Indigenous Peoples Planning Framework

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DRAFT

Rural Infrastructure and Sustainable Investment for Growth Project

Prepared by the National Committee for Sub-National Democratic Development Secretariat (NCDDS) for the Royal Government of Cambodia (RGC) and the AIIB with technical support from the Technical Assistance (TA) CADTIS Consultant.

EXECUTIVE SUMMARY

The Rural Infrastructure and Sustainable Investment for Growth (RISING) Project is a Government-led initiative of the Royal Government of Cambodia (RGC), financed by the Asian Infrastructure Investment Bank (AIIB) at a total cost of US$165 million (AIIB: US$150 million; RGC: US$15 million) over a five-year implementation period (January 2027 – December 2031). The Project will enhance rural livelihoods through the upgrading and climate-proofing of rural infrastructure—roads, farm-level irrigation and community facilities- together with livelihood support, expanded access to rural finance and digital services, and the strengthening of commune and district institutions. It covers 117 communes across seven provinces- Pailin, Battambang, Banteay Meanchey, Oddar Meanchey, Preah Vihear, Siem Reap and Kandal- with the National Committee for Sub-National Democratic Development Secretariat (NCDDS) as the Implementing Agency .

The Project is classified as Category B under the AIIB Environmental and Social Framework (ESF, 2024). This Indigenous Peoples Planning Framework (IPPF) has been prepared in accordance with Environmental and Social Standard 3 (ESS 3) on Indigenous Peoples. As subprojects are demand-driven and their locations are not known at appraisal, the AIIB has agreed that environmental and social assessment may be undertaken on a phased basis, in conformity with this Bank-approved Framework.

Purpose and principles. The IPPF establishes the principles, screening procedures and institutional arrangements to ensure that, where Indigenous Peoples (IPs) are present in, or collectively attached to, a subproject area, they (i) receive culturally appropriate social and economic benefits; (ii) do not suffer adverse impacts; and (iii) participate actively in the Project. Its core principles include early screening, meaningful and gender-inclusive consultation, free, prior and informed consultation (FPICon) leading to broad community support (BCS) where ESS 3 requires it, and the preparation of an Indigenous Peoples Plan (IPP) for any subproject affecting IP communities, whether positively or negatively.

Legal framework and equivalence. The Framework is grounded in Cambodia's Constitution, the 2001 Land Law recognizing the collective land rights of indigenous communities, and related legislation, alongside relevant international instruments and AIIB ESS 3. National law and Bank standards are broadly consistent, particularly on self-identification; however, Cambodia lacks sufficiently detailed operating procedures for IP safeguards beyond land and forestry. The IPPF is therefore based on ESS 3, supplemented by applicable national policy.

Indigenous Peoples in the project areas. Officially recorded IP households are concentrated in Preah Vihear (9286 households), with smaller numbers in Battambang, Banteay Meanchey, Oddar Meanchey and Siem Reap, and none formally recorded in Pailin or Kandal. These communities generally face low literacy, limited communal land titling, dependence on agriculture and migratory labor, and the risk of cultural erosion.

Potential impacts and mitigation. As civil works are largely confined to existing road alignments and rights-of-way, land acquisition impacts are expected to be limited, subject to confirmation at subproject screening. Potential adverse impacts such as in migration and encroachment, exclusion from decision-making, land speculation, construction-related safety risks, and labor-influx effects on cultural assets - will be avoided or mitigated through inclusive consultation, contractor codes of conduct, community safety measures, and the Project grievance redress mechanism (GRM).

Implementation, monitoring and budget. Each subproject will be screened; where IPs are identified, a Social Impact Assessment and an IPP will be prepared, disclosed in Khmer and

relevant indigenous languages, and submitted to AIIB for clearance and public disclosure. A four-stage GRM, semi-annual safeguard monitoring reports, a midterm review and an independent third-party evaluation will support implementation. The NCDDS, through its Project Management Unit, will ensure that adequate financial and human resources are allocated for IPP preparation, with subproject-specific budgets reflected in the individual IPPs.

សេចក្តីសង្ខេបប្រតិបត្តិ

គម្រោងវិនិយោគប្រកបដោយចីរភាព និងហេដ្ឋារចនាសម្ព័ន្ធជនបទ ដើម្បីកំណើន (RISING) គឺជាគំនិតផ្តួចផ្តើមដឹកនាំដោយរាជរដ្ឋាភិបាលកម្ពុជា (RGC) ដែលទទួលបានហិរញ្ញប្បទានពីធនាគារវិនិយោគហេដ្ឋារចនាសម្ព័ន្ធអាស៊ី (AIIB) ក្នុងទំហំទឹកប្រាក់សរុបចំនួន ១៦៥ លានដុល្លារអាមេរិក (AIIB៖ ១៥០ លានដុល្លារអាមេរិក និងរាជរដ្ឋាភិបាលកម្ពុជា៖ ១៥ លានដុល្លារអាមេរិក) ក្នុងរយៈពេលអនុវត្តគម្រោងចំនួន ៥ ឆ្នាំ គឺចាប់ពីខែមករា ឆ្នាំ២០២៧ ដល់ខែធ្នូ ឆ្នាំ២០៣១។ គម្រោងនេះមានគោលបំណងលើកកម្ពស់ជីវភាពរស់នៅរបស់ប្រជាជនជនបទ តាមរយៈការកែលម្អ និងពង្រឹងភាពធន់នឹងការប្រែប្រួលអាកាសធាតុនៃហេដ្ឋារចនាសម្ព័ន្ធជនបទ រួមមាន ផ្លូវថ្នល់ ប្រព័ន្ធជាសាស្ត្រកម្រិតកសិដ្ឋាន និងសំណង់សាធារណៈសហគមន៍ ព្រមទាំងការគាំទ្រដល់ជីវភាពរស់នៅ ការពង្រីកលទ្ធភាពទទួលបានសេវាហិរញ្ញវត្ថុជនបទ និងសេវាឌីជីថល និងការពង្រឹងសមត្ថភាពស្ថាប័ននៅថ្នាក់ឃុំ និងស្រុក។ គម្រោងនេះគ្របដណ្តប់លើឃុំចំនួន ១១៧ ក្នុងខេត្តចំនួន ៧ រួមមាន ខេត្តប៉ៃលិន បាត់ដំបង បន្ទាយមានជ័យ ឧត្តរមានជ័យ ព្រះវិហារ សៀមរាប និងកណ្តាល ដោយមានលេខាធិការដ្ឋានគណៈកម្មាធិការជាតិសម្រាប់ការអភិវឌ្ឍតាមបែបប្រជាធិបតេយ្យនៅថ្នាក់ក្រោមជាតិ (NCDDS) ជាភ្នាក់ងារអនុវត្តគម្រោង។

គម្រោងនេះត្រូវបានចាត់ថ្នាក់ជាប្រភេទ B និង C ក្រោមក្របខណ្ឌបរិស្ថាន និងសង្គមរបស់ AIIB (ESF, 2024)។ ក្របខណ្ឌផែនការជនជាតិដើមភាគតិច (IPPF) នេះ ត្រូវបានរៀបចំឡើងស្របតាមស្តង់ដារបរិស្ថាន និងសង្គមទី៣ (ESS 3) ស្តីពីជនជាតិដើមភាគតិច។ ដោយសារអនុគម្រោងត្រូវបានកំណត់តាមតម្រូវការ ហើយទីតាំងរបស់អនុគម្រោងមិនទាន់ត្រូវបានកំណត់នៅដំណាក់កាលវាយតម្លៃគម្រោង AIIB បានឯកភាពថា ការវាយតម្លៃបរិស្ថាន និងសង្គមអាចអនុវត្តតាមដំណាក់កាល ដោយអនុលោមតាមក្របខណ្ឌនេះ ដែលត្រូវបានអនុម័តដោយធនាគារ។

គោលបំណង និងគោលការណ៍ IPPF កំណត់គោលការណ៍ នីតិវិធីពិនិត្យសម្រិតសម្រាំង និងការរៀបចំស្ថាប័ន ដើម្បីធានាថា ក្នុងករណីមានវត្តមានជនជាតិដើមភាគតិច (IPs) នៅក្នុងតំបន់អនុគម្រោង ឬមានទំនាក់ទំនងជាសមូហភាពជាមួយតំបន់អនុគម្រោង ពួកគេ៖ (i) ទទួលបានផលប្រយោជន៍សង្គម និងសេដ្ឋកិច្ចដែលសមស្របតាមវប្បធម៌របស់ពួកគេ (ii) មិនទទួលរងផលប៉ះពាល់អវិជ្ជមាន និង (iii) ចូលរួមយ៉ាងសកម្មក្នុងគម្រោង។ គោលការណ៍ស្នូលរួមមាន ការពិនិត្យសម្រិតសម្រាំងតាំងពីដំណាក់កាលដំបូង ការពិគ្រោះយោបល់ប្រកបដោយអត្ថន័យ និងបរិយាបន្នយេនឌ័រ ដំណើរការពិគ្រោះយោបល់ដោយសេរី ជាមុន និងដោយមានព័ត៌មានគ្រប់គ្រាន់ (FPICon) ដែលនាំទៅរកការគាំទ្រយ៉ាងទូលំទូលាយពីសហគមន៍ (BCS) ក្នុងករណីដែល ESS 3 តម្រូវឱ្យអនុវត្ត ព្រមទាំងការរៀបចំផែនការជនជាតិដើមភាគតិច (IPP) សម្រាប់អនុគម្រោងណាមួយដែលប៉ះពាល់ដល់សហគមន៍ជនជាតិដើមភាគតិច ទោះបីជាផលប៉ះពាល់នោះមានលក្ខណៈវិជ្ជមាន ឬអវិជ្ជមានក៏ដោយ។

ក្របខណ្ឌច្បាប់ និងភាពស្របគ្នានៃស្តង់ដារ ក្របខណ្ឌនេះផ្អែកលើរដ្ឋធម្មនុញ្ញនៃព្រះរាជាណាចក្រកម្ពុជា ច្បាប់ភូមិបាលឆ្នាំ២០០១ ដែលទទួលស្គាល់សិទ្ធិកាន់កាប់ដីធ្លីជាសមូហភាពរបស់សហគមន៍ជនជាតិដើមភាគតិច និងច្បាប់ពាក់ព័ន្ធផ្សេងៗ រួមជាមួយនឹងលិខិតុបករណ៍អន្តរជាតិពាក់ព័ន្ធ និងស្តង់ដារបរិស្ថាន និងសង្គមទី៣ (ESS 3)

របស់ AIIB។ ច្បាប់ជាតិ និងស្តង់ដារបស់ធនាគារមានភាពស្របគ្នាជាទូទៅ ជាពិសេសលើគោលការណ៍ស្តីពីការកំណត់អត្តសញ្ញាណខ្លួនឯងរបស់ជនជាតិដើមភាគតិច។

ទោះជាយ៉ាងណាក៏ដោយ កម្ពុជានៅខ្វះនីតិវិធីប្រតិបត្តិការលម្អិតគ្រប់គ្រាន់សម្រាប់ការការពារសិទ្ធិ និងផលប្រយោជន៍របស់ជនជាតិដើមភាគតិច ក្រៅពីបញ្ហាដីធ្លី និងព្រៃឈើ។ ដូច្នេះ IPPF នេះផ្អែកជាចម្បងលើ ESS 3 និងបំពេញបន្ថែមដោយគោលនយោបាយជាតិដែលអាចអនុវត្តបាន។

ជនជាតិដើមភាគតិចនៅក្នុងតំបន់គម្រោង យោងតាមកំណត់ត្រាផ្លូវការ គ្រួសារជនជាតិដើមភាគតិចភាគច្រើនស្ថិតនៅក្នុងខេត្តព្រះវិហារ ដែលមានចំនួន ៩.២៨៦ គ្រួសារ ខណៈដែលមានចំនួនតិចជាងនេះនៅក្នុងខេត្តបាត់ដំបង បន្ទាយមានជ័យ ឧត្តរមានជ័យ និងសៀមរាប។ មិនមានគ្រួសារជនជាតិដើមភាគតិចដែលត្រូវបានកត់ត្រាជាផ្លូវការនៅក្នុងខេត្តប៉ៃលិន និងកណ្តាលនោះទេ។ ជាទូទៅ សហគមន៍ទាំងនេះប្រឈមនឹងបញ្ហាកម្រិតអក្ខរកម្មទាប លទ្ធភាពទទួលបានប័ណ្ណកម្មសិទ្ធិដីសមូហភាពនៅមានកម្រិត ការពឹងផ្អែកលើកសិកម្ម និងការធ្វើចំណាកស្រុកដើម្បីស្វែងរកការងារ ព្រមទាំងហានិភ័យនៃការបាត់បង់បន្តិចម្តងៗនូវអត្តសញ្ញាណ និងវប្បធម៌ប្រពៃណី។

ផលប៉ះពាល់ដែលអាចកើតមាន និងវិធានការកាត់បន្ថយផលប៉ះពាល់ ដោយសារការងារសាងសង់ភាគច្រើនត្រូវបានកំណត់នៅតាមបណ្តោយខ្សែផ្លូវដែលមានស្រាប់ និងក្នុងព្រំប្រទល់សិទ្ធិប្រើប្រាស់ផ្លូវ (ROW) ផលប៉ះពាល់ពាក់ព័ន្ធនឹងការទទួលបានដីត្រូវបានរំពឹងថាមានកម្រិតទាប ដោយត្រូវបញ្ជាក់ឱ្យបានច្បាស់តាមរយៈការពិនិត្យសម្រិតសម្រាំងអនុគម្រោង ផលប៉ះពាល់អវិជ្ជមានដែលអាចកើតមាន រួមមាន ការហូរចូលនៃប្រជាជនពីខាងក្រៅ និងការរំលោភបំពានលើដីធ្លី ការមិនបានចូលរួមក្នុងដំណើរការធ្វើសេចក្តីសម្រេចចិត្ត ការប៉ាន់ស្មានឡើងថ្លៃដីធ្លី ហានិភ័យសុវត្ថិភាពដែលពាក់ព័ន្ធនឹងការសាងសង់ និងផលប៉ះពាល់ពីការហូរចូលនៃកម្លាំងពលកម្មទៅលើទ្រព្យសម្បត្តិវប្បធម៌។ ផលប៉ះពាល់ទាំងនេះនឹងត្រូវជៀសវាង ឬកាត់បន្ថយតាមរយៈការពិគ្រោះយោបល់ប្រកបដោយបរិយាបន្ន ការអនុវត្តក្រមប្រតិបត្តិសម្រាប់អ្នកម៉ៅការ វិធានការសុវត្ថិភាពសហគមន៍ និងយន្តការដោះស្រាយបណ្តឹងតវ៉ារបស់គម្រោង (GRM)។

