

PEOPLE’S COMMITTEE OF DAK LAK PROVINCE

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

ETHNIC MINORITIES DEVELOPMENT PLAN

*(Issued with the Decision No. /QD-UBND in 2019 by the People's
Committee of Dak Lak Province)*

Dak Lak, 2019

LIST OF ABBREVIATIONS

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

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I. OVERVIEW

1.1. Project Overview

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

Specific project objectives:

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

1.2 Project components

The project would comprise three components as follows:

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

The investments under this component will sponsor for quality enhancement of land service delivery by streamlining service procedures and standards, renovating facilities, and building the capacity for personnel working in LROs in project provinces. The component will also help to monitor the

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

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

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

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

- *Name of the sponsor:* World Bank.

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

- *Line agencies involved in the Project:* People’s Committee of Dak Lak.

- *Owner of Project:*

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

+ Project owner for the area invested to build land database: Department of Natural Resources and Environment of Dak Lak.

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

- *Location:* Project will be implemented in the 09 districts in Dak Lak province including Buon Ma Thuot city, Buon Ho, M'Drak, Ea H'Leo, Ea kar, Krong Buk, Krong Nang, Krong Bong, and Lak.

II. SUMMARY OF THE SOCIAL ASSESSMENT

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

2.1. Ethnic Minority living in Project area.

Distributions of ethnic minority groups in the project areas in Dak Lak province are as below:

Ede group mainly lives in Buon Ma Thuot city, Buon Ho town, M'Drak, Krong Buk, Krong Bong, and Ea Kar districts.

M'ngong group mainly lives in Ea H'Leo and Ea Sup districts.

Xo Dang group mainly lives in Cu M'Gar district.

Other groups such as Muong, Thai, Tay, Nung, and H'mong live in most of districts, towns or city but mainly concentrate in Krong Bong and M'Drak.

No.	Districts (<i>in VILG's project areas</i>)	Population in 2016 (persons)	Population in 2009 (persons)	Number of Households in 2009	EM population in 2009 (persons)	EM proportion in 2009 (%)
1	Buon Ma Thuot city	360,018	326,135	82,295	55,631	17.00
2	Buon Ho town	103,647	96,985	21,637	20,880	21.56
3	Buon Don	64,496	59,959	13,790	39,692	66.12
4	Cu M'Gar	174,693	163,630	35,547	67,488	41.43
5	Cu Kuin	105,016	99,551	22,210	27,235	27.53
6	Ea H'Leo	129,651	120,968	28,328	42,326	35.00
7	Ea Sup	65,531	58,579	14,112	21,514	36.66
8	Ea Kar	152,684	141,331	34,558	19,709	13.93
9	Krong Bong	95,837	87,139	18,606	41,357	47.47
10	Krong Buk	63,702	57,387	13,213	22,085	38.50
11	Krong Nang	125,699	118,223	27,279	48,523	41.24
12	Krong Pac	208,846	198,009	45,644	66,013	33.55
13	Krong Ana	87,034	81,010	18,677	34,066	41.97
14	Lak	65,452	59,954	13,499	37,492	62.22
15	M'Drak	72,153	65,094	14,912	28,058	42.64
TOTAL		1,874,459	1,733,954	404,307	572,069	33.01

Source: EM census 2017 of Dak Lak.

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

The mountainous Dak Lak province is located in the centre of South Central plateau. It is in the 12⁰⁹'45'' to 13⁰²⁵'06'' North latitude and 107⁰²⁸'57'' to 108⁰⁵⁹'37'' East longitude. It is adjacent Gia Lai province in the North, Lam Dong province in the South, Phu Yen and Khanh Hoa provinces in the East, Cambodia (with 73.4 km border) and Dak Nong province in the West. Total natural area is 13,125.37 km²; there are 15 administrative districts (including Buon Ma Thuot city, Buon Ho town and 13 districts) and 184 communal units (152 communes, 20 wards, and 12 towns).

