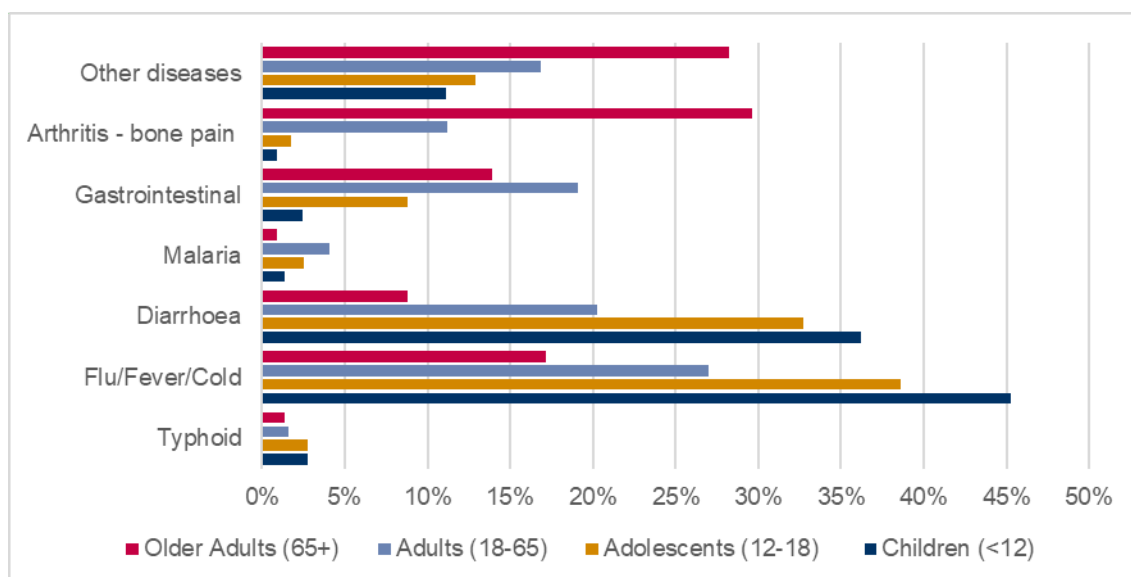
Asian Development Bank (ADB) Project is assisting further education for boys and girls in Dak Cheung, Dak Muan, Dak Dom, Dak Xeum villages.

3.1.9 Community Health

3.1.9.1 Disease Prevalence

Through the KIIs with village heads, the most common diseases in the surveyed villages are colds and diarrhoea, particularly in children. Women experience endometritis and concerns around health risks related to giving birth. For the elderly, common diseases are kidney disease and gastritis. Other diseases identified include malaria, stomach pain and leucorrhoea.

Data desegregated by age group reveals that flu/cold/fever and diarrhoea are most common among children (aged <12) and adolescents (aged 12-18) with approximately 40% and 30% of children and adolescents experience flu/cold/fever and diarrhoea, respectively. While flu/cold/fever (25%) and diarrhoea (20%) are also common among adults (Aged 18-65), they have increased experience of gastrointestinal (20%) and arthritis (bone pain) (10%) and other diseases such as liver and kidney related diseases, respiratory diseases, pneumonia, etc. Older adults (Aged +65) commonly experience arthritis (bone pain) (30%), flu/cold/fever (17%), gastrointestinal (14%) and other diarrhoeas (28%) (**Figure 3.10**).

Figure 3-10: Common Diseases by Age Group

Source: Socio-economic household survey by ERM/Innogreen, November and December 2021

3.1.9.2 Availability of Local Healthcare Facilities

Dak Cheung District has the Community Hospital of Dak Cheung District, which has 28 beds and provides small and medium surgical services and 10 dispensaries²⁰.

Of the 23 surveyed villages in Dak Cheung District, 10 villages have healthcare centres located within the village. Local healthcare facilities usually have x-ray room, nativity room, and rehabilitation room and a doctor and nurses. The remaining 13 villages have no healthcare facilities available in the villages. For these villages, they have to travel to healthcare facilities in other villages or bigger cities such as Xiengluang Health centre, Dakdor Health Centre, Prao Health Centre, and Dakcheung Hospital. The KIIs with village heads indicate that for closer villages, travel may take 10 minutes while those further away may have to travel 6-17 km to the local health facilities or approximately 1-3 hours. During the KIIs, some concerns were raised about the roads to the healthcare facilities are poor, particularly during rainy seasons which make access to the local healthcare facilities more difficult.

Through KIIs with healthcare personnel from Xiengluang and Dak Jom Villages, local healthcare facilities experience issues with insufficient healthcare personnel, medicines, and medical equipment.²¹

Sanxay District has one District hospital with 20 beds and 9 dispensaries in all Kum Ban with a total of 24 beds and 109 medical staff posted in the dispensaries.

Of 8 villages in Sanxay District, only two villages have healthcare centres available, namely Dak Samor and Nam Ngonnuea Villages. The KIIs with healthcare personnel found that these facilities have 5-6 healthcare workers (including doctors and nurses). The medical equipment and medicine have been reported insufficient as one healthcare centre provides healthcare service to five villages with population around 2,300 people.

In Dak Samor, the average number of people receiving treatment from the healthcare centre is 15 people per month, while for Nam Ngonnuea village is 60 people per month. The ratio of people having access the healthcare services is relatively low compared to the population. This is partly due to local people still preferring traditional treatment prior to seeking medical treatment from healthcare centres.

²⁰ A dispensary is the room or area in a hospital where medicine is prepared and given out to patients. A dispensary is often run by a pharmacist, doctor, or nurse, who is authorized to dispense — or hand out — medicine.

²¹ Note that due to the Covid-19 situation at the time of the site visit, only two healthcare personnel were able to participate in the KIIs.

Additionally, lack of vehicles to travel to healthcare centres and poor road conditions, and lack of economic means²² also prevent the local people from getting access to these healthcare centres.

There are healthcare centres in Koumban Nam Zou and a hospital in Sanxay District, however this requires people to travel almost 60 km to get medical treatment. Due to the distance to the district hospital, only people with serious illness seek treatment there.

Of 447 surveyed households, 247 (55%) identified to use health centres most frequently, followed by government hospitals (191 people or 43%), pharmacy (4 people or 1%) and traditional medicine/healer (4 people or 1%).

3.2 Needs and Priority Analysis of Communities

3.2.1 Summary of Community Feedback

The stakeholders engaged in FGDs and KIIs and Information Disclosure Consultation suggest that the majority of the people agree with the development of the Project. This is because they perceive various benefits associated with the Project, particularly economic opportunities. They believe that the Project will create more job opportunities for the people in the villages, new developments will come with Project such as improved roads and other facilities, and that there will be opportunities to increase tourism due to the wind farm being a new tourist attraction.

The following has been suggested to the Project which reflect communities' needs:

- The Project should provide support and assistance to improve agriculture and livestock productivity.
- The Project should provide support to improve and enhance coffee plantations and coffee market linkage, coffee initiatives to promote coffee product development, factory, and store for coffee products.
- To support the water supply and irrigation system
- The Project should provide electricity for those households that currently do not have access to the grid, and public infrastructure (e.g. schools, healthcare centres) should also be provided access to electricity.
- The Project should help improve trading of agricultural products such as coffee, rice and fruits via improved market linkages, and improve road connections to markets.
- The Project should provide assistance to improve health facilities and transportation to healthcare facilities.
- The Project should provide assistance to improve education, such as building or improving school facilities and providing school supplies.
- The Project should provide assistance to poor households.
- The Project should have programs to improve nutrition and food sufficiency in the villages.
- The Project should improve infrastructure in the villages including water supply systems, irrigation systems, and telephone signal.
- The Project should create new employment opportunities for the villages such as through recruiting local labours to work in the Project.
- The Project should provide training opportunities for youth in the affected villages as this will help them in accessing job opportunities.

²² Although the service fee for healthcare centre service is relatively low-cost at 5000kip/person/time of healthcare service.

The feedback from the community has informed development of this Plan. This includes the selection of programs and the target audiences.

3.2.2 Needs Analysis and Key Areas Support

Based on various stakeholder consultations and survey, seven key thematic areas of support have been identified as below:

Thematic Area 1: Local Employment and Skill Opportunities

The community have significant interest in potential employment opportunities provided by the Project. A collaborative approach to skills training for local employment will be implemented focused on labour needs for Project development.

Thematic Area 2: Rural Electrification

Focuses on the providing increased access to electricity for HHs that are not connected to the national grid. Approximately 56 HHs with a total population of 280 people in Dak Dom village will be able to have access to the off-grid solar power systems

Thematic Area 3: Agriculture and Husbandry Training

Agriculture training will involve local capacity building in collaboration with local authorities, particularly the Department of Agriculture and Forestry to facilitate training specific to areas of strengthening coffee quality and promoting consistency in production.

It will also further support in areas of small irrigation initiatives to amplify the agricultural outputs.

Husbandry training will assist in capacity building and enhancement of livestock rearing.

Thematic Area 4: Education and Sponsorship Assistance

Focuses on the construction of new and refurbishment of existing education facilities.

Also includes an Educational Funding Scheme, scholarship support for higher education, and Local Capacity Building in Education Services.

Thematic Area 5: Health Services and Support

This Thematic area will in addition cover areas of WASH related activities taking into account the water supply assistance. Health assistance and local capacity will be strengthened during the Project operation phase.

The communities will benefit from various initiatives enhancing access to health support and services prescribed and agreed by the Joint Committee for the CGEDP on the annual basis.

Medical supplies will be further supported by Project in the 5 health centres within the Project AOI. It will also focus on multiple aspects of healthcare for children's vaccination, and vitamin and nutrient supplies to support early childhood development and beyond.

Thematic Area 6: Community Awareness Raising Training

Various community awareness training will be facilitated to strengthen local awareness of key issues, including Ethnic Cultural Awareness and Support.

Thematic Area 7: Local Capacity Building

This Thematic area will have an emphasis on the overall local capacity building at the village level.

(32) The Joint Committee shall be established for the purpose of Implementation Community Development Program. The committee will be responsible for the overall supervision of the community development program and consider annual updates on the needs and opportunity of the villages. It will also include the capacitating the village administrative office with the necessary equipment's such as laptops etc.

Developing and creating linkages and synergies amongst all local stakeholder relevant to the Project

Liaise with the existing local institutions and organizations in collaborating on community initiatives and reducing any duplication community development deliverables where appropriate.

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4 MITIGATION MEASURES

This section specifies the measures undertaken by the Project to avoid adverse impacts on ethnic minority groups, and where the avoidance is not possible, specifies the measures to minimize, mitigate and compensate for adverse impacts. A summary of key management measures contained in the Project ESMP is also provided.

4.1 Changes in Project Design and Layout to Avoid or Minimize Impacts on Ethnic Groups

4.1.1 Old Layout (GoldWind)

There are cultural heritage sites, mostly cemeteries and sacred forests, present within the Project development area. The previous Project layout, GoldWind Technology with 148 WTGs, resulted in overlapping of Project components and sacred forests and cemeteries. The cultural heritage sites potentially impacted by the original proposed Project layout are discussed in **Table 4.1**.

Table 4.1: Affected Cultural Heritage

Name	Location	Overlap with	Potential Impacts
Paxar Dak Terb (southwest)	500 m southwest of Dark Terb Village	115 kv Transmission Line (TL)	<ul style="list-style-type: none"> ■ Land acquisition and clearance for 115 kv TL ■ Construction activities of 115 kv TL
Paxar Dak Terb (south)	300 m south of Dark Terb Village	WH1050 and WH1060 and internal road	<ul style="list-style-type: none"> ■ Land acquisition and clearance for WTGs and internal roads ■ Construction activities of WTGs and internal roads ■ Noise and shadow flicker impacts from operation of WTGs
Paxar Dakbong	Adjacent to Dakbong Village (east)	500 kv TL	<ul style="list-style-type: none"> ■ Land acquisition and clearance for 500 kv TL ■ Construction activities of 500 kv TL
Paxar Dak Den	1.7 km northeast of Dak Den Village	Internal road and WH059 to WH061	<ul style="list-style-type: none"> ■ Land acquisition and clearance for WTGs and internal roads ■ Construction activities of WTGs and internal roads ■ Noise and shadow flicker impacts from operation of WTGs