ការអនុវត្ត ការត្រួតពិនិត្យ និងថវិកា គម្រោងរងនីមួយៗនឹងត្រូវបានត្រួតពិនិត្យ។ ក្នុងករណីដែល IP ត្រូវបានកំណត់អត្តសញ្ញាណ ការវាយតម្លៃផលប៉ះពាល់សង្គម និង IPP នឹងត្រូវបានរៀបចំ បង្ហាញជាភាសាខ្មែរ និងភាសាជនជាតិដើមភាគតិចពាក់ព័ន្ធ ហើយដាក់ជូន AIIB សម្រាប់ការអនុម័ត និងការបង្ហាញជាសាធារណៈ។ GRM បួនដំណាក់កាលរបាយការណ៍ត្រួតពិនិត្យសុវត្ថិភាពពាក់កណ្តាលឆ្នាំ ការពិនិត្យពាក់កណ្តាលអាណត្តិ និងការវាយតម្លៃភាគីទីបីឯករាជ្យនឹងគាំទ្រដល់ការអនុវត្ត។ NCDDS តាមរយៈអង្គភាពគ្រប់គ្រងគម្រោងរបស់ខ្លួន នឹងធានាថាធនធានហិរញ្ញវត្ថុ និងធនធានមនុស្សគ្រប់គ្រាន់ត្រូវបានបែងចែកសម្រាប់ការរៀបចំ IPP ជាមួយនឹងថវិកាជាក់លាក់នៃគម្រោងរងដែលឆ្លុះបញ្ចាំងនៅក្នុង IPP នីមួយៗ។

CURRENCY EQUIVALENTS

(as of 21 October 2026)

Currency unit	–	Cambodia Riel (KHR)
KHR 1.00	=	$ 0.00025
$ 1.00	=	KHR 4,024

ABBREVIATIONS

AF	-	Additional Financing
AIIB	-	Asian Infrastructure Investment Bank
CAO	-	Commune Agricultural Officers
CCA	-	Climate Change Adaptation
CoVID-19	-	Coronavirus 2019
DLMUPCC	-	Department of Land Management, Urban Planning, Construction and Cadastral
EA	-	Executing Agency
ELC	-	Economic Land Concessions
ESF	-	Environmental and Social Framework
ESIA	-	Environmental and Social Impact Assessment
ESMPF	-	Environmental and Social Management Planning Framework
ESS	-	Environmental and Social Standards
FPICon	-	Free Prior Informed Consent
GDR	-	Grievance Redress Mechanism
GRM	-	Grievance Redress Mechanism
ICERD	-	International Convention on the Elimination of all Forms of Racial Discrimination
ICESCR	-	International Covenant on Economic, Social and Cultural Rights
IP	-	Indigenous Peoples
IPP	-	Indigenous Peoples Plan
IPPF	-	Indigenous Peoples Planning Framework
LASED	-	Land Allocation for Social and Economic Development Project
M&E	-	Monitoring and Evaluation
MoI	-	Ministry of Interior
NCDD	-	National Committee for Sub-national Democratic Development Secretariat
PDRD	-	Provincial Department of Rural Development
PIU	-	Project Implementation Unit
PMU	-	Project Management Unit
PRSC	-	Provincial Resettlement Screening Committee
PRSC	-	Provincial Resettlement Screening Committee
RGC	-	Royal Government of Cambodia
RGC	-	Royal Government of Cambodia
RISING	-	Rural Infrastructure and Sustainable Investment for Growth
RPF	-	Resettlement Policy Framework
SIA	-	Social Impact Analysis

DEFINITIONS

Affected Persons. Those who are physically displaced (relocation, loss of residential land, or loss of shelter) and or economically displaced (loss of land, assets, access to assets, income sources, or means of livelihoods) as a result of (i) involuntary acquisition; or (ii) involuntary restrictions on land use or on access to legally designated parks and protected areas.

Indigenous Peoples (IP); The term IP is used in a generic sense to refer to a distinct, vulnerable, social and cultural group possessing the following characteristics in varying degrees:

a) self-identification as members of a distinct indigenous cultural group and recognition of this identity by others.
b) collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in these habitats and territories.
c) customary cultural, economic, social, or political institutions that are separate from those of the dominant society and culture; and
d) a distinct language, often different from the official language of the country or region.
e) In considering these characteristics, national legislation, customary law, and any international conventions to which the country is a party will be considered.

Meaningful Consultation - A process that (i) begins early in the project preparation stage and is carried out on an ongoing basis throughout the project cycle; (ii) provides timely disclosure of relevant and adequate information that is understandable and readily accessible to affected people; (iii) is undertaken in an atmosphere free of intimidation or coercion; (iv) is gender inclusive and responsive, and tailored to the needs of disadvantaged and vulnerable groups; and (v) enables the incorporation of all relevant views of affected people and other stakeholders into decision making, such as project design, mitigation measures, the sharing of development benefits and opportunities, and implementation issues.

Right-of-Way. A linear strip of state-owned land alongside roads, canals, etc. providing an area of access, usually measured as a fixed distance from a centerline.

Stakeholders. Individuals, groups, or institutions that have an interest in or stake in the outcome of a project. The term also applies to those potentially affected by a project. The stakeholders include land users, country, regional and local governments, implementing agencies, project executing agencies, groups contracted to conduct project activities at all stages of the project, and other groups in the civil society which may have an interest in the project.

Structures: All buildings including primary and secondary structures including IPs' worship structures, houses and ancillary buildings, commercial enterprises, living quarters, community facilities and infrastructures, shops, businesses, fences, and walls, tube wells latrines etc.

Vulnerable Households: Distinct groups of people who might suffer disproportionately or face the risk of being further marginalized due to the project and specifically include: (i) all the households living below the national poverty rate established by the Government, (ii) female headed households with dependents living below the national poverty rate, (iii) disabled headed households with no other means of support, (iv) elderly headed households and with no other means of support, (v) landless poor living below the national poverty rate, and (vi) indigenous peoples and/or ethnic minorities (who often have traditional land rights but no formal titles).

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I. INTRODUCTION

A. Description of the Project

1. The Rural Infrastructure and Sustainable Investment for Growth (RISING) project is a government led initiative aimed at enhancing rural livelihoods through upgrading and climate proofing rural infrastructure (about 477 km of rural roads, irrigation for about 10,000 ha and about 140 community facilities) to enhance connectivity and access to markets and public services. It will also support smallholder farmers particularly women, through improved access to agricultural inputs, technology, and extension services including the promotion of climate-smart and nature-positive farming practices. In parallel, the RISING Project will expand access to rural finance, digital solutions, and enterprise development, enabling farmers and local entrepreneurs to diversify income sources and reduce vulnerability to shocks. At the institutional level, the project will strengthen commune and district capacities for planning, implementing, and monitoring of local economic development initiatives, enhancement of local governance systems through digitization while ensuring they are inclusive, transparent, and responsive to community priorities. By combining infrastructure development with livelihood support and institutional strengthening, RISING aims to generate sustained improvements in rural productivity, food security, and climate resilience, directly benefiting the poorest households and empowering women to play a greater role in local economic transformation. The project will be implemented over a five-year period (January 2027 - December 2031), , with an overall budget of $165 million (AIIB: $150 million, RGC: $15 million), and is designed to contribute to long-term rural development and poverty reduction objectives.

2. The project will be delivered through three components: (1) rural infrastructure and facilities; (2) commune and district capacity, including digital tools and management information systems; and (3) project management, including safeguard systems.

3. The Project covers seven provinces that are located mainly in the northern Tonle Sap Region: Pailin, Battambang, Banteay Meanchey, Oddar Meanchey, Preah Vihear, Siem Reap together with Kandal province in the south. These provinces were selected on the basis of their limited access to rural infrastructure and their high potential for increased agricultural productivity.

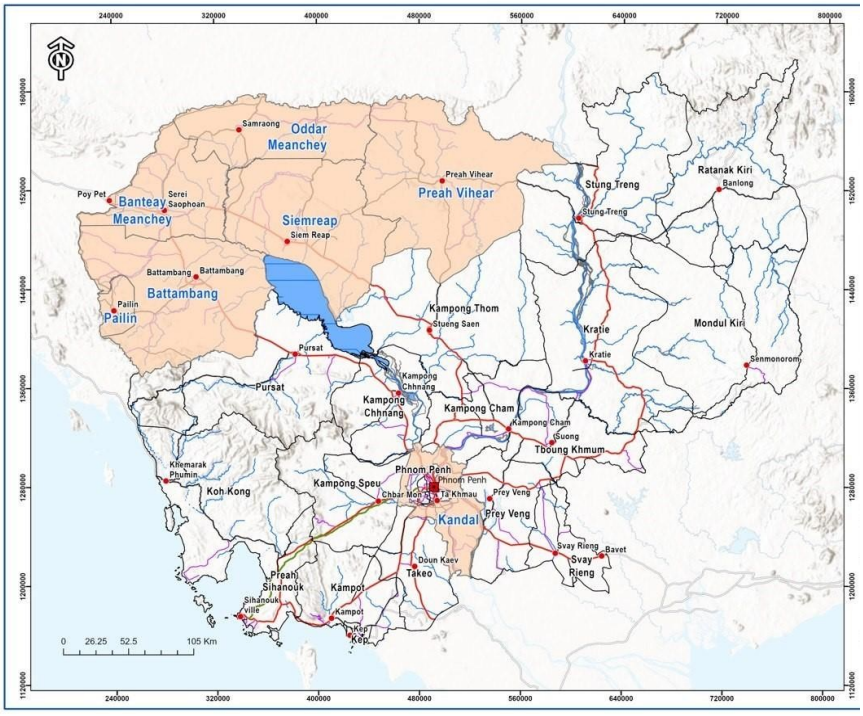
4. The National Committee for Subnational Democratic Development Secretariat (NCDDS) is the Executing Agency (EA) for the RISING Project; the Kingdom of Cambodia, represented by the Ministry of Economy and Finance (MEF), is the borrower. The NCDDS will oversee all aspects of project execution, including planning, procurement, financial management, contract administration, and monitoring and evaluation. The Project Management Unit (PMU) within NCDDS has been assigned to coordinate and supervise the implementation of all activities under each Component . The PMU will also facilitate the engagement of national and international consultants to support project implementation, while ensuring compliance with national systems and the Environmental and Social Framework of the Asian Infrastructure Investment Bank (AIIB).

5. The project has been classified as Category B under the AIIB Environmental and Social Framework (ESF),meaning that its potential adverse environmental and social impacts are limited in number, not unprecedented, few if any irreversible or cumulative, limited to the Project area, and can be managed using good practice in an operational setting (ESP 20.2(b)). An Environmental and Social Management Planning Framework (ESMPF) and an Indigenous Peoples Planning Framework (IPPF) have been developed, together with the Resettlement Policy Framework (RPF), Stakeholder Engagement Plan (SEP) and Gender Action Plan (GAP) listed in Appendix 5, to guide the preparation of site-specific safeguard instruments in accordance with AIIB's standards and national regulatory requirements. The safeguard approach ensures meaningful consultation, participation, and benefit-sharing with affected communities, particularly

Indigenous Peoples and other vulnerable groups. All infrastructure works will be screened to avoid or minimize adverse environmental and social impacts, and mitigation plans will be integrated into the design, procurement, and implementation processes.

6. **Phased approach and timing:** Subproject sites and designs are not known at appraisal, so the environmental and social assessment of subprojects follows a phased approach (ESP 54; ESS 3, 6(b)), applied through the subproject cycle set out in the Project Document. Under this approach: (i) the subproject menu, the 117 target communes and the screening procedure in Section V are fixed in this IPPF before Bank approval; (ii) each candidate subproject identified from the Commune Investment Plans (CIPs) and provincial consultations is screened for Indigenous Peoples at the preliminary screening for eligibility and safeguards categorization, before feasibility assessment and detailed engineering design; (iii) where screening finds Indigenous Peoples who are likely to be affected, a social impact assessment and an IPP are prepared, consulted on and submitted to AIIB with the subproject for no-objection; (iv) each IPP is made acceptable to AIIB and disclosed by contract award, no civil works begin before then, and measures the IPP requires before works, including FPICon and compensation, are completed first (ESP 54.4); and (v) the pilot subproject being designed for appraisal is screened under this procedure before appraisal. These rules are reflected in the Legal Agreements and the Project Implementation Manual (PIM).

Figure 1: Location of target provinces



B. Rationale for Indigenous Peoples Planning Framework

7. This IPPF has been prepared to address any issues that may arise concerning Indigenous Peoples (IP) communities within the subproject sites. It ensures that subprojects in areas where identified ethnic groups reside are designed and implemented in a manner that upholds their ethnic identity, dignity, human rights, livelihood systems, and cultural uniqueness, as defined by the communities themselves.

8. The project adopts a phased, sector-focused implementation strategy, emphasizing both infrastructure development and the enhancement of technical and local management capacities for operations and maintenance. The project is focused on rural infrastructure improvement as well as road rehabilitation and related infrastructure investments. All subprojects will be designed through comprehensive community consultations to ensure broad agreement and to foster community ownership and empowerment through a community-driven development approach.

9. Under the RISING project - if screening determines that Indigenous Peoples are present in, or have collective attachment to, a subproject area and are likely to be affected by the subproject, positively or adversely, an IPP will be prepared for implementation. Even when there are only positive impacts of the subproject implementation found with the local IP communities, an IPP will be developed with specific measures to enhance/promote the potential impacts and benefits of the subproject to the IP communities.