According to 2017 census of Dak Lak, there are 47 ethnic groups in the province. Population in 2009 was 1,733,133 persons, where Kinh group was 1,161,044 (accounted for 67% of population) and minority groups were 572,069 persons (accounted for 33%). Ede, M'ngong, and Jrai are indigenous EM groups, where other groups including Kinh, Hoa, Muong, Xo Dang, Bru – Van Kieu, Bahnar, Khmer, Cham, and so on are emigrants. Some ethnic groups such as Tay, Thai, Nung, Dao, H'mong, and so on originated from the north mountainous provinces and later emigrated to Dak Lak mainly after the Day of liberating the South for national reunification after either the construction or the development plans for new economic zones or free emigrations.

(Census form for ethnic minority groups in Dak Lak after the 2017 census)

No.	Ethnic group	Population	No.	Ethnic group	Population
1	Kinh	1,161,044	25	Gie Trieng	78
2	Ede	298,534	26	Ngai	37
3	Nung	71,461	27	Ma	31
4	Tay	51,285	28	Cho Ro	25
5	M'ngong	40,344	29	La Chi	22
6	H'mong	22,760	30	Co	19
7	Thai	17,135	31	Co Tu	17
8	Jrai	16,129	32	Mang	15
9	Muong	15,510	33	Xtieng	15
10	Dao	15,303	34	Co Lao	14
11	Xo Dang	8,041	35	Lo	13
12	San Chay	5,220	36	Chu Ru	11
13	Hoa	3,476	37	Giay	11
14	Bru-Van Kieu	3,348	38	Ta Oi	05
15	Khmer	543	39	Ha Nhi	04
16	Tho	541	40	Pa Then	04
17	Chut	435	41	Kho Mu	03
18	Ba Na	301	42	Khang	02
19	Laos	275	43	Cong	01
20	Cham	271	44	La Ha	01
21	Hre	341	45	La Ho	01

22	San Diu	236	46	Si la	01
23	Co Ho	151	47	Xinh Mun	01
24	Ragla	98		Total	1,733,113

Though indigenous ethnic minority groups do not inhabit in distinct regions, they often inhabit in specific areas. Ede group, the largest minority group in Dak Lak, often inhabits in central areas, some districts in the north or northeast, mainly in Buon Ma Thuot city, Krong Pak, Prong Buk, Ea Sup, and M'Drak. The second largest minority group, M'ngong, mainly inhabits in Lak district. Jrai inhabits in some northern districts such as Ea Sup and Ea H'Leo, which is adjacent to Gia Lai province.

Usually, the long-standing indigenous ethnic minority groups in Dak Lak are divided into local groups of specifically geographic regions with distinct cultures and customs. Sometimes, ethnic groups are intermixed with each other.

EM groups are living in different regions but they still have strong connections. These are not only the geographically neighbouring relationship, instead these are near cultures and languages. Ede and Jrai groups are much similar in the modes of production and cultivation as well as in the social and marriage organizations. Among these two groups, in tradition, there are families who do not allow having marriages between their children due to the idea of 'incestuous violation'. M'ngong group who inhabits in the Ede's regions is having good integration since there are much common in their supernatural legends, customs, and practices.

In the history of defence and the two national revolutions, the ethnic groups in Dak Lak have united to against the invasions. That is an eloquent evidence for the united and inseparable status in the nation as well as in Dak Lak.

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

a) Ede group

Ede is the largest indigenous EM group with 298,534 persons (accounted for 17.2% of population) and 52.2% of its people are living in the central areas. According to researchers, Ede is consisted of local groups such as Kpa (the largest group), Adham, Krung, Mdhur, Drao, and so on. They share Ede language, religion, spirit, and culture.

Ede society is classified into units where each is called a 'hamlet'. Hamlets are sparsely distributed in the red basalt plateau, specifically in the centres and along the transport lines. Most of the hamlets were reconstructed in times, especially during the people collection for strategic hamlet by the American

puppet force (My Nguy). Given that, their organizations and scales were changed. Medium and small hamlets are consisted of tens of households, while large hamlets are consisted of 70 to 80 households (sometimes up to hundreds) with irregularly divided houses arranging in rows of roads. Some hamlets maintained their original forms due to very little changes are dispersed in the area. In the Central Highlands' hamlets, especially in Ede's one, water wharf (ben nuoc) is the important areas for daily public meeting as well as annual ceremony during the early Spring. The opposite scenario can be seen in the hamlets of settlement groups where there are small gardens located on the side of the houses with daily vegetables and plants.

