KINGDOM OF CAMBODIA
NATION RELIGION KING

MINISTRY OF LAND MANAGEMENT, URBAN PLANNING AND CONSTRUCTION (MLMUPC)

MINISTRY OF AGRICULTURE, FORESTRY AND FISHERIES (MAFF)

LAND ALLOCATION FOR SOCIAL AND ECONOMIC DEVELOPMENT PROJECT III (LASED III)

Environmental and Social Management Plan (ESMP) for Development Support to Titled Indigenous Community (TIC)

The construction of 3,975m Laterite Surfacing Road and One Primary School with 5 Rooms and Agriculture and livelihood support for Demo farm Livestock Activities & Vegetable Demo-farm

BUNONG Indigenous Community

In Andoung Kraloeng Village, Senmonorum Commune,
Ou Reang District, Mondulkiri Province

December 21, 2023
(Final)

Contents

List of Abbreviation and Acronym

CC	Commune Council
CLT	Communal Land Titling
DWG	District Working Group
ECOP	Environment Code of Practice
EOI	Expression of Interest
ES	Environment and Social
ESF	Environmental and Social Framework
ESHS	Environmental, Social, Health and Safety
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Safeguards
FGD	Focus Group Discussion
FPIC	Free, Prior and Informed Consent
GRM	Grievance Redress Mechanism
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immunodeficiency Syndrome
IC	Indigenous Community
ICC	Indigenous Community Committee
ICLT	Indigenous Community Land Titling
ILO	International Labour Organization
IP	Indigenous People
IPCC	Indigenous People Community Committee
LASED	Land Allocation for Social and Economic Development
MAFF	Ministry of Agriculture, Forestry and Fisheries
MLMUPC	Ministry of Land Management, Urban Planning, and Construction
MOH	Ministry of Health
MOI	Ministry of Interior
NGO	Non-Government Organization
NTFP	Non-Timber Forest Products
OHS	Occupation, Health, and Safety
PDH	Provincial Department of Health
PDLMUCC	Provincial Department of Land Management, Urban Planning, Construction, and Cadastral
PDRD	Provincial Department of Rural Development
PGRC	Provincial Grievance Redress Committee
PPE	Personal Protective Equipment
RP	Resettlement Plan
SEP	Stakeholder Engagement Plan
STD	Sexually transmitted diseases
TB	Tuberculosis
TIC	Titled Indigenous Community
TOR	Terms of Reference

