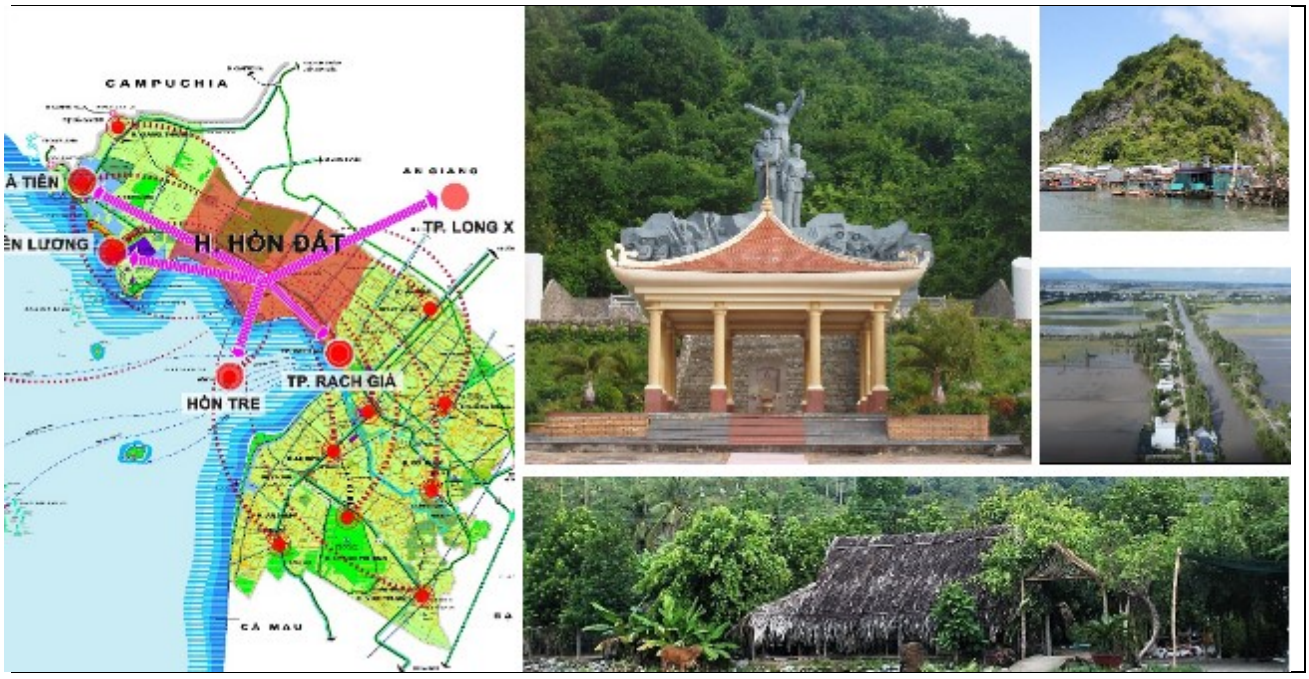
AN GIANG PROVINCIAL PEOPLE'S COMMITTEE
PROJECT MANAGEMENT BOARD OF CONSTRUCTION INVESTMENT ON AGRICULTURE AND RURAL DEVELOPMENT
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SUSTAINABLE FISHERIES DEVELOPMENT PROJECT (SFDP)

ETHNIC MINORITY DEVELOPMENT PLAN (EMDP)



January 2026

AN GIANG PROVINCIAL PEOPLE'S COMMITTEE

PROJECT MANAGEMENT BOARD OF CONSTRUCTION INVESTMENT ON AGRICULTURE AND RURAL DEVELOPMENT

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REPORT

ETHNIC MINORITY DEVELOPMENT PLAN

PROJECT:

KIEN GIANG SUSTAINABLE FISHERIES DEVELOPMENT

PROJECT OWNER

PROJECT MANAGEMENT BOARD OF CONSTRUCTION INVESTMENT ON AGRICULTURE AND RURAL DEVELOPMENT

GIÁM ĐỐC

BAN QUẢN LÝ DỰ ÁN ĐẦU TƯ XÂY DỰNG CÁC CÔNG TRÌNH NÔNG NGHIỆP VÀ PHÁT TRIỂN NÔNG THÔN TỈNH AN GIANG

Nguyễn Văn Tư

CONSULTANT

SOUTHERN INSTITUTE OF WATER RESOURCES RESEARCH

VIỆN KHOA HỌC THỦY LỢI MIỀN NAM

PHÓ VIỆN TRƯỞNG

Nguyễn Phú Quỳnh

An Giang, 2026

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LIST OF ABBREVIATIONS

AH	:	Affected household
CC	:	Climate change
CPC	:	Commune People's Committee
DAE	:	Department of Agriculture and Environment
DOC	:	Department of Construction
DOERA	:	Department of Ethnic and Religious Affairs
DOH	:	Department of Health
EM	:	Ethnic minority
EMDP	:	Ethnic Minorities Development Plan
EMPF	:	Ethnic Minorities Planning Framework
E&S	:	Environmental and social
ESIA	:	Environmental and Social Impact Assessment
ESCP	:	Environmental and Social Commitment Plan
ESF	:	Environmental and Social Framework
ESO	:	Environmental and Social Officer
ESS	:	Environmental and Social Standard
ESMP	:	Environmental and Social Management Plan
FPIC	:	Free, Prior and Informed Consent
FS	:	Feasibility study
GBV	:	Gender-based violence
GoV	:	Government of Vietnam
GRM	:	Grievance redress mechanism
IESMC	:	Independent Environmental and Social monitoring consultant
LEP	:	Law on environmental protection
LFDC	:	Land fund development center
LMP	:	Labor Management Procedures
MD	:	Mekong Delta
MAE	:	Ministry of Agriculture and Environment

MARD	:	Ministry of Agriculture and Rural Development
MOERA	:	Ministry of Ethnic and Religious Affairs
MOH	:	Ministry of Health
MOHA	:	Ministry of Home Affairs
MONRE	:	Ministry of Environment and Natural Resources
NH	:	National Highway
PAP	:	Project affected houshold
PC	:	People's Committee
PPMU	:	Provincial Project Management Unit
PPC	:	Provincial People's Committee
SFDP	:	Sustainable Fishery Development Project
TOR	:	Term of reference
WB	:	World Bank

GLOSSARY

Affected Person/ Affected Household (AP/AH/ PAP)	:	Refers to any persons/individuals, household, firms, private or public organizations who, on account of changes that result from the Project, would have their (i) Standard of living adversely affected; (ii) Rights, ownership or interest in any houses, land (including residential, commercial, agricultural, forest, salt and/or grazing land), water resources or any other moveable or fixed assets acquired, possessed, restricted, or otherwise, adversely affected, in full or in part, permanently or temporarily; and/or (iii) Business, occupation, place of work or residence or habitat adversely affected, with or without displacement. In the case of affected households, the term of PAP includes all members who are residing in the same house and operating as a single economic unit, who are adversely affected by the project or any its components.
Affected communities	:	Means that villages/communities are affected by impacts as a result of: (a) land acquisition due to any the project activities, whether being relocated or not relocated; economic impacts (permanent or temporary); (b) host communities receiving displaced households, or (c) the surrounding communities, and social and cultural aspects, that would be negatively impacted by the project; (d) natural resources that contribute to either livelihoods or cultural identify.
Assistance and recovery	:	Support provided by the project to affected households losing assets, employment or livelihoods sources, in addition to compensation payment for acquired assets provided, in order to restore livelihoods.
Collective attachment	:	Means physical presence in and economic ties to lands and territories traditionally owned, or customarily used or occupied, by EMs concerned, including areas that hold special significance such as sacred sites. "Collective attachment" also refers to the attachment of transhumant/nomadic groups to the territory they use on a seasonal or cyclical basis.
Customary rights to lands and resources	:	Refers to patterns of long-standing community land and resource usage in accordance with EMs customary laws, values, customs, and traditions, including seasonal or cyclical use, rather than formal legal title to land and resources issued by the State.
Entitlements	:	The range of measures comprises cash or kind compensation, relocation cost, income rehabilitation assistance, transfer assistance, income substitution, and relocation which are due to PAPs, depending on the type and degree nature of their losses, to restore their social and economic base.
Ethnic Minorities	:	As defined by the World Bank, the term of Indigenous Peoples is used in a generic sense to refer to a cultural and social group is possessing the

following characteristics in varying degrees:

(i) Self-identified as a member of a distinct indigenous cultural group and recognition of this identity by others;

(ii) Collective attachment to geographically distinct habitats and ancestral territories in the project area and to the natural resources in these habitats and territories;

(iii) Customary cultural, social, and political institutions that are separate from those of the mainstream society or culture; or

(iv) A distinct language or dialect, often different from the official languages of the country or region in which they reside.

In Viet Nam, the term indigenous refers to ethnic minorities (EMs).

Free, prior, and informed consent : Ethnic Minority communities may be particularly vulnerable to the loss of, alienation from, or exploitation of their land and access to natural and cultural resources. In recognition of this vulnerability, in addition to the General Requirements of the ESS7 (Section A) and those set out in ESSs 1 and 10, the Borrower will obtain the FPIC of the affected EM communities, where the project will: (a) have adverse impacts on land and natural resources subject to traditional ownership or under customary use or occupation; (b) cause relocation of EM communities from land and natural resources subject to traditional ownership or under customary use or occupation; or (c) have significant impacts on EM's cultural heritage that is material to the identity and/or cultural, ceremonial, or spiritual aspects of the affected EM's lives.

Livelihoods : Capabilities, assets, and activities required to maintain the living standards and quality of life, including cash income and self-consumption.

Meaningful consultation : Refer to a two-way process that:

(i) Begins early in the project planning process to gather initial views on the project proposal and inform project design;

(ii) Encourages stakeholder feedback, particularly as a way of informing project design and engaging stakeholders in the identification and mitigation of environmental and social risks and impacts;

(iii) Continues on an ongoing basis;

(iv) Is based on the prior disclosure and dissemination of relevant, transparent, objective, meaningful, and easily accessible information in a time frame that enables meaningful consultations with stakeholders in a culturally appropriate.

(v) Considers and responds to feedback;

(vi) Supports active and inclusive engagement with project-affected parties;

(vii) Is free of external manipulation, interference, coercion, discrimination, and intimidation; and

(viii) Is documented and disclosed by the Borrower.

Plan : Set of principles, objectives, procedures and budget defined in advance to ensure sound and smooth operation of the project. Quantitative targets (land, persons) in the plan foreseen targets. They will be adjusted as needed during the project design and implementation.

Project impact : Means positive and negative impacts on EMs caused by all project components. Adverse impacts are often consequences immediately related to the taking of a parcel of land, temporary and permanent impact on income and livelihoods, as a result of restrictions in the use of legally designated parks or protected areas. People directly affected by land acquisition may lose their homes, farmland, property, business, or other means of livelihood. In other words, they lose their ownership, occupancy, or use rights, because of land involuntary acquisition or restriction of access.

The agreement of the affected EMs (indigenous) communities : For policy application purposes, the term refers to a collective expression by the affected EMs (indigenous) communities, through individuals and/or their recognized representatives, in support of the project. There may be broad community support even when some individuals or a group of individuals disagree with the activities of the project.

Vulnerable groups : Distinct groups of people who might suffer disproportionately from the loss of fixed and movable assets, other assets, and production base or face the risk of being marginalized from the effects of resettlement and specifically include social development by the consequences of the loss of land or assets and other impacts of the project. Vulnerable households are (i) divorced or widowed female-headed households with dependents and low income, (ii) households with disabled or invalid persons, (iii) households with persons falling under the generally accepted indicator for poverty as defined by the Ministry of Home Affairs, (iv) children and elderly households who are landless and with no other means of support, and (v) EM households.

1. INTRODUCTION

1.1. Project Overview

- Project name: Kien Giang sustainable fisheries development project (SFDP)
- Executive agency: An Giang Provincial People's Committee (PPC), Address: No. 06 Nguyen Cong Tru, Rach Gia Ward, An Giang province.
- Project owner: Management board of construction investment projects on agriculture and rural development (PPMU) of An Giang province, Address: No. 40 - Lot B11 - Ton Duc Thang street - Rach Gia Ward, An Giang Province.
- Financer and co-financer: World Bank
- Project duration:
  - Preparation: 2021-2024;
  - Implementation: 2024-2029.

1.2. Project objectives

1.2.1. Overall objective

1. The overall objective of the project is to strengthen fisheries management and increase product value through smart infrastructure upgrades.

1.2.2. Specific objectives

2. The project aims to the following specific objectives:

- To build and improve infrastructure, innovate technology, strengthen management capacity and organize production in order to promote the fisheries sector in the direction of value enhancement, deep international integration, environmental friendliness and adaptation to climate change.
- To encourage and attract all economic sectors to contribute to the sustainable development of the province's fishery sector, promote socio-economic development associated with environmental protection.

1.3. Project Components

1.3.1. Structural components

3. The following are the structural components of the project (Table 1):

- Building new basic infrastructure and upgrading current infrastructure for shrimp farming area in the south of NH80, including:
  - Building 23 sluice gates with a width of 8 to 10 m and its management houses to separate fresh and brackish water areas for agricultural restructuring, aquaculture, and rice cultivation;
  - Building a delta grade-V road with a total length of about 7.03 km (running along the right bank of Binh Giang 1 canal connecting NH80 to the sea dyke);
  - Installing 25.18km (including 21.54km medium-voltage power lines, 3.64km low-voltage power lines), and 30 transformer stations to operate sluices;

- Upgrading the gates of 5 sluices along the sea dike, and 13 in-field sluices along the Don Dong canal for the current aquaculture area;
- Other ancillary works.