II. OBJECTIVES OF INDIGENOUS PEOPLES PLANNING FRAMEWORK

1. PRINCIPLES AND OBJECTIVES

10. **Objective**. The main objective of the IPPF is to help ensure that the project interventions are designed and implemented in a way that fosters full respect for the identity, dignity, human rights, livelihood systems and cultural uniqueness of the IPs, as defined by themselves to enable them to (i) receive culturally appropriate social and economic benefits; (ii) not suffer adverse impacts as a result of the project; and (iii) participate actively in the project. This IPPF safeguards the rights of IPs to participate and equitably receive culturally appropriate benefits from the project. For this purpose, where necessary an IPP will be prepared for those subprojects that are located in villages/communes subject to the results of screening that identifies (i) the presence of IPs; and (ii) subproject impacts on IPs whether positive or negative, direct or indirect, temporary or permanent. The IPPs that are prepared will be consulted on and disclosed in draft in Khmer, with summaries in the relevant Indigenous languages, before submission to AIIB for approval, and disclosed again in final form.

11. Principles: In pursuit of the above-mentioned objectives, the RISING Project and its subprojects will be governed by the following principles:

(i) Early screening to determine IP presence and/or collective attachment to the project area as well as potential impacts on IPs.

(i) Conduct of culturally appropriate, gender-sensitive and technically backed-up social impact assessment where full consideration to IP-generated options as regards benefits and mitigation measures are taken into account and translated into the IP plans.

(ii) Undertake meaningful consultations with affected IP communities and concerned organizations to solicit their participation across the subproject cycle to avoid adverse impacts or in cases when avoidance is not possible, to minimize, mitigate, or compensate for such effects by establishing culturally appropriate and gender inclusive capacity development modalities and grievance mechanisms.

(iii) Engage in free, prior and informed consultation (FPICon) with, and obtain the broad community support of, affected IP communities where subproject activities would: (a) have impacts on land and natural resources subject to traditional ownership or under customary occupation or use; (b) cause relocation of IPs from such land or limitations on access to such natural resources; or (c) have significant impacts on IPs' cultural resources. FPICon builds on meaningful consultation, requires good-faith negotiation, and is documented in a written consultation process agreement and a consultation statement recording all agreements and dissenting views; it does not require unanimity. Free, prior and informed consent (FPIC) applies only where national law mandates it; Cambodian law does not. Avoid restricted

access to and physical displacement from protected areas and natural resources but when not possible, ensure that affected IP communities participate in all aspects of the subproject cycle and that their benefits are equitably shared.

(iv) An IPP will be prepared that is based on the social impact assessment with the assistance of qualified and experienced experts that draw on indigenous knowledge through consultation with affected IP communities. The IPP will include a framework for continued consultation with the affected IP communities during project implementation; specifies measures to ensure that IPs receive culturally appropriate benefits; identification of measures to avoid, minimize, mitigate, or compensate for any adverse project impacts; culturally appropriate grievance procedures; M&E arrangements, and a budget and time-bound actions for implementing the planned measures.

(v) The draft IPP is disclosed before AIIB approval, including documentation of the consultation process and the results of the social impact assessment in a timely manner and made available in an accessible place and in a form and local languages understandable to affected IPs communities and other stakeholders. The final IPP and its updates will also be disclosed to the affected IP communities and other stakeholders.

(vi) Prepare an action plan for legal recognition of customary rights to lands and territories or ancestral domains when the project involves (i) activities that are contingent on establishing legally recognized rights to lands and territories that IPs have traditionally owned or customarily used or occupied, or (ii) involuntary acquisition of such lands.

(vii) Monitor implementation of the IPP using qualified and experienced experts; adopt a participatory monitoring approach, wherever possible; and assess whether the IPP's objective and desired outcome have been achieved, taking into account the baseline conditions and the results of IPP monitoring and disclose the monitoring report.

III. LEGAL AND POLICY FRAMEWORK FOR INDIGENOUS PEOPLES

A. ETHNIC GROUPS AND INDIGENOUS PEOPLES IN CAMBODIA

12. Over 97 percent of Cambodia's population belongs to the Khmer, while the remainder comprise a range of ethnic groups, including Chams (predominantly Muslim), ethnic Vietnamese, ethnic Chinese, and indigenous Khmer Loeu (hill-tribes). Amongst the non-Khmer groups , only the hill-tribes are categorized as IPs by the government. There are also isolated Cham (Muslim) village communities that are non-Khmer ethnic groups, but they are generally well assimilated in Khmer society and not recognized as IPs. This IPPF applies to Indigenous Peoples as defined in ESS 3 (Section III-D). Ethnic minorities who are not Indigenous Peoples are covered as vulnerable groups under ESS 1 through the ESMPF and SEP.

B. NATIONAL POLICIES AND PROGRAMS FOR INDIGENOUS PEOPLES

13. The Cambodian government initiated a decentralization program to be more responsive to community needs, indigenous peoples included. In the mid-1990s, the Cambodian government created the Inter-Ministerial Committee for Ethnic Minorities Development and the Inter-Ministerial Committee for Highland Peoples Development to address IP issues. The Department of Ethnic Minority Development at the MRD was established in 1999 after the Inter-Ministerial Committee was abolished. The MRD mainly works to maintain the culture, beliefs and traditions of IPs through a formal process of establishing the identity and conditions of indigenous peoples' groups in Cambodia. The department operates through IP offices in the provinces. The IPs are represented in the formal governance structures in Cambodia from the village, commune and through to the district/provincial levels. The National Policy on the Development of Indigenous Peoples, adopted in 2009, is the Government's overarching policy on Indigenous Peoples.

14. Cambodia has a number of laws on Expropriation (2010) and policies that protect the rights of local communities, including IPs. Since the IPs have strong ties to the land and natural resources, the Land Law (2001) is the most significant for them because it sets out the basis for their rights to land. Article 25 provides for the collective ownership of land, while Article 26 recognizes the role of traditional authorities, mechanisms and customs in decision-making and exercising ownership rights. The subsequent Policy on Registration and Right to Use of Land of Indigenous Communities (2009) and Sub-decree No. 83 ANK/BK on Procedures of Registration of Land of Indigenous Communities (9 June 2009) sets the incorporation of the community as a legal entity as a condition for receiving a collective title. National policies applicable to the indigenous peoples include:

15. **Cambodia Constitution and the Land Law**, in the context of Cambodian legal framework, Article 31 of the Cambodian Constitution states that "All Cambodian citizens shall be equal before the law, enjoying the same rights, freedom and fulfilling the same obligations regardless of race, color, sex, language, religious belief, political tendency, birth origin, social status, wealth or other status"; and the promulgation of the 2001 Cambodian Land Law marks explicit recognition of collective land rights of indigenous communities by the State that offer a unique chance for indigenous peoples in Cambodia to exercise their rights to self-determined development that include:

(i) Ownership of the lands is granted by the state to indigenous communities as collective ownership, including all the rights and protections enjoyed by private owners. The exercise of collective ownership rights are the responsibility of the traditional authorities and decision-making mechanisms of the indigenous community, according to their customs and subject to laws such as the law on environment protection. (Article 26).

(ii) No authority outside the community may acquire any rights to immovable properties belonging to an indigenous community. (Article 28).

16. **Indigenous communities** have the right to collective ownership of their lands, which gives them all the rights and protection of ownership as enjoyed by private landowners. The lands of indigenous communities include residential and agricultural land and encompass land actually cultivated and the lands reserved/fallow land for shifting cultivation. Indigenous communities shall continue to manage their community land according to their traditional customs, pending the determination of their legal status. Once they are registered as legal entities, communities can apply for the registration of their collective title (Land Law 2001, Article 23 to 25).

17. Under the Land Law of 2001, read with the 1993 Constitution, five main categories of property on land can be distinguished:

(i) Private land,

(ii) State public land (all areas need for public services such as roads, riverbanks, etc.),

(iii) State private land (all other areas owned by the state),

(iv) Communal land, and

(v) Indigenous land.

18. **Cambodia's Administration Law of 2001**, Article 43, stipulates the Commune Council's role in protecting and preserving the environment and natural resources. They also have a role in the classifying and setting of boundaries for all forests in their area of jurisdiction, in coordination with the Ministry of Agriculture, Forestry and Fisheries (Forestry Law 2002, Article 10).

19. **Forestry Law 2002.** The Forestry Law authorizes the granting of forest concessions. The sub-decree on the Management of Forest Concessions states that cancelled or revoked forest

concessions shall revert to natural forest protected areas and cannot be converted into an Economic Land Concession (ELC) or awarded to other companies.

20. **Protected Area Law of 2008. Article 21:** The Natural Protection and Conservation Administration shall develop an implementation plan for managing each Protected Area (PA) designated by the Ministry of Environment and pursuant to the national strategic plan. The process of developing the implementation plan for managing each protected area shall be conducted in coordination and consultation with local authorities, local communities, indigenous ethnic minorities, and other stakeholders.

21. **Article 30**: The Natural Protection and Conservation Administration shall have the duties to conduct feasibility studies for organizing a PA community by identifying a clear location and an appropriate size through consultation and coordination with the local authority, local community and indigenous ethnic minorities.

22. **Article 11:** The Natural Protection and Conservation Administration shall prepare proposals for establishing or modifying any protected areas based on research findings, criteria, management objectives, rights to use natural resources, rights to land ownership, and other relevant factors. The following shall be attached with the proposals for establishing or modifying any protected areas:

(i) A description of the importance of biodiversity, landscape, geography, history, culture, and conservation for the area to be proposed or modified as a protected area.

(ii) A legal description of the area to be proposed or modified with a map of clearly defined scale showing the exact location, boundaries and size of the protected area attached.

(iii) The management objectives of the proposed area and threats.

(iv) Study on the use of natural resources and land in the proposed protected area.

(v) Findings from consultations with relevant institutions and parties and representatives of local authorities located within or near to the protected area proposed for establishing or modifying.

23. Environment and Natural Resources Code 2023. The Environment and Natural Resources Code, promulgated by Royal Kram NS/RKM/0623/007 in June 2023, replaces the Law on Environmental Protection and Natural Resource Management (1996) and the Protected Areas Law (2008) once its transitional period ends. The articles above are retained for reference. The provisions of the Code that apply to subprojects in or near protected areas, community protected areas or community forests will be confirmed with the Ministry of Environment and any official data and documents, before any such subproject is screened.

24. **Land Concessions 2003 and 2005.** A sub-decree on Social Land Concessions (SLC) was established in 2003 to accompany the implementation of the Land Allocation for Social and Economic Development Project (LASED). The SLC aims at providing state private land for purposes of settlement and family farming to private families particularly the poor, disabled soldiers, and families of deceased soldiers who have no or not enough land.

25. In late December 2005, the **ELC sub-decree** was established, defining a mechanism to grant state private land through a specific ELC contract to a concessionaire to use the land for agricultural and agro-industrial production. This refers to the cultivation of food or industrial crops, animal raising and aquaculture and the construction of facilities for the processing of domestic agricultural raw materials (Sub-Decree No.146 on ELC, article 2). For an ELC, which can be granted to private or investment companies, it must have been classified and registered in the Land Register as state private land, complying with the necessary legal procedures (Land Law 2001 Article 17, Sub-Decree No.118 on State Land Management article. 3 & 21, Sub- Decree No. 146 on ELC article. 2).

26. All responsibilities and authorities in granting ELCs lie with the MAFF. The concession land cannot exceed 10,000 ha and may only be granted when some additional requirements are fulfilled as follows (sub decree No.146 on ELC, article 4 & 5):

(i) A land use plan for the land has been adopted by the Provincial or Municipal State Land Management Committee, and the land use is consistent with the plan.

(ii) Environmental and social impact assessments have been completed with respect to the land use and development plan.

(iii) There are solutions for resettlement issues in accordance with the existing legal framework and procedures. There shall be no involuntary resettlement and access to private land shall be respected.

(iv) Public consultations have been conducted with territorial authorities and local residents, relating to economic land concession projects or proposals.

27. Moreover, the proposal for ELC has to be evaluated against criteria that include the promotion of people's living standards, perpetual environmental protection and natural resource management, avoidance or minimization of adverse social impacts, creation of increased employment and with linkages and mutual support between SLC and ELC.

28. **Decentralization Reform of 2005**. The government has initiated a decentralization program to be further responsive to community needs, indigenous peoples included. This emanates from the Land Law and subsequently passed legislation create additional opportunities for Commune Council involvement in participatory land use/natural resources and environmental management planning by clarifying issues related to state public and state private property, the designation of communal property that is managed and ultimately owned by indigenous communities, economic and social land concessions, procedures for creation of cadastral maps and land registers and land dispute resolution. While all of these issues can be worked into the commune development planning process, certain areas mandate direct involvement of commune councils.

29. The Commune Councils have a direct role to play in land conflict resolution procedures, creation of cadastral maps and land registries (both systematic and sporadic) and social land concessions. The provisions for social land concession planning are of critical importance; commune councils initiate the process at the local level, and it mirrors the commune development planning process, therefore creating the opportunity to integrate the two. It is hoped that the rules and regulations related to economic land concessions (industrial agricultural exploitation) will create a similar role, thereby further enhancing the ability of commune councils to be actively involved in land use/natural resource management planning.

30. **Organic Law 2008** recognizes the vulnerability of IPs and sub-national level councils (at provincial and district and khan level in urban areas) are required to formulate development plans that identify the needs of vulnerable groups including the IPs. The Department of Ethnic Minorities, under the MRD, is the lead government agency working on IP issues.

31. **Registration of Lands of Indigenous Communities 2009.** Sub-decrees on tenurial security have been issued by the GKC to put in place procedures whereby IPs can process claims to their rightful lands . Recognition and certification of lands among IPs are ongoing with the issuance of the 2009 Sub-Decree on Procedures of Registration of Lands of Indigenous Communities.

32. **Other Policy Considerations.** Apart from its Constitution and other national laws, Cambodia has adopted and supports the UN Declaration of Rights of Indigenous Peoples (IP) by way of ending discrimination and promoting the rights of Cambodia's recognized IPs.