The Ede's way of organization makes their architectural projects become typical for community. The Ede's community-oriented living styles generate large-scale and useful products which become the live evidences for the unique material cultures of Ede group in the Dak Lak plateau.

b) M'nong group

M'nong is the second largest (after Ede) indigenous EM group in Dak Lak. M'nong language belongs to the Mon-Khmer language family. The M'nong population is 40,344 persons (after census 2017). Despite its limited population size, M'nong group has a special position due to the diversified, rich culture and typical for old Southeast Asia with large impacts on the Central Highlands. Researchers assumed that M'nong, a group of people with old living styles, inhabits in the Indochina peninsula where imprints of Southeast Asian cultures are kept.

M'nong group inhabits in a relatively flat areas in the Dak Lak plateau, on the 350 to 450m elevation compared to the sea level. The terrain is flat, intermixed with valleys, rivers, lakes, swamps, and surrounded by mountains such as Lak lake delta, Krong Ana riverside valley (Cai river), Krong Kno (Duc river), Dak Dong (Dong Nai river), and so on. Large natural forests are surrounding M'nong residential areas and providing them with foods including bamboo shoot, mushroom, and vegetables. In the past, M'nong people used to do hunting and domesticating wild elephants for food and transportation usages. Logging from forests provides M'nong with timber for house construction, ship making and household goods. Materials are not the only connection between M'nong group and the forest, but they also establish spiritual and cultural relationships such that forests are the house that protects the M'nong group and the home of spirit for ritual entreatment.

Unlike Ede, M'nong group has stricter land delimitation among hamlets. M'nong people do not allow people from other hamlets to cultivate on their land. People in one hamlet would need to have permission(s) and to pay by means of pork, chicken, wines or rice as rites for cultivating on land of people in other hamlets. Otherwise, all the yields will be taken away. People in one hamlet

even try to avoid passing onto other hamlets' land unless it is required due to the fact that any violation(s) (even it is very small or by accident) will be the source of suspicion or will lead to force conflict.

c) Jrai group

16,129 Jrai people (census 2017) are living in Ea Sup and Ea H'Leo in the North of Dak Lak. Being one of the five ethnic groups in the Malayo-Polynesian language family, Austronesian island, Jrai has things in common with Ede group. Jrai group inhabits in villages or hamlets. The stilt houses for one couple in matriarchy are small with the main door facing to the North. Villages are located on the hillslope or along the streams.

Economic features: Their livelihoods are mainly dependent on rice, corn, bean, and wet field cultivation (currently). Besides cattle breeding such as buffalos, cows, elephants, and pigs, they are still strongly relying on hunting and gathering. Men are specialized in papoose and basket knitting, while women are more specialized in loincloth, skirt, blanket, and fabrics weaving.

Since Jrai people are animalistic, many spirits and matriarchal marriage are highly respected. In the matriarchy, women are free to choose their partner(s) and be self-motivated in their marriage. After marriage, men would need to come to the women's house(s) and do not have any heritage. Also, marriage requires to have many procedures and ceremonies in both families.

d) EM groups from the North

After the day of liberating the South for national reunification, some EM groups from the North were emigrating to Dak Lak after the governmental policies for building new economic zones. Along with the planned emigration á mentioned, there were free emigrations to Central Highlands which brought new aspects and culture to the area. Given that, there are Thai, Dao, Tay, Nung, and Muong villages intermixed with indigenous EM groups' ones in Dak Lak plateau, which introduced the diversity of various unique and distinct cultures.

Population of Dao group was over 15,000 persons (census 2017) with Dao Do (red Dao, the largest sub-group), and other smaller sub-groups such as Dao Tien, Dao Thanh Phan who were emigrating from Quang Ninh, Cao Bang, Lang Son, and so on (with some during the years before 1955 and mostly after 1975). They are mainly concentrated in Ea M'Droh, Nam Nung, Ea Phe, and Ea So communes. After immigrating to the area, Dao group replaced its former nomadism by settlement. However, many old customs and practices are still retained after few decades of emigration.

Population of Muong group was over 15,000 persons (census 2017) and people mainly inhabited in Buon Ma Thuot city, and less in Krong Bong, Ea H'Leo, and Ea Kar. Only in Hoa Thang communes (in Buon Ma Thuot city), they formed three hamlets with more than 2,500 persons.