- Technological innovation, increased management capacity, and improved production organization in brackish shrimp farming:
  - Livelihood activities (shrimp - rice; giant freshwater shrimp; other aquatic species).
  - Engagement of the private sector (companies, individuals, etc.) in investing in livelihood models.

Table 1: Summary of the main items of the Project

No.	Investment items	Unit	Quantity
1	Sluice gates (B=8-10m)	items	23
2	Delta V-level roads (along the right side of Binh Giang 1 canal, connecting NH80 to the sea dike)	km	7.03
3	Medium and low voltage power lines	km	25.18
4	Sluices with the gates and operation devices to be upgraded	items	18
5	Transformer stations	items	30

4. The layout of project items is shown in Figure 1.

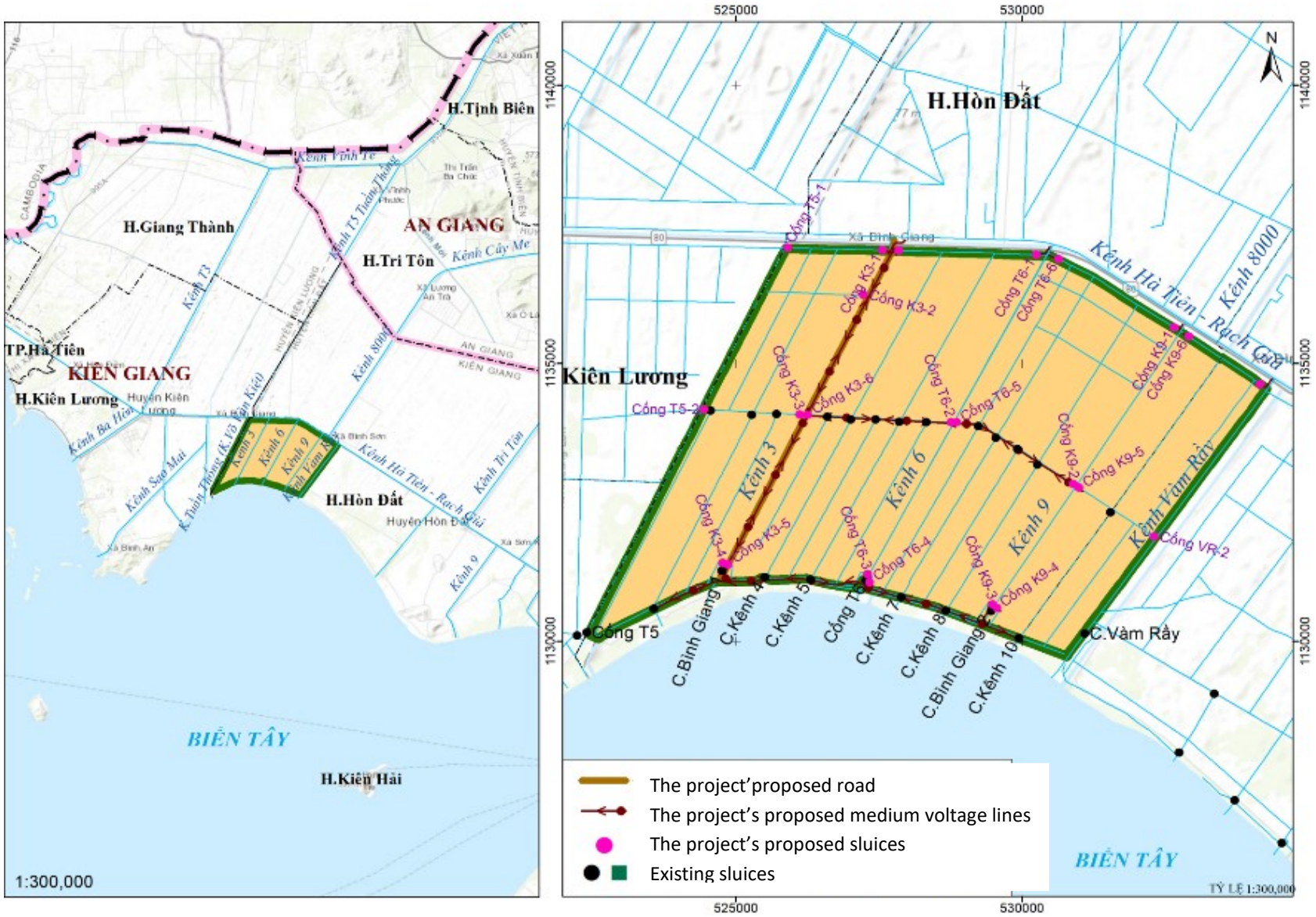


Figure 1: Layout of project items

5. Technical specifications of the project's work items are presented below:

1.3.1.1. Sluices

6. In the frame of the project, 23 sluices will be built in with the specification in Table 2. In addition, 4 level-IV management houses area built on the right bank of 4 sluices (K3-6, K3-7, K9-1 and K9-2) toward the field. It has a usable area of 40m2, including an office, dining rooms and bedrooms.

Table 2: Sluice gates to be built in the project

No.	Name of the sluice	Location	Width of sluice gates (m)	Type of the bridge over the sluice	Management house
1	T5-1	Binh Giang commune	10	Pedestrian bridge, girder rural road I400	
2	T5-2	Binh Giang commune	10	Pedestrian bridge, girder rural road I400	
3	K3-1	Binh Giang commune	10	Pedestrian bridge, girder rural road I400	
4	K3-2	Binh Giang commune	8	Pedestrian bridge, girder rural road I400	
5	K3-3	Binh Giang commune	8	HL93 load bridge	
6	K3-4	Binh Giang commune	8	HL93 load bridge	
7	K3-5	Binh Giang commune	8	HL93 load bridge	
8	K3-6	Binh Giang commune	8	Pedestrian bridge, girder rural road I400	Level IV house
9	K3-7	Binh Giang commune	8	Concrete bridge with 0.65HL93 load	Level IV house
10	T6-1	Binh Giang commune	8	Concrete bridge with 0.65HL93 load	
11	T6-2	Binh Giang commune	8	Pedestrian bridge, girder rural road I400	
12	T6-3	Binh Giang commune	8	Concrete bridge with 0.65HL93 load	
13	T6-4	Binh Giang commune	8	Concrete bridge with 0.65HL93 load	
14	T6-5	Binh Giang commune	8	Concrete bridge with 0.65HL93 load	
15	T6-6	Binh Giang commune	8	Concrete bridge with 0.65HL93 load	
16	K9-1	Binh Giang commune	8	Concrete bridge with 0.65HL93 load	Level IV house

No.	Name of the sluice	Location	Width of sluice gates (m)	Type of the bridge over the sluice	Management house
17	K9-2	Binh Giang commune	8	Concrete bridge with 0.65HL93 load	Level IV house
18	K9-3	Binh Giang commune	8	Pedestrian bridge, girder rural road I400	
19	K9-4	Binh Giang commune	8	Pedestrian bridge, girder rural road I400	
20	K9-5	Binh Giang commune	8	Pedestrian bridge, girder rural road I400	
21	K9-6	Binh Giang commune	8	Pedestrian bridge, girder rural road I400	
22	VR-1	Binh Son commune	8	Pedestrian bridge, girder rural road I400	
23	VR-2	Binh Son commune	8	Pedestrian bridge, girder rural road I400	

1.3.1.2. Connecting road

7. The project's road has a length of 7.03km and 36 culverts with a diameter of D600 and a length of 20m along the road. The culverts are rebuilt to compensate for local people on the road to take water Binh Giang 1 canal into the rice fields.

- Technical specifications of the road (Table 3):
  - Delta V road;
  - Calculated axle load: 100kN;
  - Length: L=7.03km;
  - Centerline elevation: +2.5m to +3.2m.

Table 3: Connecting Road specifications

No.	Items	Current status	Expected scale			
			Structure	$B_{surface}$ (m)	Elevation (m)	Length (km)
1	Binh Giang 1 canal road, left side from NH80 - sea dike	– Earth road from 2 to 3m – Road surface elevation from +1.7 to +3.8m	Delta V road, asphalt surface	$B_{surface}$ = 8.0m	+2.5 to 3.2m	7.03
– Start point: NH80 – End point: sea dike				B_{side}=2x0.5m		
				B_{total} =9.0m		

- Cross-sectional scale of the connecting road (Figure 2):
  - Width of the carriageway : 2.75m x 2 = 5.5m;
  - Sidewalk width : 1.75m x 2 = 3.5m;

- Road surface structure:
  - 3-layer asphalt, 4.5cm thick, asphalt standard 5.5kg/m2;
  - Crushed stone 15cm thick, K ≥ 0.98;
  - Type I crushed stone aggregate, 20cm thick, K ≥ 0.98;
  - Geotextile strength 12 kN/m;
  - Backfill sand with a compacted upper layer of 50cm K ≥ 0.98;
  - Backfill sand with compacted lower layer K ≥ 0.95;
  - Peel off weathering 30cm thick, and cover with sand to K ≥ 0.95.

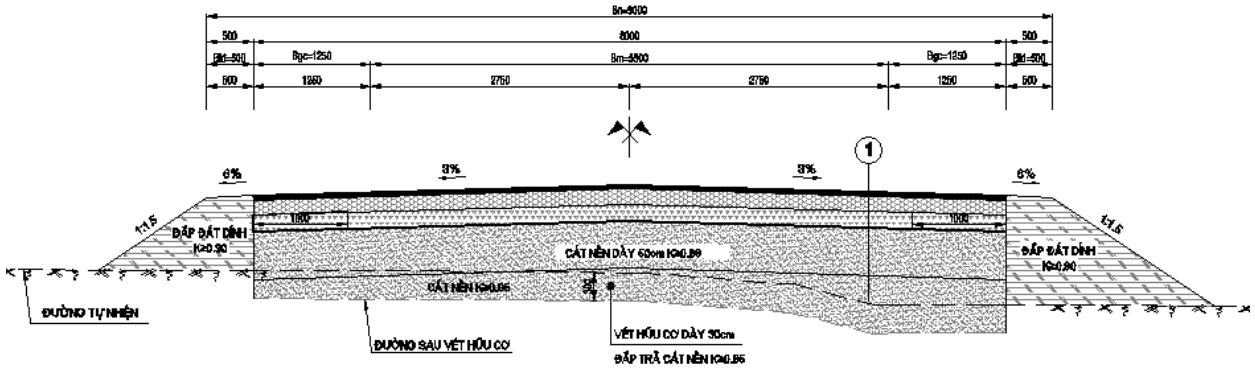


Figure 2: Cross-section of the connecting road

8. On the road, 36 new water intake culverts will be installed at the existing culverts. These provide water from Binh Giang 1 canal to the fields. The culverts are made of centrifugal concrete with a diameter D=0.6m and load bearing of H30-XB80. The culverts are placed on abutments reinforced with Melaleuca piles with a density of 16 piles/m2 (Figure 3).

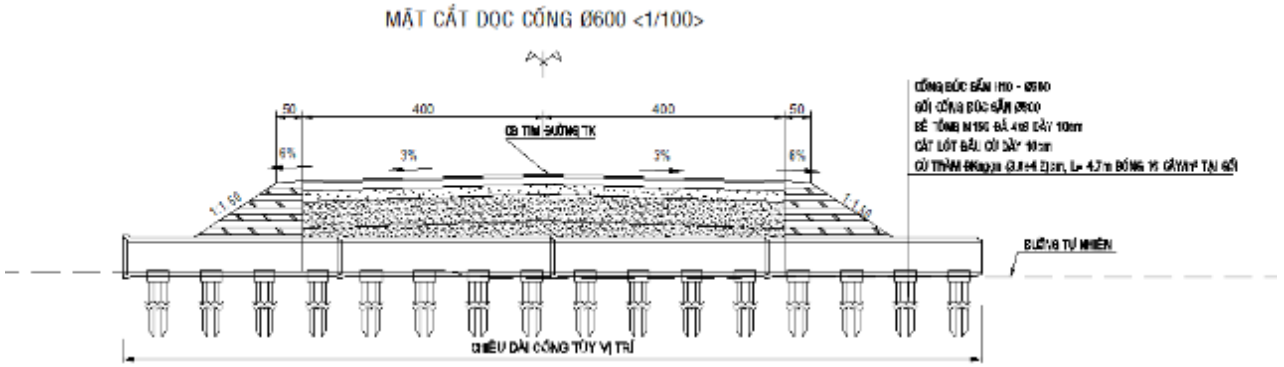


Figure 3: Typical longitudinal section of a culvert of D600

1.3.1.3. Medium and low voltage lines

9. Specification of medium and low voltage lines is shown in Table 4.

Table 4: Specification of medium and low voltage lines

No.	Descriptions	Length (km)
I	**The 3-phase medium voltage lines**	**21.538**
1	Route 1: along Binh Giang 1 (Canal 3)	7.470
	- Start point: NH80	