C. Relevant international Agreements

33. Other legal considerations for this IPPF are international instruments which Cambodia has adopted. The policies include the UN Declaration of Rights of Indigenous Peoples that has the objective of ending discrimination and promoting the rights of Cambodia's recognized indigenous peoples. The UN Declaration on the Right of Indigenous People was adopted by the United Nations General Assembly in September 2007. Many countries in the world including Cambodia have voted in favor of this non-binding declaration. Other relevant international policies adopted by Cambodia are the International Convention on the Elimination of all Forms of Racial Discrimination (ICERD), the International Covenant on Economic, Social and Cultural Rights (ICESCR). The ICERD Article 5(e) ensures the enjoyment, on an equal footing and without discrimination, of economic, social and cultural rights, in particular the right to education and training. The ICESCR Article 13 includes the provision of free primary education irrespective of gender, ethnicity or any other consideration and commits the state party to make secondary education generally available and accessible to all, including through the progressive introduction of free education, and to working towards the provision of equal access to tertiary education, including through the provision of free secondary education. The government ratified the ICESCR in 1992.

D. AIIB Policy on Indigenous Peoples

34. The AIIB Environmental and Social Framework (ESF, 2024) sets out the requirements for all Bank supported operations to comply with the Bank policies addressing environmental and social impacts, among other policies. The ESF includes three mandatory Environmental and Social Standards (ESSs) that detail the requirements applicable to Bank clients on, respectively: Environment and Social Assessment and Management (ESS 1), Land Acquisition and Involuntary Resettlement (ESS 2) and Indigenous Peoples (ESS 3).

35. **Objective**: The objective of the ESS 3 is to enable the design and implementation of projects in a way that fosters full respect for IPs identity, dignity, human rights, economies and cultures, as defined by the IPs themselves, so that: (a) they receive culturally appropriate social and economic benefits; (b) they do not suffer adverse impacts as a result of projects; and (c) can participate actively in projects that affect them.

36. **Scope and application**: The ESS 3 applies if IPs are present in, or have a collective attachment to, the proposed area of a subproject, and are likely to be affected by the subproject. The term IP is used in a generic sense to refer to a distinct social and cultural group possessing the following characteristics in varying degrees: (a) self-identification as members of a distinct indigenous cultural group and recognition of this identity by others; (b) collective attachment to geographically distinct habitats, ancestral territories or areas of seasonal use or occupation in the subproject area and to the natural resources in this area; (c) customary cultural, economic, social or political institutions that are distinct or separate from those of the dominant society or culture; and (d) a distinct language or dialect, often different from the official language or languages of the country in which they reside. In considering these characteristics, national legislation, customary law and any international conventions to which the member in whose territory the subproject is located is a party may be taken into account. A group that has lost collective attachment to geographically distinct habitats or ancestral territories in the project area because of forced severance remains eligible for coverage as an IP under ESS 3.

37. **Indigenous Peoples Planning Framework**: An Indigenous Peoples Planning Framework (IPPF) is prepared when a project is likely to involve IPs and consist of a program or series of activities whose details had not yet been identified at the time the project was approved by the Bank. In the case of this project, and under exceptional circumstances, the AIIB determined that the environmental and social assessment of the identified project activities could be

conducted using a phased approach under the Environmental and Social Policy, Section VI.E, Special Circumstances (ESP 54; ESS 3 6(b)) during the development of the activities in conformity with the IPPF that is approved by the Bank.

38. **Indigenous Peoples Plan**: Generally, if the subproject process determines that IPs are present in, or have collective attachment to, a subproject area, and furthermore are likely to be affected (direct, indirect, positive, negative, permanent, temporary) by the subproject, the project is required to prepare an Indigenous Peoples Plan (IPP). The IPP should draw on indigenous knowledge and participation by any affected IP communities and take into consideration differentiated impacts of the project with respect to gender and different generations. The IPP includes (a) a framework for continued consultation with those affected IPs during the subproject implementation; (b) measures to provide these IPs with gender sensitive and culturally appropriate benefits; (c) measures to avoid, minimize, mitigate, offset or compensate for any adverse subproject impacts, and actions to address these impacts on the different groups in the community; (d) culturally appropriate grievance procedures, monitoring and evaluation arrangements; and (e) a budget and time-bound actions for implementing the planned measures.

E. EQUIVALENCE AND GAPS OF THE GKC AND AIIB POLICIES ON IPs

39. Despite the fact that Cambodia has a policy that recognizes the rights of IPs to culture, education, justice, health, environment, land, agriculture, water resources and infrastructure among others, there are no decrees, sub-decrees or procedures for specific safeguards to protect the interest of IPs, other than those related to land or forestry. The Cambodia Land Law does recognize the right of indigenous communities in Cambodia to own immovable property - their land - with collective title. However, in practice, the procedure to register collective title can be very time consuming and only a few indigenous communities have received collective title since the Land Law was enacted in 2001. Similarly, the Forest Law also guarantees and recognizes the right of IPs to continue the use and access to certain forest areas that they traditionally use and practice.

40. Overall, there is an acceptable level of consistency between the government system and the AIIB standards on IPs. The self-identification process of indigenous communities defined in the national policy is broadly consistent with international good practice. The national framework does not exclude communities who have become more mainstream, and indigenous communities may apply for legal status regardless of whether or not they still use their own language or practice traditional agriculture.

41. However, while there are some complementary links between Cambodian laws and regulations related to IPs and the ESS 3, there are no sufficiently detailed regulations or operating procedures to facilitate full implementation of the IPPs. Therefore, this IPPF has been prepared on the basis of the ESS 3 by taking into account relevant Cambodian policies and regulations. The IPPF also outlines the Grievance Redress Mechanism (GRM), based on the GRM that is used for the Project, which will need to be further refined in consultation with IPs, if any are found to be residing at any subproject sites.

42. **Gaps and gap-filling measures.** The table below sets out the gaps between Cambodian law and policy and the AIIB ESF that are relevant to this Project, and the measures by which this IPPF fills each gap.

Table 1: Gaps between national law and the AIIB ESF, and gap-filling measures

Issue	Cambodian law and policy	AIIB ESF requirement	Gap-filling measure in this IPPF
Identification of IPs	Identity established through MRD identification, MoI registration of the community as a legal entity, and MLMUPC registration of communal land (Land Law 2001; National Policy 2009; Sub-decree 83)	ESS 3 (para 2): characteristics in varying degrees; self-identification; groups that lost attachment through forced severance remain covered	ESS 3 criteria applied at screening regardless of registration status
Customary land without title	Collective ownership recognized (Land Law Arts. 23–28); titling slow	ESS 3 para 15(a), para 19; ESS 2 para 6.3, para 6.9	Customary use triggers FPICon irrespective of title; no works on land under a pending CLT application without BCS ascertained by AIIB; ESS 3 (para 19) action plan where triggered
Consultation and consent	Consultation in specific procedures; no FPICon or FPIC requirement	ESS 3 para 12–16; ESP 71	FPICon procedure in Section VIII-A
Indigenous Peoples Plan	No requirement	ESS 3 para 3–5	IPP according to Table V-1
Compensation for customary assets	Law on Expropriation (2010) compensates owners and lawful possessors	ESS 2 para 6.3, para 6.9; ESP 34.4; ESS 3 para 9.3	RPF entitlements attach to users; collective compensation options
Land donation	No safeguard for donation of collectively held land	ESS 2 para 7.2–7.3	No donation of collective or customary land
Grievance redress	Administrative committees and courts	ESS 3 para 14; ESP 73–74	Section VIII-C: customary entry, retaliation protection, register, AIIB PPM
Disclosure	No requirement in IP languages	ESS 1 para 19–22; ESS 3 para 18, para 20	English and Khmer; oral summaries in IP languages; register
Cultural resources	Law on the Protection of Cultural Heritage (1996); spiritual and burial forest land within communal land registration	ESS 1 para 50; ESS 3 para 15(c)	Participatory mapping, confidentiality, chance-find procedure

IV. IDENTIFICATION OF AFFECTED IPs IN PROJECT AREAS

A. DEMOGRAPHICS

43. Indigenous population statistics are managed by the National Institute of Statistics within the Ministry of Planning, in collaboration with the Ministry of Rural Development and the Ministry of Interior. These institutions communicate through the NCDDS and work with Commune Councils to gather annual population data, including indigenous demographics. The NCDDS consolidates and reports these figures at the national level.

44. Most IPs in Cambodia live in the northeastern provinces of Ratanakiri, Mondulkiri, Stung Treng and Kratie, and in Preah Vihear. Based on the 2024 National Report on the Demographic and Socio-Economic Situation of IPs in Cambodia, Preah Vihear has the highest number of IPs among these provinces, with 6,532 HH's, followed by Battambang 233 HH's, Banteay Meanchey 220 HH's, Oddar Meanchey 200 HH's, and Siem Reap 149 HH's; no IP households are officially recorded in Pailin or Kandal.

Most IPs in Cambodia live in the northeastern provinces of Ratanakiri, Mondulkiri, Stung Treng and Kratie, and in Preah Vihear. Based on the national report on the demographic and socio-economic situation of indigenous peoples in Cambodia 2024 Preah Vihear has 9286 = 5.37% the highest number of IPs among seven provinces; second Banteay Meanchey 1107=0.64%; Kandal=761=0.44%; Siem Reap 646=0.37%; Battambang 609=0.35%; Oddar Meanchey 487=0.28% and Pailin 14=0.01%.[1]

[1] Source: the report on demographic and ***socio*** economic situation of indigenous people in Cambodia 2024 update (Pages number 17 table 3)

45. Although the proportion of Indigenous Peoples in these provinces is relatively small, their presence is significant in terms of cultural diversity and social inclusion challenges. Most of these IP groups are living in isolated villages or rural communes, where their visibility in government service delivery systems remains limited. Furthermore, their small population size often leads to underrepresentation in local governance structures, which weakens their ability to advocate for culturally appropriate services, land rights, and economic opportunities.

46. Many IP families living in these provinces have migrated from traditional highland homelands, either voluntarily or due to land pressures and socio-economic displacement. In their new settlements, they often experience weaker communal cohesion and reduced access to collective land titles, compared to IPs in northeastern Cambodia. These communities are frequently interspersed with the dominant Khmer population and may be partially assimilated in terms of language and lifestyle, though they retain distinct cultural practices, traditional knowledge systems, and livelihoods. The socio-economic vulnerabilities of IPs in these provinces are further compounded by low literacy, limited land ownership, and inadequate access to health care and education services.

47. **Location of IP communities relative to the target communes.** The table below locates IP villages within or next to each of the 117 target communes and records their land tenure status. The communes were selected for climate vulnerability, poverty, prior project engagement, geographic contiguity and irrigation opportunity; the presence of Indigenous Peoples was not a selection criterion. Because the commune list is final, the table is completed from the reconciled baseline before appraisal and updated as subprojects are proposed.

Table 2: IP communities in or next to target communes[2]

Province	District	Target communes	IP villages in or adjacent to target communes	Group(s)[3]	HH / persons	CLT status (titled / pending / none)	Within likely subproject area? Yes/No
Pailin	2	7	0	-	-	-	-
Battambang	6	21	4	2	4.4	Titled	Yes
Banteay Meanchey	2	10	8	2	4.4	Titled	Yes
Oddar Meanchey	5	22	5	2	4.4	Titled	Yes
Preah Vihear	7	22	28	2	4.4	Titled	Yes
Siem Reap	5	15	5	1	4.4	Titled	Yes
Kandal	5	19	4	2	4.4	Titled	Yes

B. EDUCATION

48. The assessment of educational attainment among IPs was conducted as part of the socio-economic assessment under the Environmental and Social Management Planning Framework (ESMPF). The findings indicate generally low to moderate levels of education, with variations across provinces where IP households are present. Indigenous Peoples are identified in Battambang, Banteay Meanchey, Oddar Meanchey, Siem Reap, Pailin and Kandal provinces.

49. Across the IP communities, the following trends were observed:

- Primary education is the most common level attained among adult household members.

[2] Source: the report on demographic and ***socio*** economic situation of indigenous people in Cambodia 2024 update,

[3] Source: the report on demographic and ***socio*** economic situation of indigenous people in Cambodia 2024 update, page number 27

- A significant proportion of IP individuals have not completed primary school, particularly among older generations and women.
- Lower secondary education attainment remains limited, with only a small percentage progressing beyond Grade 9.
- Upper secondary and tertiary education levels are very low, reflecting constraints in access, affordability, and geographic isolation.
- Literacy rates are moderate but uneven, with lower literacy observed among women and elderly groups.

50. The 2024 National Report found that only 56.5% of IP children aged seven and above were literate in Khmer in 2019 - an increase from 34.3% in 2013, but still significantly below the national average. Moreover, the dropout rate among IP children remains high, particularly at the transition from primary to lower secondary school. In many villages, schools are located far from IP households, and the cost of uniforms, transportation, and school supplies deters continued attendance. Girls are especially vulnerable to early school leaving due to household responsibilities, early marriage, or cultural attitudes that prioritize boys' education.

51. In the project provinces, IP children may attend schools dominated by Khmer-speaking peers and teachers unfamiliar with IP cultural contexts, further isolating them. The limited presence of IP teachers, lack of culturally relevant curriculum, and absence of school materials in indigenous languages contribute to lower engagement and achievement. These issues are compounded by poverty and seasonal migration patterns that interrupt children's schooling. Despite national policies promoting inclusive education, including Cambodia's Multilingual Education National Action Plan, implementation remains limited. Only a few pilot schools have adopted bilingual instruction models, and most of them are concentrated in the northeast.

C. LIVELIHOODS

52. Indigenous Peoples in Cambodia have traditionally relied on land-based livelihoods, including shifting cultivation, forest product collection, and small-scale animal husbandry. In project provinces, livelihood patterns vary depending on geography and proximity to urban markets. In Oddar Meanchey and Preah Vihear, many IP households continue to practice traditional swidden agriculture, cultivating upland rice and vegetables, while elsewhere in the project provinces IPs are more likely to engage in wage labor, fishing, and petty trade.