Thai group mainly emigrated to Dak Lak before 1954 from the northern mountainous provinces such as Son La, Lai Chau, Lao Cai, and Yen Bai. It was the Thai French soldiers who brought their spouses, children, and relatives to establish the Thai villages in Hoa Phu (Buon Ma Thuot city). After 1975 until recent years, it was mainly free emigrations of Thai group. The population of Thai group was over 17,000 persons (census 2009).

There were increases in the population of Tay, Nung, H'mong, etc. groups due to free emigration. Due to economic difficulties and sparse distribution of residential communities, it was hard to maintain the ethnic cultures. However, the distinct and unique cultures contributed to the diversification of ethnic culture picture in Dak Lak.

2.3. Project Impact assessment

Positive impact

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

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

- *Improvement of the business environment:* With the transparency of land information and the convenient retrieval of information, investors can obtain the information they need to serve their business (e.g. using status and information of the land plot, the requirements and the procedures of the contract without having to visit the plot).

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

plots are in the project area, or plan for new development or in a dispute. This will minimize the risk of land transactions.

Negative impact

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

2.4. Policy framework and legal basis

2.4.1. Current legal regulations of Vietnam for ethnic minority groups

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

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

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

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

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

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

The Constitution, amended in 1946, 1959, 1980, 1992, and by 2013, states that "all peoples are equal, united, respected and helped one another to grow together; all acts of discrimination, ethnic discrimination; Ethnic Minorities has the right to use their own language and script, maintain their identity, culture,

customs, and traditions. The State shall implement the policy of comprehensive development and create favorable conditions for ethnic minority people to promote their internal strength to catch up with the national development".

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

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

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

Article 28 of the Land Law 2013 stipulates that the State shall be responsible for establishing and managing the land information system and ensuring the right of organizations and individuals to access to the land information system; To promptly announce and publicize information to organizations and individuals; Competent State agencies and people in the field of land management and land use are responsible for facilitating and providing land information for organizations and individuals in accordance with provisions of laws.

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

Article 110 of the Land Law 2013 stipulates the exemption and reduction of land use fees and land rental in cases: using land for implementation of

policies on houses and residential land for the people with meritorious services to the revolution, for poor households, for households and individuals of ethnic minorities living in areas with especially difficult socio-economic conditions, in bordering areas or islands; using agricultural land of households and individuals of ethnic minorities.

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

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

2.4.2. WB's operational policy on indigenous peoples

The WB's Policy 4.10 (revised in 2013) requires the Borrower to conduct a process of free, prior and informed consultation (FPIC) with the EM communities of the potential adverse and positive effects of the project leading to broad community support for the project. FPIC will be conducted at the beginning and throughout the project cycle. The purpose of this consultation is to avoid or minimize the negative impacts of the project on ethnic minority people, to ensure that project activities are consistent with local culture and customs, and to encourage local community participation in decision-making in line with the World Bank policies.

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

Within the VILG project area, ethnic minority groups in the project areas are likely to receive long-term benefits from being communicated in order to be aware of the laws and have access to land information and land services.

Ethnic minority development planning (EMDP) is an action plan to maximize potential positive impacts and mitigate potential negative impacts that may occur during implementation of the project activities. To ensure the reduction of poverty and sustainable development, at the same time, fully respect human dignity, human rights, economic values, and cultural identity of ethnic minorities.

III. CONSULTATION WITH AND PARTICIPATION OF EM COMMUNITIES

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

Dak Lak Department of Natural Resources and Environment have coordinated with project districts to conduct consultation with the EM communities in the 03 communes in 03 districts. Results of the consultation are summarized as below (further details are in the annexes 1 & 2):

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

No.	Contents of consultation	Managing staff			Organization			EM people		
		good	average	weak	good	average	weak	good	average	weak
1	Status of land information supply by land registration agencies to land users in localities	√			√				√	
2	IT applying and using skills	√			√					√
3	Dealing with land administrative by land registration agencies	√			√				√	
4	Dealing with land complaints and disputes	√				√				√
5	Knowledge disseminating and awareness raising for communities about land information	√				√				√