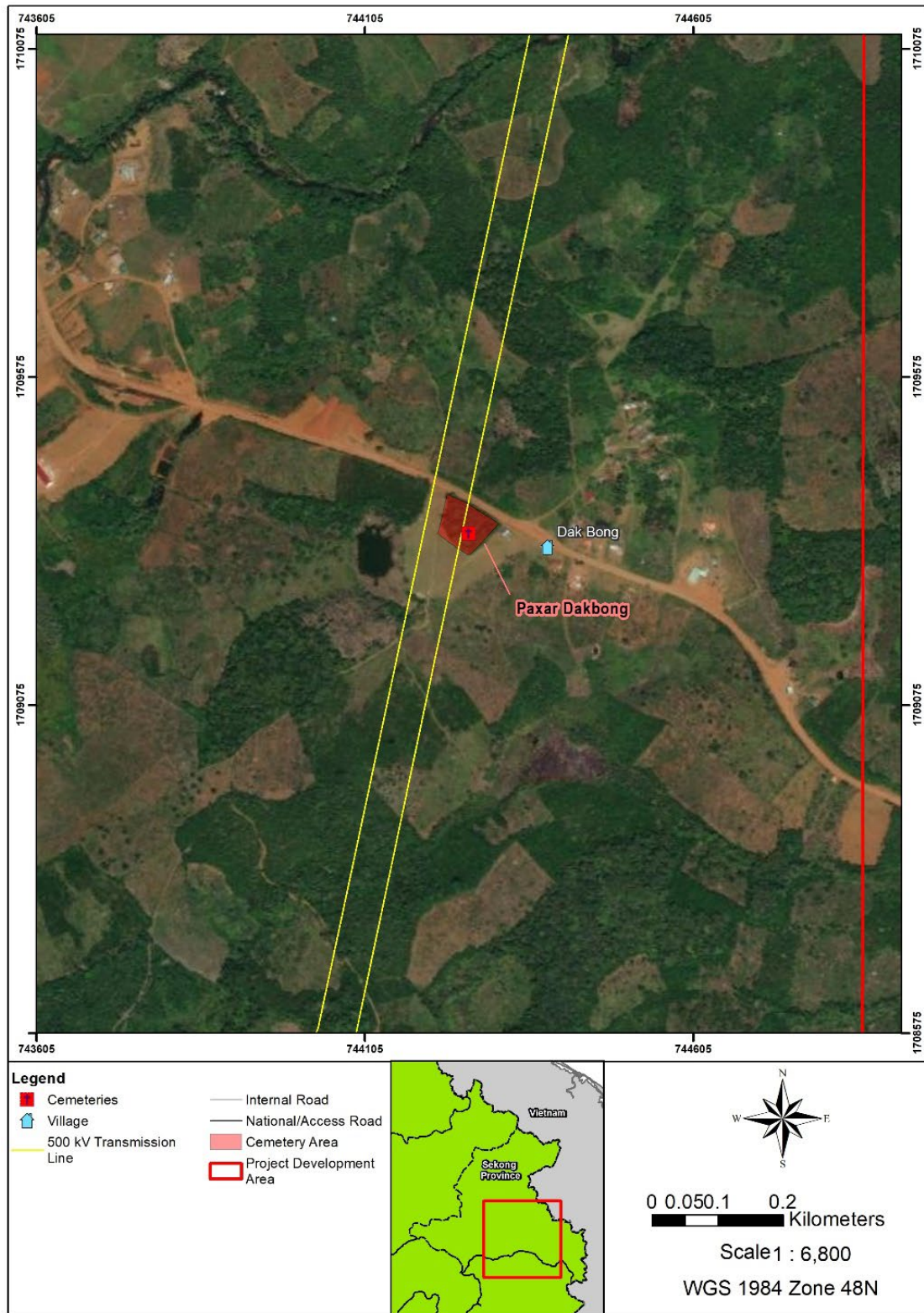
It is noted that the impacts to cultural heritage sites shown in **Table 4.1** have been avoided where possible and minimize through the Project layout optimization as discussed in the next section (**Section 4.1.2**).

4.1.2 Current Layout (EnVision)

The Project has taken into consideration impacts to cultural heritage resources for Project layout optimization. The Project has reduced the number of WTGs from 148 to 133 to avoid impacts to cemeteries. The current Project layout (EnVision with 133 WTGs) has been optimized to reduce impacts to cemeteries, including re-routing of the transmission line and internal road alignment to avoid cutting through cemeteries. It is noted that an overhead transmission line will pass over Dak Bong Cemetery (**Figure 4.1**). The transmission line is approximately 70 m above the ground, therefore there will be no modifications (i.e. vegetation clearance and earthwork) made to the cemetery area. However, under the Regulation on Safety for High Voltage Transmission Line and Substation, EDL/ 2013, trees taller than 3 m are prohibited within the ROW area. Therefore, there is a need for the Project or relevant authority to maintain the height of trees under 3 m. The Project consulted with Dak Bong village on 21 July 2022, the village representatives indicated that cutting of trees within ROW in cemetery area is

allowed; however, the Project is required to provide budget for the village to prepare and perform specific rituals to seek permission from spirits for such activities.

Figure 4-1: Dak Bong Cemetery



4.2 Mitigation Measures to Address Direct and Indirect Impacts to Cultural Heritage

Table 4.2 outlines the Mitigation Measures on the project activities and its associated impacts to villages within the Aol.

Table 4.2: Mitigation Measures

Project Activities	Potential Social Impacts	Villages	Mitigation Measures
Construction and operation of the Project	Economic Opportunities Local Employment and Training) Increased Access to Agricultural Land/Forest	All 32 villages in the Aol	N/A
Turbine site, Access road, Internal TL 35kV, 115kV, Sub 500kV, TL500kV	Economic Displacement and Impacts to Livelihoods Loss of Agricultural Land Loss of NTFP Collection	23 villages affected by loss of agricultural land are listed in Table 8.54 25 villages affected by loss of NTFP collection are listed in Table 8.56	Resettlement Plan Stakeholder Engagement Plan Community & Ethnic Development Plan
Vehicle movements from the delivery of materials and use of infrastructure and machinery, associated with construction activities	Impacts to Community Health and Safety Infrastructure and Machinery Vehicle Movements Security Potential Spread of Diseases	All 32 villages in the Aol	Stakeholder Engagement Plan Grievance Redress Mechanism Local Content and Influx Management Plan Occupational Health and Safety Management Plan
Construction of the Project	Impacts Associated with Influx Labour and Working Conditions Transactional Sex Community Dynamics and Gender-Based Violence Public Infrastructure and Resources	Location of worker's camp	Local Content and Influx Management Plan Workers Camp Management Plan Community Health and Safety Management Plan Occupational Health and Safety Management Plan Stakeholder Engagement Plan
Operation of the Project	Impacts on Local Amenity: Noise Landscape and Visual Disruptions Shadow Flicker	All 32 villages in the Aol	Stakeholder Engagement Plan

Project Activities	Potential Social Impacts	Villages	Mitigation Measures
Construction of the Project	Impact on Ethnic Groups Erosion of Ethnic Culture	All 32 villages in the Aol	Local Content and Influx Management Plan Community & Ethnic Development Plan
Construction of the Project	Impact on Cultural Heritage (Tangible and Intangible) Access / impacts to the Sacred Forest	All 32 villages in the Aol	Culture Heritage Management Plan

The project shall implement following mitigation and management measures:

Develop and implement Community and Ethnic Groups Development Plan based on the ESIA outcomes on the socio-economic survey and consultations with relevant local authorities and communities. The CEGDP proposes community interventions that aid the avoidance and the minimization of negative impacts on the ethnic groups. In addition, following management plans will be integrated to relevant implementation context:

Stakeholder Engagement Plan

Resettlement Plan with Livelihood Restoration Plan

Community health and Safety Management Framework

Workers Camp Management Framework

Local Content and Influx Management Framework

Proper project disclosure and consultation to disclose all project plans at the community level

Establish a grievance mechanism that is simple, efficient, transparent, and easy for the communities to process and file a grievance and addressed on time

Develop a culture heritage management plan to focus on the management measures established to address the potential impacts to cultural heritage sites, structures and values that may result from Project activities.

The local Content and Influx Management will include Workers Code of Conduct, that shall include cultural awareness requirements for all workers.

Gender mainstreaming shall be crucial at all stages in the process of avoidance and mitigation of negative social impacts with the emphasis for ethnic group women to accrue project socio economic benefits.

Table 4.3: Ethnic Groups Impact Assessment

Significance of Impact			
Potential Impact	Impact on Ethnic Groups (Erosion of Ethnic Culture)		
Project Phase	Pre-Construction	Construction	Operation
Impact Nature	Negative	Positive	Neutral
	Erosion of ethnic culture is a negative impact.		
Impact Type	Direct	Indirect	Induced
	Indirect impact will be produced from the migrant workforce.		

Significance of Impact				
Impact Duration	Temporary	Short-term	Long-term	Permanent
	The impacts are limited to the construction phase.			
Impact Extent	Local	Regional	International	
	The impacts are limited to the villages in the Aol.			
Impact Scale	The impacts are limited to the villages in the Aol.			
Frequency	The impacts will occur infrequently.			
Impact Magnitude	Positive	Negligible	Small	Medium
	The magnitude is small, as the migrant workforce comprises 400 people.			
Receptor Sensitivity	Low	Medium	High	
	The affected villagers have a high sensitivity as they are unable to influence the influx of workers.			
Impact Significance	Negligible	Minor	Moderate	Major
	The impact significance is moderate.			
Residual Impact Magnitude	Positive	Negligible	Small	Medium
Residual Magnitude Significance	Negligible	Minor	Moderate	Major

4.3 Summary of Culturally Appropriate and Ethnically Sensitive Measures in the ESMP

4.3.1 Workers Health and Safety

- Health and Safety awareness training (Induction)
- Provision of Workers health and accident insurance
- Mandatory first aid Orientation Training
- Awareness training on the personal health and Hygiene
- To aware workers on the safety working procedures with identification to higher risk areas and mitigation measures to minimize the risk of injury and accidents
- Provision of safety equipment's and clothing at work

4.3.2 Community Health and Safety

- Ongoing consultation with the villagers who reside nearby the sacred forest to ensure communities have a good understanding of Project activities and potential impacts on the sacred forest (including the potential for the Project to disrupt ceremonies and activities), and the grievance mechanism.
- Seek permission from the village leaders, elders and the broader community to enter and utilise the sacred forest areas that overlap with the Project footprint. Document the consent process and the consent itself, taking a precautionary approach, to address the potential for ADB Indigenous People Safeguards to be triggered in terms of consent for Project impacts on IP cultural resources, and strictly comply with IPs requirements in other management plans including Stakeholder Engagement Plan (SEP) and Community and Ethnic Group Development Plan (CEGDP).

- The Project will plan Project activities to avoid activities that involve the use of large equipment and machinery which may cause noise and dust disturbance to the nearby villages during their ceremonies and festivals.
- To ensure workers are aware of the cultural heritage sensitivities and the various protocols in place, the Workers Code of Conduct will contain a statement requiring workers to respect cultural heritage and adhere to all protocols and management plans.
- Conduct an awareness campaign on HIV/AIDS and sexually transmitted diseases (STDs) focusing on targeted groups such as transport workers and adolescents.
- Conduct an awareness campaign on nutrition and promotion of a healthy life-style (in conjunction with the reproductive health and nutrition program within the CDP)
- Conduct a waste-management and sanitation awareness campaign for preventing vector-borne diseases.
- Supplement awareness campaigns on gender-based violence to ensure women are aware of how and where to report and provide support to facilitate the process.

4.3.3 Labor Influx Management Plan

- Establish and enforce a WCC, which will have strict guidelines for worker interactions with local women, and fellow female workers.
- Provide skills training to women to maximise the potential for local hiring.
- Raise awareness of tangible and intangible local customs, and traditional norms, including how to behave within different cultural environments.
- Provide a basic understanding of known finds in the work areas and explain cultural heritage find identification, stop work, and notification and reporting procedures as per the Chance Find Procedure.
- Awareness training will be available for all personnel with the potential to encounter tangible or intangible cultural heritage resources during their day-to-day activities. This training shall be provided as part of general site induction training. Examples of Contractor staff who should receive this training include environmental and health and safety staff, construction plant operators and flaggers and construction labourers.
- The cultural heritage awareness training will be delivered to Project and Contract staff in two ways. The first, training will be delivered during general site induction. The second training method will consist of a short, “toolbox talk” style training delivered to Project and Contractor staff by IEAD Environmental and Social Manger.
- Provide support for the documentation and preservation of traditional knowledge on herbs and their benefits/usage, skills, and indigenous crafts passed through women (e.g., hand knitting mats, bamboo baskets, and woven woollen carpets).
- Set up a women’s cooperative to promote indigenous crafts, which will involve the investigation of where indigenous crafts can be sold and market for these crafts. This will support efforts to increase revenue and enhance livelihoods.

4.3.4 Cultural Heritage Management Plan

- Consult stakeholders who may be impacted by damage to or removal of cultural heritage and provide opportunities for them to give feedback.
- Develop a calendar of festivals/events and a map of known cultural heritage sites to avoid potential Project impacts during these events.
- Ensure relocation of known cultural heritage sites within the Project boundary is done in a culturally appropriate manner prior to construction.
- Provide the Project workforce with information and awareness training on the surrounding cultural heritage sites.
- Conduct ongoing engagement with stakeholders for an awareness for timing of construction activities and potential impacts
- Implement and maintain a community grievance mechanism.
- Establish physical barriers between and/ or setback distances from cultural heritage sites, structures, and values, where necessary.

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5 BENEFICIAL MEASURES

This section specifies the measures to ensure that the ethnic groups in the Project Area of Influence receive social and economic benefits that are culturally appropriate, and gender responsive.

5.1 Gender Mainstreaming Measures

Within the context of community development, particular attention has been given to gender. The Project is committed to gender sensitivity in Project benefits in line with the ADB SPS and Gender and Development Policy (1998) (see section 2.2). Gender mainstreaming requires a deeper analysis of gender issues in the local context and shall be embedded in the ongoing monitoring and reporting systems of the Project. This will seek to update gender-based baseline data inform adaptive management practices as appropriate to different Project development stages.

Socio-economic factors underlying gender inequality identified within the AoI are:

- Unequal property ownership with a tendency toward lower levels of female land ownership.
- Community consultation and Socio economic HH Survey indicates that females tend to undertake a higher proportion of household chores (cooking, cleaning, childcare) and domestic work where tasks undertaken by men and women are mostly equally allocated to agricultural activities, water fetching, collecting firewood/fodder, grinding grains, and livestock rearing.
- Females have slightly lower average level of education than men, with the average level of education for females being to year 3-4 of secondary school and for males being to year 4-5 of secondary school.
- Female-headed households have a significantly smaller areas of land under cultivation land areas and fewer holdings of livestock; and
- Within households, financial management decisions and management tend to rest more with males than females.

The following gender mainstreaming principles and procedures have been developed to address these underlying inequalities and help ensure women's rights and opportunities to access, influence and participate in the Project's community development programs.