53. According to the 2024 National Report, approximately 92% of working-age IPs are engaged in the agricultural sector, often without access to formal land titles or extension services. This exposes them to economic vulnerability, especially in areas affected by climate variability or commercial land concessions. In the project target provinces, IP households seven Preah Vihear frequently send members to work seasonally in garment factories, brick kilns, or construction sites in Phnom Penh and other urban areas. This reliance on migratory labor weakens community structures and reduces access to social safety nets.

54. The report also highlighted the severe shortage of communal land titles in these provinces. While Cambodia's 2001 Land Law legally recognizes the communal land rights of Indigenous Peoples, implementation has been limited. By May 2022, only 36 Indigenous communities nationwide had received communal land titles. The lack of legal tenure has made it difficult for IPs to protect their ancestral lands from encroachment or to engage in long-term planning for sustainable livelihoods. However, based on recent reporting by the Ministry of Land Management, Urban Planning and Cadastral, a total of thirteen provinces have completed systematic land

registrations, with over 13.3 million land parcels measured and more than 8.4 million land titles issued, said the Ministry of Land Management, Urban Planning, and Construction.[4]

55. Women in IP communities play a central role in agriculture, food processing, and the collection of forest products, but they often have less access to productive assets, formal employment, and decision-making roles. Livelihood programs and rural development interventions in these provinces have largely overlooked the specific needs of Indigenous women, reinforcing cycles of exclusion. In addition, market access remains limited due to poor infrastructure, low levels of financial literacy, and lack of access to affordable credit.

56. The Project will use sex-disaggregated data from the Environmental and Social Management Planning Framework (ESMPF) survey to identify the gender composition of Indigenous Peoples (IP) households in the seven project provinces. The data will be used to understand the participation of women and men in project activities, their access to project benefits, and any gender-specific risks or barriers they may face. During project preparation and implementation, meaningful consultations will be conducted with Indigenous women and men, including vulnerable individuals and households, to ensure that their views, needs, and priorities are considered in subproject planning and implementation. Appropriate measures will be introduced to promote equal opportunities for participation, access to project benefits, and engagement in grievance redress mechanisms.

57. The implementation of these measures will be coordinated with the Project's Gender Action Plan (GAP), which provides guidance on gender-responsive activities, targets, responsibilities, and monitoring indicators. The IPPF and GAP will be implemented in a coordinated manner to ensure that the needs and priorities of Indigenous women and men are adequately addressed throughout the project cycle. The implementation of gender-related measures for Indigenous Peoples will be aligned with the Project's Gender Action Plan (GAP), particularly its provisions on women's participation in consultations, equitable access to project benefits, livelihood opportunities, capacity building, grievance redress, and gender-disaggregated monitoring, as applicable.

D. CULTURAL PRACTICES

58. Cultural identity among IP is deeply rooted in oral traditions, ceremonies, spiritual beliefs, and practices that revolve around nature and ancestral ties. Despite the declining numbers in many provinces, IP communities in Banteay Meanchey, Battambang, Oddar Meanchey and Preah Vihear, continue to practice traditional rituals, storytelling, music, and artisanal crafts. Seasonal ceremonies often coincide with agricultural cycles and involve communal feasts, dancing, and rituals to honor spirits believed to protect the land and people. Many communities maintain sacred forests, burial grounds, and spirit houses - sites essential for both cultural practice and spiritual continuity. However, the destruction or commercialization of these lands often leads to a loss of intangible cultural heritage.

59. As younger generations become more integrated into mainstream Cambodian society, there is a growing concern about cultural erosion. Migration, modern schooling, and limited institutional support for cultural preservation contribute to declining use of indigenous languages and traditional knowledge. Revitalizing cultural identity will require support for community-led initiatives, incorporation of indigenous heritage in local school curricula, and legal protection of sacred cultural spaces.

[4] Including Oddar Meanchey, Preah Vihear, Siem Reap and Kandal provinces.

V. SCREENING FOR INDIGENOUS PEOPLES

60. Using the screening form shown in Appendix 1, the following leading questions are posed to establish whether IPs are present in, or have collective attachment to, each subproject area (including areas of seasonal use or occupation) and whether they are likely to be affected:

(i) Are there socio-cultural groups present in, or using, the subproject area who may be considered indigenous communities?

(ii) Are there national or local laws or policies as well as anthropological research or studies that consider these groups residing in or using the subproject area as belonging to ethnic minorities, IPs or cultural communities.

(iii) Do such groups identify themselves as being part of a distinct social or cultural group?

(iv) Do such groups maintain collective attachments to distinct habitats or ancestral territories and to the natural resources in these habitats and territories?

(v) Do such groups maintain cultural, economic, social and political institutions distinct from the dominant society and culture?

(vi) Do such groups speak a distinct language or dialect?

(vii) Have such groups been historically, socially and ecologically marginalized, disempowered, excluded and/or discriminated against?

(viii) Are such groups represented as IPs in any formal decision-making bodies a the National of local levels?

61. If screening shows that IPs are present in, or have collective attachment to, the proposed subproject area (including areas of seasonal use or occupation), and are likely to be affected by the subproject, positively or adversely, directly or indirectly, permanently or temporarily, a Social Impact Assessment (SIA) for IPs will be undertaken and an IPP prepared following the outline in Appendix 3. The Environmental and Social Management due diligence process will be extended in scope to include the requirements for an SIA for the IPs.

62. **Responsibility, timing and evidence.** Screening is carried out by the social safeguard focal point of the Provincial Working Group (PWG), supported by the Indigenous Peoples specialist in the Environmental and Social Management Unit (ESMU), at the preliminary screening step of the subproject cycle, when a candidate subproject from a Commune Investment Plan is first assessed for eligibility and safeguards categorization, and before feasibility assessment and detailed design. It draws on: (i) MRD, Commune Database and provincial records of Indigenous communities; (ii) a field visit to the subproject site and the villages within its area of influence; and (iii) a meeting with the village chief, the commune council and any Indigenous representative institution, such as a council of elders or an Indigenous community committee, with women consulted separately. A location map showing the subproject footprint, including any reservoir, pumping, facility or realignment site, and nearby Indigenous villages, land and resource areas is attached to the form. The form is signed by the PWG focal point and countersigned by the ESMU Indigenous Peoples specialist.

63. **Screening determination and decision rules.** Each screening result is given a determination using Table V-1. A "Not known" answer to any question in Section A of the form means the subproject is not cleared until the question is resolved. The first determination of each type in each province, every determination under rows 5 and 6, and every IPP are submitted to AIIB for prior review, and screening results accompany each subproject submitted for AIIB no-objection; other determinations are listed in the semi-annual monitoring report. No bidding documents are issued for a subproject whose screening form is not signed. Each IPP is made acceptable to AIIB and disclosed by contract award, and no civil works begin before then;

measures the IPP requires before works, including FPICon and compensation, are completed first. The pilot subproject being designed for appraisal is the first to be screened by the ESMU with the consultants preparing the ESMPF.

Table 3: Screening determination and decision matrix

N	Screening result	ESS 3 basis	Requirement	Clearance and timing
1	No IPs present; no collective attachment, customary or seasonal use (confirmed by field visit and consultation)	2(not met)	Record determination and evidence	ESMU sign-off; listed in semi-annual report
2	IPs present or collectively attached, but not likely to be affected, positively or adversely	2–3	Record reasons; monitor during implementation	ESMU IP specialist sign-off; AIIB prior review of the first such determination per province
3	IPs likely to be affected; positive impacts only	3, 5, 8	Proportionate IPP (may form part of a community development plan with AIIB approval (5.2)	AIIB review with subproject no-objection; disclosed by contract award
4	IPs likely to be adversely affected	4–5, 18	SIA and IPP; draft IPP disclosed	AIIB clearance with subproject no-objection; disclosed by contract award; pre-works measures completed (ESP 54.4)
5	Impacts on land or natural resources under customary use; relocation or access restriction; significant impact on cultural resources	15–16; ESS 2	FPICon with independent experts; consultation process agreement and consultation statement; IPP; RPF instrument where land is affected (no voluntary donation)	AIIB ascertains BCS before contract award; activity excluded if it cannot (16.5)
6	Commercial development of natural or cultural resources, or activities contingent on legal recognition of IP land	9–10, 19	Benefit-sharing arrangements and legal-recognition action plan in the IPP; FPICon	AIIB prior review; proceed only with AIIB agreement
7	IPs outside the footprint but in the service or benefit area and at risk of exclusion	1(a), 12(b)	Benefit-inclusion measures written into subproject design	ESMU sign-off; reported semi-annually
8	"Not known" to any Section A question	-	Not cleared; field verification by ESMU IP specialist with MRD provincial office; re-screen	Not advanced to feasibility assessment until resolved
9	Physical relocation of IPs from customary land; works on titled or claimed communal land without community agreement	7, 15	Ineligible	Do not proceed

64. **Ineligible activities.** The following are not eligible for financing under RISING: (i) subprojects excluded as Category A under the ESMPF; (ii) physical relocation of Indigenous Peoples from land under traditional ownership or customary occupation or use; and (iii) works on land under a communal land title, or subject to a pending application for one, without the broad community support of the community concerned, ascertained by AIIB.

VI. POTENTIAL NEGATIVE IMPACTS AND MITIGATION MEASURES

A. PROJECT POTENTIAL BENEFITS

65. The project is expected to benefit rural communities in 117 communes across the seven target provinces, with a particular focus on improving the well-being of vulnerable groups, including women, children, unemployed youth, returning migrants, and Indigenous Peoples. By improving rural infrastructure and expanding access to essential services and economic opportunities, the project aims to reduce spatial inequality and promote inclusive and sustainable rural development. . The Project benefits will include:

(i) Improvement and upgrading of rural infrastructure, notably roads to provide greater connectivity and reduced travel times, as well as improved access to essential services in district and provincial towns, such as schools, healthcare centers, and local markets as well as better transportation of agricultural goods to urban markets, contributing to higher household incomes.

(ii) Expansion of irrigation to enhance opportunities for dry season irrigation and the adoption of climate resilient practices for the production of high value crops.

(iii) Opportunities to adopt climate-smart and nature positive agricultural practices, easier access to agricultural inputs and extension services and technologies, with promotion of agro-enterprises, agricultural production and processing across key value chain commodities.

(iv) Improved delivery of services at commune level, with the opportunity to access digitized services and improved governance mechanisms and development planning at the local level

B. POTENTIAL NEGATIVE IMPACTS AND MITIGATION MEASURES

66. The civil works that are financed under the Project will cover the rehabilitation of existing rural roads within the existing road alignment (Right of Way), rehabilitation and upgrading of irrigation systems (tertiary canals, small-scale reservoirs and solar-powered irrigation) and the upgrading of about 140 community facilities. Land acquisition impacts are therefore expected to be limited, but this cannot be confirmed until subprojects are identified. Road works are to be confined to the existing right-of-way without widening, but the Project's climate-resilient design, raised embankments and elevated roadbeds, larger culverts and climate-risk road alignment, and the reservoirs, pumping sites and community facilities may need land beyond existing footprints. Crops, trees, structures or spirit sites of IP households within existing rights-of-way are economic displacement under ESS 2 even where the land is state public land. Where IP communities are affected by land acquisition, loss of assets or restrictions on land use, the RPF applies alongside this IPPF; the RPF does not displace ESS 3, including FPICon where land or resources under customary use are affected. Neither negotiated settlement nor voluntary land donation is permitted under the Project, so any land needed from IP households or communities is acquired and compensated under the RPF. The direct beneficiaries of the subprojects will be local residents and communities living or operating businesses along the rural roads, utilizing the water supplies from the upgraded canals and accessing services at commune level. While these communities may suffer temporary impacts relating to dust, traffic and noise during civil work, in the long term they will benefit from improved access to markets, schools, hospitals and the provincial towns, increased access to irrigation and better delivery of services at commune levels as well as the having the opportunity to benefit from short-term opportunities for employment during the construction period.

67. Civil works often result in an influx of workers to the area even where steps are taken to minimize this by encouraging the hiring of local labor. An influx of workers in an area could cause disturbances to IPs and would need to be managed carefully and with cultural sensitivity as well as in consultation with the IP community. Other potential issues could involve road and to a lesser extent irrigation design, for example, trees that are important to IP communities need to be cut to rehabilitate the road or canal. Therefore, it is essential that if IP communities are found along the road or having a collective attachment to areas along or near the roads, these communities are closely consulted on the design as well as on identifying potential risks of improving these civil works.

68. Despite the aforementioned benefits, the project could bring about a number of adverse social impacts that can be mitigated. Some of the anticipated negative impacts and potential mitigation measures are as follows:

(i) **Increase in trafficking, migration and encroachment**: With the rehabilitation or rural infrastructure through upgrading of the rural roads and canals there is a potential for an increase in trafficking, as well as creating easier access to the land being used by the local residents including possible ancestral and conservation sites especially by outsiders or those not belonging to the same groups of IPs. Six of the seven target provinces have international borders, and IP households are recorded in border provinces including Preah Vihear and Oddar Meanchey; in-migration and trafficking risks are assessed when subprojects in border districts are screened. Community participatory planning as well as secure incomes and employment opportunities as well as zoning and land use certification can provide the necessary tools to regulate such threats. Preah Vihear and Oddar Meanchey contain parts of the Northern Plains forests. Upgrading earth or gravel roads to paved standard in forest-edge communes can open access to forest land and resources that IP communities use under customary arrangements, bringing in-migration, land speculation and clearance. Road subprojects in these communes are screened for induced access, and works that would restrict IPs' access to land or natural resources under customary use are avoided or subject to FPICon.

(ii) **Social exclusion**: One potential social exclusion risk in the project context is the unequal involvement of IPs in decision-making, particularly during the site selection and planning stages of subprojects. This can occur if traditional authority figures or local political structures dominate decision-making processes, inadvertently sidelining IP communities—especially women, youth, and persons with limited Khmer language fluency. If not properly addressed, this may lead to IPs receiving fewer benefits or being unable to influence project outcomes that affect their lands or livelihoods. Commune, village and subproject selection requires that the project entry has to seek prior approval from the commune chiefs and the district Governors, as well as the representatives of other local governance structures. This includes the methods of distributing benefits which may have to be directed through these entities. Although these protocols are imperative for the acceptability of each subproject, they can pose a challenge in securing broad community support for the subproject and ensuring that the members of the IPs benefit from it, regardless of their social status. Participatory, multi-stakeholder consultations together with development of priority identification as well as the project's social and participatory monitoring tools will be used to mitigate this. In addition, meaningful consultation with IP communities should be conducted on rural road and community pond designs to identify any trees or plants that could be impacted by widening/enlarging. The public consultations that require the participation of IPs will be conducted in a manner that is conducive to their full participation without any barriers to women bringing young children to the meeting and the provision of drinking water and refreshments.