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

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

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

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

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

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

PPMU shall establish a consultation frame including issues on gender and intergeneration to provide the consulting opportunities and participation of EM communities, EM's organizations, and other civil organizations in project activities during the project implementation. The consultation framework shall clarify (i) targets of consultation, (ii) contents of consultation; (iii) consultation methods; and (iv) information feedback. Based on the consultation framework, a consultation plan shall be developed and implemented as following: (i) Targets of consultation and fundamental information required from them; (ii) determining issues needed for consultation; (iii) selecting the consultation methods which are relevant for targets of consultation and culture of EM groups; (iv) selecting the locations and times for consultation appropriated with culture and custom of EM groups; (v) budgets for implementation; (vi) implementing consultation; and (vi) use of consultation results and responses.

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

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

IV. ACTION PLAN OF EMDP

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

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

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

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

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

Culturally appropriated and useable consultation methods are community meeting, target-based group discussion (i.e. women or vulnerable groups), deep interviews with major information providers (i.e. village patriarchs, heads of hamlet(s) / villages, cadastral officials, representative(s) from relevant services

delivery agencies), and model exhibition. The methods shall be included with gender, intergenerational, and voluntary issues without any interferences.

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

All information of the project activities to be consulted with EM community shall be provided to EM people in two ways. Firstly, information shall be shared in the monthly meeting between the heads of hamlets / villages and leaders of communal people's committees or consultation group for later transferring to hamlets' citizens in village meetings in a culturally appropriated way and relevant EM languages. Secondly, announcements in Vietnamese and EM language(s) (if required) will be made public at the communal people's committees in at least a week before the consultation event. Early announcement is to guarantee to provide sufficient time for citizens to understand, evaluate and analyze information related to the proposed activities before consultation.

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

constraints in local community consultation such as one-way consultation, insufficient information, hasty and obligated manners.

Activity 2: Communication campaign using modern communication tools

- Communication strategies

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

- The service delivery parties

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

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

✓ Ways to build communication bases at various levels (reporting sessions for citizens, hamlet meetings, etc.) to be able to receive feedbacks on the activities of services delivery parties and their ability in solving the increasing demands on the land information services, which is also a VILG's result. Procedures for the feedback mechanism shall be clear and transparent

with special focus on the vulnerable group. E.g. Issues associated to information receiving channel and stakeholders shall be responsible for handling the feedbacks within an anticipated amount of time. Prompt guidance and satisfaction of land users' concerns and suggestions shall be achieved by communication strategies and monitoring processes.

- The users

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

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

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

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

- Community accessing communication

Relevant communication documents for disseminating: Making and disseminating a complete set of printed and audiovisual documents (i.e. files, flyers, posters, documentary, training programs, TV's advertisements, radio, etc. attached with relevant logos, messages, and mottos) for the targeted groups in communication campaigns. It is necessary to guarantee transferring main messages and knowledge to VILG's stakeholders including the vulnerable groups. This shall contribute to awareness raising for land users, changing their attitudes and behaviors in seeking for land information in long-term and making changes and maintaining encouraged behavior. Documents design shall be appropriated (both in social and cultural aspects are acceptable) for targeted groups using standards for making communication documents (clear, concise, well-organized, and completed, etc.). Documents shall be carefully developed for effective sharing with intellectual, working, and EM families where

Vietnamese is their second language. Hence, a non-technical language and illustrations shall be used. These documents shall be tested in selected communities in the project areas for completeness and effectiveness assessment. Finally, it is crucial to direct and train stakeholders in the effective uses of communication documents as already determined in the communication strategies.

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

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

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

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

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

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

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

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

Activity 4: Organize meetings in villages, hamlets, etc. and communes.

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

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

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

Documents used for citizen meetings and communal consultation are provided by PPMU based on CPMU's templates, legal documents or disseminating communications. Documents and information are made in a

simple way with clear mottos and illustrations. If funds can be allocated, some key contents will be translated into EM's languages (if any) for sharing in the local EM communities.

Activity 5: Training for land administration officials

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

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

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

LRO's branches shall provide support services for accessing to land information and land registration for EM groups in the rural and mountainous areas by appointing personnels to regularly work with them in the communal PC. At the same time, training the communal personnels in query, acceptance, and use of land information system in internet for providing land information to EM groups as well as for conforming land transaction contracts.