Table 5.1: Summary of Gender Impacts and Mitigation Measures

Potential Social Impacts	Gender-Specific Impacts	Significance of Impact	Gender-Specific Mitigation Measures
Economic Opportunities Local Employment and Training ■ Increased Access to Agricultural Land/Forest	<ul style="list-style-type: none"> ■ The Project will seek to provide equal opportunities to access employment and training opportunities. ■ The Project will support women's economic development to capitalise on the potential new agricultural areas and/or forest. 	<p>Impact Magnitude: Positive Gender Sensitivity: Medium Impact Significance: Positive</p> <p>Residual Impact Magnitude: Positive Residual Gender Sensitivity: Medium Residual Impact Significance: Positive</p> <p><i>The residual impact significance rating is the same for all stakeholders.</i></p>	<p>Local Content and Influx Management Plan:</p> <ul style="list-style-type: none"> ■ Ensure the hiring process is fair and equitable for women. ■ Ensure women and men are able to participate in training programs targeting skills required to participate in the Project workforce. <p>CDP:</p> <ul style="list-style-type: none"> ■ Investigate potential programs, such as IFAD Programme supporting women in agriculture, providing training on weaving for women, and rearing livestock
Economic Displacement	<ul style="list-style-type: none"> ■ The loss of agricultural land (permanent or 	<p>Impact Magnitude: Large Gender Sensitivity: High</p>	<p>Resettlement Plan:</p> <ul style="list-style-type: none"> ■ It is critical to mainstream gender considerations into

Potential Social Impacts	Gender-Specific Impacts	Significance of Impact	Gender-Specific Mitigation Measures
<p>and Impacts to Livelihoods</p> <ul style="list-style-type: none"> ■ Loss of Agricultural Land ■ Loss of NTFP Collection 	<p>temporary) may further decrease the size of land for female-headed households (which typically have smaller landholdings).</p> <ul style="list-style-type: none"> ■ As the collection of NTFPs is typically undertaken by women, the loss of forest would also impact upon the amount of NTFP available for women. ■ This may further impact upon livelihood security of women. ■ The impacts of economic displacement can disproportionately affect women, as their unique role in the household means they may have more difficulties coping with the familial disruption that resettlement can cause than their male counterparts. This is particularly the case if resettlement-related engagement efforts do not effectively enable women's meaningful participation throughout the resettlement process. 	<p>Impact Significance: Major</p> <p>Residual Impact Magnitude: Medium</p> <p>Residual Gender Sensitivity: Medium</p> <p>Residual Impact Significance: Moderate</p> <p><i>The residual impact significance rating is the same for all stakeholders.</i></p>	<p>all components of resettlement planning, including engagement processes. Gender-specific consultation during the preparation of the Resettlement Plan will be undertaken, to integrate the unique needs and perspectives of women.</p> <ul style="list-style-type: none"> ■ The following additional considerations will be made for gender equity and social inclusion: <ul style="list-style-type: none"> - Women, and Project affected families, especially from vulnerable households will be encouraged to get involved in all resettlement activities and their effective involvement will also be ensured in all local level resettlement committees. - Provision of asset titles, security of tenure, establishment of bank accounts and any cash and in-kind compensation will consider the head of the household along with the spouse. - Additional incentives to encourage joint-account for cash compensation or replacement land in the name of women. - Provision of trainings focused on women as a part of livelihood restoration programs. - Households categorised as vulnerable for Resettlement Plan will be given priority to access livelihood restoration programs and local employment or procurement schemes put in place by the Project. - The Project will assist with issuance of land titles and encourage land titles and/or compensation bank book in joint souses names. Title or bank book in husband or wife name is possible if preferred and with consent from the other party
Impacts to Community	<ul style="list-style-type: none"> ■ Construction activities will not 	<p>Impact Magnitude: Small</p> <p>Gender Sensitivity: High</p>	SEP:

Potential Social Impacts	Gender-Specific Impacts	Significance of Impact	Gender-Specific Mitigation Measures
<p>Health and Safety from Construction Activities</p> <ul style="list-style-type: none"> ■ Infrastructure and Machinery ■ Vehicle Movements ■ Security 	<p>necessarily result in gender-specific impacts, however it is prudent that women are equally made aware of potential construction risks.</p> <ul style="list-style-type: none"> ■ Gender Based Violence and Sexual Exploitation and Child Abuse and Exploitation 	<p>Impact Significance: Moderate</p> <p>Residual Impact Magnitude: Small</p> <p>Residual Gender Sensitivity: Low</p> <p>Residual Impact Significance: Negligible</p> <p><i>The residual impact significance rating is the same for all stakeholders.</i></p>	<ul style="list-style-type: none"> ■ Gender-specific consultation should be undertaken to determine the best method to deliver the community environmental and safety awareness to women. For instance, consultation with village women in order to determine the appropriate time/period to undertake group discussions or visits.
<p>Impacts to Occupational Health and Safety (Section</p> <ul style="list-style-type: none"> ■ Working at Heights ■ Working in Remote Locations <p>Lifting Operations</p>	<ul style="list-style-type: none"> ■ Workers' activities will not necessarily result in impacts to the community/gender-specific impacts. Any potential impacts are discussed in the Impacts to Community Health and Safety section, below. 	<p><i>The residual impact significance rating is the same for all stakeholders.</i></p>	<p>N/A</p>
<p>Impacts Associated with Influx</p> <ul style="list-style-type: none"> ■ Labour and Working Conditions ■ Transactional Sex ■ Community Dynamics and Gender-Based Violence ■ Potential Spread of Diseases ■ Public Infrastructure and Resources 	<ul style="list-style-type: none"> ■ It is likely that the construction workforce will be predominantly comprised of male workers. Some of these workers will be migrant workers. ■ The occurrence of transactional sex may increase, which may in turn lead to the spread of diseases, such as sexually transmitted diseases. As noted earlier, there is an existing lack of healthcare provisions and workers. <p>Migrant workers may have different customs and traditions to the villagers belonging to the various ethnic groups. This may result in a change in community dynamics and/or</p>	<p>Impact Magnitude: Small</p> <p>Gender Sensitivity: High</p> <p>Impact Significance: Moderate</p> <p>Residual Impact Magnitude: Small</p> <p>Residual Gender Sensitivity: Medium</p> <p>Residual Impact Significance: Minor</p> <p><i>The residual impact significance rating is the same for all stakeholders.</i></p>	<p>Local Content and Influx Management Plan</p> <ul style="list-style-type: none"> ■ Establish and enforce a WCC, which will have strict guidelines for worker interactions with local women, and fellow female workers. ■ Provide skills training to women to maximise the potential for local hiring. <p>Community Health and Safety Management Plan</p> <ul style="list-style-type: none"> ■ Conduct an awareness campaign on HIV/AIDS and sexually transmitted diseases (STDs) focusing on targeted groups such as transport workers and adolescents. ■ Conduct an awareness campaign on nutrition and promotion of a healthy lifestyle (in conjunction with the reproductive health and nutrition program within the CDP). ■ Conduct a waste-management and sanitation awareness campaign for preventing vector-borne diseases. ■ Supplement awareness campaigns on gender-based violence to ensure women

Potential Social Impacts	Gender-Specific Impacts	Significance of Impact	Gender-Specific Mitigation Measures
	<p>gender-based violence against women.</p> <p>Gender Based Violence and Sexual Exploitation and Child Abuse and Exploitation</p>		<p>are aware of how and where to report and provide support to facilitate the process.</p>
<p>Impacts of Wind Farm Operation on Local Amenity</p> <ul style="list-style-type: none"> ■ Noise ■ Landscape and Visual ■ Shadow Flicker 	<p>No gender-specific impacts.</p>	<p><i>The residual impact significance rating is the same for all stakeholders.</i></p>	<p>N/A</p>
<p>Impact on Ethnic Groups</p> <ul style="list-style-type: none"> ■ Erosion of Ethnic Culture 	<ul style="list-style-type: none"> ■ There is the potential for migrant workers to negatively influence customs and religious practices that may have gender-specific boundaries/rules. ■ For instance, women and outsiders are strictly forbidden from entering the Salakuan (sacred house). 	<p>Impact Magnitude: Small Gender Sensitivity: High Impact Significance: Moderate</p> <p>Residual Impact Magnitude: Negligible Residual Gender Sensitivity: High Residual Impact Significance: Negligible</p> <p><i>The residual impact significance rating is the same for all stakeholders.</i></p>	<p>CDP</p> <ul style="list-style-type: none"> ■ Ethnic culture will be promoted so that workers are aware of potential gender-specific cultural considerations. ■ Provide support for documentation and preservation of traditional knowledge on herbs and its benefits/usage, skills, and indigenous crafts passed through women (e.g., hand knitting mats, bamboo baskets, and woven woollen carpets). ■ Set up a women's cooperative to promote indigenous crafts, which will involve the investigation of where indigenous crafts can be sold and market for these crafts. This will support potential efforts to increase revenue.
<p>Impact on Cultural Heritage (Tangible and Intangible)</p> <ul style="list-style-type: none"> ■ Sacred Forest 	<p>No gender-specific impacts.</p>	<p><i>The residual impact significance rating is the same for all stakeholders.</i></p>	<p>N/A</p>

5.1.1 Principles

The principles underpinning these gender mainstreaming measures are as follows:

- Ensure that gender responsive budgeting is considered for every annual plan.

- Ensure the inclusion and full participation of women in the planning, decision-making, compensation, and monitoring process as a part of any community-level mechanisms that are part of this Plan's implementation.
- Ensure that all compensation entitlements are gender sensitive and inclusive.
- Ensure the protection of women's rights with regards to ownership of land and property, and other land tenure arrangements.
- Develop entitlement options that can derive improved practical benefits for women such as increased income, greater financial security, and more economic rights and opportunities or needs as emerging from consultation; and
- Develop mechanisms to ensure collection, analysis, and reporting, of gender-disaggregated data in the monitoring and evaluation process.

5.1.2 Gender Equity Procedures

The following procedures are proposed to ensure that the gender equity principles are integrated into the implementation process.

Step 1: Assess and identify the existing socio-economic scenario of girls and women girls and women in the Aol:

The Project shall continue to undertake detailed analysis on the specific barriers of girls and women based on their current socio-economic context, and update on the appropriate activities based on this detail and any changes to the socio-economic context.

Step 2: Develop a Key Project Gender Strategy (presented below) to ensure the increased participation of girls and women and their engagement in different community development programs:

Equal pay for equal work for both men and women.

Women participation (30%-40%) at all levels of project developments associated with access to financial capital.

Formation of Joint Committee for Community Development Programme with Women leadership role (35%-40%)

Gender specific health services and support complemented by the CEGDP.

Provision of girls and boys 50-50 participation in Education Scholarship and Education assistance program from the CEGDP.

Strengthening the capacities of existing local women's groups via capacity building training on leadership and management.

Gender consultation and engagement at all stages of the Project.

Capacity building through linking various community groups and existing collaborations.

Gender Sensitization trainings at District and Village level

Step 3: Plan and implement gender responsive budget

Issues of girls and women to be addressed in Project response via planning and implementation at all stages with emphasis on gender mainstreaming.

Targeted plans and activities to be formulated to address specific issues of girls and women.

Gender responsive annual budget planning and implementation.

Step 4: Monitoring and evaluation data collection

Implement a monitoring and reporting mechanism on gender disaggregated data, particularly concerning female's property rights based on their customary laws, and women's involvement in the management of household affairs (e.g., decisions on purchase of appliances, crops to plant for dry season or on sending the children to school) and community affairs (e.g., decisions on the location of new roads or other public infrastructure).

Use disaggregated data to confirm women's actual participation in community development programs, and their potential contribution to women's well-being.

Step 5: Apply corrective measures

Areas of improvement shall be adopted for all stages of project implementation ensuring gender mainstreaming.

Good practices and lessons learned shall be adopted.

5.1.3 Implementation arrangements

The organizational structure for implementation of the Community and Ethnic Group Development Plan has included representation of women as part of the core team. In addition, the following aspects are to be ensured:

Sensitization on gender and resettlement for Project management staff.

Inclusion of a gender specialist within the external monitoring requirements.

5.1.4 Monitoring and Evaluation

Monsoon Windfarm Project will ensure that there is tracking of progress and adherence to the GAP implementation as a part of the monitoring and evaluation plan for the CEGDP implementation. Specific gender-related targets and qualitative and quantitative indicators have been developed that will be tracked using the information management system and other M&E mechanisms. These include but are not limited to the following:

Table 5.2: Monitoring & Evaluation Framework

Indicators	Frequency²³
Number of females headed households	Annual
Gender disaggregated data on primary and secondary occupation of all entities	Annual
Gender disaggregated data on occupation and income profile of vulnerable households	Annually
Number and type of income generation options accepted by female members of households	Ongoing during implementation
Literacy, education, and skill levels gender disaggregated data among Project affected households and general households	Annual
Number of education support targeted towards women	Annual
Female participation within each committee set up for CDP & EGDP implementation	Quarterly
Number of grievances reported by women and status of grievance	Quarterly
Number and type of specific training programs to provide relevant skills to Project affected persons (gender disaggregated)	Annually
Gender disaggregated data for local procurement initiatives for CDP & EGDP	Monthly

²³ Unless otherwise stated, all monitoring will be aligned with the overall RAP-LRP monitoring and will be for the same period as specified in the Monitoring Plan

5.2 Community Development Program

The community development program is intended to maximize the Project benefits at the community level and ensures wider community benefits are experienced above and beyond the Project's mitigation measures, and the compensation and livelihood restoration measures contained in the Resettlement Management Plan. Within community development activities, rural electrification schemes are among the more common benefit sharing mechanisms implemented by Project proponents, particularly renewable energy. Community development initiatives in addition to Rural Electrification include employment benefits, agriculture and husbandry training, education support, health support, and awareness and capacity building. These programs will extend positive socio-economic impacts beyond the directly affected persons to the wider community within the Project Aol.