List of Tables

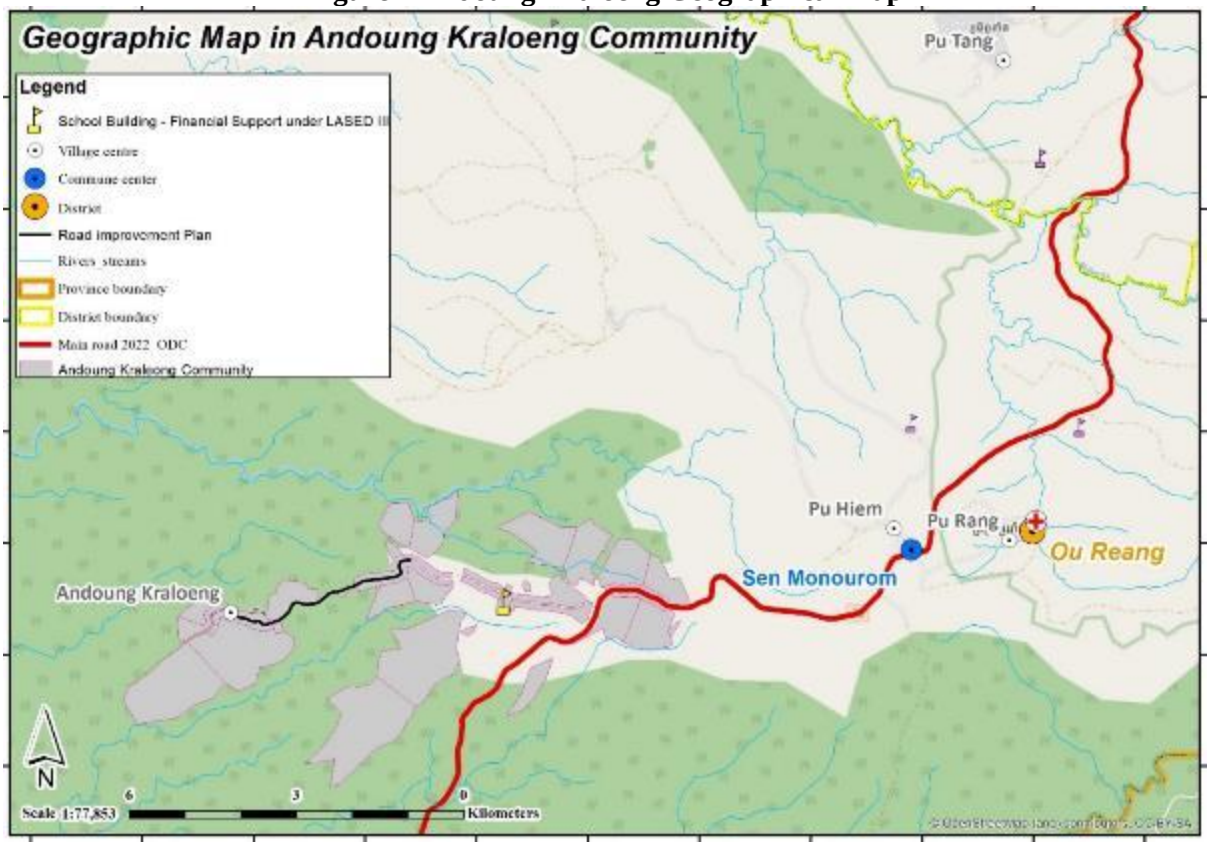
1. Introduction

1.1 Location/Site Description

2. Andoung Kraloeng village is an indigenous Bunong group located in Senmonorom commune, Ou Reang district, Mondulkiri province. The village is situated at the west of Senmonorom commune hall with an accessible road condition from Phnom Penh on the national road 76. The travel distance from the village center to the commune is about 6 km, and to the provincial town is 23km.

3. The total land area of the village is about 1424.26 ha and is bordered by 5 villages including Pu Zam, Pu Guati, Pu Cha, Lubak, and Ou Ra'Am. The village has 202 households with a total population of about 796 people, including women of 407 people (51% of total population).

Figure 1 Andoung Kraloeng Geographical Map



4. This Bounong community consists of five groups: Pu Chuor, Pu Klare, Pu Phounh, Srae Yiev, and Andoung Kraloeng. Srae Yiev is the most remote among the five groups where road accessis poorly connected. The community has a group of vulnerable people includes 2 orphaned girls, 9 elderly and 15 people with disabilities (12 females). The number of households, population by age group and belief of this community is summarized in Table 1.

Table 1. Number of households, population by age group and beliefs of the ethnic groups[1]

Households	Population			Population by age group				Religion	
	Total	M	F	0 - 5	6-12	13-17	18 +	Main	Others
202	796	389	407	121	102	112	335	Buddhism	Christianity
		49%	51%	15%	13%	14%	58%	< 15%	<5%

5. There are three primary schools in Andoung Kraloeng village which are located in different places: One concrete primary school building having three classrooms with a total number of 129 students from grade 1 to grade 6 and one wooden primary school building having two classrooms with 48 students, the schools are located in Pou Chu group; another wooden primary school is located in Andoung Kraloeng group having two classrooms which offers a mixed class from grades 1 to 3 for 11 students. There are in total eight teachers. Within 10 years (2010 – 2020) the school enrollment at primary school increased from 47 to 245, versus the high school which decreased from 33 in to 14. The average travel distance from the village center to secondary and high school is about 10 km. The financial burden, distance to college or university and living away from home are the main obstacles or disincentives for fewer students in higher education in particular for girl students. Overall literacy reported is about 100% of the total population aged 15 – 17 and 81.9% of the population aged 18 – 45 and the illiteracy rate for 25-45 was 23.1%2.

6. The village of Andoung Kraloeng has a health post, located next to the Pu Chu primary school that runs under direct supervision by the Health Center of Saen Monorum. However, this health post is mostly closed. According to the local IPs, only one nurse came to the health post two to three times a month. Also, the head of the administration office of the Provincial health department in Mondulkiri, told that only a few medicines for diarrhea and fever are available at the health post. The provincial nurse always conducts health care awareness or health promotion concerning reproductive health, malaria and Covid-19. So far, as mentioned by the ICC there are 100% of women and kids that have been vaccinated. Yet, the villagers and ICC said they receive a health care service by accessing Saen Monorum health center or private clinic in the provincial town.