No.	Descriptions	Length (km)
	- End point: sea dike	
2	Route 2: along the sea dike	6.385
	- Start point: canal 2	
	- End point: canal 10	
3	Route 3: along Don Dong canal	5.130
	- Start point: Tuan Thong canal	
	- End point: Vam Ray canal	
4	Route 4: Medium voltage lines from the 03-phase 04-wire power grid to to-be-built sluices and to-be-upgraded sluices	2.553
II	**The 3-phase low voltage lines** (from the current low voltage grid to the sluices with gates to be upgraded)	**3.640**
III	**The 3-phase transformer stations of 3x15kVA**	**30**

1.3.1.4. Upgradation of the existing sluices

10. Detailed technical parameters of the sluices to be renovated in the project are presented in Table 5 to Table 6.

Table 5: Sluices with the gates and operation devices to be upgraded along the sea dike

No.	Name of the sluice	Location	Valve gate width (m)	Valve gate height (m)	Number of gates	Threshold level	Elevation of pillars	Upgraded solutions
1	Kenh Muoi	Binh Giang	5.5	4.7	1	-2.7	2.0	Replacing automatic valve gates with flat gates with hydraulic cylinders
2	Kenh Tam	Binh Giang	5.5	4.7	1	-2.7	2.0	
3	Kenh Bay	Binh Giang	5.5	4.5	1	-2.5	2.0	
4	Kenh Nam	Binh Giang	5.5	4.7	1	-2.7	2.0	
5	Kenh Hai (HD)	Binh Giang	5.5	4.7	1	-2.7	2.0	

Table 6: Sluices with the gates and operation devices to be upgraded along Don Dong canal

No.	Sluice name	Aperture (m)	Threshold level (m)	Gate top elevation (m)	Gate dimensions bxh (m)	Upgrading solutions
1	Kenh Mot	4	-1.8	2.2	4.2x4	Replacing the wooden valve gate that is opened and closed by a 10-ton chain hoist with the steel
2	Kenh Hai	3.5	-1.8	2.2	3.7x4	
3	Kenh Nam Tram (canal 2 - canal 3)	4	-1.8	1.7	4.2x3.5	
4	Kenh Nam Tram (canal 3 - canal 4)	4	-1.8	1.7	4.2x3.5	
5	Kenh Tu	3.5	-1.8	1.7	3.7x3.5	

No.	Sluice name	Aperture (m)	Threshold level (m)	Gate top elevation (m)	Gate dimensions bxh (m)	Upgrading solutions
6	Kenh Nam Tram (canal 4 - canal 5)	4	-1.8	1.7	4.2x3.5	valve gate that is opened and closed by a TD4-2 electric winch.
7	Kenh Nam	3.5	-1.8	1.7	3.7x3.5	
8	Kenh Nam Tram (canal 5 - canal 6)	4	-1.8	1.7	4.2x3.5	
9	Kenh Nam Tram (canal 6 - canal 7)	4	-1.8	1.7	4.2x3.5	
10	Kenh Bay- South bank of Don Dong canal	4.5	-1.8	2.2	4.7x4	
11	Kenh Nam Tram (canal 7 - canal 8)	4	-1.8	2.2	4.2x4	
12	Kenh Tam-South bank of Don Dong canal	4.5	-1.8	2.2	4.7x4	
13	Kenh Muoi-South bank of Don Dong canal	4.5	-1.8	1.7	4.7x3.5	Replacing the 10-ton chain hoist with the TD4-2 electric winch

1.3.2. Non-structural activities

11. Non-structural solutions implemented in the frame of the project:

- Establish and strengthen production cooperation groups, including:
  - Farmers' groups to manage their member's activities in the direction of green agro products.
  - Cooperatives to negotiate the formation of production chains, and operate the chains effectively via the application of national and international standards into the production.
- Disseminate the activities of the project to build consensus and support from the people, reduce the rate of people utilizing groundwater in agricultural production, and enhance people's understanding of production linked with natural resource protection and regeneration, including:
  - Workshops, seminars, and propaganda panels to share experiences and communication of the project in 02 project communes.
  - Propaganda on mass media about the project.
- Develop demonstration livelihood models.
- Conduct training classes, transfer production techniques to improve capacity, and apply scientific and technical advances to meet market needs and reduce greenhouse gas emissions.
- Connect and replicate the project livelihood models, introduce and register product offtake businesses to help farmers apply sustainable and effective livelihood models that mee the needs of product offtake businesses and reduce production costs by the procurement of substantial quantities of goods from retailers who supply goods of reputable origin and quality, including:
  - At least 2 value chains (1 chain for one commune), with signed product offtake contracts for rice output certified green standards such as VietGAP, SRP, Organic, ASC, BAP.

  - At least 2 value chains (1 chain for one commune), with signed product offtake contracts for rice output certified green standards such as VietGAP, SRP, Organic, ASC, BAP.
- Support training, consultation, and certification of national and international standards VietGAP, SRP, Organic, ASC, BAP) requested by the businesses of the value chains.
- Support the application of smart technology to adapt to climate change in production and apply technology in production to minimize chemical usage and carbon emissions.
- Building electronic traceability - QR code for 04 product chains.
- Evaluate the effectiveness of project livelihood models.

2. INSTITUTIONAL AND LEGAL FRAMEWORK APPLIED FOR ETHNIC MINORITY GROUPS

2.1. National Legal and Policy Framework for Ethnic Minorities

12. Constitution of the Socialist Republic of Vietnam (2013) recognized the equality between ethnic groups in Vietnam. Especially, article 5 of the Constitution in 2013 provides:

- Viet Nam is the unified state of all nationalities living in the country of Vietnam.
- The nationalities equal, unite, respect, and help each other to develop; prohibits any discrimination, or ethnic division.
- The national language is Vietnamese. The nation has the right to use voice, text, preserving the national identity, promoting traditions, customs, traditions and culture.
- The State implements a comprehensive development policy and creates reasonable conditions for the ethnic minorities to mobilize resources, along with the development of the country.

13. Policy Adaptation: Adapting economic and social policies to each region and group, taking the needs of ethnic minorities (EM) into account, is a mandatory requirement. The Socio-Economic Development Plan and Strategy of Vietnam explicitly prioritize EM development. Major historical programs such as Program 135 (infrastructure) and Program 134 (housing) have now been integrated into the comprehensive National Target Program for Socio-Economic Development in Ethnic Minority and Mountainous Areas for the 2021–2030 period (NTP 1719). The legal framework was significantly updated with Resolution No. 88/2019/QH14 and Resolution No. 120/2020/QH14 of the National Assembly, approving the master plan and investment policy for this unified program.

14. Development Programs: The Government has consolidated previous poverty reduction efforts into NTP 1719, which replaced the separate phases of Program 135. This program focuses on ten core projects, including solving shortages of residential land, housing, production land, and clean water (Project 1), and investing in essential infrastructure (Project 4). Specifically, the Government assigned the Ministry of Ethnic and Religious Affairs (MOERA) to implement Project 9 under NTP 1719, which provides targeted investment for the development of very small ethnic groups (those with a population under 10,000), such as the Si La, Pu Peo, Ro Mam, Brau, and O Du. This ensures that no group is left behind in the rapid and sustainable development process.

15. Institutional Framework: The Prime Minister promulgated Decree No. 41/2025/ND-CP dated February 26, 2025, defining the functions, tasks, powers, and organizational structure of the

Ministry of Ethnic and Religious Affairs (MOERA). According to this Decree, MOERA is the government agency responsible for state management in the sectors of ethnic affairs and religious affairs, merging the responsibilities of the former Committee for Ethnic Minority Affairs (CEMA) and the Government Committee for Religious Affairs. MOERA oversees the implementation of ethnic policies and public services within its jurisdiction.

16. Grassroots Democracy: The documents of the Government based on democracy and the participation of local people are directly related to this EMDP. The Law on Implementation of Grassroots Democracy No. 10/2022/QH15, dated November 10, 2022, provides the legal framework for community involvement in the discussion, decision-making, and supervision of local development plans, replacing the expired Ordinance No. 34/2007/PL-UBTVQH11.

17. Implementation and Monitoring: Decree No. 59/2023/ND-CP, dated August 14, 2023, details the implementation of the Law on Grassroots Democracy, including regulations on the organization of community meetings and public monitoring. Additionally, Decree No. 29/2021/ND-CP, dated March 26, 2021, on supervision and evaluation of investment, prescribes the specific role and powers of the Community Investment Supervision Board (CISB) in monitoring construction quality and community impacts.

Legal Education Support: Regarding ethnic minority support, Decision No. 1719/QD-TTg, dated October 14, 2021, approving NTP 1719 (Phase I: 2021–2025), specifically aims to improve legal awareness and compliance among ethnic minority communities through Project 10 (Component 1), which focuses on legal dissemination, education, and legal aid for ethnic minorities.

18. The Land Law 2024 affirms that land belongs to all peoples, with the State representing on behalf of all peoples the ownership and management of this land. The State authorizes the land use rights to the land users through land allocation, land lease, recognition and management of land use. For the allocation of forestland, the Land Law provides that allocation of production forest land, protection forest land, special use forest land for organizations, households, individuals, community; however, each type of forest land allocated for different user has different rights. Those being allocated by the State are called “land users”. Land Law prescribes that land users are issued with land use certificates, entitled to products from the investment on the land. Households and individuals allocated by the State for production plantation land have the right to transfer, convert, lease, inherit, mortgage, and joint venture the value of the land area; forest-allocated communities are not able to transfer, convert, lease, inherit, mortgage and joint venture the value of the land area.

19. The development of socio-economic policies for each region and target group should consider the needs of ethnic minorities. The socioeconomic development plan and strategy of Vietnam calls for special attention to ethnic minorities. Policies on education and health care for ethnic minorities have also been issued.

20. *Table 7* summarizes all legal document references related to EMs.

Table 7: Legal documents relating to ethnic minority

Year	Number of Documents and Main Contents
2025	Circular No. 05/2025/TT-BDTTG dated June 24, 2025 of the Ministry of Ethnic and Religious Affairs guiding the implementation of projects under the National Target Program for socio-economic development in ethnic minority and mountainous areas for the period

	2021-2030, Phase I: 2021-2025.
2025	Decree No. 124/2025/ND-CP dated June 11, 2025 of the Government on decentralization and definition of authority of local governments in the field of ethnic and religious affairs.
2025	Resolution No. 176/2025/QH15 of the National Assembly on the organizational structure of the Government, establishing the Ministry of Ethnic and Religious Affairs (merging the Committee for Ethnic Minority Affairs and the Government Committee for Religious Affairs).
2023	Decree No. 38/2023/ND-CP dated June 24, 2023 of the Government amending and supplementing a number of articles of Decree No. 27/2022/ND-CP prescribing the management and organization mechanism for implementation of national target programs.
2023	Decision No. 04/2023/QD-TTg dated February 23, 2023 of the Prime Minister on the level of support and mechanism for using public investment capital to implement housing and residential land support for poor ethnic minority households (Support level: 40 million VND/house).
2023	Circular No. 02/2023/TT-UBDT dated August 21, 2023 of the Committee for Ethnic Minority Affairs amending Circular No. 02/2022/TT-UBDT guiding the implementation of the National Target Program.
2022	Decree No. 28/2022/ND-CP dated April 26, 2022 of the Government on preferential credit policies for the implementation of the National Target Program for socio-economic development in ethnic minority and mountainous areas.
2022	Circular No. 02/2022/TT-UBDT dated June 30, 2022 of the Committee for Ethnic Minority Affairs guiding the implementation of a number of projects under the National Target Program 1719.
2021	Decision No. 1719/QD-TTg dated October 14, 2021 on approving the National Target Program of Socio-economic Development for Ethnic and Mountainous People in the period 2021-2030, phase 1: 2021-2025.
2021	Decision No. 861/QD-TTg dated June 4, 2021 of the Prime Minister approving the list of communes in Region III, Region II, and Region I in ethnic minority and mountainous areas for the period 2021 - 2025 (Replacing Decision 582/2017).
2021	Decision No. 612/QD-UBDT dated September 16, 2021 of the Committee for Ethnic Minority Affairs approving the list of extremely difficult villages in ethnic minority and mountainous areas for the period 2021 - 2025.

2.2. World Bank's Environmental and Social Standard 7 (ESS7)

21. This ESS7 applies to a distinct social and cultural group identified in accordance with paragraphs 8 and 9 of this ESS. In some countries, such groups are referred to as "Indigenous Peoples" or "Ethnic Minority" in the national context of Vietnam.

22. This ESS applies whenever EM are present in, or have collective attachment to a proposed project area, as determined during the environmental and social assessment. This ESS applies regardless of whether EM communities are affected positively or negatively, and regardless of the significance of any such impacts. This ESS also applies irrespective of the presence or absence of discernible economic, political, or social vulnerabilities, although the nature and extent of vulnerability will be a key variable in designing plans to promote equitable access to benefits or to mitigate adverse impacts.

23. In this ESS, the term EM is used in a generic sense to refer exclusively to a distinct social and cultural group possessing the following characteristics in varying degrees:

(a) Self-identification as members of a distinct indigenous social and cultural group and recognition of this identity by others; and

(b) Collective attachment to geographically distinct habitats, ancestral territories, or areas of seasonal use or occupation, as well as to the natural resources in these areas; and

(c) Customary cultural, economic, social, or political institutions that are distinct or separate from those of the mainstream society or culture; and

(d) A distinct language or dialect, often different from the official language or languages of the country or region in which they reside.