5.2.1 Monsoon Windfarm Partnership Program

The Monsoon Windfarm Partnership Program shall support community trust and rapport building and appropriate synergies across community beneficiaries. The necessary committee formation will be applied here as deemed necessary to facilitate each community development program.

The Community development's Monsoon Windfarm Partnership Program anchors appropriate synergy and linkages amongst key community actors whenever feasible, which will:

- Reduce duplication of programs and resources.
- Increase likelihood of success; and
- Promotes larger scale and longevity of the program(s).
- Ensure that direct Project related benefits are accrued by the Project communities by increasing agriculture production and linkages
- Help build relationships with the Project communities for timely completion of Projects.
- Capacitate communities in areas of coffee plantation and animal husbandry
- Synergy between Government and Monsoon Windfarm Project initiatives
- Warrants better financial returns
- Enhance reputation at all levels
- Better management of community expectations leads to reduced costs and Project liabilities
- Obtains substantial local support to enhance local processes and minimize local disputes
- Link the project and its interventions to the government's overall development plan in the area and externally funded development interventions

5.2.2 Existing Community Development Initiatives

The preliminary investigation on the existing community development initiatives implemented and/or planned by the government, I/NGOs, and other organisations are:

- International Fund for Agricultural Development (IFAD) Program supporting agriculture, providing training on weaving for women, and rearing livestock; and Promote to Agricultural, Vegetables farm and livestock. Villages: Xiengluang, Dak Yang, Dak Dor, Dak Rant, Dak Bong, Dak Cheung, Tongxieng, Dak Pum, Dak Rern, Ngon Done, Dak Muan, Dak Dom (Years of operation 2014-2020), (Attapeu province/Villages: Dak Nong, Dak Samor, Dak Yok, Dak Xeum, Dak Dor, Dak Padou, Nam Ngon Neua
- The Department of Agriculture and Forestry's training on soil preparation for coffee plantation (part of the Greater Sub-Region Biodiversity Conservation Corridors Project). The common institutional set up will be an advantage to the project, to further collaborate and extend linkage to enable communities to obtain socio economic benefits from the community development programme.

- International Labour Organization (ILO) Promote to Passion plantation and improving rice farm. Villages: Dak Seng, Xiengluang, Dak Terb. (Years of operation 2016-2021)
- Care International Organization Promote in Coffee plantation, Bamboo and Vegetables farm and support equipments agriculture. Villages: Dak Xieng A, Dak Seng, Dak Yen, Trong Meuang, Dak Dor, Dak Den, Dak Rant, Dak Bong, Tongxieng, B. Prao, Dak Kang, Dak Jom, Dak Dom (Years of operation 2015-2021), Attapeu province/Villages: Dak Xeum
- World Food Programme (WFP) Support nutrition (Project completed and hand over to Gov). Villages: Dak Xieng A, Dak Terb, Dak Yen, Dak Yang, Dak Bong, Dak Cheung, Tongxieng, Dak Pum, Dak Rern, Ngon Done, Dak Muan. (Years of operation 2015-2019), (Attapeu province/Villages: Dak Nong, Dak samor, Dak Yok, Dak Dor, Dak Padou
- German-Lao Association for Development (GLAD) Training for work skills, promote to agricultural and livestock. Villages: Xiengluang, Dak Yang, Dak Yen, Dak Dor, Dak Rant, Dak Bong (Years of operation 2020), (Attapeu province/Villages: Dak Nong, Dak Yok
- Poverty Reduction Fund (PRF) Support to build Gravity Flow System, Building School, Villages Dak Yang, Dak Yen, Dak Dor, Dak Rern, Dak Kang, Dak Jom, Ngon Done, Dak Dom. (Attapeu province/Villages: Dak Nong, Dak Samor, Dak Xeum
- Asian Development Bank (ADB) Support to build school finished in 2008. Village: Dak Yang, Dak Cheung, Dak Muan, Dak Dom, Attapeu province/Villages: Dak Xeum
- Sustainable forestry for rural development (SUFORD) Support to forest protection and Agriculture, Village: Dak Kang, Dak Jom, Dak Terb, Xiengluang (Years of operation 2017)

5.3 Thematic Areas and Proposed Activities

The Thematic areas presented in this Community and Ethnic Group Development Plan is based on the outcomes of the consultations and community need assessments and analysis. There are seven key thematic areas of support from the Monsoon Wind power Project proposed as below:

5.3.1 Thematic Area 1: Local Employment & Skill Opportunities

The development of a Project typically generates economic opportunities for the local community. Potential economic opportunities will be in the Dak Cheung and Sanxay Districts. Stakeholder engagement with villagers from both the Dak Cheung and Sanxay Districts identified that they have positive sentiment toward the Project, are looking forward to anticipated benefits, most notably in the form of employment. Villagers recognise that employment opportunities associated with the construction phase are temporary, in line with the temporary nature of construction. There is also an expectation that training opportunities will be provided as part of the Project. Villagers are particularly interested in training opportunities for youths as it is the view that the youth population needs opportunities for employment.

The labor requirements suggest an average of 700 workers (per day) are required during the construction phase (peak workforce requirement is 1,400 workers per day). In the construction phase, 150 positions will be available for unskilled workers, 350 positions will be available for semi-skilled workers, and 500 positions available for skilled workers. While it is currently unclear as to whether the 350 semi-skilled and 500 skilled workers would be sourced from the villages within the Aol, it is highlighted that there will be training opportunities available to enable some villagers to work in these positions. It is anticipated that the nominated EPC Contractor will be a Chinese company and may hire Chinese workers for the Project (currently precise numbers of Chinese workers is yet determined).

However, past Project experience in Lao PDR suggests that there is potential that a Chinese EPC Contractor may source some workers from Vietnam. Approximately 280 migrant works (560 for peak workforce period) will be engaged for construction.

A total of 53 workers will be required for the operations phase, of which 20 will be based locally. Eight of these workers will be migrants (i.e. Project manager, site and administrative manager, equipment manager, operation manager, safety manager, chef), who will immigrate to the local area.

Baseline data identifies that over 1,664 people are in the active labour force. Of the active labour force, approximately 360 people are in unpaid (working on family farms) or temporary work (e.g. on hydropower Projects or coffee plantations). Some local males have trades such as blacksmithing. On this basis, it is expected that there is capacity for villagers within the AoI to be employed in unskilled work, and perhaps some semi-skilled work, for the Project.

In addition to direct employment, there may be indirect employment opportunities. For instance, the Project or workers may require short-term accommodation, or the purchase goods and services from local businesses. The increased demand may result in an associated increase in employment.

The community have significant interest in the potential employment opportunities provided by the Project. Therefore, the project shall consider the provision of 70% of local participation to that of external/migrant workers enabling locals to obtain employment opportunities.

Through a collaborative approach with the local authorities, skill trainings shall be implemented, particularly in context to labour needs for the Project development. It will be vital for the local villages to obtain skills training related to Project work and to be further employed in the Project upon the successful completion of various trainings and to identify potential official certification support to enable the locals to further utilize the skill-based certification for future work potentials.

5.3.1.1 Rationale

The main objective is to emphasize local employment potential, to which communities foresee this Project as providing income generating employment opportunities that would substantiate their livelihood improvement. The local employment opportunity has the potential to transform and upgrade the livelihoods, however it needs to be complemented by the supplementary saving & credit scheme, where local communities can connect their income to savings and credit funds.

Local employment provides substantial opportunity for the affected people to restore their income and to improve their socio-economic conditions. This income generating opportunity shall extend primarily to the local people from the affected communities with emphasis on social (ethnic minority groups) and economic (poor HH). A detailed labor assessments shall be undertaken during Project implementation to ensure that labor requirements will enable the local communities to access employment opportunities.

5.3.1.2 Eligibility

The local employment will have a coverage to all 32 villages with the emphasis on vulnerable groups such as women, ethnic minorities, and youth.

To avoid any community conflict or discrepancy eligibility and prioritization criteria will be developed to further local employment opportunity. The eligible and prioritized persons for the local employment will meet the following priority criteria based on the below mentioned category:

- Project Affected Persons (PAPs)
- Ethnic Minority Groups and Poor HHs from 32 Villages (60%)
- Women headed HHs and female participation (40%)
- Between 18 and 60 years of Age
- Be mentally and physically fit
- Villages within Project Area of Influence

5.3.1.3 Main Components and Activities

- Community welfare will be taken into primary consideration
- Equal wages for equal work and timely payment of wages shall be implemented
- There shall be no discrimination, deception, and exploitation of any individuals
- Health and safety awareness induction shall be mandatory and to be taken into serious account
- Safe working procedures shall be practised all times
- First aid kits and trainings will be made available to all workers
- All workers shall be insured against accidents and health issues related to project works
- Gender mainstreaming shall be encouraged at all stages of project works
- Skill trainings shall be part of the labour employment if/when and where applicable to capacitate the local workforce and support any potential employment opportunities within or beyond project concession period.
- Women and Youth Empowerment
 - Childcare facility services shall be provisioned where/when appropriate to encourage women participation in local employment opportunities.

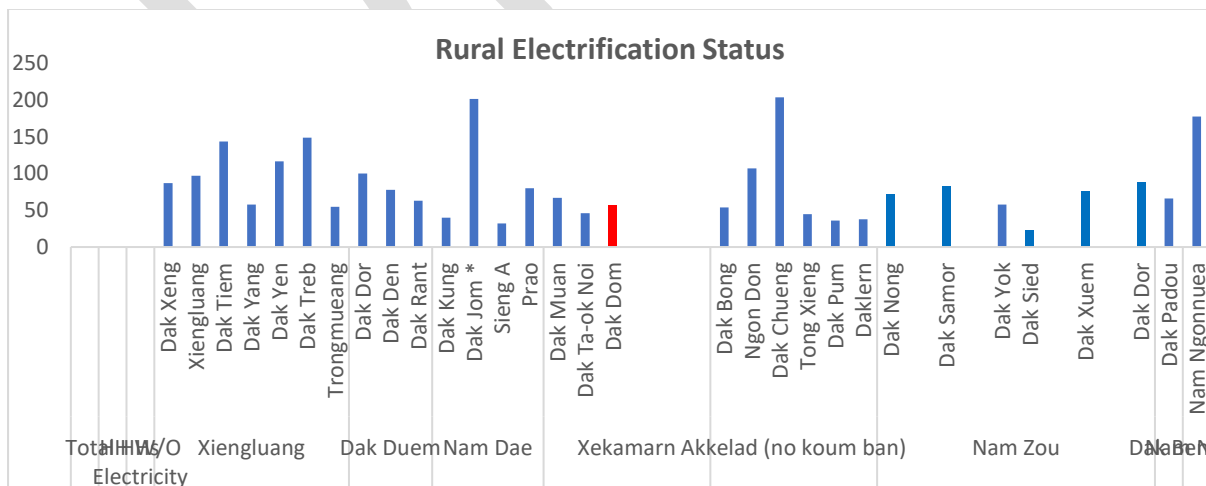
5.3.2 Thematic Area 2: Rural Electrification

It focuses on increased access of electricity to HHs that are not connected to the national grid or do not have an appropriate access to current access to electricity. Only Dak Dom village has been identified without access to electricity sources. Approximately 56 HHs with 280 total populations will be directly supported by the off grid solar power systems.

5.3.2.1 Off Grid Solutions to Communities (56 HHs)

Among all the Villages within the Project area of influence, only Dak Dom is an outstanding village presented in the Fig XX on the Rural Electrification Status below without the access to national electricity system. This initiative will enable the village to obtain the alternative off grid solutions by obtaining the solar power systems at the HH level.

Figure 5-1: Rural Electrification Status



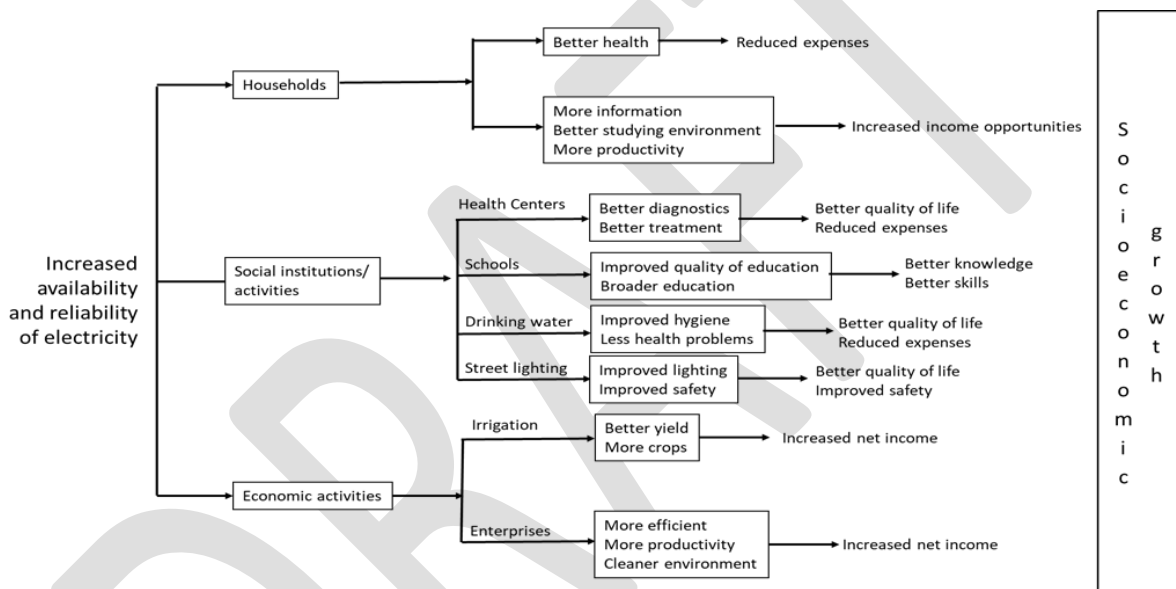
5.3.2.2 Rationale

The main objective is to enable the communities with the lack of access to electricity from the Project affected villages to obtain means of reliable and affordable electricity.