(iii) **Increase in the value of land in the subproject areas**. Infrastructure and other investments introduced through the project may increase the likelihood of land speculation, which may increase the selling of IP land rights to plantation and other investors. Benefits derived from such transactions will be transitory, but a consequence could be the further marginalization of the IPs. The formation of community based multiple user groups relating to the infrastructure subprojects can provide some empowerment to counter such deals through partnerships with the local administrations. Screening records the communal title status of affected communities, and where land under customary use lacks legal recognition, the IPP includes the action plan required by ESS 3 (para19).

(iv) **Temporary social and environmental disturbances:** Long-term, short-term impacts and noise and dust disturbances are expected to occur through infrastructure development during the construction. Consultation with IP communities would be required to agree on the location of worker's camps during the period of civil works. These impacts could be ameliorated by enabling the IP communities to market food and other products to the workers thus providing income generation opportunities to the IP communities. Any such arrangement is agreed with

the community and applies to the contractor Code of Conduct and the labor-influx measures in the ESMPF. Mitigation measures for these types of adverse impacts are included in the ESMPF including specific provisions to minimize the risk of spreading communicable diseases.

(v) **Traffic accidents/community safety risk**. The implementation of road and canal rehabilitation will involve the frequent movement of heavy machinery, trucks, and construction vehicles, which can pose significant safety risks to local communities, particularly IPs residing near construction zones. Many IP villages are located in remote or forested areas with minimal vehicular traffic, and residents—including children, elderly persons, and persons with disabilities—may be unfamiliar with construction-related hazards. Additionally, livestock roaming on rural roads may also be at risk. Without proper safety precautions, these conditions may lead to accidents, injuries, or disruptions to daily mobility. To mitigate these risks, the project will implement a combination of engineering and community-based measures, including: (i) installation of appropriate warning signage and speed-control barriers near schools, markets, and residential clusters; (ii) clear demarcation of construction areas and detour paths where necessary; and (iii) awareness-raising campaigns on road safety for local residents, delivered in culturally appropriate formats and local IP languages.

(vi) **Labor influx during construction and potential impacts on cultural values/assets/social evils, etc**. The arrival of external workers into IP areas during construction can cause both direct and indirect social impacts, particularly in culturally distinct and traditionally cohesive communities. Labor influx may strain local resources such as water, housing, and food, and in some cases, has the potential to lead to conflicts, harassment, theft, alcohol abuse, or gender-based violence. Moreover, the presence of non-local workers who may not understand or respect local customs could lead to the erosion of cultural values, disturbances to sacred sites, or violations of social norms, particularly where IP communities place strong importance on communal land, ancestral traditions, and gender roles. To address these risks, the project will require contractors to implement a comprehensive Code of Conduct that emphasizes respect for local culture, non-discrimination, and zero tolerance for sexual exploitation and abuse (SEA) and harassment. Labor camps, where needed, will be located away from sensitive community zones, and their operation will comply with both national labor laws and culturally appropriate standards. Orientation and training for all workers on respectful behavior and local customs will be conducted. Ongoing consultations with IP leaders will also be held to monitor risks and address grievances promptly. Contractors map GBV service providers before mobilization and apply a survivor-centered referral pathway through the Project GRM (Section VIII-C).

(vii) **Impacts on cultural resources.** Sacred forests, burial grounds, spirit houses and trees of cultural importance may lie within or next to road, canal and facility sites. Screening includes participatory mapping of such sites with the community; locations are kept confidential where the community asks; works avoid them; and a chance-find procedure is included in bidding documents.

C. IMPACTS OF OTHER PROJECT ACTIVITIES ON INDIGENOUS PEOPLES

69. RISING finances more than civil works. Subproject screening and social assessment consider the following activity-specific risks, and the IPP sets out measures wherever they arise.

70. **Irrigation (Component 1).** Irrigation for about 10,000 ha, including rehabilitation of tertiary canals, small-scale reservoirs and solar-powered irrigation, operated and maintained by Farmer Water User Communities (FWUCs). Risks: land for reservoirs and pumping sites; water allocation and rotation schedules; FWUC membership tied to landholding, which may exclude IP households farming without title; impacts on downstream or customary water users; and conversion of reserve or fallow land used for rotational cultivation, which the Land Law (Art. 25) counts as indigenous land. Measures: FWUC membership open to water users regardless of title; water-sharing arrangements recorded with the community; screening of reservoir sites and of any land brought under irrigation for customary use.

71. **Community facilities (Component 1).** About 140 community facilities, which may be new buildings or extensions needing land, sited where IP households find them hard to reach, or managed in ways that exclude IP users. Measures: sites screened for customary use and cultural sites; site selection consulted with IP households in the commune; access and management arrangements that include IP users.

72. **Digital services and commune governance (Component 2).** Digital tools and management information systems, and capacity building for commune and district planning. Risks: Khmer-only or text-based interfaces, low literacy and phone ownership, handling of personal data, and under-representation of IPs in Commune Investment Plan meetings. Measures: assisted and oral access channels; informed consent for the use of personal data; IP representation in commune planning meetings recorded against invitation lists.

VII. SOCIAL IMPACT ASSESSMENT AND INDIGENOUS PEOPLES PLANNING

73. This section describes the key steps for preparing an IPP and provides guidance on conducting meaningful consultations with Indigenous Peoples (IPs). Through the environmental and social assessment required for each subproject under the ESMPF, key stakeholders and beneficiaries will be identified, along with the presence of any Indigenous Peoples. Where such groups are present, a culturally appropriate and gender-sensitive approach will be adopted to ensure meaningful consultation.

A. SOCIAL IMPACT ASSESSMENT OF INDIGENOUS PEOPLES

74. The Social Impact Assessment (SIA) will identify both potential benefits and adverse impacts of the project on Indigenous Peoples (IPs) within the project's area of influence. While improved rural infrastructure is expected to enhance access to markets, services, and livelihood opportunities, it may also introduce social risks that could disproportionately affect IP communities if not properly managed.

75. Key potential impacts include: (i) limited or unequal participation of IPs in decision-making processes; (ii) land acquisition and temporary or permanent impacts on land, natural resources, and livelihoods; (iii) increased risks associated with labor influx, in-migration, and social disturbances; (iv) pressure on land and resources due to rising land values and potential encroachment; (v) risks to cultural heritage, including sacred sites and natural assets of cultural significance; and (vi) community safety concerns, particularly related to increased traffic and construction activities.

76. These impacts may be more pronounced among vulnerable groups within IP communities, including women, youth, the elderly, and those with limited access to information or language barriers. Without appropriate mitigation measures, such impacts could contribute to further marginalization and social exclusion.

77. To address these risks, the project will adopt a culturally appropriate and inclusive approach in line with applicable safeguard requirements. This includes meaningful consultation and participation of IP communities throughout the project cycle, ensuring equitable access to project benefits, minimizing adverse impacts, and implementing targeted mitigation measures. Instruments such as the Environmental and Social Management Plan (ESMP), Resettlement Planning Framework (RPF) , and, where necessary, Indigenous Peoples Plans (IPP) will guide the management of impacts for individual subprojects.

78. A robust monitoring system and grievance redress mechanism (GRM) will be established to ensure that concerns of IP communities are effectively addressed and that project interventions contribute to sustainable and inclusive development outcomes.

79. **Scope of the SIA.** The SIA is carried out by suitably qualified and experienced social specialists with knowledge of the Indigenous groups concerned. It: (i) establishes the socio-economic and cultural baseline of affected IP households and communities, disaggregated by sex and age, including land tenure, customary land and resource use and communal title status; (ii) assesses access to basic services and to Project benefits; (iii) identifies short- and long-term, direct and indirect, positive and adverse impacts on each group; (iv) records the perceptions of the affected IPs, gathered through separate meetings with leaders, women, men, youth and elders; (v) determines whether any ESS 3 FPICon trigger applies; and (vi) recommends measures and their cost. Its level of detail is proportional to the magnitude of impacts and the vulnerability of the affected IPs.

B. INDIGENOUS PEOPLES PLAN

80. The IPP is a safeguard instrument designed to ensure that IPs are meaningfully consulted, participate in project activities, and benefit equally from project interventions, while avoiding or minimizing adverse impacts on their communities, lands, and cultural heritage. The IPP is prepared based on findings from the ESIA and includes identification of IP communities within the project's area of influence, along with an assessment of potential social, economic, and cultural impacts. It outlines measures to ensure culturally appropriate engagement, including free, prior and informed consultation (FPICon) leading to broad community support where ESS 3 (para 15) applies. .

81. Key components of the IPP include: (i) baseline information on IP communities; (ii) summary of consultations and participation processes; (iii) assessment of project impacts and associated risks; (iv) mitigation and benefit enhancement measures; (v) institutional arrangements for implementation; (vi) a grievance redress mechanism (GRM); (vii) monitoring and reporting framework; and (viii) budget and implementation schedule.

82. The IPP emphasizes the use of indigenous knowledge, gender-sensitive approaches, and inclusive participation across different social groups, including women, youth, and vulnerable members of IP communities. Its implementation aims to promote sustainable development outcomes while safeguarding the rights, dignity, and livelihoods of Indigenous Peoples throughout the project cycle.

83. Following the completion of detailed engineering design and detailed measurement surveys, the IPP will be updated. Mitigating measures to avoid adverse impacts on IPs and measures to enhance culturally appropriate development benefits will be adjusted, but the agreed outcomes as specified in the draft IPP will not be lowered or minimized. If new groups of indigenous peoples are identified prior to submission of the final IPP, meaningful consultation will be undertaken with them also.

84. If a subproject involves land acquisition or involuntary resettlement affecting IPs, a land acquisition and resettlement plan is prepared under the RPF and read together with the IPP. With AIIB approval, the IPP may form part of an overall community development plan where the subproject makes special efforts to provide IPs with appropriate benefits.

85. The project will submit all IPPs that are prepared to AIIB for clearance so that it can be publicly disclosed and posted on the AIIB website together with the subproject ESMP and subproject related documents.

86. The NCDDS will be required to ensure that there are sufficient financial and human resources available before embarking on the preparation of an IPP. The IPP should be implemented in coordination with the local authorities and IP leaders. The activities and the outcomes of the implementation of IPPs should be recorded in a manner and language understood by the Indigenous communities and displayed in places accessible to them.

Furthermore, this information should also be disseminated at the community, commune and district levels and through relevant government offices.

VIII. CONSULTATION PARTICIPATION AND DISCLOSURE

A. CONSULTATION AND PARTICIPATION

87. **Subproject identification**: Candidate subprojects are identified from the Commune Investment Plans (CIPs) and provincial consultations and screened first at the preliminary screening for eligibility and safeguards categorization, before feasibility assessment, detailed engineering design and final approval by NCDDS with AIIB no-objection. The eligibility criteria – technical feasibility, land requirements, and environmental and social criteria, including the IP screening and ineligible activities in Section V – are set out in the Project Implementation Manual. Particular attention is given to identifying the presence of IP communities and ensuring that their needs, priorities, and concerns are incorporated into the selection process through culturally appropriate and inclusive consultations.

88. The conduct of meaningful public consultations is an essential part of the process of design/preparation of the subprojects and in the case of any communes where IPs are residing, they will be enabled to participate in these consultation processes as described in the ESMPF with due consideration for the removal of any constraints to their participation concerning language, level of literacy and potential social exclusion. Full consultation and information disclosure will be undertaken with all the affected IPs for the subprojects to ensure that the needs, priorities and preferences of IPs are adequately reflected. This includes their leaders, rights groups, community-based organizations, line agencies and Project implementation unit representatives.

89. **Consultation standards.** Consultation with IP communities: (i) involves their representative bodies and organizations, such as councils of elders and Indigenous community committees, as well as other community members; (ii) allows sufficient time for their own decision-making processes; (iii) is held in the community's language, with a facilitator who speaks it where Khmer is not the first language; (iv) includes separate sessions for women, youth and elders; and (v) records the invitation list as well as attendance, with a corrective step recorded wherever IP attendance falls below the IP share of households in the commune.

90. All consultations will be documented. The mitigation measures and strategies will be presented to the members of the Indigenous communities at community level meetings so that they are able to provide their input before the measures are finalized. The mechanisms and procedures for the documentation of the consultation process that gains broad support from the affected IP communities will be undertaken in the following manner:

- Initial discussions are conducted with indigenous peoples to inform them about the subproject, its likely land and resource requirements, and the choices available to them, including the option not to proceed on land they use. Focus group discussions will be organized to inform indigenous peoples about the potential impacts and benefits from the subproject.
- An investigation of the landownership and a socio-economic survey is conducted to establish baseline information (e.g., income, livelihoods and basic social services);
- Community meeting(s) are held to further discuss IPs concerns and recommendations particularly the potential risks and impacts, the beneficial measures and mitigation measures, institutional arrangements to implement the beneficial measures and mitigation measures, the grievance redress mechanism, and the implementation schedule.

- A documentation of the outcome of the informal consultation process (i.e., minutes of meetings) is published; and
- A consultation statement is prepared and disclosed, recording the matters discussed, the agreements reached and any dissenting views and, where FPICon applies, the written consultation process agreement under which broad community support was determined.