7. There are still remaining identities and religious beliefs of this indigenous people community such as Preah Sen (wedding party, before and after harvest season), tangible culture such as spiritual and burial forestland, intangible culture resources as sacrifice ceremony, marriage ceremonies and alternative cultivation. Apart from that, Buddhism is practiced by less than 30 households, Christianity by less than 10 households. They all continue to preserve their sacred areas for the next generation. According to the confirmation of the head of the ICC, after the community land registration, there is a condition that prevents in-migration and meanwhile, the people in the village did not migrate to stay outside of the community for jobs or other purposes. Due to their relatively fertile terrain and access to sufficient water from the streams surrounding the village, villagers mainly depend on cultivating cashew and rice. Additionally, they have relied on non-timber forest products (NTFP), such as wood for homes and firewood, and gathering fruits and vegetables for daily dietary needs. All households at Srae Yiev and Pu Klaer lack access to clean water although they have plenty of water from streams located within the community. Regarding water resources, there is one mainstream, namely Ou Pauh which flows across the community. This stream is essential for the population in terms of daily consumption, agriculture and animal raising.

8. There is one connected road with a total length of 2.5 km from national road 76 on the right side next to the Keo Seima Wildlife Sanctuary office, Ou Reang district, to village hall meeting at Pu Chu group. There are two community roads including one road with a total length of 3.975 kilometers connecting Pu Chu group to Andoung Kraloeng group and another one connecting Andoung Kraloeung to Srae Yiev group, with a length of 3.5 kilometers.

[1] Commune Database 2021

[2] Commune Database 2021

9. The village has a total of five wells to supply clean water for villagers' daily consumption. Of this five, four are drilled wells of which two are powered by solar panels and two are open wells. The fifth is a traditional well and it normally dries up during the dry season from February to May. As a result, Srae Yeav group lacks access to clean water. The size and composition of the CLT is summarized in Table 2 below:

Table 2: Community Infrastructure Data of Andoung Kraloeng Village

Description	Type	Unit	Condition	Location
Village Hall	Wooden	1	Medium	Pu Chu
Kindergarten school	Wooden	1	Medium	Pu Chu
Primary school	1 concrete and 2 wooden	3	Medium	2 units at Pu Chu and 1 unit at Andoung Kraloeung
Primary school library	Wooden	1	New	Pu Chu
Health Post	Wooden	1	Medium	Pu Chu
Pumping Well	Clean Water	3	Useable	Pu Chu and Andoung Kraloeung
Open Well	Clean Water	2	Useable	Pu Chu and Andoung Kraloeung
Stream	Water Source	1	Accessible	Ou Por with 10km length, 30m wide during raining season and 10m during dried season.
Irrigation scheme	Irrigation System	No		
Access Road	Earth Road	1	Medium	Connected National Road No 76 to Village Centre
Community Road	Earth Road	1	Bumping road	Connected Pu Chu to Andoung Kraloeung and to Srae Yiev

10. The total collective land size of ICLT is 1,424.26 ha, including 11 parcels with 166.94ha of residential land, 2 parcels with 31.74ha of agricultural land (rice), 10 parcels with 636.5ha of agricultural land (farm), 9 parcels with 573.33ha of reserved land, 3 parcels with 5.73ha of spiritual land and 2 parcels with 10.02ha of spiritual land as summarized in Table 3 below:

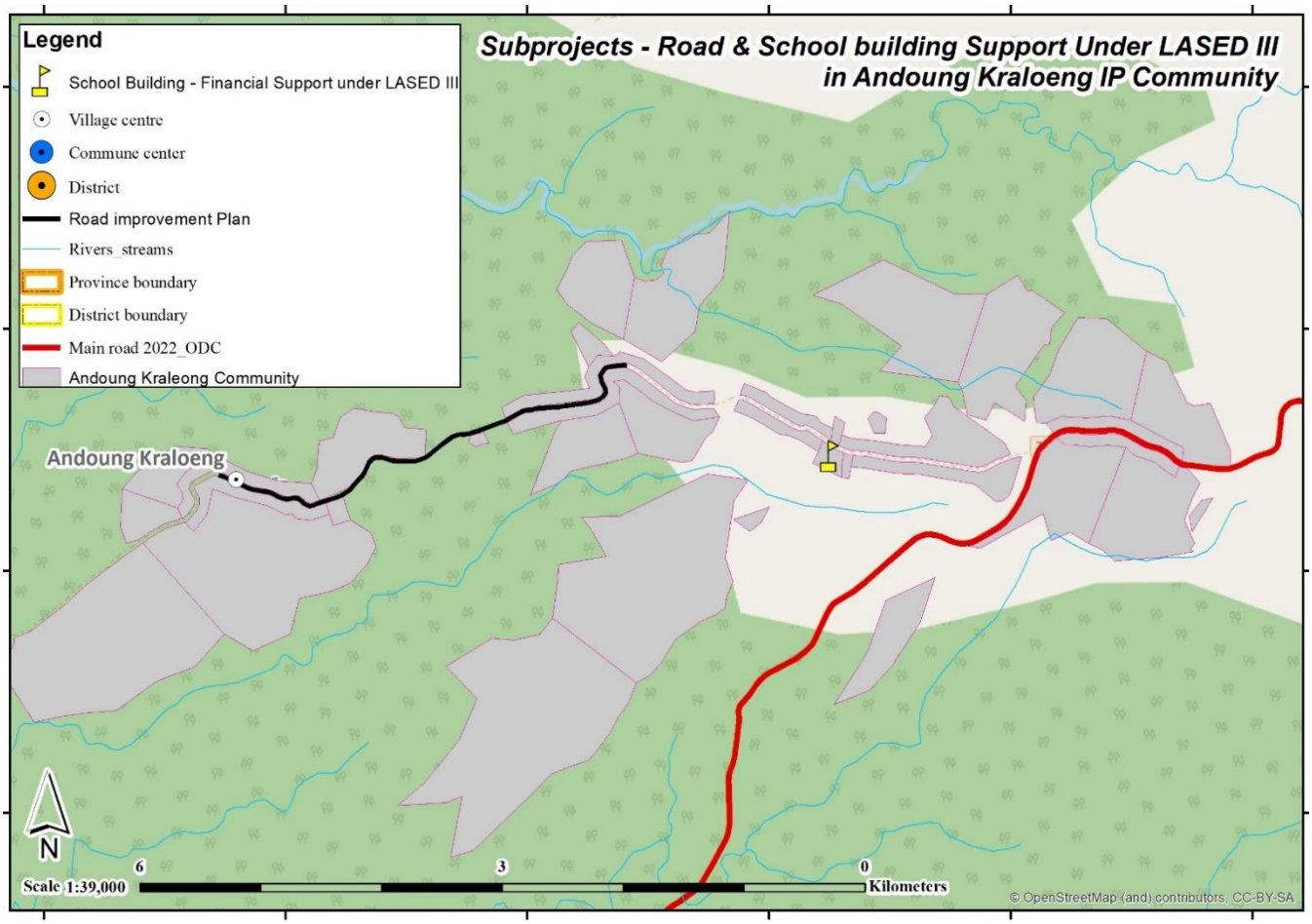
Table 3: Size and composition of the CLT

Type of land	Number of parcels	Size (ha)
Residential land	11	166.94
Agricultural land (rice)	2	31.74
Agricultural land (farm)	10	636.5
Reserved land	9	573.33
Spiritual land	3	5.73
Burial land	2	10.02
Total	**37**	**1,424.26**

1.2 Scope and Activities

11. The proposed sub-projects (road improvement, school construction, livelihoods, and demo-farm) are located inside the community zone which is about 1km from Keo Seima Wildlife Sanctuary. Also, from the site screening and the community consultation, there is no impact on the community's tangible or intangible cultural heritage resulting from sub-project activities.

Figure 2: Andoung Kraloeng Sub projects Support Map (Under LASED III)



12. This Environmental and Social Management Plan (ESMP), is prepared to identify, manage and monitor E&S risks and impact for the following activities:

- Road Improvement. The activity will resurface 3.9 km of existing laterite road alignment without widening. The road starts from Pu Chu sub-group to Andoung Kraloeng sub-group. The improvement will not require additional land or disturb or impact any livelihood activities.
- Building construction. The project will build additional five classrooms within Pu Chu primary school complex.
- Agriculture and livelihood support. The activities include (a). livestock demo farms such pig raising, chicken raising, cow shelter, (b). vegetable demo, including a greenhouse. And (c). Aquaculture such as fish ponds. MAFF provides technical support and disseminates various improved agricultural techniques to indigenous groups and people of Andoung Kraloeng village.

13. Pu Chu sub-group is the main administrative center of the community/village for all five sub-groups. The funding rationale for the laterite surface road improvement of 3.975km is the community's need for better accessibility from Pu Chu sub-group to the Andoung Kraloeng sub-group in this BUNONG Indigenous Community. In addition, the road improvement will provide reasonable access for kids to continue their grades 4-6 at Pu Chu Primary School, as Andoung Kraloeng primary school is only available for grades 1 to 3. LASED III also funds one school building with five rooms to construct extra to the Pu Chu, primary school compound in response to increased students (see map in Annex A). In Pu Chu Primary school, 116 students (Including 68 female students) study grade level from the kindergarten level (1 room), and grades 1 – 6. Currently, there is one concrete school building with 3 rooms, which is funded by government, (one wooden building with two rooms, not a standard

classroom, which World Hope funded), and one wooden building for kindergarten, and one small wooden building for the school library.