Solar power systems as the off grid rural electrification are an option to ensure the provision of adequate and reliable electricity to households, social institutions, and economic entities in the Project communities. This will be further emphasized on targeting the ethnic minority groups who are not connected to the national grid.

Access to adequate and reliable electricity presents several potential benefits. This includes a better environment for children to study, improved health situations due to a decrease in use of kerosene or solid biomass-based lighting systems, and potential displacement of firewood which can improve safety for women and girls. It can also have a positive cumulative impact in the socio-economic growth and quality of life of the communities. **Figure 5.2** presented below suggest the growth in socio economic development when HHs have access to electricity.

Figure 5-2: Access to Electricity for Socio Economic Growth



5.3.2.3 Eligibility

HHs from Dak Dom village shall be eligible to receive the off grid-solar power systems and any HHs within 32 Villages in the Project Area of Influence, that requires access to electricity.

Based on engagement with the village heads in Dak Cheung District, all surveyed villages have access to electricity, except Dak Dom village where the electricity grid is not available, and the village depends on dynamo generators.

5.3.2.4 Main Components and Activities

Project shall undertake detail internal assessment to provide the appropriate off-grid, solar power system solutions.

5.3.3 Thematic Area 3: Agriculture and Husbandry Training

The acquisition of land currently used for agricultural purposes will lead to economic displacement, since the land will be (permanently and/ or temporarily) removed from its agricultural use, and unable to generate income for landowners and users. In this sense, the loss of agricultural land will cause economic displacement and impact on livelihoods. Whilst some households will be temporarily

impacted, it is highlighted that during this period, the impact on livelihoods will experience a similar impact to those households experiencing permanent acquisition.

Building local capacities in areas of economic improvements, such as agriculture and livestock will benefit communities to mitigate the economic displacements, associated with Project development.

5.3.3.1 Rationale

The main objective is to yield better results in agricultural outputs. This will be done via several avenues, the key one will be, by enhancing the techniques used to improve the soil preparation for coffee plantations and improve the local abilities in marketing, product development and develop linkages to the consumers. The coffee initiative is one of the most suitable income-generating programs for the community, as it not only improves the livelihood at a household level, but it also maximizes the economic growth of the region.

The coffee produced in the area is Arabica and one of the significant areas known for coffee production. It is the main source of income generating livelihood activity for the community. There is a substantial potential in mass production, however issues of inconsistency and coffee quality are the major constrains.

Although coffee production is the primary activity for the people and main source of income generation, it is substantially affected by the limitations including productivity, newer agriculture technique and poor linkages with markets. The community practices shifting cultivation once the soil becomes less fertile over years.

This will involve local capacity building in collaboration with local authorities, traders and wholesale buyers particularly the Department of Agriculture and Forestry to facilitate trainings specific to areas of strengthening the coffee quality and enabling consistency in production shall improve and further the coffee production.

The other program that will focus enhancing agricultural outputs will target livestock rearing. The scheme will assist in building capacity to promote livestock rearing. Within the surveyed villages, people usually raised animals in large numbers, including both large animals such as buffalos, cows, goats and pigs, and small animals such as poultry. Large animals are released to graze outside the village and in the mountain areas where grass is available. Pigs and poultry are usually raised in the yards around the house. Animal husbandry is mainly for household consumption, performing ceremonies, and annual festivals (i.e., animal offerings) and for welcoming the visit of relatives and village official guests. Approximately ten households practise animal husbandry in large number for sale and is the main income source for the households. The capacity building in the rearing livestock will occur via a series of community trainings.

5.3.3.2 Eligibility

The coffee initiative will have a coverage to all 32 villages with the emphasis on vulnerable groups such as women and, ethnic minority groups.

5.3.3.3 Main Components and Activities

The main components of the proposed training are encapsulated below:

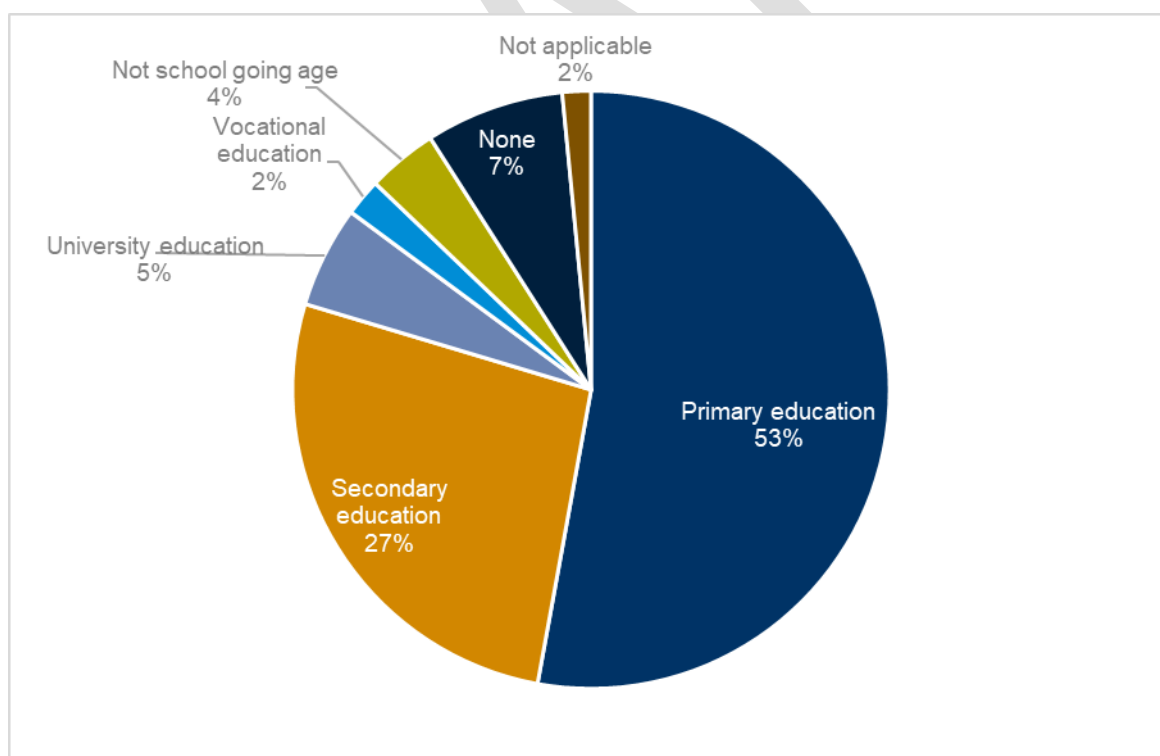
- To undertake appropriate consultations and assess the existing scenario of villages in the coffee plantation and processing and to identify the market linkages
- Majority of participants is likely to be women based on the local context of the Dak Cheung and Sanxay district.
- Training on coffee plantation and processing techniques and methods, with a particular focus on enhancing soil quality

- Microcredit facilities to support agribusiness investments
- Support farmer’s cooperatives to achieve economies of scale for agricultural input procurement, exporting facilities, and knowledge transfer
- Enhance skills related to agribusiness for villagers (e.g. coffee cultivation, livestock reproduction, alternative method to slash and burn, etc.)
- Training on the livestock rearing & strengthening market linkages
- Support home vegetable garden to diversity income and food security

5.3.4 Thematic Area 4: Education and Sponsorship Assistance

53% or 1,472 people of the surveyed population have completed primary education, followed by 30% (745 people) attending secondary education. These figures are considerably lower compared to those of Sekong and Attapeu Provinces. In Sekong Province, 94.1% and 92% of population complete primary and (lower) secondary school, while 85.5% and 95.4% of Attapeu’s population complete primary education and (lower) secondary education, respectively. 56 people (2%) have attended or completed vocational education and approximately 153 people (5%) have attended university. 209 people of the surveyed population (7%) identified they have not received education (**Figure 5.3**). This figure is lower than the national figure (in 2015) where the population aged 6 years and above who had never attended school accounted for 13%, 27% currently attending school (in 2015) and school dropouts (58%). This Education and Sponsorship Assistance Scheme will further improve in areas of education and refurbish or construct infrastructure and facilities that contribute to strengthening the education systems.

Figure 5-3: Education Level



Source: Socio-economic household survey by ERM/Innogreen, November and December 2021

5.3.4.1 Rationale

Kindergarten (12 Villages) and Primary School (up to Fifth Standard) in all villages, Lower Secondary School ((up to Eighth Standard) in 3 villages, and Upper Secondary School (up to Twelfth Standard) in 1 village were found in the Project footprint. The average class size for Kindergarten and Primary

School were found 15 students per class and Lower Secondary and Upper Secondary (25-30) class size.

The current scenario suggest that the resources are exhaust and insufficient to deliver proper education. Majority of the structures currently in use are temporary and with a very limited education supplies and materials.

5.3.4.2 Objectives

The main objective is to contribute to the improved quality education with improved school facilities and resource management. The Project shall contribute to improving areas of education with scholarship support for college on annual basis.

5.3.4.3 Eligibility

Education support will have a coverage to all 32 villages with the emphasis on ethnic minority groups.

5.3.4.4 Main Components and Activities

The Construction and Rehabilitation will refurbish the education facilities such as libraries, toilets, additional provisions of space/classrooms, cafeterias, capacity building and educational supplies

The education management committee will undergo decisions to invest on the various areas of education services that concerns the local communities within the Project Aol.

This will involve the training of teachers in educational institutions in applicable and relevant areas. Awareness raising among children in topics such as health and safety, first aid training and mental health etc. based on the detailed need assessments will be conducted.

The Government certified teacher training modules can be further explored here.

The support will be extended to benefit communities in obtaining further education.

5.3.5 Thematic Area 5: Health Support & Services

Insufficient health care services, inadequate healthcare personnel and lower levels of health awareness were raised as primary community concerns in areas of health services.

Various intervention shall be envisioned here such as provision of medical supplies, building and refurbishing the health facilities, installation of toilets and source of clean drinking water, conduct of health check-ups, capacity building training of health staff and awareness raising on immediate health concerns.

5.3.5.1 Rationale

The Project area suffers from poor health infrastructure and services and there is a substantial gap in physical infrastructure. The health-care facilities in the villages are thinly spread and even the existing facilities suffer from inadequacy of insufficient healthcare personnel, medicines, and medical equipment. There is one hospital in each district and 10 Villages in Dak Cheung has healthcare centres and 2 Villages in Sanxay however the lack of access to road limits the community accessibility to health services. The need and willingness to access Healthcare is determined by people's belief system and their economic levels.

Major inadequacies of health in the communities are driven by lack of access to health services, clean water, toilet facility and waste disposal and further exacerbated from lack of community awareness on all aspects of health conditions.

5.3.5.2 Objectives

The main objective is to raise community awareness, enhance staff capacity through trainings and to contribute to various health aspects of the community

5.3.5.3 Eligibility

Health support will have a coverage to all 32 villages.

5.3.5.4 Main Components and Activities

- WASH related activities (Water Supply and Irrigation System)
- Community awareness on basic health and hygiene
- Waste disposal management support, access to toilets and timely health checkups
- Knowledge and wider information sharing centers/facility

5.3.6 Thematic Area 6: Community Awareness Raising Training

The project will focus in strengthening the local institutional capacities for joint committee and other community groups to coordinate and develop linkages. Various community level awareness raising training will be part of this intervention with emphasis to cultural awareness trainings and activities.

5.3.6.1 Rationale

The Local Capacity Building and Community Awareness shall enable locals to obtain an ample socio-economic benefit from the Community development activities and sustain positive benefits beyond project.

5.3.6.1.1 Objectives

The main objective is to raise community awareness and respect the cultural sensitivity of the ethnic groups present in the project area, enhance local capacity through awareness trainings to enable communities to benefit from the Community Development Program.

5.3.6.2 Eligibility

It will have a coverage to all 32 villages with the emphasis on ethnic minority groups.

5.3.6.3 Main Components and Activities

- The Project will develop cultural heritage awareness training materials, including training specific to identification of cultural heritage finds and the implementation of the CHMP. Training awareness materials shall be developed to:
 - Raise awareness of tangible and intangible local customs, and traditional norms, including how to behave within different cultural environments.
 - Provide a basic understanding of known finds in the work areas and explain cultural heritage find identification, stop work, and notification and reporting procedures as per the Chance Find Procedure

5.3.7 Thematic Area 7: Local Capacity Building

The local capacity building will be adopted at all levels of project development from the formation of Joint Committee, where local members at the Village is proposed to have an inclusive member representation in terms of gender perspective and ethnic minority group representation.

5.3.7.1 Rationale

The implementation of community development programme requires local ownership and strengthening of capacities to monitor and manage programme.

5.3.7.1.1 Objectives

The strengthening of local capacities will be an added advantage to the project in terms of developing existing local capacities and empowering locals to fully be engaged and participate in the project development.

5.3.7.2 Eligibility

Local Authorities, Committees and Community Groups relevant to Monsoon Wind power Project will be the target beneficiaries for this intervention.