91. Where a subproject would have any of the impacts listed in ESS 3 (para15) (footnote 2), NCDDS engages in FPIC with the affected IP communities and their recognized representative institutions to obtain their broad community support..[5] This level of broad community support will be achieved when: (i) the majority of recognized representatives of the affected IP communities formally express their support; (ii) a considerable majority of the affected IP community members and particularly those most severely affected, provide their support either through formal agreements or through other informal means; (iii) any significant opposition or major disagreement has been resolved through a good faith negotiation process. Where needed the PMU will engage independent experts to assist in identifying Indigenous Peoples and assessing project impacts, where required; (ii) document the consultation process, including a written consultation process agreement and consultation statement; and (iii) seek AIIB's ascertainment that FPIC has been obtained, where applicable. Subproject activities for which the required Indigenous Peoples' support has not been obtained will be excluded from the project.

92. The process must ensure that the most vulnerable elements of the IP community are adequately represented. This may include women, the elderly, and the poor. This support should be obtained through separate meetings that are sensitive to the issues affecting these vulnerable groups and are led by people who are acceptable to the particular subgroup.

93. **FPICon procedure.** Where FPICon is required: (i) NCDDS engages suitably qualified and experienced independent experts to assist in identifying the subproject's risks to and impacts on the IPs; (ii) the process by which the community's support will be determined, who represents the community, how women and other subgroups take part, the language used, the time allowed for customary decision-making, and how disagreement will be recorded, is agreed with the community in a written consultation process agreement before substantive consultation begins; (iii) consultation proceeds through good-faith negotiation, and its outcome is recorded in a consultation statement that includes all agreements reached and dissenting views; (iv) the agreement, the statement and supporting records are submitted to AIIB, and no works begin until AIIB has ascertained that broad community support has been obtained; and (v) if AIIB cannot ascertain broad community support, the activities that would affect those IPs are excluded and the subproject is redesigned so that it has no adverse impacts on them. Commune councils and village chiefs facilitate but do not determine broad community support, because they also approve subproject entry (Section VI-B).

94. **Subproject implementation**: From the start of subproject screening and throughout implementation there is a mechanism through the Project GRM (Section VIII-C) for the lodgment and resolution of grievances. In any communes with IP communities that are impacted by the civil works, they are able to communicate any such grievances relating to adverse impacts suffered or to complaints regarding the standard of construction quality through their village leader, commune chief and the project specific GRM.

[5] A requirement of ESF ESS 3, it is only free, prior and informed consultation (FPICon) is required and the project needs to obtain the broad community support of the affected IP communities. However, not all project activities will trigger the need for FPICon on and the need to obtain broad community support. This relates only to activities under the Project that would: (a) have impacts on land and natural resources subject to traditional ownership or under customary occupation or use; (b) cause relocation of IPs from land and/or limitations on access to natural resources subject to traditional ownership or under customary occupation or use; or (c) have significant impacts on IPs cultural resources.

95. **Subproject completion and handover**: Upon completion of the civil work there will be official handover ceremonies organized at each subproject site and in communes where there are IPs residing, they will be enabled and encouraged to participate in these ceremonies.

B. DISCLOSURE OF INFORMATION

96. The disclosure of the information for the indigenous peoples will also apply the same principles set out in the ESMPF. The relevant information on the proposed subproject will be disclosed in a timely manner to IPs in a form and in a language(s) understandable to the IPs. The IPP and other detailed project documents, as well as other relevant information that is to be disclosed to the affected IPs can be presented in a summarized form. Such documents would include key findings and provisions, and these could be presented as brochures that are written clearly in the local language. They should describe the benefits and mitigation measures that are to be undertaken and also include information regarding the submission of grievances and means of obtaining further project information.

97. The draft and final IPPs are disclosed in English, with summaries in Khmer, on the NCDDS website and on AIIB's website, and the summaries are made available in the subproject communes. Each IPP is disclosed by contract award. This IPPF is disclosed in the same way before AIIB approval.

98. Disclosure to IP communities is oral as well as written: summaries are presented at community meetings in the community's language, with audio or pictorial materials where the language is not written. Draft IPPs are disclosed before AIIB approval, and final IPPs and monitoring reports within 30 days of AIIB clearance. Locations of sacred sites are not disclosed where the community asks for confidentiality. NCDDS keeps a disclosure register recording what was disclosed, where, when and in which languages.

C. GRIEVANCE REDRESS MECHANISM

99. The Project grievance redress mechanism (GRM) outlined in the ESMPF will be established in each target province and used for all subprojects. The GRM includes a well-defined resolution mechanism to resolve grievances and complaints in a timely and satisfactory manner. The GRM is also designed to include a mechanism for addressing gender-related concerns and complaints including those relating to gender-based violence using an understandable and transparent process that is gender sensitive, culturally appropriate and readily accessible to all APs.

100. Multiple points of entry are provided including in-person meetings, written complaints, telephone conversations, social media platforms and e-mail/telegram/messenger are included. All APs, including IPs will be made fully aware of their rights and they will be provided with instructions on the procedures involved in filing a complaint. Should a complaint have been raised, the project will consider it a priority for the implementation team to resolve the complaint as quickly as possible. This will be done at the local level through a process of conciliation and, if this is not possible, clear and transparent procedures will be provided for an appeal.

101. The GRM that will be established involves the following four stages:

- **Stage 1**: An affected household (AH) or person will present their complaints and grievances verbally or in writing to the village chief, and commune chief. The receiving agent will be obliged to provide immediate written confirmation of receiving the complaint. If after 15 days the aggrieved AH does not hear from the village and commune chief, or if he/she is not satisfied with the decision taken in the first stage, the complaint may be brought to the District Office.

- **Stage 2**: The District Office has 15 days within which to resolve the complaint to the satisfaction of all concerned. If the complaint cannot be solved at this stage, the District Office will bring the case to the PIU.
- **Stage 3**: For grievances about land acquisition and compensation, which follow the parallel process managed by the General Department of Resettlement (GDR), the Provincial Resettlement Sub-committee (PRSC) Working Group (WG) meets with the aggrieved party and tries to resolve the situation. The Committee may ask for a review of the detailed measurement survey by the provincial Department of Land Management, Urban Planning, Construction and Cadastral (DLMUPCC). Within 30 days of the submission of the grievance, the PRSC/WG must make a written decision and submit copies to the PRSC members, the NCDDS/PMU and the AH(s).

  All other grievances such as consultation, exclusion from benefits, LIG membership and grants, cultural sites or contractor conduct, follow the NCDDS multi-stage arrangements on which the Project GRM is built; Stage 3 is handled by the PWG social safeguard focal point with the ESMU Indigenous Peoples specialist within the same 30-day limit.
- **Stage 4**: If the aggrieved AH does not hear from the PRSC or is not satisfied, s/he can bring the case to Provincial Court. This is the final stage for adjudicating complaints. The Court will make a written decision and submit copies to the NCDDS/PMU and the AHs). If any party is still unsatisfied with the Provincial Court judgment, he or she can bring the case to a higher-level court.

102. The above GRM will be presented in the consultation meeting during the impact assessment and IPP preparation. Amendments may be made following the opinions and suggestions of the IP communities, if any. The GRM shall be included in the booklet to deliver to the participants in the consultation meeting, and in the IPP as well as the IPP summary for disclosure.

103. **Culturally appropriate access.** In communes with IP presence the GRM accepts grievances orally, in the community's language, through a village-level IP focal person or the community's representative institution and may use the community's customary dispute-settlement mechanism as the first stage where the complainant chooses it. Oral grievances are recorded in writing by the receiving officer.

104. **Timing.** The GRM is operational in each commune before the first screening visit, survey, census or design consultation in that commune, and remains in place for the duration of the Project.

105. **Protection of complainants.** Complainants are protected from retaliation, their identity is kept confidential, and they may remain anonymous if they ask. Those who help or defend complainants in bringing a grievance are protected in the same way.

106. **Gender-based violence and SEA/SH.** Complaints of GBV or SEA/SH are not handled through the village or commune chief. They are received by a trained GBV focal point, handled only with the survivor's consent, and referred to mapped health, psychosocial, legal and police services; no investigation is undertaken by unqualified staff.

107. **Case register and reporting.** The ESMU maintains a case register and publishes a quarterly summary of grievances received, resolved and pending, by type, province and sex of complainant, in Khmer on the NCDDS website and at commune offices, and reports on grievance redress in the semi-annual safeguard monitoring report.

108. **Workers' grievances.** Contractors establish a grievance mechanism for their workers, required in the bidding documents.

109. **AIIB Project-affected People's Mechanism.** People who believe they have been or are likely to be adversely affected by a failure of AIIB to implement its Environmental and Social Policy may submit complaints to AIIB's Project-affected People's Mechanism (PPM) when their concerns

cannot be addressed satisfactorily through the Project GRM or AIIB's management processes. Information on the PPM is provided in Khmer, in accessible form in the subproject communes and on the NCDDS Project website.

D. SUBPROJECT IMPLEMENTATION AND MONITORING

110. The Provincial Working Groups (PWGs), under the supervision of the Environmental and Social Management Unit (ESMU) of the NCDDS PMU, will be responsible for ensuring the effective implementation of the subproject IPPs in close cooperation with relevant local authorities and other partners including the district administration and the commune council.

111. **Implementation structure.** The Project PMU, headed by a Deputy Secretary General of NCDDS, oversees environmental and social management through its ESMU, which is responsible for E&S screening, preparation and implementation of E&S instruments, stakeholder engagement, grievance management, monitoring, reporting and capacity building. The seven Provincial Governors' Offices are implementing sub-agencies, with implementation staff at provincial and district level. PWGs, design and construction supervision consultants (DSC) and contractors implement and monitor E&S requirements at subproject level under ESMU supervision. Land acquisition and resettlement, if any, is implemented by the General Department of Resettlement (GDR) in coordination with the PMU. A Project Steering Committee (PSC), co-chaired by MEF and NCDDS, with the ministries responsible for agriculture, rural development, water resources and women's affairs and the deputy governors of the target provinces, provides oversight.

112. The ESMU under the PMU is staffed with a Social Safeguards Officer and two counterpart staff, supported by a Social Safeguard Specialist of the Project Implementation Consultant (PIC), whilst at provincial level the PWGs are each staffed with counterpart staff with one person designated as the safeguard focal point and tasked with the implementation of the IPPs where these are prepared for specific subprojects. The PIC Social Safeguard Specialist, will be responsible for the delivery of skills-based capacity building training for the PWGs as well as the PMU. They will assist in integrating the IPs concerns into all project activities, working closely with the PWGs, as well as orientating staff in project agencies on social inclusion issues (including inclusion of indigenous peoples and other ethnic minorities). The indicators in Table VIII-2 are included in all baseline surveys and studies.

113. **Staffing commitments:** Before subproject screening begins under implementation, and no later than three months after loan effectiveness, NCDDS appoints: (i) an Indigenous Peoples and social inclusion specialist in the ESMU with experience of consultation with Indigenous communities in Cambodia; (ii) a social safeguard focal point in each PWG of a province with recorded IP households, drawn from the provincial and district implementation staff; and (iii) facilitators who speak the principal Indigenous languages of the target communes, engaged as needed. An IPPF-specific capacity assessment of the ESMU, PWG and district teams is completed before the first subproject is screened under implementation, and its findings shape the training program.

Table 4: Institutional roles and capacity building

Institution	Role under this IPPF	Capacity-building measure
Project Steering Committee (co-chaired by MEF and NCDDS)	Oversight; receives semi-annual reporting on IPPF implementation; resolves inter-ministerial issues such as access to communal title records	Briefing on IPPF commitments
NCDDS / PMU	Implementing Agency; overall responsibility; submits subprojects with screening results and IPPs for AIIB no-objection; budget	IPPF induction for PMU management

Institution	Role under this IPPF	Capacity-building measure
Environmental and Social Management Unit (ESMU)	Overall E&S management; countersigns screening; supervises SIAs, IPPs and FPICon; manages independent experts; GRM case register; monitoring reports	IP and social inclusion specialist appointed; FPICon and GRM training
Provincial Governors' Offices (implementing sub-agencies)	Integrate IPP measures into annual work plans and budgets; provincial and district implementation staff	Orientation on ESS 3 and this IPPF
Provincial Working Groups (PWGs)	Screening with focal points; organize consultations; implement IPPs; Stage 3 GRM for grievances other than land and compensation	Annual training; screening-form coaching
District administrations	Stage 2 GRM; coordination of district-level approvals	Orientation on ESS 3 and GRM
Commune councils and village chiefs	Commune Investment Plans; Stage 1 GRM; facilitate consultation and invitation lists; do not determine broad community support	Orientation; inclusive-invitation guidance
GDR and Provincial Resettlement Sub-committees	Land acquisition, compensation and related grievances affecting IPs, under the RPF and consistent with this IPPF	Joint training on the ESS 2 / ESS 3 interface
MRD Department of Ethnic Minority Development and provincial offices	Information on recognized IP communities; advice on identification	Coordination protocol with the ESMU
MoI and MLMUPC	Legal-entity and communal title records	Coordination protocol with the ESMU
PIC and design and construction supervision consultants (DSC)	Technical support, training and monitoring; IP screening inputs to feasibility and design; site supervision of IPP measures	Social safeguard specialist with IP experience
Livelihood Improvement Support Team and Component 2 service providers	Inclusive LIG formation, GRF rules and grant selection in communes with IP presence (Section VI-C)	Training on Section VI-C measures
Contractors	Code of Conduct; labor-influx measures; chance finds; workers' GRM	Induction before mobilization
Independent experts / third-party monitor	FPICon support; independent evaluation	Independent of NCDDS, the consultants and contractors

114. The PIC Social Safeguard Specialist will support the PMU in monitoring the implementation of and compliance with the disclosed IPP and will ensure that this information is incorporated into the semi-annual environmental and social safeguards monitoring reports, which will be submitted to AIIB. These monitoring reports will include qualitative and quantitative data on IPP implementation, including progress on consultations, disclosure, grievance redress, and benefit-sharing activities. In addition, the midterm review will assess IPP related achievements, identify constraints in implementing the IPPs and recommend adjustments to the IPPs. Furthermore, a third-party annual evaluation will be conducted during project implementation and will include an independent assessment of IPP activities, effectiveness of mitigation measures, and feedback from Indigenous communities on project process and outcomes.