14. Agriculture and livelihood support activities are detailed below:

Demonstration Plot Establishment:

1). Indigenous pig demonstration plot: It has been observed that the indigenous pig has natural features, such as consuming a small number of local available feeds and presenting more tolerance to infectious diseases than the normal pigs. Based on these features, 2 indigenous pig demonstration plots will be established in this village. This will help to disseminate to indigenous people the improved techniques of indigenous pig's production and consequently increase their incomes/ profit in a environmentally sustainable way. The construction of this demonstration plot will be located far from the houses to avoid dangers and contamination to the people in the community. In terms of running this type of demonstration, the main installment is 5 adult saws and one boar. These pigs will be completely fed by local feed and all of inputs of the demonstration plot will be brought from non-infectious contaminated areas. Furthermore, this demonstration will be monitored and maintained by Village Animal Health Workers (VAHWs) and it will link very closely to animal producer groups and other IPs by farmer field school and demo trainings.

2). Cattle Raising (Provision of shelter): One important factor affecting cattle's health is good shelter. Theoretically, good shelter helps to improve the welfare, feed intake, digestibility, body weight of animals and to protect them from other factors. Most indigenous households of this village like to release their cattle into the forest year-round. In this case, the project will demonstrate to the villagers how to raise cattle with proper shelter and prepared supplements with regular vaccination and deworming. The demonstration plot will be monitored and maintained by Village Animal Health Workers (VAHWs) and it will interact with cattle producer groups and other IPs through farmer field school and demo training.

3). Chicken Breeding Demonstration Plot: Local chicken present some positive features that exotic ones do not have, such as their strong resistance to infection and climate or environment and ability to scavenge the extracted protein and energy residue. Therefore, breeding local chicken will benefit the chicken breeders and increase their profit. Two chicken breeding demonstration plots will be established in Andoung Kraloeng village to train indigenous people how to raise 100 chickens in 24 m^2 shelter with regular supplement and vaccination against infections. This demonstration plot will be monitored and maintained by Village Animal Health Workers (VAHWs), it will also interact with chicken producer groups and other IPs through farmer field school and demo trainings.

3). Greenhouse demonstration plot: Greenhouses or Net houses can produce fresh vegetables in all year-round production. Generally, Greenhouses are easily to construct and very tolerant to local weather (climate change) and insect. All the elements to build a greenhouse, such as structure, cover materials, climate-control systems, irrigation and fertilization equipment, are available in Andoung Kraloe. In addition, Andoung Kraloe village has suitable conditions for the construction of greenhouses. Greenhouse demonstration aims to disseminate the techniques such as mulching, water management and fertilization to improve vegetable production. This demonstration plot stands on a surface of 60 m^2 covered and surrounded by the net. It will be monitored and maintained by Village Extension Workers (VEWs), it will also interact to vegetable producer production groups and other IPs through farmer field school and demo training.

4). Fishpond Production Demonstration Plot: Fish is a main protein and energy food for Cambodians. Fish is found in natural water resources (pond, lakes and rivers). The fish in these natural water resources could survive on natural feed. It has been observed that Andoung Kraloeng has suitable condition and status for fish culture, for example, there are several canals or springs, where the fish keeper uses the water for their fishpond. Therefore, several fishpond production demonstration plots will be established in this community. This demonstration fishpond will be

located in a 150m^2 area with the following dimensions: Width :10m x Length :15m x Depth :2 m. It will be surrounded by a net to protect children, animals and erosion. 1100 fingerlings of various types of fish will be released in the pond. In addition, the fish will be fed by the existing natural feeds (Phyto and zooplankton) which are produced in the pond. In addition, the pond will be fertilized with animal and green manures in order to produce sufficient natural feed. This demonstration will be managed by Village Extension Workers (VEWs) and will interact with the community and most farmers through farmer field school and demo training.

5). Rice production demonstration: Andoung Kraloeng village produces rice, and the existence of flat land could improve rice production. So, this demonstration will introduce to the indigenous people or communities the improved techniques and technologies of rice production in order to increase the yields of rice and income of farm households. In addition, this demonstration plot will compare the yield of experimental field with the traditional one. The rate of rice growth and yield increment will be presented to villagers through farmer field school and demo training which will be facilitated by VEW under the technical support of Agriculture Development facilitator (ADF).