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

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

Procedures for transactions and access to land information will be established in communes. Also, other land-related procedures are implemented at communal offices. Communal land officials will support local residents to

avoid inconveniences. Forms for transactions and access to land information will be public in communal PC/villages (cultural offices or the meeting rooms).

Activity 7: Establishment of a dispute settlement mechanism.

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

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

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

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

Activity 8: Monitoring and evaluation.

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

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

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

V. ORGANIZATION OF IMPLEMENTATION

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

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

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

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

– Representatives from provincial / district Boards of ethnic minorities, DCCGs, and communal land administration officials shall coordinate with VILG's PPMU to organize consultation sessions; evaluating and consulting issues associated with project implementation, and EM people; monitoring the community's acceptance and satisfaction of the land information management / access to services in project's districts, including residents in the areas (both ethnic majority and minority groups).

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

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

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

VI. DISSEMINATION OF ETHNIC MINORITY DEVELOPMENT PLAN AND EM PARTICIPATION

6.1. Disclosure of EMDP

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

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

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

6.2. EM participation

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

During the EMDP preparation, community consultations were made by public meetings, individual interviews, and group discussions. Residents in hamlets from project areas including beneficiaries and affected people were participated and involved in the discussion and information sharing. Women, the vulnerable groups, and the Youth were invited and encouraged to speak up. EM groups in communes from the project areas were also consulted. Their representing organizations such as communal and hamlets' Women Union, Co-operative, Farmer Association, and Youth Union were consulted as well.

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

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

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

VII. GRIEVANCE REDRESS MECHANISM

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

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

VIII. ESTIMATED COST

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

The total budget is estimated about US \$15,000 (in words: fifteen thousand US dollars).

No.	Contents	Unit	Quantity	Unit price (USD)	Price (USD)
Total					<i>15,000</i>
<i>Activity 1</i>	<i>DCCG and workshops (twice per year)</i>				<i>5,000</i>
-	Wages for DCCGs (Staffs/Officials from natural resources and environment, local ethnic management, and culture agencies, and representatives from EM groups)				<i>Work in plurality</i>

-	Other expenses (travel, printing, ...)		5	1,000	5,000
Activity 2	<i>Use of modern and effective communication tools</i>				<i>Mainstreamed in sub-component 1.3 component 1</i>
-	Making communication contents (audiovisual DVD)				
-	Broadcasting and making DVD				
Activity 3	<i>Training for village's / hamlet's heads</i> 1 training workshop (120 persons for 1 day)	<i>workshop</i>	<i>1</i>	<i>2,000</i>	<i>2,000</i>
Activity 4	<i>People meetings in villages / hamlets</i> (25 meetings per year for 4 years)	<i>meeting</i>	<i>100</i>	<i>70</i>	<i>7,000</i>
Activity 5	<i>Training for land management officials</i> (orientation workshops for land officials in access to EM groups) (2 workshops per province)				<i>Mainstreamed in project's training programs & other central and local programs</i>
Activity 6	<i>Establish support services for land information access and land registration for ethnic minorities communities</i>				<i>Budgets allocated from regular operation funds of LROs</i>
-	Budgets to support LROs in organizing support services for land information access and land registration for ethnic minorities communities in the rural and mountainous areas (20 communes * 2 times per year)				
-	LRO to provide training for communal staffs in supporting land information access and using land information system on internet				
Activity 7	<i>Community mediation team</i>				<i>1,000</i>
-	Training workshop to strengthen skills for cadastral staffs and mediation teams in hamlets (150 persons x 1 day)	<i>workshop</i>	<i>1</i>	<i>1,000</i>	<i>1,000</i>

<i>Activity 8</i>	<i>Monitoring and evaluation</i>				
-	Monitoring and evaluation of project activities in terms of ethnic groups, poverty / near poverty / not poverty statuses, and gender				<i>Mainstreamed in sub-component 3</i>

IX. MONITORING AND EVALUATION

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

Monitoring and evaluation criteria of EMDP implementation are as below :