24. This ESS also applies to communities or groups of EM communities who, during the lifetime of members of the community or group, have lost collective attachment to distinct habitats or ancestral territories in the project area, because of forced severance, conflict, government resettlement programs, dispossession of their land, natural disasters, or incorporation of such territories into an urban area. This ESS also applies to forest dwellers, hunter-gatherers, pastoralists, or other nomadic groups, subject to satisfaction of the criteria in paragraph 8.

25. Following a determination by the WB that EM communities are present in, or have collective attachment to the project area, the Borrower may be required to seek inputs from appropriate specialists to meet the consultation, planning, or other requirements of this ESS. The WB may follow national processes during project screening for the identification, in accordance with paragraphs 8 and 9, of EM communities (as they may be referred to in the national context), where these processes meet the requirements of this ESS.

26. As a prerequisite for approval of an investment project, ESS7 requires the Project Implementing Agencies to conduct free, prior and informed consultations with potentially affected EM peoples and to establish a pattern of broad community support for the project and its objectives. The primary objectives of ESS7 are:

(a) To ensure that the development process fosters full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of the EM community.

(b) To avoid adverse impacts of projects on the EM community, or when avoidance is not possible, to minimize, mitigate, and/or compensate for such impacts.

(c) To promote sustainable development benefits and opportunities for the EM community in a manner that is accessible, culturally appropriate, and inclusive.

(d) To improve project design and promote local support by establishing and maintaining an ongoing relationship based on meaningful consultation with the EM community affected by a project throughout the project's life cycle.

(e) To obtain the Free, Prior, and Informed Consent (FPIC) of the affected EM community in the three circumstances described in this ESS.

(f) To recognize, respect, and preserve the culture, knowledge, and practices of the EM community, and to provide them with an opportunity to adapt to changing conditions in a manner and in a timeframe acceptable to them.

27. According to ESS7, the EMPF has been developed for the project. It provides instruction on how to perform a preliminary screening of ethnic minorities, social assessment, identifying mitigation measures, resolving complaints/claims and gender-sensitive issues, and monitoring. The survey results obtained during the project preparation phase indicated the presence of EMs in the project area. EMs will have long-term benefits through investment in the components of the project. However, they can also be negatively affected by land acquisition and/or resettlement. Specific policies and action plans to minimize the potential impact of land acquisition and resettlement will be addressed through the project Resettlement Plan (RP). In addition, the project EMDP has been prepared for the project in accordance with the project EMPF.

3. DESCRIPTION OF ETHNIC MINORITIES IN THE PROJECT AREA

28. Vietnam is considered a multi-ethnic country, made up of 54 ethnic groups. The Kinh ethnic group makes up 85.4% of Vietnam's population, or 78.32 million people. The remaining 53 ethnic groups make up only 14.6% of the country's population (Table 8)[2]. The largest ethnic groups are Kinh (Viet) 86.2%, Tày 1.9%, Thái 1.7%, Mường 7%, H'Mông (Mông) 1%, and others 4.1%. The Viet people mainly inhabit in the Red River delta, the central coastal delta, the MD and major cities.

Table 8: Average population in the country and population of ethnic minorities

No.	Targets	Population (persons)	Percentage (%)
1.	**Average population, in which:**	91,713,345	100.0
	Male	45,234,104	49.3
	Female	46,479,241	50.7
	City	31,131,496	33.9
	Countryside	60,581,849	66.1
2.	**Ethnic minorities, in which:**	**13,386,330**	**100.0**
	Male	6,721,461	50.2
	Female	6,664,869	49.8
	City	1,438,315	10.7
	Countryside	11,948,015	89.3

Source: Human Rights Center for Ethnic Minorities and People in Rural Areas (HRC)

29. Although Vietnam voted in favor of UNDRIP, the government does not recognize ethnic minorities as indigenous peoples. Instead, the government uses the term "ethnic minority" to refer

[2] Research Center for Human Rights of Ethnic Minority and Mountainous People (HRC) 2015, "Population and distribution of ethnic minorities in Vietnam", Accessed in November 2023. Trung tâm Quyền của người dân tộc thiểu số và miền núi (HRC), "Số người dân tộc thiểu số theo địa phương", Truy cập tháng 11/2023

to everyone but the Kinh majority. The focus of the Vietnamese government is on "unity in diversity"[3].

30. There is great diversity in Vietnam's ethnic groups. One minority group, the Hoa (ethnic Chinese), is very well assimilated into Vietnamese culture, and is important in the Vietnamese economy[4]. Because of this, they are not usually considered an "ethnic minority"[5]. Others, such as the Hmong and Nung peoples, have agrarian livelihoods and remain strongly culturally connected to forests[6]. Vietnam's ethnic groups can also be grouped by language. The languages of Vietnamese people can be divided into eight groups: Viet – Muong, Tay – Thai, Mon – Khmer, Mong – Dao, Ka – belt, Nam duc, Han, and Tang[7]. 96% of ethnic minorities speak their mother tongue[8].

31. A number of EMs mastered some farming techniques with rice cultivation in swamped paddy fields, which involved irrigation and other hunting, fishing, and collecting practices.

32. Vietnam's policy of not discriminating against EMs is evidenced by the establishment of the MOERA, under the National Assembly. The Constitution (2013) provides legal and institutional frameworks to protect EMs and ratifies their distinct languages as one of the aspects of cultural diversity and identity. In the province, the Department of Ethnic and Religious Affairs (DOERA) is responsible for all activities related to EM people to ensure equal access and participation in Government policies and investments within the province. This has been the case when for example EMs received preferential treatment for accessing college admission and to benefit from other social programs and subsidies (e.g. cooking oil, provision of iodized salt, among others).

33. The government, multilateral and bilateral agencies, and NGOs have organized numerous development and special assistance programs that target EMs. Yet EMs in Vietnam are severely disadvantaged if compared with the rest of the country. The poorest EMs remaining are harder to reach, facing challenges due to isolation, limited assets, low levels of education, poor health status. EM poverty is a growing and persistent challenge. According to the latest poverty line data, 66.3 percent of EMs are poor compared to only 12.9 percent of the Kinh population (WB, 2012). There are many reasons for the pervasive poverty of EM groups in Vietnam. Such as dealing with population growth, depletion of natural resources, and cultural dislocation resulting from decades of imposed change.

3.1. Ethnic minorities in the project area

34. The MD is home to various ethnic groups, including the Kinh (88.8%), the Khmer (8%), the Chinese (Hoa) (1.8%), the remainder are Cham people and other smaller groups. The ethnic minority (EM) people are unevenly distributed. The total population of EM in the MD in 2019 is 1,787,450 people out of a total population of 17,445,900 (accounting for 10.2%), of which the

[3] Vietnam Government Portal, "Vietnam culture overview", Accessed in November 2023
[4] Hai-Anh H. Dang 2010, "Chapter 8: Vietnam – A Widening Poverty Gap for Ethnic Minorities" in book "Indigenous Peoples, Poverty and Development", Accessed on October 2018 Đặng Hải Anh 2010.
[5] Ibid
[6] International Work Group for Indigenous Affairs (IWGIA), "Indigenous peoples in Vietnam", Accessed on October 2018.
[7] Vietnam's Government Portal, "Ethnic groups in Vietnam", Accessed in November 2023.
[8] PhD. Phung Duc Tung, PhD. Nguyen Viet Cuong, PhD. Nguyen Cao Thinh, Nguyen Thi Nhung, and Ta Thi Khanh Van (2017),"Overview of social economic situation – Results from analyses of the survey on the socio-economic situation of 53 ethnic minorities in 2015", Accessed in November 2023.

number of Khmer is 1,428,848 (79.94%), Chinese is 316,460 (17.66%), and Cham and other smaller EM groups is 42,140 (2.36%) [EMPF of the project, 2020].

35. During the preparation of the EMDP, the E&S consultant utilized the screening form (Appendix 1) to confirm the presence of EM communities in the project area and to identify risks associated with the project intervention during the compilation of the EMDP. The screening results showed that the total population of EM (Khmer and Chinese) in the project area is 2,439 people out of a total population of 10,362 people (accounting for about 23.54%), of which Khmer people is 2,431, accounting for 23.46% of the total population in the area. According to the IOL, there are 16 Khmer households whose partial land are affected by the land acquisition for the project. For the remaining EM households, there are no significant negative impacts on their land, income/livelihood, except for temporary impacts during the construction phase. All EM people in the project area will benefit from the project after its works are completed (*Table 9 and Table 10*).

Table 9: Population of EMs (people) in the project area

No.	Communes	Total population	Kinh population	EM population
1.	Binh Giang	7,599	5,628	1,971
2.	Binh Son	2,763	2,295	468
	Project area	**10,362**	**7,923**	**2,439**

Source: Hon Dat District Statistic Office, 2023 (before the merger).

Table 10: Number of EMs affected by the project

No.	Communes	Positive impacts (persons)				Negative impacts (HHs)			
		Chinese	Khmer	Other	Total	Khmer	Chinese	Other	Total
1.	Binh Giang	0	1,963	8	1,971	65	0	0	65
2.	Binh Son	0	468	0	468	0	0	0	0
	Project area	**0**	**2,431**	**8**	**2,439**	**65**	**0**	**0**	**65**

Source: Results of the EM screening in the project area in December 2023.

3.2. Economic, cultural, and social characteristics of EMs in the project area

36. As mentioned above, the screening results in the project area showed that mainly Khmer people are affected by the project. As a result, a social assessment (SA) was conducted in the project area to get information about the economic, cultural, and social characteristics of EMs.

3.2.1. Objectives of the Social Assessment

37. In accordance with the Bank's ESS7, a social assessment (SA) is an investigation into the potential impacts of Bank-funded project activities on the livelihoods, land, and culture of EMs residing in the project area. The purpose of the SA is to ensure if there is any potential adverse impact as a result of the project, appropriate measures are in place (prior to project implementation) to avoid, mitigate, and minimize such potential adverse impacts, or to compensate for the affected population, if unavoidable. The SA also aims to explore, based on the understanding of EM's cultural, and socio-economic characteristics of the EM communities, possible development

activities that the project can implement (in relation to the project objectives) to ensure EM people in the project area receive socio-economic benefits that are culturally appropriate to them.

38. The necessary steps to perform the SA are provided in Table 11.

Table 11: Potential Social Assessment Steps

Social Assessment Task	Responsibility	Timing
Screening for EM affected by the Project activities	E&S Consultant, PPMU social specialist, in consultation with WB and national and local EM experts	As soon as the project sites are known
Secondary data collection on EM communities in the project area	E&S Consultant	
Focus group discussion (Initial consultation) to analyze potential adverse impacts, their magnitude, and likelihood (at project sites)	E&S Consultant, Social Specialists, Binh Giang and Binh Son communes, and Provincial authorities	As soon as the project sites are known
Follow-up household (semi-structured) interviews to understand the impacts at the household level	E&S Consultant	Before finalization of the Project
Focus group discussion to validate adverse impacts, and begin the EMDP discussion (at project sites)	E&S Consultant, Social Specialists	Prior to the finalization of the Project
Preparation of the project SA report	E&S Consultant, Social Specialists	Prior to the finalization of the Project

3.2.2. Methods applied for Social Assessment

39. In a nutshell, a social assessment is a series of activities that are carefully designed and conducted to produce the above-mentioned outcome. The most significant aspect of the SA exercise is the consultation process with EMs in the project area to collect related information, analyze data, and create the EMDP report. Consultation should be conducted as a series of meetings with EMs at various phases of the project cycle to ensure that potential impacts and risks are forecasted as accurately as possible. As a good practice, the EMDP will be prepared based on meaningful consultations and SA results to ensure that the project will provide culturally appropriate benefits to EM people. Before consulting with the EMs, it is necessary to provide them with precise and sufficient information on the project. Furthermore, potential impacts, if expected by the project owner, shall be communicated to EMs in order for them to understand the nature and scale of the project's impacts and risks on their income generation activities and livelihoods.

40. It is necessary to implement consultation methods that are tailored to the specific EM group to obtain feedback from them that is both valid and reliable. Vulnerable groups, including those living below the poverty line, the landless, the elderly, women, and children, must be given special consideration when consulting EMs. Before project appraisal, it's crucial that broad community support for the project implementation be obtained.

3.2.3. Data collection and analysis

41. There are two types of data that need to be collected for the SA of the project. Data that are already available about the affected/target EM population are secondary data. These data could be readily available from local government reports, statistic books, books, newspapers, and peer-review journals. The E&S consultant checked if such secondary data were sufficiently available so as not to duplicate the data collection effort. Experience shows that data specific to the household level are typically not readily available. Primary data, therefore, were obtained from the affected population through household surveys/visits, or through focus group discussions using appropriate interviewing techniques. Besides, due to the number of affected people is likely to be small, therefore, the focus group discussions (FDGs) have been applied to collect information.

42. When conducting the SA to develop the EMDP, the following information has been collected from both secondary and primary sources:

(i) General socio-economic data of the potentially affected EM population specify key demographic data on household composition, gender-differentiated data on income streams and occupations, education, health status, etc.

(ii) Key cultural traits of EM groups;

(iii) Types of income generation activities, including income sources, disaggregated by their household member, work season, include land and productive assets;

(iv) Annual natural hazards that may affect their livelihood and income-earning capacity;

(v) Common pool resources, production and livelihood systems, and tenure systems that EMs may rely on;

(vi) Community relationship (social capital, kinship, social network, etc.)