5.3.7.3 Main Components and Activities

- Formation of Joint Committee
- Leadership Training
- Monitoring and Evaluation
- Conflict Mitigation and Social Mobilization

6 IMPLEMENTATION, MONITORING, AND EVALUATION

6.1 Implementation Approaches

The proposed CEGDP address all project impacts to ethnic groups that go beyond the impacts of land acquisition to the livelihoods of affected people. It consolidates mitigation measures from various environmental management plans that aim to address adverse community health and safety impacts and risks as well as cultural heritage impacts. The beneficial measures of the CEGDP are based on the principle of benefit-sharing and that all interventions will focus on improved socio-economic livelihoods of affected communities. It supports and further enhances the living standards of vulnerable groups, benefit-sharing, ensure that then project fosters full respect for ethnic minorities and for them to received culturally appropriate benefits. The CEGDP extends above and beyond the Resettlement Plan and aims to create a mutual exchange of services between the project and communities to contribute to the Project's social licence.

Based on feedback and consultation from ESIA, the eligibility for participation in the community program which was designed as a benefit-sharing mechanism has been deemed to be applicable to the following:

- All members of the economically displaced households (not including “non-dependent household” category) are eligible for Community Development Program & livelihood restoration.
- All members of the impacted NTFP groups can participate in programs.
- Ethnic Minority Groups from the Project affected areas.
- All affected Project communities within the Aol.

The following key community development strategies have been recommended and shall be updated regularly by the project on the annual basis based on the emerging local context:

- Implement all community development initiatives with utmost sensitivity and respect to cultural environment
- Emphasis on the Ethnic Minority and Vulnerable Groups
- Mainstreaming Gender Equality at all stages of project developments (35% or more women participation in all thematic interventions mentioned)
- Enable locals to obtain the employment and skill during project construction phase and operation phase.
- Support to obtain the affordable and reliable access to electricity through solar power systems
- Devise an improved agricultural enhancement program, especially to improve coffee productivity
- Provide scholarship scheme and education assistance to support the Education in the project area
- Built various facilities and centres related to Education, Health and WASH.
- Invest in the building the local capacities to amplify the positive impacts
- To provide provisions such as childcare for mothers from communities who wish to participate in the local employment and skill opportunity and workers accident insurance scheme.

The target community beneficiaries will be representation of all 32 Villages within the Project Area of Influence. The target beneficiaries for each program theme are mentioned in each thematic eligibility.

6.1.1 Implementation Schedule

In response to the community needs and assessments undertaken during various stages of consultation at the community level, the six key Thematic Areas of community development program have been identified to develop a detail activity as mentioned in Implementation Schedule in **Table 6.1** that includes the following:

- Thematic Area 1: Local Employment and Skill Opportunities
- Thematic Area 2: Rural Electrification
- Thematic Area 3: Agriculture and Husbandry Training
- Thematic Area 4: Education and Sponsorship Support
- Thematic Area 5: Health Support and Services
- Thematic Area 6: Community Awareness
- Thematic Area 7: Local Capacity Building

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Sn.	Thematic Area	RESPONSABILITY MATRIX			PROJECT PROPOSED SCHEDULE																					
		GOL (MEM)	ESMO	TEOB/DOE/NEIO	PROPOSED SCHEDULE	Year 1- Year 5					Year 5- Year 10				Year 10- Year 15				Year 15- Year 20				Year 20- Year 25			
						0	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	method to slash and burn etc.)																									
4	Education and Sponsorship Assistance																									
4.1	Renovation & Build Libraries																									
4.2	Provide books and stationeries																									
4.3	Provide Computer and Access to Internet Service																									
4.4	Construction of dormitories for secondary schools																									
4.5	Construction of Cafeterias																									
4.6	Support and strengthen the HR Management (recruitments of teachers etc.)																									
4.7	Creating and Management of educational fund (Education committee)																									
4.8	Annual Scholarship to colleges																									

Sn.	Thematic Area	RESPONSIBILITY MATRIX			PROJECT PROPOSED SCHEDULE																					
		GOL (MEM)	ESMO	TEOB/DOE/NEIO	PROPOSED SCHEDULE	Year 1- Year 5					Year 5- Year 10				Year 10- Year 15				Year 15- Year 20				Year 20- Year 25			
						0	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
5.4	Providing pre supplementary vitamins to potential mothers																									
5.5	First Aid trainings																									
5.6	Medical Supply Kit (includes female kit)																									
5.7	Public Toilet Construction and Improvement in each village																									
5.8	Clean Water and Sanitation (Install drinking Water and filtration support in each village)																									
5.9	Health Check ups																									
5.1	Community Awareness raising trainings																									
5.11	Local Capacity Building in health (Nurse, local health service staffs)																									
5.12	Small Irrigation Support																									
6	Community Awareness Raising Trainings																									

Sn.	Thematic Area	RESPONSIBILITY MATRIX			PROJECT PROPOSED SCHEDULE																					
		GOL (MEM)	ESMO	TEOB/DOE/NEIO	PROPOSED SCHEDULE	Year 1- Year 5					Year 5- Year 10				Year 10- Year 15				Year 15- Year 20				Year 20- Year 25			
						0	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
6.1	Gender Based Violence and Abuse																									
6.2	Gender Equity and Importance of Education for Girls																									
6.3	Orientation training on health, hygiene nutrition and sanitation																									
6.4	Leadership and Gender Sensitization Trainings																									
7	Capacity Building (Local Authorities & Committees)																									
7.1	Formation of Joint Committee																									
7.2	Project Induction (Awareness Training)																									
7.3	Leadership Training																									
7.4	Monitoring & Evaluation Training																									
7.5	Capacity Building Training																									

6.2 Monitoring, Evaluation and Reporting

This section outlines the ongoing requirements for effective monitoring, evaluation, and internal and external reporting. The Project will need to place a robust mechanism to monitor and evaluate the outcomes of the community development program and ensure full transparency and accountability of all funding allocated. This should involve selecting appropriate KPIs for each program to assess the benefits achieved. Good practice in monitoring and evaluating, involves:

- Making objectives measurable, realistic and time bound
- Establishing a baseline against which KPIs can be used to measure change
- Utilising qualitative, not just quantitative KPIs
- Tracking changes in the local community (e.g. priorities)
- Providing resources at the outset to monitor progress and leverage the monitoring results.

Monitoring data will need to be collected on an ongoing basis and shall cover the following:

- Regular tracking of the implementation process.
- Measurement and documentation of success factors along with lessons learnt;
- Measures to document stakeholder engagement, feedback and grievance redressal (linked with the Stakeholder Engagement and Grievance Redressal Plan);
- Measures to proactively undertake Social Inclusion (EMGs);
- Mechanisms to enhance the use of available data and update the same for analytical purposes.
- Information systems that are required to undertake monitoring and evaluation; and
- Information disclosure and reporting to stakeholder groups (including the local community and any investors/lenders).

6.2.1 Evaluation of the CEGDP

Programs should be evaluated at regular intervals (at a minimum on semi-annual basis), which is commensurate with the nature and scale of the program.

Evaluation of the programs should include consideration of the status and effectiveness of the program as well as the outputs and outcomes achieved **Table 6.2**.

Consideration can then be given to whether the program is meeting its objectives or whether adjustments need to be made (e.g. moving the location of training facilities to ensure community members can access it easily, which may increase participation and the program's success).

Agreeing on the KPIs that will be tracked and reported over time should be done early. If a partnership is in place, it will often be the partner that is responsible for collecting the relevant KPI data.

Table 6.2: Program Evaluation

Inputs	Outputs	Outcomes	Impact
<p>What are the key INPUTS to the Project?</p> <p><i>Funding requested</i></p>	<p>What will be the direct and tangible (shorter term) OUTPUTS from the Project?</p> <p><i>E.g. number of people attending a training session, tons of waste recycled, number of trees planted.</i></p>	<p>What will be the medium to long term OUTCOMES of the Project?</p> <p><i>E.g. farmers attending training courses can now access new markets to sell their produce.</i></p>	<p>What is the ultimate intended IMPACT or long-term social change of this Project?</p> <p><i>E.g. sustained increase in farmers' income will lead to reduction in levels of poverty.</i></p>

6.2.2 Mid- Program, Completion, and Annual Audit of CEGDP

The community development program addresses the need for effective community participation in planning, implementation, monitoring, maintenance, and sustainability to accrue socio economic benefits of the project developments. All the activities are intended to strengthen the local capacities of communities and local authorities to develop self-ownership of the project deliverables with due considerations to the aspects of community benefits with respect to project outcomes.

The proper monitoring and evaluation systems in place will be able to determine when this goal is close to being achieved. The Project Owner will commission an audit and submit a mid-program audit report of the CEGDP implementation within 60 days after one year of implementation; a completion audit report within 60 days after one year after completion of CEGDP implementation to assess the performance of the Project in achieving targets and deliverables and determine if at that time that no further interventions are considered necessary; and external final-evaluation audit report within 2 years after completion of the CEGDP implementation, prepared by a qualified and experienced third party social expert .

6.2.3 Reporting

Reporting of the programs should be done internally and externally to key stakeholders to ensure awareness and transparency. Like monitoring and evaluation, the reporting frequency and format should be determined at the outset and should be commensurate with the scope and scale of the program.

The subsequent section provides a two-tier monitoring and evaluation structure, i.e.: (a) internal monitoring by Monsoon Windfarm Community Development Implementation Team; and (b) external monitoring by independent agencies.

6.2.4 Internal Monitoring Process

At a minimum, the following tools and reports will be put in place:

- **Daily Activity Tracker** for each component of the Implementation Plan: The tool will be used to track and update the daily progress (including no progress) of each activity component wise.
- **Monthly Progress Report:** This would get generated monthly as a compilation of the daily activity trackers along with a section to indicate any qualitative commentary on challenges or any other feedback; and
- **Quarterly CEGDP Implementation Report:** This report would have a high-level tracking of components and activities against the actual targets and would indicate overall feedback based on the process tracking tool.

6.2.4.1 Stakeholder Participation

The internal monitoring process will ensure the participation of relevant stakeholder groups for a component and activity in order to obtain their perceptions on the progress, process, and impacts of the Community development implementation. The involvement of Local Committees, CSOs, Community Forest User Groups (CFUGs), vulnerable groups as well as relevant local authorities shall be identified and linked to the Stakeholder Engagement Plan and Grievance Management Plan for modes of disclosure.

6.3 Monitoring and Evaluation Indicators

Table 6.3 provides a summary of suggested monitoring and evaluation indicators:

Table 6.3: Monitoring and Evaluation Indicators

Type	Indicator	Examples
Process	Resources	<p>Number of officers, assistants, and volunteers.</p> <p>Capacity building and training for the staff.</p> <p>Timely availability of funds.</p> <p>Training plan and budget for local implementation partners.</p> <p>Availability of logistics and associated infrastructure.</p> <p>Inter-departmental coordination</p>
	Consultation, Grievance and Spec	<p>Number of assessments meetings.</p> <p>Grievances by type and resolution.</p> <p>Number of NGOs/CBOs participating in Project.</p> <p>Have consultations taken place as scheduled including meetings, groups, and community activities?</p> <p>Communication material and their outreach.</p> <p>Was the community preparation/sensitisation phase implemented?</p> <p>Were special measures for vulnerable peoples implemented as necessary?</p> <p>Have any entities used the grievance redress procedures? What were the outcomes?</p> <p>Number of meetings exclusively with women.</p> <p>Number of meetings exclusively with vulnerable groups.</p> <p>Level of participation in meetings (of women, men & vulnerable groups)</p>
	Ethnic Minority Group & Gender Mainstreaming	<p>Number of EMG and women on key local committees.</p> <p>Number of grievances posted by EMG and women (excepting anonymous ones).</p> <p>Proportion of only EMG and female consultations.</p> <p>Number of EMG and women-led community monitoring audits.</p> <p>Number of EMG and women-led training programs</p>
	Procedures in Operation	<p>Documentation of inter-departmental memos, decisions etc.</p> <p>Supervision process.</p> <p>Effectiveness of the Standard Operating Procedures etc.</p>
Outcome	Component Targets	<p>Number of beneficiaries.</p> <p>Cost escalations.</p> <p>Number of agreements executed.</p> <p>Number of activities completed;</p>
Baseline	Household	<p>Occupational pattern of the family – number of family members in occupations and nature of that occupation and income generated from it.</p> <p>Average annual income levels of households.</p> <p>Total landownership at the family/household level (private, traditional, customary).</p> <p>Proportion of landless, agricultural labourers, sharecroppers.</p> <p>Type of housing/commercial structure value.</p> <p>Personal access to durable assets and any movable assets.</p> <p>Ownership of livestock.</p> <p>Number of vulnerable households and their status.</p> <p>Land ownership/user rights of affected families;</p>
	Community	<p>Occupation/livelihood profile and changes therein.</p> <p>Health and education levels.</p> <p>Influx and out-migration.</p> <p>Work participation rate of male and females.</p> <p>Access to common property resources.</p>

Type	Indicator	Examples
		Access/arrangement/adequacy of physical infrastructure (road, electricity, drinking water, sanitation, telecommunication, etc); and Access/arrangement/adequacy of social infrastructure (education, health, credit sources, markets, skill development, playgrounds, worship places, etc);
Impact	Income and Livelihoods	Employment status of economically active members Landholding size, area cultivated and production volume, by crop Selling or transfer of cultivation land Changes to productive capacity – pre- and post-disturbance Changes to income-earning activities (agriculture) – pre- and post-disturbance Changes to income-earning activities (off-farm) – pre- and post-disturbance Amount and balance of income and expenditure
	Opportunity Creation	Qualitative standard of living improvement (including education, health and sanitation facilities). Generation of local businesses and petty trade. Generation of skills among youth and unemployed. Land productivity improvement. Watershed development etc.

7 INSTITUTIONAL AND IMPLEMENTATION ARRANGEMENTS

7.1 GOL Institutional Arrangements

The GOL, as party to the Concession Agreement, exercises its rights and obligations relating to this through the ministries and state bodies described in the concession agreement.