TABLE 1: M&E CRITERIA OF THE EMDP IMPLEMENTATION

Monitoring and evaluation activities	Basic indicators
1. Progress of the EMDP	<ul style="list-style-type: none"> • Implementation of free, prior and informed consent with EM people • Implementation of activities proposed in the EMDP • Any delay in implementation, reason and solutions for the delay.
2. Community consultation and participation of EM people	<ul style="list-style-type: none"> • Information disclosure and consultation with Ethnic minority communities, commune authorities, village and hamlet leaders, and local mass organizations; • Participation of Ethnic minority communities, representatives of hamlets, hamlets ... and local mass organizations in implementation and monitoring of the EMDP implementation. • Participation of EM women and vulnerable group
3. Implement potential negative mitigation measures	<ul style="list-style-type: none"> • Implementation of all measures to mitigate negative impacts from the project must be effectively implemented.
4. Implementation of specific development interventions for local ethnic minority communities	<ul style="list-style-type: none"> • Assess effectiveness of the implementation of the action plan.

5. Complaints / Grievances	<ul style="list-style-type: none">• Ethnic minority communities have a clear understanding of the grievance mechanism; resolving their complaints in timely and satisfactorily and culturally appropriate manner.
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ANNEX 1: PARTICIPANTS IN THE COMMUNITY CONSULTATION

No	Name	Position/Organization	Male	Female
I. Krong Bong district				
<i>Cu Dram commune</i>				
1	Hoang Van Pao	Party cell secretary of Yang Han village	x	
2	Y Gol Ayun	Head of Ea Han village	x	
3	Y Len Brong	Head of Nao Huh village	x	
4	H'Lim Nie	Head of Ea Lueh village		x
5	Ma A Sa	Head of Cur Dhat village	x	
6	Trang A De	Cur Dhat village people	x	
7	H'Thin Kbua	Ea Lueh village people		x
8	H'Di En Brong	Nao Huh village people		x
9	Y Phun Ayun	Ea Han village people	x	
10	Hoang A Sun	Yang Han village people	x	
11	Nguyen Van Trung	Vice Chairman of communal PC	x	
Total			8	3
II. Krong Nang district				
<i>Ea Ho commune</i>				
1	H' Chuc Enuol	Head of Ale village's Woman's Union	x	
2	H' Nga Cil	Head of Dun village		x
3	Y Thoi Enuol	Head of Nang village	x	
4	Dao Minh Thang	Party cell secretary of Mngoan village	x	
5	H' Drah Buon Ya	Ale village		x
6	Y Troi Enuol	Dun village	x	
7	H' Suyet Eban	Nang village		x
8	Vuong Tran Cao Sang	Mngoan village	x	
Total			5	3
II. Lak district				
<i>Krong No commune</i>				
1	Nguyen Huu Chiem	Party cell secretary of Dak Ro Mut village	x	
2	H' Jeban	Head of Lieng Krak village		x

3	Y Danh Enuol	Head of Phi Dih Ja A village's Fatherland Front	x	
4	H' Ngac Eban	Head of Ro Cai A village's Women's Union		x
5	H' Vi Ktla	Trang Yuk village's Women's Union		x
6	Y Kuyên Enuol	Yong Hat village`	x	
7	Y Mroi Mlo	Dak Ro Mut village	x	
8	H' Pat Eban	Lieng Krak village		x
9	Y Vun Eban	Phi Dih Ja A village	x	
10	Tu Hoang Phong	Rơ Cai A village	x	
11	Vy Thi Hoang Dieu	Trang Yuk village	x	
12	H' Chin Knul	Yong Hat village		x
Total			7	5

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

No	Name	Position/Organization	Male	Female
1	Y Wuong Eban	Krong Nang LRO	1	
2	H' Hue Ong	Lak LRO		1
3	H Hoa Eban	Krong Bong LRO		1
4	Le Dang Tu	Krong Nang Centre for Land Fund Development	1	
5	Tran Anh Tuan	Krong Bong Centre for Land Fund Development	1	
6	Do Van Soan	Lak Centre for Land Fund Development	1	
7	Nguyen Thi Hang	Enterprise	1	
8	Tran Van Cong	Enterprise	1	
9	Nguyen Phuc Nguyen	Enterprise	1	
10	Le Chi Quoc Bao	Enterprise	1	
11	Nguyen Ngoc Anh	Enterprise	1	
Total			8	2