(vii) Potential (positive and adverse) impact of the project on their livelihoods;

(viii) Preferences of EMs for support in development activities to be funded by the project.

3.2.4. Investigation scale

43. Socio-economic information of affected households is indicated through the inventory of losses (IOL) conducted from January and February 2024 and the Socio-economic survey (SES) conducted from February 2024. A total of 78 EM households (315 people) were selected for socio-economic surveys, including 100% of EM household (HH)s affected by the project and 10% of other EM households in the project area.

Table 12: Investigation scale for social surveys on EMs in the project area

No.	Communes	Surveyed EM households		
		Benefited HHs	Affected HHs	Total
1.	Binh Giang	50	16	66
2.	Binh Son	12	0	12
	Total	**62**	**16**	**78**

3.2.5. Results of the Social Assessment

3.2.5.1. Cultural characteristics of Khmer people

44. The Khmer communities' basic characteristics are based on rural communities. Their community organization is most likely similar to the Kinh people in terms of cultivation and living places, and social institutions. The production patterns of most of the population are regulated by local authorities' plans. They have their own language, cultural traditions, beliefs and rituals, and way of life, yet they are also socially integrated with the Kinh people in many fields. Also, most of their children study with the Kinh people. Also, most of their kids go to school with Kinh kids. They also take part in most of the same cultural events and share economic opportunities and public benefits with the Kinh people.

45. **Cultural life**: Khmer pagodas serve as cultural and social gathering places. There are several monks (named "Ong Luc") and the head monk in each pagoda. Before they grow up, young Khmer often go to pagodas to study and temper their virtue and wisdom. People are taught production skills and the Khmer language in pagodas.

46. Khmer people alternate with Kinh and Chinese residents in "phum", "soc", and hamlets. Furthermore, they integrate with Kinh. They have a very unique artistic culture and a lot of rituals. Drum, trumpet, and flute bands are frequently found in their large pagodas. Every year, they celebrate a variety of festivals and national holidays, including "Chon Cho Nam Tho May" (new year festival), Buddha's birthday, "Don Xa" ceremony (amnesty for dead victims), "Ooc bom booc" (worshiping the moon).

47. **Religion**: The Khmer people practice Buddhism. Furthermore, they believe in Neak-ta (a deity that protects "phum-soc" and families), which is embedded in their traditional culture.

3.2.5.2. Relationship of ethnic minorities with the community

48. In the project area, Kinh people and EM people live together and get along well. They learn from each other about production experience. In the same administrative organization, there are both Kinh people and EM people serving as officials. In the same school, there are both ethnic minority students and Kinh students, as well as ethnic minority teachers and Kinh teachers. In hamlet or commune organizing meetings, ethnic minorities and Kinh people participate together. In sports competitions, and cultural exchanges, ethnic minorities and Kinh people compete together.

3.2.5.3. Survey results of socio-economic conditions of EMs in the project area

a). Household member characteristics

49. According to household survey data, the average members of EM households are 4 people (from 3-5 persons per household, including parent and children). The Khmer in the project communes married in the same neighborhood or commune. Their family structure is primarily small and nuclear, with the wife, husband, and children having an important role. In addition, extended families of 3 to 4 generations live together, which is common in the "kinship phum" family structure.

b). Language

50. The Khmer people speak a language called Mon-Khmer. In addition, in the project area, Khmer people can use Vietnamese to talk to each other.

c). Economic activities

51. Although they rely mostly on wet rice cultivation, a vast percentage of Khmer people are landless and have to work for others. Besides, a portion of the Khmer population lacks access to scientific and technological breakthroughs in agricultural production, resulting in lower-than-average regional productivity. Furthermore, they engage in activities such as fishing, weaving, sugar production from "thot not" trees (palmyra), and pottery.

d). Occupation

52. According to survey data, agriculture accounts for 74.64% (156 HHs) of household income, followed by hired laborers 13.4% (28 HHs), 9,09% traders (19 HHs), and state officers and workers (1.44%, 3 HHs). See details in *Table 13*.

Table 13: Occupation of ethnic minority households in the project area

No.	Communes	Occupation (people)					
		Agriculture	Hired labors	State officers	Business	Workers	Total
1	Binh Giang	200	35	4	24	5	268
2	Binh Son	35	6	1	4	1	47
	Total	**235**	**41**	**5**	**28**	**6**	**315**
	Percentage (%)	**74.6**	**13.0**	**1.6**	**8.9**	**1.9**	**100.0**

Source: Results of the social-economic survey of EMs, January 2024.

53. The main livelihood of ethnic minority people is still agriculture, in which rice, vegetable crops are popular. Therefore, the issue of ensuring the irrigated water source is not saline is what EMs really want, especially important for agricultural production in the project area.

e). Education

54. Roughly 93.3% of the surveyed households have completed elementary school or higher. The percentage of the population enrolled in elementary school stands at 59.33%, which is higher than any other educational level. Only 1.44% of the people surveyed have an intermediate or higher level of proficiency. The illiteracy rate is 6.7%, which is significantly greater than the 0.89% rate among Kinh people. This figure is primarily concentrated among the elderly above the age of 60. Up to 30.42% of cases of dropping out of school were caused by economic conditions (*Table 14*).

55. It can be seen that the educational level of EMs is very low. Low education has limited the acquisition of scientific and technical knowledge, lowered the efficiency of the project's livelihood initiatives, and hampered the implementation of state economic development policies. Therefore, it is critical to prioritize education development and improvement for economic development, hunger elimination, and poverty reduction for EMs.

Table 14: Education of ethnic minority households in the project area

No.	Communes	Education level (people)					
		Illiterate	Primary school	Secondary	High school	College/ University	Total
1	Binh Giang	18	159	44	43	4	267
2	Binh Son	3	28	8	8	1	48
	Total	**21**	**187**	**52**	**50**	**5**	**315**
	Percentage (%)	**6.7**	**59.3**	**16.5**	**16.0**	**1.4**	**100**

Source: Results of the social-economic survey of EMs, January 2024.

f). Health care

56. According to the survey results, there were 2 health stations with a total of 12 beds in the project area. The 2 stations met Ministry of Health criteria. The 2 stations employ a total of 21 people, including 2 doctors, 2 pharmacists, 7 physicians, and 3 midwives.

g). Income

57. The survey results show that the average monthly income per capita of 78 surveyed households is 2.36 mil. VND. In which, the average monthly income per capita of the poor group in the survey area is 1.14 mil. VND, while that of the middle group is 2.17 mil. VND and the better income group is 3.85 mil VND (Table 15). Thus, compared with the income classification standards of Decree No. 07/ND-CP dated January 27, 2021 applied to rural areas, there is 5 surveyed household as poor, accounting for 6.7%, and 52 households with average income, accounting for 66.7%, and 21 households with a well-off income, accounting for 26.7% (Table 15).

Table 15: Monthly per capita income of PAHs

No.	Components	Poor	Average	Well-off
1	**Project area (*)**	**5**	**52**	**21**
1.1	Binh Giang commune	4	44	18
1.2	Binh Son commune	1	8	3
2.	**The standard for rural areas (**)**	**<1,500,000**	**1,500,000 - 2,250,000**	**>2,250,000**

Note: (*) Results of the social-economic survey of EMs, January 2024; (**) Decree No.07/ND-CP dated January 27, 2021 on multidimensional poverty standard for the period 2021-2025

h). Housing conditions

58. At present, in the project area, all Khmer live in houses that were built on land. Their houses are the 1-floor house with the brick/clay wall and the corrugated iron. A lot of Khmer houses look like Kinh houses. A house is divided into 2 horizontal parts: one for living and one for cooking. The living room is split into 2 long sections. The front middle section has a table and chairs for guests and a glass cabinet with embroidered pillows for decoration and guest comfort. The Buddhist altar is located beyond the guest seating area. In the rest of the house, the room of the wife and husband is situated on the right, while the girl's room is situated on the left. At carnivals, females wear long dresses and skirts while men wear round-neck shirts with two pockets. In

addition, ordinary people wear "ba ba" pants, whereas dignitaries wear "chang". Casual clothes are worn by older women in long dresses and skirts; female teenagers in shirts, or trousers; and men in trousers and "si mai" shirts.

i). Amenities

59. Each household's economic situation has a substantial impact on the value of its assets. Because poor households predominate in the project communes, household means of living are primarily basic, essential, and popular goods such as bicycles, televisions, etc.

60. In general, Khmer residents in project communes have similar access to utilities and services to Kinh people, as follows:

- **Electricity**: Surveys of Khmer households in the project area show that all of them connect to the national power grid.
- **Water**: Khmer households use water from rivers, canals, and sea for production (sea water is used for aquaculture). In addition, they use well water- water supply plants (account for 80%) and tap water (20%) for drinking (Table 16). According to the assessment of local people, the water source is still good, there is no water-related disease.

Table 16: Sources of living water for the surveyed EM households

No.	Communes	Sources of water for living		
		Tape water	Drilled wells	Total
1	Binh Giang	14	52	66
2	Binh Son	2	10	12
	Total	**16**	**62**	**78**
	Percentage (%)	**20.00**	**80.00**	**100**

Source: Results of the social-economic survey of EMs, January 2024.

- **Toilets:** In the project area, 60 Khmer HHs (97.13%) have sanitary toilets, with 15 HHs (19.14%) using septic toilets, 60 HHs (77.99%) using simple toilets, and 3 HHs (2.87%) without having toilets (
- *Table* 17).

Table 17: Type of toilets surveyed Khmer households

No.	Communes	Type of toilets (HH)			
		Septic tanks	Hygienic toilets	No toilets	Total
1	Binh Giang	13	51	2	66
2	Binh Son	2	9	0	12
	Total	**15**	**60**	**2**	**78**
	Percentage (%)	**19.1**	**78**	**2.9**	**100**

Source: Results of the social-economic survey of EMs, January 2024.

- **Waste collection**: Khmer households collect their waste and burn it in their gardens or throw it into nearby canals.

j). Gender issue

61. The husband or grandfather is the head in a Khmer family. However, men in Khmer families are mostly involved in agriculture, communication with outsiders, and welcoming guests. Husband and wife are equally entitled to participate in the remainder of the household's work. It is the women's responsibility to take care of the home, the children, and the family budget. Trading, shopping for expensive things, married off children, doing donation for pagodas, and other important family tasks are talked about together by the husband and wife. Wives help with all aspects of farming, like planting, weeding, harvesting, gardening, bringing water, farming, and fertilizing. Relationships within their families are harmonious and conflict-free. The property ownership regime reflects this equality as well. In addition to the common property created by husband and wife while they were living together. Both spouses have the right to own land that was given to them by their parents' families. In the event of a divorce, instead of dividing the private property, the common property is divided equally.

4. IMPACTS OF THE PROJECT ON ETHNIC MINORITIES AND MITIGATION MEASURES

4.1. Impacts of the Project on Ethnic Minorities

4.1.1. Positive impacts

62. The proposed infrastructure items for shrimp farms in the project area, including connecting roads, the saltwater supply and drainage systems for farming areas, the power supply system, and other related facilities will improve production conditions, increase productivity and product quality of aquaculture in the area, thereby improving the living conditions, income and livelihoods of local residents, including Khmer communities. Especially, there are several Khmer living in the area where the connecting road will be built. However, the current route is a dirt road of poor quality, making movement difficult for locals, particularly Khmer people. As a result, when the road is finished, these Khmer will benefit greatly.

63. Furthermore, many non-skilled local laborers (particularly Khmer) would be hired as construction workers during the construction. This will provide locals with short-term economic options.

4.1.2. Negative impacts

64. The following are some of the potential negative impacts of the project on EMs:

(i) Land acquisition: Construction of the sluices and the road will acquire land of 16 Khmer households.

(ii) Impacts on livelihood: EM households frequently participate in rice cultivation, small-scale business, and aquaculture in the areas where they reside. There, land acquisition or relocation of EM households may result in the permanent disruption of their existing sources of income/livelihood; temporary disruption of commercial activities/jobs and/or impacts on rice cultivation during construction.

(iii) Common construction-related impacts and risks: These include increased levels of dust, gas emissions, noise, vibration, loss of vegetation cover and trees, waste and wastewater generation, water quality reduction affecting aquatic lives, soil erosion sedimentation, and localized flooding risks.

(iv) Presence of migrant workers: During construction time, many workers will come and stay in the project area. This may cause social difficulties, affecting local security and health, especially young EM people.

(v) Inundation: EMs who live in the area where the connecting roads will be improved may have a higher chance of having their homes flooded after the roads are improved because the lanes of the roads may be higher than their homes.

(vi) Risk of land salinization. The agricultural land adjacent to shrimp farms may face risks of salinization due to the saline water for the shrimp farm can permeate through its banks to affect the freshwater sources and land that have been used for crops and trees. Communities may also face the water source contamination and be exposed to water-borne disease, insect-borne disease, and downing possibly resulting from expanding aquaculture farming.

(vii) Increase of water use conflict. Aquaculture activities can use a huge quantity of water for production while discharging its wastes causing water polluted, which leads to a shortage of water for other users. This will become more serious under effects of the climate change with an increased temperature and sea level rise.

(viii) Being left behind in terms of income generation: because raising shrimp under the shrimp-rice model requires large land, budgets, good experience, and capacity to capture the transferred high technology, while the EM often lacks such resources.