6). Farmer Field School (FFS): FFS is a participatory education approach that brings together a group of small-scale food producers to solve production problems through sustainable agriculture. The FFS will commence from the model plots of the VEWs/VAHWs, where project-promoted technologies and/or techniques are applied. These plots will demonstrate different farmer-managed models such as multiple cropping system models or integrated crop livestock system models, which will interest the project beneficiaries. Crops that may interest the project beneficiaries are rice, cassava, mung bean, soybean, corn, and tree crops. Choices for specific crop training will follow a participatory decision process and a demand-based approach. Each FFS group will consist of no more than 15 farmers who share a common interest. The number of FFSs that will set up in a community is based on the number of farmers and the number of different agriculture interest groups that are formed. Individual farmers can be members of different FFSs. A general goal of all FFS and agriculture training (including an awareness program on integrated pest management and the use of natural fertilizers) and capacity building is the dissemination and where possible certification of Good Agriculture Practices (GAP). The farmer field school will be facilitated by VEW and VAHWs, under technical support of Agriculture Development Facilitators (ADFs).

15. For the proposed sub-projects for agriculture and livelihood support, there will be activities related to demonstration (i.e. livestock, aquaculture). These activities will take place at plots of land belonging to individual community members. So there are no issues with land acquisition. However, the community members agreeing to conduct demonstrations will be meaningfully consulted in advance to understand the terms and requirements of the projects, where they need to cooperate with project staff, including agriculture extension workers, to allow them to conduct demonstrations at the sites for the interest of the community as a whole.

2. Stakeholder Engagement

16. The stakeholder engagement describes the Assessment of Outcomes of the Consultation and Engagement during the entire ICLT Process, stakeholders' identification, stakeholder's engagement plan and finally environmental and social risks and mitigation measures. 2.1. Assessment of Outcomes of the Consultation and Engagement during the entire ICLT Process.

17. The assessment of the outcomes of the consultation and engagement during the entire ICLT process, describes (i) whether the composition of the Indigenous Community Committee (ICC) accommodates its inclusiveness and representativeness, (ii) whether the provision of Community Internal Rule and By-Laws accommodate the interests of different sub-sets of the IC and finally (iii) any remedial actions are required to adjust the composition of the ICC or the provisions of the By-laws and internal rules to enhance inclusion, voice, and access to benefits across different sub-sets of the beneficiary IC (e.g., women headed HHs, youth, elderly).

Table 4. Due-diligence Assessment of the entire ICLT process

<table>
<tr><th rowspan="2">Due diligence Assessment</th><th colspan="3">Members</th><th colspan="2" rowspan="2">Comments</th></tr>
<tr><th>Total</th><th>Male</th><th>Female</th></tr>
<tr><td>Composition of Indigenous Community Council</td><td>11</td><td>8</td><td>3</td><td colspan="2">• With NGO's support the new composition of ICC was set up and approved by the Ministry of Interior (MOI) on October 08, 2021 to address social and gender inclusiveness and representative. Among 4 leading positions in the committee there is one woman in charge of treasury.
Mitigation Measures:
• The project support through an NGO to facilitate ICC and the communities to build up the capacity of the new set up ICC to ensure effective leadership and address social inclusiveness (Table 19)</td></tr>
<tr><td rowspan="2">Indigenous Community By-laws for IC

and Collective land titles</td><td colspan="3" rowspan="2">Do the By-laws and/or the CLTs provide for equitable access to residential and agricultural land for all IP households.</td><td>Yes</td><td>No</td></tr>
<tr><td></td><td>✓</td><td>• The By-Laws falls short of accommodating the interests and concerns of the elderly, women and the weaker members of the IC. The ICC internal rule is not available.
• the IC did not yet receive all the titles embedded within the overall ICLT, some titles had been misplaced.
Remedial action
• Steps should be taken by LASED III to facilitate a process based on FPIC principles that would rectify these shortcomings at the start of the LASED III sub-project development.
• The project through a supporting NGO, which will be onboard in about two months from now, to facilitate ICC and the communities as a whole for reviewing and adjusting the By-laws and establish the Internal Rule to enhance inclusion, voice and representation of social and gender aspects in the composition of ICC.
• The project through a supporting NGO , which will be onboard in about two months from now,, to facilitate ICC and PDLMUCC to obtain the titles not yet received and misplaced</td></tr>
</table>

2.1 Stakeholders

18. The stakeholder engagement during planning and implementation of development support activities is explained in Table 5 below, including local stakeholders from national (National LASED Project team) or sub-national government entities such as Provincial Department of Rural Development (PDRD), Provincial Department of Education (PDE), District Working Group (DWG), Commune Council (CC) involved in the implementation of LASED III at the community level and the beneficiary IC, ICC, facilitating NGO(s).