115. **Monitoring framework.** Implementation of this IPPF is monitored against the indicators in Table VIII-2. The third-party evaluator is independent of NCDDS, the consultants and the contractors, and its reports are disclosed. In communes with IP presence, results for the Project Development Objective indicators on households benefiting and households adopting climate-smart practices are also reported separately for IP households.

Table 5: IPPF monitoring indicators

No	Indicator	Baseline	Target	Means of verification / frequency
1	Subprojects screened with signed form and field evidence at preliminary screening, before feasibility assessment	0	100%	Screening register / quarterly
2	Subprojects in communes with IP presence with an AIIB-cleared IPP or recorded no-effect determination before contract award	0	100%	AIIB no-objections / semi-annual
3	FPICon cases with signed consultation process agreement and consultation statement before AIIB ascertainment	No cases yet	100% of triggered cases	Documents on file / per case
4	Consultation events with invitation list recorded; IP attendance compared with IP share of commune households	Not recorded	100% recorded; corrective step where below share	Invitation and attendance lists / quarterly
5	Women's share of IP participants; women-only sessions held	Not recorded	≥40%; ≥1 women-only session per IPP	Attendance by sex / quarterly
6	Consultations in IP communes with IP-language facilitation where requested	Not recorded	100%	Facilitator logs / quarterly
7	Gap between IP and non-IP households in the same communes in use of Project benefits	Set at screening	≤5 percentage points by completion	Beneficiary survey / mid-term, completion
8	IP grievances resolved within service standards (by sex); quarterly summaries published	0	≥90%; 100% published	GRM register / quarterly
9	Communes with IP presence where GRM customary/oral entry is operational before first survey	0	100%	GRM records / semi-annual
10	Group Revolving Fund loans or grants requiring collective or indigenous land as security	n/a	0	LIG and GRF records / semi-annual
11	Customary-use or pending-CLT land affected by works with FPICon/BCS and ESS 2 measures completed first	n/a	100%	IPP/LARP monitoring / semi-annual
12	ESMU and PWG safeguard focal points trained on this IPPF	0	100% within 6 months; annual refresher	Training records / annual
13	Semi-annual monitoring reports with IPPF section disclosed	0	100%	Websites / semi-annual
14	IP households' share of LIG members and grant recipients in communes with IP presence, compared with their share of commune households	Set at LIG formation	Not below IP share of households	LIG and grant records / annual

E. BUDGET AND FINANCE

116. NCDDS will ensure that sufficient resources are allocated for the preparation of the IPPs for all subprojects which will have impacts on IPs. A detailed budget will be prepared by NCDDS/PMU for such subprojects, considering all activities associated with the formulation and implementation of IPPs. Due to the nature of the subprojects, it is expected that most of the costs required to implement mitigation measures that provide other forms of benefit (capacity-building training, short-term employment, and access to the infrastructure and services financed by the Project) for the IPs will be delivered as part of the subproject investment at the sites concerned. In case additional budgets are required, these will be reflected in the IPPs and become an integral part of the subproject cost and will be made available by NCDDS during implementation. The NCDDS/PMU will transfer the required amount to the PWGs as required.

APPENDIX 1: IP SCREENING LIST

Province-Capital:	Municipality-District-Khan:	Location map attached	
		Yes	No
Commune-Sangkat:	**Village:**	**Street-road No.:**	
Type of civil work/activity:			

Brief description of work/activity and location of civil work*: [Road, irrigation (canal, reservoir, solar pumping), community facility, livelihood activity or other; required/purpose of civil work, (table/explain each activity) number of village (number of population) affected with explanation about the affected community]*

Screening checklist				
Questions	**Yes**	**No**	**Not known**	**Remarks**
A. Indigenous Peoples Identification				
1. Are there socio-cultural groups present in or use the Project/Subproject area who may be considered as indigenous communities" (including groups described locally as hill tribes, highland peoples or ethnic ?				
2. Are there national or local laws or policies as well as anthropological research/studies that consider these groups present in or using the subproject as belonging to indigenous communities, ethnic minorities or cultural communities ?				
3. Do such groups self-identify as being part of a distinct social and cultural group?				
4. Do such groups maintain collective attachments to distinct habitats or ancestral territories and/or to the natural resources in these habitats and territories? 4a. Do such groups use land or natural resources in the subproject area seasonally or under customary arrangements, even if they live elsewhere?				
5. Do such groups maintain cultural, economic, social, and political institutions distinct from the dominant society and culture?				
6. Do such groups speak a distinct language or dialect?				
7. Have such groups been historically, socially and economically marginalized, disempowered, excluded, and/or discriminated against?				
8. Are such groups represented as Indigenous Peoples", "indigenous communities" or "ethnic minorities" in any formal decision-making bodies at the national or local levels?				

Questions	Yes	No	Not known	Remarks
B. Identification of potential impacts *(provide elaboration in Remarks column)*				
9. Will the subproject directly or indirectly benefit or target IPs?				
10. Will the subproject directly or indirectly affect Indigenous Peoples' traditional sociocultural and belief practices? (e.g. childrearing, health, education, arts, and governance)				
11. Will the subproject affect the livelihood systems of Indigenous Peoples? (e.g., food production system, natural resource management, crafts and trade, employment status)				
12. Will the subproject be in an area (land or territory) occupied, owned, or used by Indigenous Peoples, and/or claimed as ancestral domain? 12a. Is any of the land under a communal land title, a pending application for one, or claimed by an indigenous community? 12b. Will the subproject affect any sacred forest, burial ground, spirit house or other cultural site? 12c. Could IPs in or near the subproject area be excluded from its benefits (for example, water user community membership, Livelihood Improvement Group membership or grants, digital registration)? 12d. Will the subproject improve access to forest land or natural resources used by IP communities (for example, a road upgraded into a forest-edge area)?				
C. Identification of FPICon and other ESS 3 requirements (will the subproject involve…)				
13. Commercial development of the cultural resources and knowledge of IPs?				
14. Physical displacement from traditional or customary lands?				
15. Commercial development of natural resources (such as minerals, hydrocarbons, forests, water, hunting or fishing grounds) within customary lands under use that would impact the livelihoods or the cultural, ceremonial, spiritual uses that define the identity and community of Indigenous Peoples? 15a. Impacts on land or natural resources subject to traditional ownership or under customary occupation or use? 15b. Relocation of IPs from land, or limitations on access to natural resources, under traditional ownership or customary use? 15c. Significant impacts on IPs' cultural resources?				

16. Establishing legal recognition of rights to lands and territories that are traditionally owned or customarily used, occupied or claimed by IPs?				
17. Acquisition of lands that are traditionally owned or customarily used, occupied or claimed by IPs?				

Anticipated impact on IPs		
Subproject activities	**Expected positive impact**	**Expected negative impact**

Subproject Category	**Subproject eligibility**	**Next steps**
Determination under Table V-1 (row number and reasons):		Next steps as set out in Table V-1, Section V

IP Screening checklist by:		
	Name:	Position:
	Signature:	Date:
	Countersigned (ESMU Indigenous Peoples specialist) – Name / Signature:	Date:

APPENDIX 2: LIST OF INDIGENOUS PEOPLES IN TARGET PROVINCES[6]

No.	Province	Ethnic minority groups (>= 100 people)	Group Number	Ethnic minority group (<100 people)	Group Number
1	**Battambang**	Jarai, Stieng, Ja'ong	3	Kavet, Kleung, Kuoy, Kreung, Lun, Stieng, Ja'ong, Kroul, S'och, Kajrouk	10
2	**Siem Reap**	Jarai, Stieng, Ja'ong	3	Kavet, Kleung, Kuoy, Kreung, Bunong, Kroul, S'och, Kajrouk, Mon	9
3	**Banteay Meanchey**	Jarai	1	Kavet, Kleung, Kuoy, Brao, Stieng, Ja'ong, Kroul, S'och, Kajrouk	9
4	**Kandal**	KJarai, Kleung, Stieng, Ja'ong	4	Kavet, Kuoy, Lun, Bunon, Brao, Tumpoun, Kroul, Radae, L'moon, Souy, S'och, Kajrouk, Mon	13
5	**Preah Vihear**	Jarai	1	Kavet, Kleung, Bunong, Brao, Tumpoun, Stieng, Ja'ong, Kroul, L'moon, S'och, Kajrouk	11
6	**Oddar Meanchey**	-	0	Jarai, Kavet, Kleung, Kuoy, Bunong, Stieng, Ja'ong, S'och, Kajrouk	9
7	**Pailin**	-	0	Jarai, Kleung, Kuoy, Stieng, Ja'ong	5

[6] Data Source from MRD

APPENDIX 3: OUTLINE OF INDIGENOUS PEOPLES PLAN

An indigenous people's plan (IPP) is required for all Projects with impacts on IPs. Its level of detail and comprehensiveness is commensurate with the significance of potential impacts on indigenous peoples. The substantive aspects of this outline will guide the preparation of IPPs, although not necessarily in the order shown.

A. Executive Summary of the Indigenous Peoples Plan. This section concisely describes the critical facts, significant findings, and recommended actions.

B. Description of the Project. This section provides a general description of the subproject, discusses the subproject interventions and activities that may bring impacts on indigenous peoples; and identifies the subproject area.

C. Social Impact Assessment. This section includes the following information:

(i) Reviews the legal and institutional framework applicable to IPs in the subproject context.

(ii) Provides baseline information on the demographic, social, cultural, and political characteristics of the affected indigenous peoples communities; the land and territories that they have traditionally owned or customarily used or occupied; and the natural resources on which they depend.

(iii) Identifies key Project stakeholders and elaborate a culturally appropriate and gender-sensitive process for meaningful consultation with indigenous peoples at each stage of subproject preparation and implementation, taking the review and baseline information into account.

(iv) Assesses, based on meaningful consultation with the affected indigenous peoples, the potential adverse and positive effects of the Project. Critical to the determination of potential adverse impacts is a gender-sensitive analysis of the relative vulnerability of, and risks to, the affected indigenous peoples given their particular circumstances and close ties to land and natural resources, as well as their lack of access to opportunities relative to those available to other social groups in the communities, regions, or national societies in which they live.

(v) Includes a gender-sensitive assessment of the affected IPs perceptions about the project and its impact on their social, economic, and cultural status.

(vi) Identifies and recommends, based on meaningful consultation with the affected IPs, the measures necessary to avoid adverse effects or, if such measures are not possible, identifies measures to minimize, mitigate, and/or compensate for such effects and to ensure that the indigenous peoples receive culturally appropriate benefits under the Project.

D. Information Disclosure, Consultation, and Participation. This section: (i) describes the information disclosure, consultation, and participation process with the affected indigenous peoples that was carried out during subproject preparation; (ii) summarizes their comments on the results of the ESIA and identifies concerns raised during consultation and how these have been addressed in the Project design; (iii) in the case of Project activities requiring broad community support, documents the process and outcome of consultations with affected IPs and any agreement resulting from such consultations for the Project activities and safeguard measures addressing the impacts of such activities; (iv) describes consultation and participation mechanisms to be used during implementation to ensure ethnic minority participation during

implementation; and (v) confirms disclosure of the draft and final IPP to the affected IPs. It includes the following information:

(i) **Beneficial Measures:** This section specifies the measures to ensure that the IPs receive social and economic benefits that are culturally appropriate, and gender responsive.

(ii) **Mitigation Measures.** This section specifies the measures to avoid adverse impacts on IPs; and where the avoidance is impossible, specifies the measures to minimize, mitigate and compensate for identified unavoidable adverse impacts for each affected indigenous people.

(iii) **Capacity Building. T**his section provides measures to strengthen the social, legal, and technical capabilities of (i) government institutions to address IPs issues in the Project area; and (ii) IPs organizations in the Project area to enable them to represent the affected IPs more effectively.

(iv) **Grievance Redress Mechanism.** This section describes the procedures to redress grievances by affected IPs. It also explains how the procedures are accessible to indigenous peoples and culturally appropriate and gender sensitive.

(v) **Institutional Arrangement.** This section describes institutional arrangement responsibilities and mechanisms for carrying out the various measures of the IPP. It also describes the process of including relevant local organizations and nongovernment organizations in carrying out the measures of the IPP.

(vi) **Monitoring, Reporting and Evaluation.** This section describes the mechanisms and benchmarks appropriate to the Project for monitoring and evaluating the implementation of the IPP. It also specifies arrangements for participation of affected indigenous peoples in the preparation and validation of monitoring, and evaluation reports.

(vii) **Budget and Financing.** This section provides an itemized budget for all activities described in the IPP.

APPENDIX 4: RECORD OF CONSULTATIONS AND LIST OF PARTICIPANTS

A record of each consultation on this IPPF and on each IPP is kept in the format below, with signed attendance sheets and the invitation list attached. The record of consultations held on this draft IPPF is to be completed before appraisal.

Date	Location (village, commune, district, province)	Type (community / women-only / IP organization / government)	Language(s) and facilitator	Invited (M/F; IP/non-IP)	Attended (M/F; IP/non-IP)	Main issues raised	How reflected

APPENDIX 5: INSTRUMENT MAP

Requirement	Instrument	Where in this IPPF / note
IP screening, SIA, IPP, FPICon and broad community support	IPPF (part of the ESMPF)	Sections V, VII, VIII-A
E&S screening, Category A exclusions, ESMP and code-of-practice templates, labor influx, community health and safety, chance finds	ESMPF	Referred to in Sections V, VI and VII
Land acquisition, economic displacement, rights-of-way occupants; no negotiated settlement or voluntary land donation	RPF	Section VI-B; ESS 2 / ESS 3 interface
Stakeholder engagement across the Project; disclosure	SEP	Section VIII-B
Gender analysis, GBV and SEA/SH measures	GAP and ESMPF	Sections IV-C, VIII-C
Subproject cycle, eligibility criteria and activity rules (irrigation, LIGs and grants, digital tools)	Project Implementation Manual	Sections I-A, V, VI-C, VIII-A
Project GRM (NCDDS multi-stage; GDR for land and compensation) and AIIB PPM	ESMPF / SEP and this IPPF	Section VIII-C
IP disaggregation of results framework indicators	Project Document Annex 2	Section VIII-D
Monitoring and budget for IP measures	IPPF and each IPP; Component 4	Sections VIII-D, VIII-E