4.1.3. Mitigation measures

4.1.3.1. During the preparation phase

- Conducting consultation meetings with related stakeholders: numerous consultations with the local community were conducted throughout the project's preparation phase to mitigate potential negative risks and impacts and establish effective channels of communication.
- Detailing the implementation of inventory of losses, payment, and replacement cost of the project approved by An Giang PPC.
- Collaborating with local authorities to widely disseminate the project and project policies so that the community understands the benefits of the project and how it works.
- Implementing Resettlement plan (RP): Although efforts have been made to avoid land acquisition and resettlement of local people, it is still unavoidable to require the acquisition of land and other assets of the people. At the request of the WB, the project owner has established the RP for the project. This plan reflects how the project will minimize the losses of AHs in the project; and restore their livelihoods by compensating and supporting them. The general objective of the RP is to ensure that all AHs are compensated at the replacement cost of their losses and provide rehabilitation measures so that they can restore their livelihoods - at least as before the project level.

4.1.3.2. During the construction phase

- Measures to minimize generic impacts and risks during construction: Environmental and social codes of practice (ESCOPs).
- Training for contractors on cultural characteristics of construction regulations and behaviors of workers with EM people.

4.1.3.3. During the operation phase

- Notifying the operational procedures of the sluices 15 days before the sluice operation.
- Training to raise awareness for ethnic minority people to help ethnic minority people have access to and participate in the project's livelihood activities.
- Prioritizing EM people to participate in livelihood models of the project.
- Integrating ethnic minority households to participate in technical training with technical training courses of the project.
- Strengthen propaganda in the Khmer language.

5. PUBLIC CONSULTATION AND INFORMATION DISCLOSURE

5.1. Public consultations

5.1.1. Consultation in the Project Preparation Process

65. During the project preparation, one of the purposes of consultation process and regular public meetings is to engage EMs in meaningful consultations and incorporate their results into the Project design. Consultation will allow EMs to express their views and concerns, confirm potential project benefits and ascertain the broad community support. For the Project, a consultation process, tailored to EMs, is designed to ensure compliance with ESS7 as following sections.

66. Consultations with EMs are based on the principle of free, prior, and informed consent to ensure that all proposed activities of the project will receive broad community support from EM groups who may be affected by the project activities.

67. To ensure the participation of women in the consultations, small group discussions have been conducted and scheduled at times and locations of that are most convenient and include the provision of the required support of translators, among others. However, all participants use Vietnamese fluently. The topics will include project information on potential impacts on cultural, customs, traditions, and livelihood practices of EMs, or on their social capital and networks. An Giang PPMU will support and provide space for dialogue and address community aspirations and priorities identified in a participatory manner.

68. During the preparation of EMDP, the project E&S Consultant coordinated with the An Giang PPMU to organize meetings with local stakeholders and local authority to discuss the positive and negative impacts of the project EMs.

69. The consultations with the affected EM people were carried out through group discussions with a small size of 10 to 15 people. Group discussion was an effective means of consultation because it encouraged the sharing and discussion of views and ideas related to the project to get feedback and comments for the draft EMDP. The participants were selected randomly, combined

with purposeful sampling (by each specific group, e.g. affected groups, beneficiary groups) to collect more points of view.

70. There were 4 consultations organized with 183 participants. The list of participants and pictures of the consultation meetings in the project area are provided in Annex 2.

71. The consultation results during the EMDP preparation are summarized in *Table 18*.

Table 18: Summary of consultation results during the project EMDP preparation

No.	Time	Avenue	Participants			Contents	Results	
			Total	Female	Details		Opinions of participants	Response of the project
1	24/01/2024	Headquarter of Ranh Hat Hamlet		15	- Binh Giang CPC - CSOs of the commune - Affected people in Hat and Giong Ke hamlets	- Investment components of the project - Contents of E&S documents: ESIA/ESMP, SEP, LMP, RP, ESCP, EMDP, GAP	- This is a modern project that is being built to meet the needs of future growth, but canals and rivers will still be used to move people and goods in the project area. So, the completed roads should be made to make travel easier and cut down on waterway accidents in the whole area. Also, power lines should be put in place for the whole area instead of the operation of sluices. - The connecting road is severely damaged. People are planning to upgrade the road. So, the construction duration for the connecting road should be notified to the people to be proactive in the road's upgrade. - During operation, the sluices shall be of sufficient quality to prevent the infiltration of saline water into the rice production area. - Constructing on Canal 200 and Don Dong canal during the rice harvest period is not discouraged due to the high volume of boats transporting rice-related supplies along these canals. - Many local businesses have closed, leaving ethnic minorities unemployed. As a result, the project is requested to support loans, vocational training (with a focus on home-based jobs), and a market for local products. - The width and height of the sluices should be suitable for the passage of boats. - Whether the road construction will move households in Ranh Hat hamlet? - Will households affected by the project's land acquisition receive compensation or support?	- The project's budget only covers a 7km road in the area, not other roads. - The road is set to begin in 2026 and will take 2 years to finish. However, the specific construction timeline will be disclosed to the locality shortly. - There will be close supervision of the sluice construction to make sure that it follows the approved detailed design. The sluices will also be regularly checked while it is in use to make sure that salty water doesn't leak into the rice production area. - This opinion is taken into account by the project, and it will be kept in mind during construction to make sure that residents can travel easily. - The comments will be included in the project EMDP. - The sluices of the project have the same vertical clearance as the sluices

No.	Time	Avenue	Participants			Contents	Results	
			Total	Female	Details		Opinions of participants	Response of the project
								currently possessing the maximum vertical clearance. Furthermore, the sluices of the project have a width ranging from 5.5 to 8m. As a result, ship navigation will be facilitated once the project sluices have been completed. - The construction of the road will relocate 4 households in the Ranh Hat hamlet, according to the preliminary inventory of losses. However, this is not the final one. The project will notify affected households once the route has been approved. - Affected households by land acquisition will receive compensation and assistance in accordance with prevailing regulations set forth by Viet Nam, Kien Giang (now An Giang) province, as well as the WB.
2	25/01/2024	Headquarters of Giong Ke hamlet		16	- Binh Giang CPC - CSOs of Binh Giang commune - Affected people in	- Investment components of the project - Contents of E&S	- This is a community development project that comprises building infrastructure for easy movement and aquaculture development. However, our small ethnic community is currently experiencing economic difficulties due to a lack of land for aquaculture growth.	- The project recognizes this opinion and will incorporate it in the project development process.

No.	Time	Avenue	Participants			Contents	Results	
			Total	Female	Details		Opinions of participants	Response of the project
					Giong Ke hamlet, Binh Hoa hamlet and hamlet 4	documents: ESIA/ESMP, SEP, LMP, RP, ESCP, EMDP, GAP	As a result, I propose that once the project is operational, if there are companies specializing in aquaculture in the area, I hope the project will provide opportunities for us to work for these companies (particularly women) so that we can work locally, avoiding the need to travel far and allowing women to care for their families while earning money. - The natural conditions of the area don't allow for small poultry like chickens and ducks. So, techniques and breeds of large animals like buffalo, cows, and pigs were asked for by the EM so that they could increase output and generate income - Will the construction of Binh Giang 1 road affect our land and houses? If so, are we entitled to any compensation and support? The project will build sluices to bring saltwater in for aquaculture, will there be a shortage of fresh water for rice production and daily life? In addition, currently in our area there is a shortage of clean water for domestic use. Therefore, let me know if there are any items in the project to support the water supply for daily life?	- The project recognizes this opinion and will consider it during the implementation of the project. - The construction of saltwater supply drains for aquaculture still ensures the supply of fresh water for rice production. However, the project does not invest in clean water supply for daily life. - The construction of Binh Giang 1 road will have an impact on land, houses, and other structures on the land. All impacts on land, houses, and structures will be compensated and supported per current policies of Vietnam in general and Kien Giang (now An Giang) in particular.
3	26/01/2024	Binh Son Commune People's Committee		50	- Binh Giang CPC - CSOs of Binh Giang commune - Affected people	- Investment components of the project - Contents of E&S documents: ESIA/ESMP, SEP, LMP, RP, ESCP, EMDP, GAP	- I have read many documents talking about the impacts of climate change to 2050 (La Nina, El Nino...). Rice production may remain effective now, but under the influence of climate change in the future, transitioning to shrimp farming may be necessary. Therefore, I fully support the project. - Water transport in the construction area of 2 sluices: ▪ Vam Ray 1: The canal segment, where is now deposited, resulting in less boat traffic. Dredging is required.	- The project would like to thank you for supporting the implementation of the project. - The comments on the dredging of the Vam Ray 1 sluice construction area will be shared with relevant agencies. - It is easy to shift from rice

No.	Time	Avenue	Participants			Contents	Results	
			Total	Female	Details		Opinions of participants	Response of the project
							▪ Vam Ray 2: only a few boats travel during the rice harvest period. - When the project is completed, is it easy for us to shift from rice cultivation to shrimp farming? - The family owns very little land (1-2 acres), is currently raising rice, and lacks the resources to invest in shrimp farming. As a result, there is fear about not having enough land for shrimp farming and even having to borrow money for it. There is also concern that if the shrimp farming fails, the land title will be at risk. I'd like to know if the project gives finances to develop such a model, or if borrowing without payback would result in the loss of land title. - Request the project to consider technical support for shrimp farming, hatcheries, feed, etc. for EM so that we can transition to shrimp farming. - This is a freshwater production area, and my family is poor. As a result, when I create the sluices to provide saline water, I'll need to purchase freshwater storage equipment. I wonder if the government offers loans for this purpose.	cultivation to rice-shrimp farming. - During the implementation process, the project will pay attention and bring ethnic minority households to participate in demonstration models if they need - The project will take note of this opinion and will consider supporting EM if they need to shift to shrimp - rice farming. - The construction of sluices still ensures fresh water sources for rice farming households and no need to buy equipment to store freshwater

5.1.2. Consultation during the project implementation stage

72. Conducting consultations with EMs during the project implementation aims to collect and document information regarding their specific requirements and challenges, as well as to identify potential additional or other forms of support. The Project Owner will hire an Independent Monitoring Consultant (IMC) to create consultation protocols and lead counseling to guarantee that consultations will be held in a suitable place and in a timely manner.

73. Furthermore, the consultation should be conducted in an appropriate manner that EMs and other vulnerable groups can access, as well as creating a friendly and honest environment free of outside interference or threats.

74. The consultation process should ensure that the affected EM communities:

(i) Broadly understand the objectives of the project;

(ii) Are aware of the project's benefits and believe that the benefits are suitable for their culture;

(iii) Have had sufficient opportunities to identify their priorities and limitations related to compensation, resettlement, and environmental issues.

75. During the project implementation phase, EMs will be consulted in all the project activities that may have potential positive or negative impacts to them. All efforts will be made to engage EMs in the planning, design, implementation, and monitoring of measures to increase the benefits and avoid negative impacts from the project. A meaningful consultation process is provided in *Table 19*.

Table 19: Potential Meaningful Consultation Steps applied for the Project

Meaningful Consultation Task	Responsibility	Timing
Identify key stakeholders at the provincial and affected community levels	Project E&S Consultant	As soon as the project sites are known
Disclose information on the project at least 2 weeks in advance of initial meeting	An Giang PPMU	As soon as the project sites are known
Initial information meeting on the project and its potential impacts (could also double as the initial focus group discussion for SA) to ensure early engagement	EMDP/SA Consultant, PPMU, Binh Giang and Binh Son communes and Provincial authorities	Prior to finalizing the project design
Document stakeholder feedback on the initial project proposal	EMDP Consultant	Prior to finalizing the project design
Revise the project and prepare the EMDP based on the initial consultation	EMDP/SA Consultant,	Prior to finalizing the project design
Present again the project proposal, along with the EMDP at a follow-up meeting	EMDP/SA Consultant, PPMU, Binh Giang and Binh Son communes and Provincial authorities	Prior to finalizing the project design

Meaningful Consultation Task	Responsibility	Timing
Finalize the project proposal, along with EMDP, and re-disclose locally	PPMU and EMDP Consultant	Prior to the project implementation
Conduct the follow-up on (possibly) meetings at the community level	PPMU, Binh Giang and Binh Son communes and Provincial authorities, and the Contractor	During the project implementation

76. The PPMU will be responsible for ensuring the participation of the community through Binh Giang and Binh Son CPCs, community groups/associations, local leaders and EM leaders, Women Union and Fatherland Front, and local agencies. It is essential to invite local people to participate in meetings, including women, to know their views on project activities and identify the positive and negative impacts on their lives from the project.

77. The PPMU will have regular meetings with project CPCs, women's associations, village heads, and local communities to ensure that all project parties are fully aware of and understand the Project's contents. The purpose of the consultation is to be meaningful participation. Hence, the affected EMs could influence the design of the project to reduce negative impacts, increase positive impacts, and influence the mitigation measures selected. They are also given information about the Project GRM for grievance redress. The PPMU will work with the DOERA and commune officers in charge of EMs to ensure that all effects are identified and addressed.

78. During the consultation process, the PPMU will inform the EM people about the Project's size, potential impacts on their livelihood, environment, and natural resources, and their rights. When there is a difference or conflict between EMs and the PPMU, the PPMU will need to work with mediators (typically a mediation committee[9]) to develop a mediation and negotiating strategy to resolve those differences/conflicts. Negotiation entails mutual respect for cultural differences, discussion of the subject with the legitimate representatives of the EMs, adequate time to make decisions, and a willingness to compromise and record results. The WB will not finance project activities unless there is evidence of board community support. The evidence comprises the entire process, including requests for meetings (written invitation letters, radio clips, etc.); a list and signature of participants, with representation of women; meeting photos; a meeting minus; issues raised and solutions.