19. Since the beginning, between the late 2021 and early 2022, the community was informed and actively participated (including youth, women and vulnerable people) in the outreach activities for LASED III, including explaining its purpose and identifying the subprojects (i.e., infrastructure development and agriculture & livelihoods) for the titled indigenous community. The primary purpose of the outreach activity is to disseminate project information and the required selection criteria for providing support such as infrastructure, agriculture, and livelihood subproject development support. As the result of outreach activity, a community submitted the community consensus request for their required subproject development through the commune council to LASED III project. The achieved FPIC is that the community consensus confirmed the number of sub-project proposals for LASED III funding which includes the road improvement and school construction. Then LASED III selected the community that met LASED III selection criteria and the available budget for all 33 titled ICs. After that, LASED III coordinated the topographic survey for detailed design and the ES risk and impact screening/consultation which was conducted in late January to early February 2023 with all stakeholders involved (Below table in more detailed). Finally, the final ESMP will be publicly disclosed, including the consultation with Andoung Kraloeng IC community representative and incorporating their comments and feedback. The final ESMP will be included in the bidding documents of the subproject; after that the successful contractor shall implement the works following this ESMP.

Table 5. Stakeholders Engagement

Type of Stakeholder	Stakeholder interest or role in project planning, implementation, and outcomes	Number of People	Language, Literacy, and Internet Use	Means of Communication / Specific Needs in the Consultation process

Community LASEDIII-MLMUPC	• Community outreach identifying the community priority needs.
	• ICC consultation to propose and finalize their priority needs for development.
	• Lead the consultation and development of the following:
	  ○ Infrastructure Need Assessment
	  ○ Village Profile
	  ○ Sub-project E&S Risk and Impact Screening and ESMP.
	  ○ Road alignment observation.
		Approx. 30	Khmer, Brao through Elders' translation. Physical meeting	• In-person, Phone, Telegram
				• Ensure that the SEP provisions are implemented for all outreach activities
				• Ensure FPIC is obtained from IC
				• FGD, community broad meeting
				• Identify with IC the needs of basic infrastructure development.
				• Undertake E&S Risk and Impact screening and ESMP consultation with the mitigation measures.
				• Lead in topographical survey for proposed road rehabilitation and new construction (Infra. Team).

Type of Stakeholder	Stakeholder interest or role in project planning, implementation, and outcomes	Number of People	Language, Literacy, and Internet Use	Means of Communication / Specific Needs in the Consultation process
LASEDIII-MAFF	• Outreach Activities • Beneficiary Profile • Livelihood development support	Approx. 20	Khmer, Brao through Elders' translation. Physical meeting	• ensure that the SEP provisions are implemented for all outreach activities. • To identify with the IC the needs of basic infrastructure development. • To identify with the IC the needs of basic livelihood support. • Ensure FPIC obtained from IC • Undertake FGD with IC
PDMLMUCC	• Sub-national Project Executive Agency • Coordination between project's partner for physical study, planning, monitoring and reporting. • Monitoring and Reporting • GRM Implementing for sub-project contract	30	Khmer, Brao through Elders' translation. Physical meetings	• In-person, Phone, Telegram • Topographical survey for proposed road rehabilitation and building construction. • Monitoring and Reporting the sub-project contract implementation. • Reporting of GRM Compliant
PDRD	• Provide consultation and planning for required technical specifications. • Participate in the road's physical study • Monitoring the construction	2	Khmer, Brao through Elders' translation , Physical meeting	• In-person, Phone, Telegram • Commune meeting • Participated in a topographical survey • Involved in the detailed design of road alignment.
DWG	• Participate in selecting and planning community road rehabilitation and improvements. • Monitoring and Reporting	5	Khmer, Brao, Physical meeting	• In-person, Phone, Telegram • E&S Risk and Impact consulting • GRM Implementing, coordinating and reporting. • Monitoring the sub-project construction in the community.
CC	• Participate in selecting and planning community road rehabilitation and improvements as well as health post. • Provincial Grievance Redress Committee (PGRC) member. • Monitoring and Reporting	3	Khmer, Brao, Physical meetings	• In-person, Phone, Telegram • E&S Risk and Impact consulting • GRM Implementing, coordinating and reporting. • Monitoring the sub-project construction in the community.
ICC	• FPIC	13	Khmer, Brao, Physical meetingmeeting	• In-person, Phone, Telegram • E&S Risk and Impact consulting • Provide FPIC to subproject activities

Type of Stakeholder	Stakeholder interest or role in project planning, implementation, and outcomes	Number of People	Language, Literacy, and Internet Use	Means of Communication / Specific Needs in the Consultation process
	• Participate in selecting and planning community road rehabilitation, and improvements as well as School building • Provincial Grievance Redress Committee (PGRC) member. • Monitoring the sub-project			• GRM Implementing, coordinating and reporting. • Participating in monitoring the sub-project construction in the community. • Operation and Maintenance (O&M) of the road and health post after construction.