The Ministry of Energy and Mines (“**MEM**”) is the implementing agency (“Implementing Agency”) and has full power and authority to: (i) implement this Agreement, exercising the GOL’s rights and performing the GOL’s obligations hereunder; (ii) make decisions of the GOL relating to this Agreement; (iii) coordinate with other GOL agencies, departments and offices and to facilitate their performance in connection with this Agreement; (iv) resolve any issues relating to this Agreement and negotiate and finalize any amendment; and (v) exercise all other powers of the GOL with respect to this Agreement., acting through its Department of Energy Business (DEB), is the Implementing Agency for the exercise of the GOL’s rights and the performance of its obligations pursuant to the Concession Agreement including screening and checking the completeness of all related documents and bears overall responsibility for ensuring compliance with the provisions of this Annex.

The Implementing Agency shall act through the Department of Energy Business (“DEB”) from and after the Effective Date (and other than in respect of matters on which DPC is acting) with regard to: (a) implementing this Agreement, exercising the GOL’s rights and the performing the GOL’s obligations hereunder; (b) making decisions of the GOL relating to this Agreement; and (c) coordinating with other GOL agencies, departments and offices and facilitating their performance in connection with this Agreement; (d) invoicing and collecting budget amounts / funds; (e) carrying out routine Project monitoring, inspection and evaluation, utilizing relevant budgets therefor; (f) responding to any request by the Company to commence any Project-related work prior to the achievement of the Effective Date, determining and imposing any conditions or requirements to be satisfied by the Company for such early work and monitoring the Company’s performance of such early work and compliance with any applicable conditions or requirements; and (g) clarifying and resolving with the Company any issues arising under this Agreement and any Annexes (including consultation with all relevant departments of MEM which have been involved in the preparation, negotiation and finalization of this Agreement and its Annexes).

The Ministry of Natural Resources and Environment (MONRE), acting through its Department of Environment (DOE) and Natural Resources and Environment Inspection Office (NEIO), is the Technical Environmental Oversight Body regarding the exercise of the GOL’s rights and the performance of its duties pertaining to environmental and social issues as described in this Annex.

The Ministry of Labour & Social Welfare is the Health and Safety Oversight Body regarding the exercise of the GOL’s rights and the performance of its duties pertaining to health and safety issues as contemplated in this Annex.

To the extent that GOL undertakes any Project-related activities in accordance with this Annex, such activities shall be:

in the nature of the performance of governmental responsibilities (e.g., monitoring, inspections, providing information, grant of Permits, imposition and collection of Penalties, advice and consultation with PAPs and relevant GOL Authorities, or

in the nature of the performance of any Measures and Compensation as specified under the Assessments and Plans to be GOL responsibilities.

The Company’s responsibilities shall not be reduced or avoided by any incomplete performance by GOL hereunder.

GOL shall have the right to modify Measures and Compensation through mutual agreement with the developer at any time if GOL determines that:

the Measures and Compensation are insufficient or inadequate to mitigate the actual or likely Adverse Impacts of the Project, or to enable the Company to satisfy Additional Project Obligations,

new information becomes known about how harmful the Adverse Impacts are or are likely to be or become,

the Project has Adverse Impacts which could not be foreseen at the time the Assessments and Plans were approved, or the Permits were issued,

the Adverse Impacts are greater than those anticipated impacts that formed the basis for the preparation of the Assessment and Plans and the issuance of the Permits, or

the size or boundary of the Project changes, or a subsequent extension of the Project development is proposed, changing the basis for the initial measures proposed and approved in the Assessments and Plans,

Additional Standards or new, updated or revised Best Available Techniques and/or Best Practice are available, or

the Measures and Compensation are unnecessary or ineffective in mitigating the Adverse Impacts.

In the context to Community Development Programme, Concession Agreement outlines the Annual Budget Allocation of US\$ 1,100,000 per year. The concession agreement states that within six (6) months before the project commercial operation date, the GOL shall establish a Joint Committee to manage and implement the Community Development Programme.

At the District Level, the Joint Committee is established to undertake Monsoon Wind power Project's Community Development Programme. The Joint committee shall act in the interest and on behalf of the persons and communities in the districts where the project is located.

The joint committee includes:

Representative (2) from each of Dak Cheung District and Sanxay District

Representatives (2) from the Monsoon Windfarm Project

GOL may appoint other numbers not more than 10 members to this committee

The MEM shall propose representatives of the GOL by the provincial Governor. MEM shall be responsible overall supervision.

7.2 Monsoon Wind power Project

- i. The Company shall implement its obligations pursuant to this Annex relating to environmental and social issues through its Environmental and Social Management Office (ESMO)
- ii. The Company shall implement its obligations pursuant to this Annex relating to Health and Safety issues through its Occupational Health and Safety Office

7.3 Environmental and Social Management Office

The Company shall within [90] days of the Effective Date establish the ESMO to act as the focal point for the implementation by the Company of its environmental and social obligations throughout the Construction Period and the Operation Period.

The ESMO shall:

- i. ensure compliance with the provisions of this Annex and any related licences or permits to which the Company is obliged;

- ii. ensure that the environmental and social obligations of the Company are properly reflected in contracts and subcontracts;
- iii. review and clear reports, plans and other documents submitted by the EPC Contractor and other Contractors related to this Annex;
- iv. perform site inspections and undertake monitoring of environmental and social performance relating to this Annex and prepare and circulate relevant reports to internal and external stakeholders;
- v. liaise and cooperate with relevant GOL authorities and participate in joint inspections;
- vi. document the implementation of all activities undertaken pursuant to this Annex to ensure compliance with its provisions;
- vii. create and implement programs for all the budgeting and financial reporting for the operation of the ESMO; and
- viii. undertake or arrange such internal and external audits as may be necessary to comply with the related requirements of the Concession Agreement, this Annex, and the relevant procedures of the Company.

7.3.1 Structure and Resource Requirements of the ESMO

The Company shall ensure that the ESMO is at all times adequately resourced and staffed so as to enable the Company to comply with its environmental and social obligations and to that end shall ensure that the staff of the ESMO have necessary language skills and capacity so as to enable routine communication and reporting in the Lao language.

During the Construction Period, the staff employed by the ESMO shall have, at a minimum, skill sets necessary to address the following subject areas:

- the environmental impacts of construction activities including protection against soil erosion;
- management of wastewater, solid waste, hazardous waste and hazardous materials;
- sampling and monitoring (e.g. for noise, dust, water quality);
- biodiversity conservation (if applicable); and
- communication, outreach, community liaison and grievance redress mechanisms.

During the Operation Period, the ESMO staff shall have, at a minimum, skill sets necessary to address the following subject areas:

- water quality management and monitoring;
- forest and wildlife management;
- biodiversity management and monitoring;
- communication, outreach, community liaison and grievance redress mechanisms.

The office locations, final structure and resources of the ESMO shall be identified in the ESMMP-CP and ESMMP – OP and therefore subject to approval by GOL.

7.4 Environmental Oversight Body

The Technical Environmental Oversight Body shall undertake its functions relating to this Annex through the Department of Environment (DOE)/ Natural Resources and Environment Inspection Office (NEIO) at national level as well as through the natural resource and environment offices at Province and Department level: Department of Natural Resources and Environment of Sekong and Attapeu Province.

The Technical Environmental Oversight Body shall monitor the Company's compliance with its environmental and social obligations as set out in this Annex and other relevant assessments and plans and provide necessary technical support and coordination with other GOL entities including National Assembly representatives at the local levels on issues related to environmental and social obligations.

The Technical Environmental Oversight Body shall coordinate as appropriate with relevant departments of GOL for the performance of such monitoring activities.

The Company shall provide training, capacity building and financial support to the Technical Environmental Oversight Body, including the provision of training on the environmental and social obligations stipulated in the Annex and other relevant documents through DOE, vehicles and necessary technical equipment, to the offices at Province and District levels specified in paragraph a. above in order to enable them to fully discharge their functions pursuant to this Annex in accordance with the budget specified in Appendix Six of this Annex. To that end, within [90] days after the Effective Date the Company shall submit a draft Capacity Building and Support Plan to the Technical Environmental Oversight Body for implementation until the commencement of the Operation Period .

On receipt of a draft Capacity Building and Support Plan, the Technical Environmental Oversight Body may either accept the draft or request further information which the Company shall provide within [30] days or propose changes to the draft document and the parties shall negotiate in good faith to agree such changes.

The Technical Environmental Oversight Body may contract one or more private professional firms for the provision of monitoring services, technical advisory services, including the provision of legal advice, and training and capacity building services in accordance with the budget specified in Appendix Six of this Annex and the Company shall bear the costs of such service provision.

7.5 Roles and Responsibilities

Figure 7.1 presents Project's organizational chart during construction phase and **Figure 7.2** presents Project's organizational chart during operational phase.

Figure 7-1: The Project Organization Chart for the Construction Phase

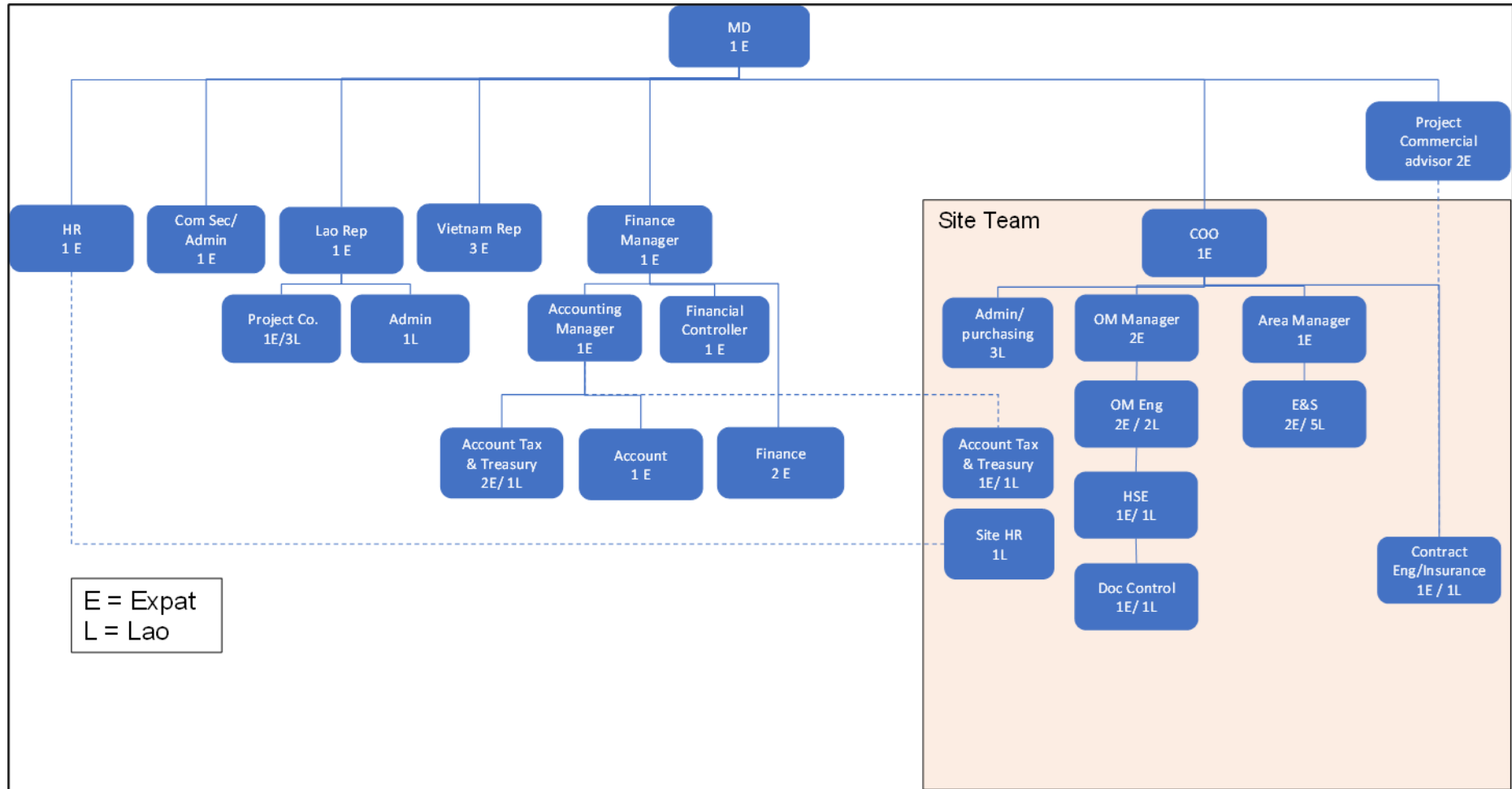
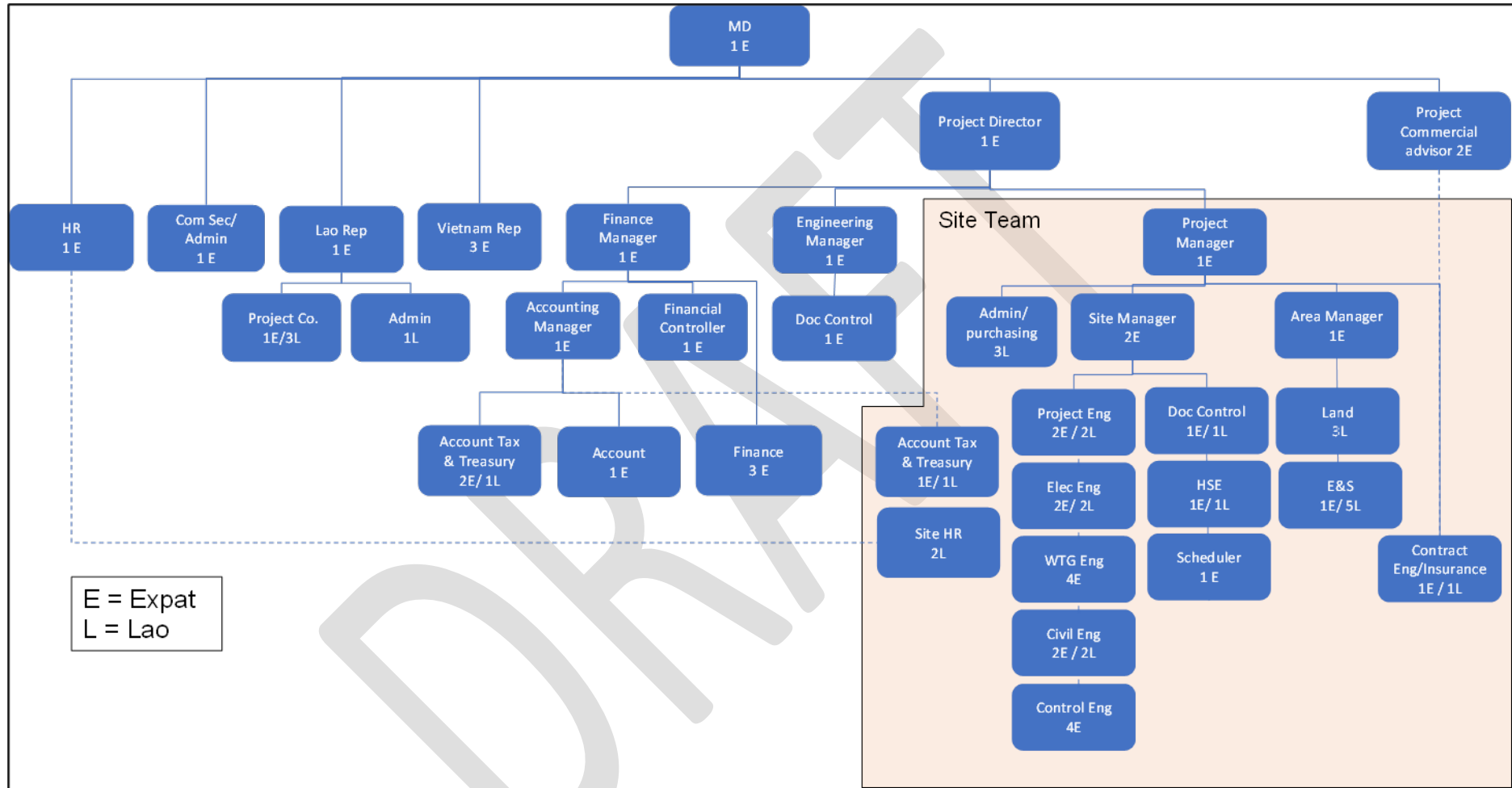