79. It should be noted that many EMs in Vietnam, especially women and the elderly, have limited Vietnamese reading skills. Educational attainment and literacy capabilities of affected EM communities will be determined through social impact assessment. These methods and methods of suitable communication/media for culture and gender will be used to eliminate communication barriers. This may include translation of documents into ethnic languages, using interpreters in community meetings, greater use of communication methods with visual aids in EM communities with high illiteracy or low educational qualifications, and holding separate meetings for women and men according to local cultural traditions in the necessary places.

[9] Normally, members of mediation committee include Representatives of Fatherland Front, Department of Ethnic and Religious Affairs and 1-2 reputable people in ethnic minority communities.

5.1.3. Implementation of Free, Prior and Informed Consent (FPIC)

80. There is no universally accepted definition of FPIC. Hence, for the intent of this ESS, the FPIC is defined as follows:

(i) The scope of FPIC applies to project design, implementation arrangements and expected outcomes related to risks and impacts on the affected Local EM Communities;

(ii) FPIC builds on and expands the process of meaningful consultation described in ESS10 and the above sections, and will be established through good faith negotiation between the PPMU and affected Local EM Communities;

81. FPIC is only applied for the project, it may only be because of "adverse impacts on land and natural resources subject to traditional ownership or under customary use or occupation". Such impacts will be specified during the Social Assessment.

82. As required in ESS7, the project must ensure the implementation of free, prior, and informed consultation, promoting the participation of EMs in the promulgation of information during the cycle of the project. The purpose of the implementation of free, prior, and informed consultation is to determine whether the project activities have received collective support from the community or not. In case the project has negative impacts, it is important that the affected EMs fully and clearly understand these impacts so that they can provide practical feedback on how to avoid/minimize/mitigate those effects and the arrangements for compensation in the event of an unavoidable negative impact and risk.

83. EM communities need to determine their suitable representations. Most affected EMs consider these individuals to be the legitimate authorities with the authority to make decisions regarding collective support. The selection of representatives may adhere to a culturally sensitive procedure specific to the respective EMs. This may involve an assembly format, a referendum, tribal chiefs, or a council of elders, among others.

84. Table 20 provides step-by-step guidance on how to decide to consent to the project.

Table 20: Potential FPIC Steps

FPIC Task	Responsibility	Timing
Identify key stakeholders at the provincial and affected community levels	E&S Consultant	As soon as the project sites are known
Disclose information on the project at least 2 weeks in advance of the initial meeting	An Giang PPMU	As soon as the project sites are known
Initial information meeting on the Project and its potential impacts and risks. If these impacts and risks include those requirements, FPIC, then, use the meeting to (i) determine how the communities' consent will be established; and (2) how good faith negotiations will be conducted	E&S Consultant, PPMU, Binh Giang and Binh Son Communes, and Provincial Authorities	Prior to finalizing the project design
Document stakeholder feedback on the initial project proposal	EMDP Consultant	Prior to finalizing project design

FPIC Task	Responsibility	Timing
Follow additional steps for good-faith negotiations agreed during the initial meeting, if required.	E&S Consultant, PPMU, Binh Giang and Binh Son Communes, and Provincial Authorities	
Revise the project and prepare the EMDP based on good faith negotiations	E&SConsultant,	Prior to finalizing project design
Present again the project proposal, along with the EMDP at a follow up meeting, and secure an agreement that can be considered consent based on good faith negotiations	E&S Consultant, PPMU, Binh Giang and Binh Son Communes, and Provincial Authorities	Prior to finalizing the project design
Finalize the project proposal, along with the EMDP, re-disclose locally, and present at event (e.g. designated committee meeting, elder meeting, community referendum meeting) for securing collective support (FPIC)	E&S Consultant, PPMU, Binh Giang and Binh Son Communes, and Provincial Authorities	Prior to project implementation
Conduct follows on (possibly) meetings at the community level	PPMU, Binh Giang and Binh Son Communes, Provincial authorities and the Contractor	During Project implementation

85. The results of the consultation should be communicated to the affected EMs so that both the E&S consultant team and the EM people may validate the results of the consultation process and, if necessary, fine-tune the proposed actions. It is also crucial to provide consultation input in cases where adverse impacts and risks to the EMs have been identified (from the SA) and discussed with the EM people throughout the consultation process. Feedback to affected people could be provided through community meetings, which would be conducted in a way similar to the FPIC standard.

86. The agreement actions required to implement the agreements reached between the PPMU and the affected Local EM Communities will be included in the Project Environmental and Social Committment Plan (ESCP).

87. Agreements reached between the PPMU and affected Local Ethnic Minority Communities will be described, and actions necessary to accomplish agreements will be included, in the ESCP. During implementation, the PPMU will ensure that necessary actions are taken, and agreed benefits or improvements to services are delivered, so as to maintain Local Ethnic Minority Communities' support for the Project.

5.2. Information disclosure

88. Once accepted by the Bank, the EMDP shall be disclosed locally in an accessible place and a form and language/ communication understandable to the EM people as well as other Project stakeholders. Copies of the EMDP (in Vietnamese and EM languages, if necessary) will be available at the CPC offices and/or at the accessible places to the EMs. The EMDP will also be disclosed on both the WB and PPMU's websites.

89. Prior to disclosure, with translation into the local language, the EMDP will be approved by An Giang PPC and endorsed by the WB. For any changes made to the instrument after disclosure, the same clearance and disclosure protocols will be followed.

90. The views of EM people in consultation meetings will be recorded in the minutes of the meeting. At the same time, the content of all regular meetings between the PPMU and EM leaders or representatives will be recorded. All concerns of the people involved will be recorded in this way to incorporate them into the planning process for the Project and used in the implementation process to regulate the activities of the Project. Any concerns, requests, or complaints raised in meetings or other consultations will be documented in the same way.

6. PROPOSED DEVELOPMENT OF ACTIVITIES FOR ETHNIC MINORITIES

6.1. Support livelihood activities and create more employment opportunities for EMs

91. According to the IOL results, the project acquires permanently land of 16 EM HHs. In addition, the project construction is anticipated affecting rice cultivation of local people in the project area in general and some EM households in particular. As a result, the following measures are proposed to mitigate these impacts and increase EM income:

- Conduct public consultations with the participation of EMs and provide timely notice of construction activities so that they can be proactive and make suitable agricultural arrangements.
- EM people are encouraged to participate in agricultural and aquaculture development program (30–50% of EM households will join these programs if they need).
- Microcredit programs managed by the Farmer's Union and the Women's Union will be made available to EMs in need of funds to invest in production activities.

92. Moreover, when the project is completed, the transition to shrimp – rice model will be implemented in the entire project area. This model requires large land, budgets, good experience and capacity to capture the transferred high technology. However, the EM often lack such resources, leading to being left behind in terms of income generation. So, the following measures are proposed to mitigate the impacts:

- Training to raise awareness for ethnic minority people to help ethnic minority people have access to and participate in the project's livelihood activities.
- Prioritizing EM people to participate in livelihood models of the project.
- Integrating ethnic minority households to participate in technical training with technical training courses of the project.
- Strengthen propaganda about the model and the successful model in Khmer language.

6.2. Awareness raising for EMs

93. EMs will be at risk of getting a sexually transmitted infection, such as HIV/AIDS, as well as traffic accidents during construction and operation. As a result, mitigation measures are proposed as follows:

- Contractors raise their workers' awareness on infectious and sexual diseases, as well as safe sexual contact.

- Contractors make sure that their vehicles don't drive during rush hour and adhere to all transportation regulations.
- Social evils prevention methods for EM communities (especially EM women) shall be provided by training (in combination with public consultations) or/and loudspeakers to ensure their protection against these diseases.
- EM community's awareness on the project, project policies will be raised at public consultations to ensure that they engage in the project.

6.3. Employment policies for EMs

- Employment opportunities will be created for EMs during construction (about 5-10% of project workers are EMs). It is critical to disseminate local recruitment information to EM groups as soon as possible to gain their support and acceptance of the project. It enables the project to proceed without major obstacles.
- Training on labor rights will be provided to the EM workers, especially female workers.
- Priority will be given to EMs in training and recruitment, regardless of gender. The project will work on 2 major aspects at the same time: (i) give training to integrate EMs into the local labor market; (ii) changes in recruiting language to create equal chances for men and women, removing traditional misgivings about EM people's abilities, particularly women. EM people, especially women, should be given the most attention.

94. Activities for the development of EMs are summarized in *Table 21*.

Table 21: Summary of development activities for EMs of the project

No.	Impacts	Measures	Responsibility
1	Impacts due to land acquisition	- Proper consultation. - Compensation, support, and assistance will be paid to affected EM households. The details are given in the project RP. - Timely announcement of construction activities so that EMs can be proactive and have appropriate plans for rice cultivation. - Technical training in agricultural and aquacultural production for EM households who have a desire for agricultural and aquacultural production development and techniques. This activity aims for 30-50% of EM households in the project area to join in the training if they want. - Credit - loan programs, managed by the Women's Union, Famers' Union, and An Giang Social Policy Bank will be provided to EM households if needed.	- Implementers: PPMU, consultants and CPCs, Mass organizations (Women's Union, Farmers' Union), Agriculture Extension Center for training on agriculture and aquaculture - Participants: 30-50% EMs in the project area. - Funding source: EMDP budget.
		- Create more employment opportunities for EMs during construction (About 5-10% of project workers are EMs)	- Implementers: Contractors - Participants: Contractors, EMs. - Funding source: contract budgets.
2	The risk of contracting sexually transmitted	- Raising workers' awareness of infectious and sexual diseases and safe sexual contact. - Contractors make sure that their vehicles don't drive during rush hour and adhere to all transportation regulations.	- Implementers: Contractors - Participants: Contractors, workers, CSC, and workers - Funding source: construction

No.	Impacts	Measures	Responsibility
	infections, such as HIV/AIDS, and traffic accidents during construction		contracts – PPMU assigns staff to address EMDP, including monitoring the implementation of EMDP and supervising contractors to ensure that the issues are well managed.
		– Training on social evils prevention methods for EM communities (especially EM women) via public consultations or/and loudspeakers to ensure their protection against these diseases. After the training, the EMs in the project area will understand well social evils, and safety solutions.	– Implementers: PPMU, consultants, and CPCs – Participants: EMs in the project area (with the participation of about 30 - 50% of EM households in the project area). – Funding source: EMDP budget
3	Child abuse, low wages for EMs, EM women of the same works	– Contractors are required to provide job opportunities to EM people and EM women. The payment rate paid to EM workers, especially EM women should be the same as the rate paid to other workers. – The EM workers including EM women workers will be provided/trained will be trained in their labor rights.	– Implementers: Construction contractors, PPMU – Participants: Contractors, EM workers – PPMU assigns staff to address EMDP, including monitoring the implementation of EMDP and supervising Contractors and to ensure that the issue is well managed.
4	The knowledge of project information and policies is still inadequate.	– Conducting project awareness-raising campaigns, as well as EM consultation and participation in all stages of the project, from planning and preparation to execution, monitoring and evaluation. – Providing project information and policies to EMs via public consultations or/and radio.	– Implementers: PPMU, consultants and CPCs – Participants: EMs (with the participation of about 20% of EMs in the project area). – Funding source: EMDP budget
5	Being left behind in terms of income generation when the project completion	– Training to raise awareness for ethnic minority people to help ethnic minority people have access to and participate in the project's livelihood activities. – Prioritizing EM people to participate in livelihood models of the project. – Integrating ethnic minority households to participate in technical training with technical training courses of the project. – Strengthen propaganda about the model and the successful model in the Khmer language.	– Implementers: PPMU, consultants and CPCs – Participants: EMs (with the participation of about 20% of EMs in the project area). – Funding source: project budget

95. During the detailed measurement survey and detailed design of the project, the development needs of EMs and their other necessary needs will be re-evaluated to make sure that the activities planned for them are carried out properly.

7. GRIEVANCE REDRESS MECHANISM

96. The grievance redress mechanisms (GRM) under the Project will be two-tiered: one internal to the communities concerned and the other, involving third-party/external mediation. For the Project, a Grievance Redress Committees will be established from villages to provincial levels built on the existing structures consisting of concerned departments, mass organizations, women and ethnic representatives. At the village level, community-based co-management will complement in the existing grievance mechanisms that will be chaired by elder and/or spiritual/tribal leaders, which are largely acceptable to local communities, particularly the ethnic minority groups. The make-up of the community-based grievance resolution will be agreed upon during the consultation process and outlined in the EMDP.

97. The GRM will be applied to persons or groups that are directly or indirectly affected by the Project, as well as those that may have interests in the project and/or can influence its outcome -- either positively or negatively. The project will provide training and support to strengthen these existing structures for effectively and collectively dealing with possible grievances that may arise during the project implementation. All complaints and grievances must be properly documented by the PPMU, with copies being filed at the commune and province levels.