Figure 7-2: The Organization Chart for Operation Phase



Key roles and responsibilities for implementing the Community and Ethnic Group Development Plan are outlined in **Table 7.1**.

Table 7.1: Roles and Responsibilities

Role	Responsibilities
Provincial and District Governments/Joint Committee	<p>(i) implement Concession Agreement, exercising the GOL's rights and performing the GOL's obligations hereunder; (ii) make decisions of the GOL relating to this Agreement; (iii) coordinate with other GOL agencies, departments and offices and to facilitate their performance in connection with this Agreement; (iv) resolve any issues relating to this Agreement and negotiate and finalize any amendment; and (v) exercise all other powers of the GOL with respect to this Agreement., acting through its Department of Energy Business (DEB)</p> <p>MEM shall be responsible overall supervision of Joint Committee</p> <p>Joint Committee to manage and implement the Community Development Programme and shall act in the interest and on behalf of the persons and communities in the districts where the project is located</p>
IEAD MD	<ul style="list-style-type: none"> ■ Has overall accountability for ensuring the implementation of this plan, and Project compliance with the commitments set out within it. ■ Provide sign-off and regular revision sign-off. ■ Allocate financial and human resources required for plan implementation. ■ Budget and decision-making support for the implementation of this plan. ■ Lead annual reviews and revisions/updates of the management plans. ■ Report on progress in implementing this management plan.
International Advisors (ESHS Advisors)	<ul style="list-style-type: none"> ■ To provide guidance to the team, and especially the ESHS Manager, on pro-actively managing the Project's environmental and social risks during construction and initial operations
ESHS Manager	<ul style="list-style-type: none"> ■ Has responsibility for day-to-day implementation. ■ Coordinate with various operational departments, implementing organisations, and other stakeholders. ■ Monitor and regularly review and update the plan. ■ Train applicable IEAD staff and contractors on the requirements of the plan. ■ Ensure Project compliance with the Project standards and other requirements set out in this Plan. ■ Ensure Plan is available to all IEAD employees and Principal Contractors. ■ Undertake regular audits to verify implementation of the Plan; report non compliances identified, define corrective actions, and follow-up through closure.
IEAD HR Manager	<ul style="list-style-type: none"> ■ Has responsibility for local employment and liaison with EPC Contractor to implement the local employment plan in this CEGDP
Senior Environmental, Health & Safety (H&S)	<ul style="list-style-type: none"> ■ Has responsibility for emergency planning. ■ Has responsibility for conducting Community H&S training, where applicable (e.g., emergency response planning) and ensuring that these training programs are culturally appropriate and ethnically sensitive. ■ Support Project compliance with the Project standards and other requirements set out in this Plan.
Social Specialist	<ul style="list-style-type: none"> ■ Ensures the CEGDP implementation in close coordination with the Joint Committee ■ Minimise the impact of their activities on local communities in the Social Aol/social context wherever practical and reasonable. ■ Comply with IEAD company policies and procedures and with the requirements of this plan.

	<ul style="list-style-type: none"> ■ Report actual and potential community health and safety and other impacts, from affected ethnic groups to the IEAD Executive and Lenders. ■ Refer any issues, concerns potential grievances to the IEAD Grievance Management Team.
Database, Information Management Specialists	<ul style="list-style-type: none"> ■ To management the database on project affected people including inventory of assets, detailed recording of compensation payments, tracking of benefits provided to affected people, maps and generating all necessary data for monitoring and reporting.
IEAD Grievance Management Team	<ul style="list-style-type: none"> ■ Led by [whom?], this team will be responsible for tracking, investigating the issues, concerns and grievances from the affected communities ■ Liaise with village, district and provincial government officials and relevant line agencies in resolving grievances
Facility Operators (EHS/SHS Staff)/ Social Safeguard Officers (SSO)	<ul style="list-style-type: none"> ■ Coordinate and ensure synergy between project and communities ■ Facilitate public hearing and Public Audits for transparency and good governance.
All IEAD Contractors	<ul style="list-style-type: none"> ■ Ensure their operations comply with IEAD's policies and procedures, including requirements for managing community health and safety aspects as set out in this Plan. ■ Report actual and potential community health and safety impacts to relevant supervisor. ■ Report any known grievances to the Monsoon Grievance Management Team.
	<ul style="list-style-type: none"> ■

Aol = Area of Influence; CSR = Corporate Social Responsibility; E&S = Environmental and Social; H&S = Health and Safety

8 BUDGET AND FINANCING

The Monsoon Windpower project is contributing:

- Total Annual Budget of **USD. 1,100,000** for the community development programme
- USD 50-100K budget allocation to support vulnerable HHs with solar panels and providing agricultural tools to schools during the construction phase.

8.1 Budget Allocation Methodology

The budget allocation for the Community Development Programme for Dak Cheung and Sanxay District with Total of 32 Villages in the Project Area of Influence shall be determined each year by the members of the Joint Committee. The budget allocation for each thematic areas shall be agreed on the annual basis based on prior status of community development activity status. The key considerations to preliminary budget allocation, presented in **Table 8.1** below is based on the Community Priorities and outcomes of the needs assessments. This requires further level of consultation and engagement of the Joint Committee .

8.2 Total Budget Estimates

The total community development programme contribution from the Monsoon Windpower Project is USD One Million One Hundred Thousand (US \$ 1, 100,000) for each year of the Community Development Programme for total of (32) Villages in Dak Cheung and Sanxay District.

8.3 Improvement to Health and Safety Facilities

Monsoon Wind power project have committed to USD 30,000 budget within the Thematic Area 5 on Health Services & Support to improve health and safety facilities in Dak Cheung and Sanxay per year with 1% escalation per year stating from CA effectiveness (target Q4 2022).

8.4 Institutional Strengthening

5%-10% of the total budget shall be deployed for strengthening the local capacities of Project relevant Institutions particularly from District (2) to Village (32) level to enable an effective collaboration and extend project benefits to the communities. It will include providing the necessary equipment's such as laptops etc. to capacitate the local village level office .

8.5 Estimated Financial Plan (Annual Plan)

The budget estimates for each Thematic area are included in the **Table 8.1** here, that indicates the budget disbursements as per priority analysis with equal weightage given to all seven Thematic Area with higher weightage to Rural Electrification and Health Services and Support with consideration to small irrigation initiatives and WASH.

The Rural Electrification cost will undergo proper procurement procedure by the Monsoon Wind power project to identify the appropriate solar power solutions suited for the region. The final budget allocation to each thematic areas, particularly Solar Power System Solutions shall be applicable upon the actual cost quotation workouts.

Table 8.1: Budget

Sn.	Thematic Area	Eligibility	Implementation Plan	Total Annual Budget Estimate (in USD)
1	Skill Training Opportunities (Local Employment)			110,000

Sn.	Thematic Area	Eligibility	Implementation Plan	Total Annual Budget Estimate (in USD)
1.1	Skill Training	Communities from 32 Villages	Construction Phase	
1.2	Youth & Women Empowerment (Skill Certified trainings)	Communities from 32 Villages	Construction Phase	
2	Rural Electrification: Solar Power System			220,000
2.1	Off Grid Solution	PAPs & (56HHs) Dak Dom Village	Construction and Operation Phase	
3	Agriculture & Husbandry Training			220,000
3.1	Built a research/training center	Communities from 32 Villages	Operation Phase	
3.2	Enhance or create new skills related to agribusiness (coffee cultivation, livestock reproduction, alternative method to slash and burn etc.)	Communities from 32 Villages	Operation Phase	
4	Education and Sponsorship Assistance			165,000
4.1	Renovation & Build Libraries	Communities from 32 Villages	Operation Phase	
4.2	Provide books and stationeries	Communities from 32 Villages	Operation Phase	
4.3	Provide Computer and Access to Internet Service	Communities from 32 Villages	Operation Phase	
4.4	Construction of dormitories for secondary schools	Communities from 32 Villages	Operation Phase	
4.5	Construction of Cafeterias	Communities from 32 Villages	Operation Phase	
4.6	Support and strengthen the HR Management (recruitments of teachers etc.)	Communities from 32 Villages	Operation Phase	
4.7	Creating and Management of educational fund (Education committee)	Communities from 32 Villages	Operation Phase	
4.8	Annual Scholarship to colleges (academic and athletic)	Communities from 32 Villages	Operation Phase	
4.9	Initiate Foreign Language Classes (volunteer teachers)	Communities from 32 Villages	Operation Phase	
4.1	Introduce appropriate management systems for school operations and events management (annual sports day)	Communities from 32 Villages	Operation Phase	
5	Health Services & Support			220,000
5.1	Construction & Refurbishment of health centers	Communities from 32 Villages	Operation Phase	

Sn.	Thematic Area	Eligibility	Implementation Plan	Total Annual Budget Estimate (in USD)
5.2	Nurse Trainings and Certification Support	Communities from 32 Villages	Operation Phase	
5.3	Healthcare for children vaccination and vitamin and nutrient supplies to further development of early childhood stages and beyond	Communities from 32 Villages	Operation Phase	
5.4	Providing pre supplementary vitamins to potential mothers			
5.5	First Aid trainings	Communities from 32 Villages	Operation Phase	
5.6	Medical Supply Kit (includes female kit)	Communities from 32 Villages	Operation Phase	
5.7	Public Toilet Construction and Improvement in each village	Communities from 32 Villages	Operation Phase	
5.8	Clean Water and Sanitation (Install drinking Water and filtration support in each village)	Communities from 32 Villages	Operation Phase	
5.9	Health Check ups	Communities from 32 Villages	Operation Phase	
5.1	Community Awareness raising trainings	Communities from 32 Villages	Operation Phase	
5.11	Local Capacity Building in health (Nurse, local health service staffs)	Communities from 32 Villages	Operation Phase	
6	Community Awareness Raising Trainings			110,000
6.1	Gender Based Violence and Abuse	Communities from 32 Villages	Operation Phase	
6.2	Gender Equity and Importance of Education for Girls	Communities from 32 Villages	Operation Phase	
6.3	Orientation training on health, hygiene nutrition and sanitation	Communities from 32 Villages	Operation Phase	
6.4	Leadership and Gender Sensitization Trainings	Communities from 32 Villages	Operation Phase	
7	Capacity Building (Local Authorities & Committees)	District Authorities, Women Groups & Other Relevant Community Groups		55,000
7.1	Formation of Joint Committee		Construction Phase	
7.2	Project Induction (Awareness Training)		Construction and Operation Phase	
7.3	Leadership Training		Construction and Operation Phase	
7.4	Monitoring & Evaluation Training		Construction and Operation Phase	

Sn.	Thematic Area	Eligibility	Implementation Plan	Total Annual Budget Estimate (in USD)
7.5	Capacity Building Training		Construction and Operation Phase	
7.6	Training on conflict mitigation and mobilization		Construction and Operation Phase	
	Total Annual Budget			1,100,000²⁴

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²⁴ Annual budget allocation of USD 1.1. Million for total of 25 years (Concession period)

APPENDIX TITLE

Date

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