98. If the affected EM people are not satisfied with the process, compensation or mitigation measures, or any other issue, the EM themselves or EM representatives or village leaders can lodge their complaints to the PPC or the PPMU following the GRM established in the EMDP. All grievances will be addressed promptly, and in a way that is culturally appropriate to the affected EM people. All costs associated with EM's complaints are exempt from EM complainants. The PPMU and IMC are responsible for monitoring the progress of the resolution of EMs' complaints. All cases of complaints must be recorded in PPMU's files and be reviewed regularly by the IMC.

99. If the community-based mechanism fails to find an agreement, the GRM established based on Vietnam's laws will be applied. The mechanism of complaint and grievance resolution steps are as below:

- *First Stage – At Commune People's Committee (CPC)*: An aggrieved APs may bring his/her complaint to the One-Stop Shop[10] Department of the CPC, in writing or verbally. The member of the CPC at the One-Stop-Shop Department will be responsible for notifying the CPC leaders about the complaint for solving. The Chairman of the CPC will meet personally with the aggrieved APs and will have 30 days following the receiving date of the complaint to resolve it. The CPC secretariat is responsible for documenting and keeping files of all complaints handled by the CPC.
- *Second Stage - At Provincial People's Committee (PPC):* If after 30 days the aggrieved PAP does not hear from the CPC, or if the PAP is not satisfied with the decision taken on his/her complaint, the PAP may bring the case, either in writing or verbally, to any member of the PPC or lodge an administrative case to the People's Court for solution. The PPC has 45 days within which to resolve the complaint to the satisfaction of all concerned. The PPC secretariat

[10] One-stop shop is a division receiving and responding all results relating to administrative procedure settlement. It performs the tasks and authorization of guiding, receiving, handling or transfer dossiers of settlement, return results of administrative procedures settlement, monitor, supervise and evaluate the resolution of administrative procedures for organizations and individuals (according to the Decree No.61/2018/ND-CP dated April 23,2018).

is also responsible for documenting and keeping files of all complaints that it handles. Affected households can also bring their case to Court if they want.

- *Final Stage - Court of Law Decides:* If after 45 days following the lodging of the complaint with the PPC, the aggrieved PAP does not hear from the PPC, or if he/she is not satisfied with the decision taken on his/her complaint, the case may be brought to a court of law for adjudication. The decision by the court will be the final decision. Decisions on solving the complaints must be sent to the aggrieved APs and concerned parties and must be posted at the office of the People's Committee where the complaint is solved. After three days, the decision/result on the solution is available at the commune level, and after seven days at the province level.

100. To ensure that the GRM is put into practice and approved by the Project's affected ethnic minority people, the mechanism should be consulted with local and community authorities when considering and evaluating culturally specific elements as well as traditions and cultural systems affecting the arising and settlement of complaints/grievance. If the goals and efforts of the ethnic minority people are taken to determine and decide how to solve the problems for them to accept.

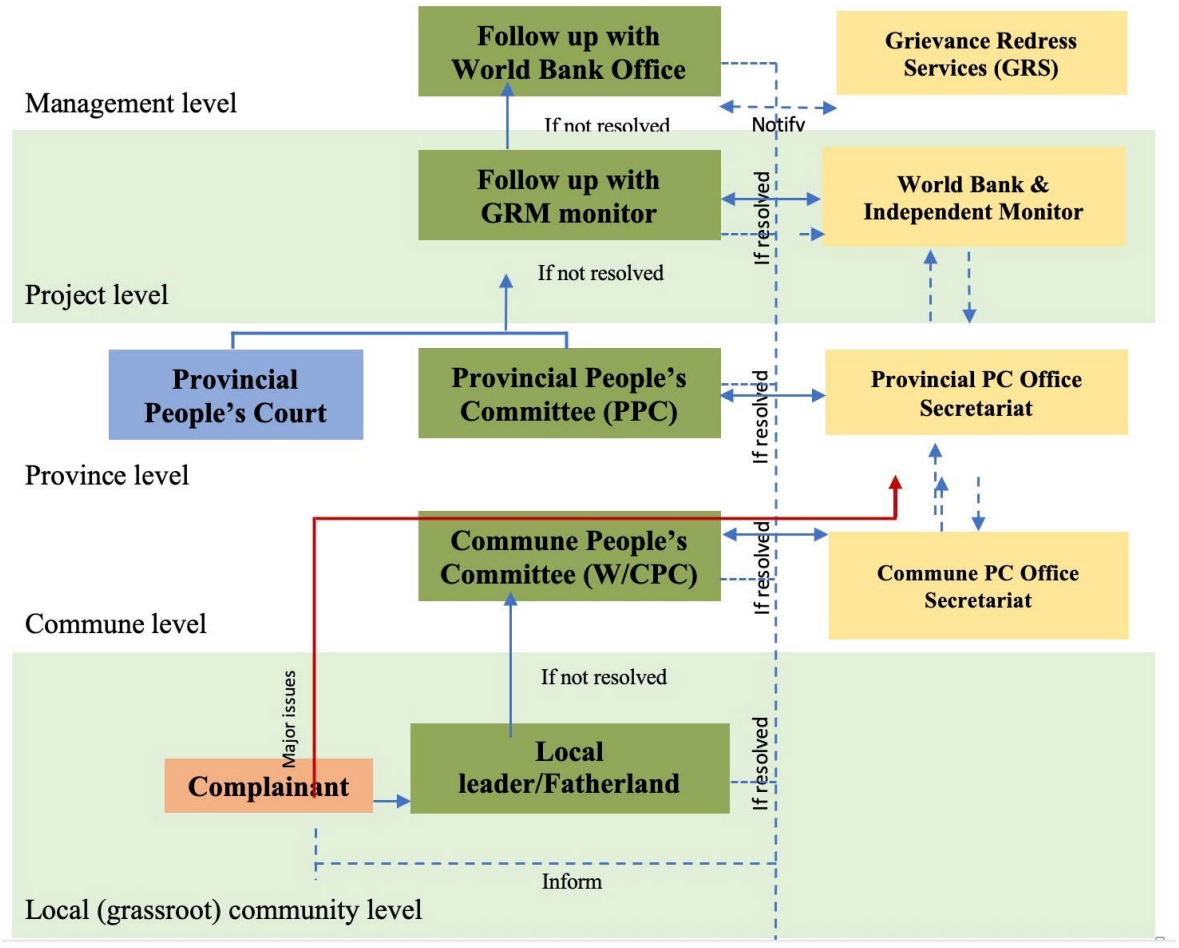


Figure 4: The grievance process for the Project

8. IMPLEMENTATION ORGANIZATION

101. The implementation of EM development activities requires the participation of local, national, provincial, and commune agencies and organizations. An Giang PPC will take overall responsibility for the implementation of EMDP of the Project.

102. The PPMU will execute the EMDP in collaboration with DOERA. The PPMU is responsible for overseeing the EMDP's overall implementation and making sure that all project stakeholders are aware of its objectives, as well as its preparation and approval processes prior to implementation. The PPMU is also in charge of ensuring the EMDP's effective implementation, which includes monitoring and evaluating its implementation.

103. The PPMU is responsible for assigning appropriate staff and budget – sufficient to implement the EMDP. In the case where EM people are affected as a result of land acquisition, to allow construction of the Project, compensation, and assistance to EM affected will be addressed through the RP which is prepared for the project.

104. Responsibility for preparation and implementation of the EMDP is as follows:

(i) The Project EMDP has been made by the E&S Consultant. An Giang PPC will be responsible for approving and implementing the EMDP after the WB's no-objection letter for the EMDP.

(ii) The budget for the preparation of the EMDP comes from the counterpart fund of the province.

9. MONITORING AND ASSESSMENT

9.1. Internal Monitoring and Evaluation

105. The An Giang PPMU will be responsible for the overall implementation of the EMDP. The PPMU will prepare the semi-annual reports on the EMDP implementation results and submit them to the CPMU and the WB. These reports should be integrated with the progress report on the RP implementation of the project.

106. Internal monitoring indicators of the EMDP implementation are shown in *Table 22*.

Table 22: Internal monitoring indicators of the project EMDP

Monitoring contents	Monitoring indicators
Cost and time	• Are there enough staff supporting EMs as planned? • Are supporting activities satisfactory with the plans set? • Is the cost for EMDP implementation distributed to the implementing agencies timely and adequate?
Consultation, complaints, and outstanding issues	• Are public consultations and information disclosure to EMs in compliance with plans? • Are EM group discussions held by groups? • How many people are aware of their benefits? • Do EM people know and use the GRM as outlined in the EMDP? How are the results? • Number and type of complaints received (classified into gender and vulnerable groups) • Number and type of complaints redressed (classified into gender and vulnerable groups) • Levels of awareness and satisfaction of EMs on the project benefits • Satisfactory levels of the grievance mechanism.

9.2. External Monitoring and Evaluation

107. The IMC will be contracted to monitor the implementation of social safeguards of the Project, including the EMDP. The monitoring report will be submitted to the WB for review and comments. External monitoring should be conducted twice a year during the implementation of the Project to timely identify issues that might need immediate action from the An Giang PPMU.

108. Key indicators of external monitoring and evaluation are presented as follows:

(i) Public consultation and awareness of Project benefits, resettlement policies, and entitlements of affected EMs (if relevant);

(ii) Level of satisfaction of affected EMs with the provisions of EMDP

(iii) Grievance redress mechanism (documentation, process, resolution);

(iv) Effectiveness and sustainability of entitlements and income rehabilitation measures for affected EMs;

(v) Gender impacts and strategy for inclusion;

(vi) Capacity of affected EMs to restore/re-establish livelihoods and living standards, support provided by the Project;

(vii) Resettlement impacts caused during construction activities; actions take to mitigate and compensate impacts;

(viii) Impacts temporal or permanent affecting EMs income and livelihoods and actions undertaken for mitigation and compensation;

(ix) Activities planned and implemented to ensure EMs participation in planning and implementation;

(x) Institutional capacity for supporting the EMDP elaboration and implementation, internal monitoring and reporting systems;

(xi) Channeling of government funds for compensation payment and allowances for affected EMs.

10. IMPLEMENTATION SCHEDULE AND BUDGET

10.1. Implementation schedule

109. The EMDP will be implemented to ensure that most of the EMs (both affected and benefited) receive socioeconomic benefits in agricultural extension and business development in accordance with their recommendations/suggestions in public consultations. Implementation schedule of the EMDP is depicted in *Table 23*.

Table 23: Implementation schedule of the EMDP

Activities	Timeline
Public consultation and information disclosure for draft EMDP	12/2024
EMDP preparation	12/2024
EMDP submission	07/2025
EMDP approval	03/2026

Activities	Timeline
Public consultation and information disclosure for the final EMDP	03/2026
Training on EMs for the PPMU and related agencies	09/2026
Information disclosure and awareness raising (community meetings, announcements via commune loudspeakers)	09/2026
Monitoring and evaluation	09/2026-12/2028

10.2. Cost estimation and funding sources

110. Cost estimation of the implementation of EMDP is **204,383,520 VND** (equivalent to **8,522** USD), see details in *Table 24*. This will be allocated from the counterpart funds of An Giang province. An Giang PPC will provide sufficient funding to prepare and carry out the EMDP.

Table 24: Cost estimation of the implementation of EMDP

No.	Description	Unit	Quantity	Unit price	Total (VNĐ)	Note
1	Training on skills and awareness for EMs in environmental sanitation (1 class/commune x 2 communes x 50 people/class), details see Table 25	Class	2	27,600,000	55,200,000	
2	Training on traffic safety skills	Class	2	27,600,000	55,200,000	
3	Training to skills in disease prevention and social evils	Class	2	27,600,000	55,200,000	
4	Vocational training and skills to implement agriculture and aquaculture					RP budget
5	Raising awareness for EMs on in-depth science and technology to implement the project's livelihood models					Project budget
	Subtotal				165,600,000	
	Contingencies (10%)				16,560,000	
	Management fee (2%)				3,643,200	
	VAT (10%)				18,580,320	
	Total in VND				**204,383,520**	
	Total in USD				**8,522**	1USD=23,983 VND

Table 25: Cost estimation for 1-day training class of 50 participants

No.	Descriptions	Unit	Quantity	Unit price	Total (VNĐ)
1	Salary for the lecturer (2 days of training document preparation, 1 day of training, and 1 day of travel)	Day	4	3,000,000	12,000,000
2	Travel for lecturer	Day	2	1,500,000	3,000,000
3	Hotel and perdium for lecturer	Day	2	800,000	1,600,000
4	Training documents	Day	50	50,000	2,500,000
5	Fee for participants (50 people)	Day	50	70,000	3,500,000
6	Coffee break (2 times/day)	Pax	100	40,000	4,000,000
7	Meeting hall rental	Day	1	1,000,000	1,000,000
	Total				**27,600,000**

ANNEXES

ANNEX 1: FORM FOR EM SCREENING

When to conduct screening: at the time of initial consultation with wards/clusters

What information to collect: Preliminary EM screening needs to collect socio-economic data on the EM population living in the project area; to identify the level of vulnerability of each EM group; to identify if EMs form specific community within the project area;

How to collect information: Information can be collected from the head of the EM group, the head of the clusters, and the competent authorities of the commune.

Who to conduct screening: Consultant or trained staff at commune level and member of the PPMU

Province: _____ **Commune:** _____

Name of ward/cluster in the project area	Name of ethnic group living in the project area	Number of EM people, number of EM households	Total number of EM people	
			Female	Male

ANNEX 2: LIST OF PARTICIPANTS AND PHOTOS IN CONSULTATION MEETING ON THE EMDP