2.2 Stakeholder Engagement Plan

20. The stakeholder engagement plan (SEP) matrix in Table 4 below describes the consultation activities in terms of information to be disclosed, means of disclosure, timing and expected outcome of the processes of (a) the E&S Site Risk Screening, (b) physical study and design (c) procurement and contracting, (d) monitoring at the start and during construction and finally (e) operation and maintenance. It includes local stakeholders from the beneficiary IC (e.g., beneficiary ICC members, traditional authorities, community members including women, youth, elders, as well as any adversely affected groups), facilitating project actors such as NGO(s), and national or sub-national government entities. It also indicates the **lead agency** highlighted in bold and underline.

Table 6. Stakeholder engagement plan

Process Steps regarding Consultations on Selection and Risk Screening of Development Support	Timing	Stakeholders	Information to Be Disclosed	Means of Disclosure	Consultation Activities	Expected Outcome of Consultation
The ES Risk Screening and mitigation measures	January 2022	• MLMUPC PDRD, DWG • Commune Council (CC), Indigenous Community Committee (ICC), Village Chief, Indigenous Community (ICs)	• Project leaflets • Project GRM	• Community broad meeting.	• Community outreach identifying the community priority needs. • ICC meeting to propose priority needs of development support.	• Achieved FPIC through the consultation process on the sub-project activities development. The achieved FPIC is that community achieved consensus on the number of sub-project proposals for LASED III funding (the road improvement and the construction of school).

Process Steps regarding Consultations on Selection and Risk Screening of Development Support	Timing	Stakeholders	Information to Be Disclosed	Means of Disclosure	Consultation Activities	Expected Outcome of Consultation
	December 2022	• **MLUPC Infra** – PDRD, PDH, DWG, CC, ICC.	• Community priority needs	• Commune meeting • PDH meeting. • PDRD meeting	• Meeting to finalize the priority needs	• Developed Andoung Kraloeng ESMP.
	February 2023	• **MLMUPC ESS**, PDRD, PDH, DWG, CC, ICC	• Community hotspot map. • Community priority needs	• Commune meeting • Community meeting	• ES sub-project screening	
		•	•	•	•	
	February 2023 February 2023	• **MLMUPC ESS**, PDRD, DWG • CC, ICC, Village Chief • ICs	• Hotspot map • Road construction and possibly cutting down trees. • Primary School at the Pu Chu Primary School premise.	• Road alignment and primary school plan. • ES screening format	• Road alignment and school location observation with community representatives (ICC, Village Chief). • No affected individual household.	
Physical study and Design (Road and Primary School)	December 2022	• **LASED III-Infra team,** PDRD, PDEY, DWG • CC, ICC • ICs	Result of physical study report.	• FGD • Field survey format notes.	• ICC Meeting • Topographic survey.	• Report the result of the field survey regarding the status of the land for the proposed access road and primary school (with demo farm activities), and whether there will be any

Process Steps regarding Consultations on Selection and Risk Screening of Development Support	Timing	Stakeholders	Information to Be Disclosed	Means of Disclosure	Consultation Activities	Expected Outcome of Consultation
						land acquisition impacts associated with the construction of either the road or the school. If any land acquisition impacts, describe how the land will be obtained. • If access to land affects Indigenous Communities (IC), verify Free, Prior and Informed Consent. • Road design to follow with the required specifications and E&S Risk mitigation measure. • Primary school design to follow the required specifications and Environmental Code of Conduct (ECOP) of the ESMF in Appendix 7. • Update ESMP.
Procurement and contracting (Roads + Primary school)	**June – November 2023** • Success firm contracting	• **MLMUPC Procurement Unit** • Infrastructure Unit • ESS Unit	• Procurement Process and ToR • OHS is integrated into tender document	• Announcement for Expression of Interest (EOI) • Works contracting documents	• Development of Term of Reference (TOR) and work contract development for Firm.	• Selected firms and signed works contract documents with firm or contractor. • Before the contractors(s) start work, all land acquisition issues and associated compensation

Process Steps regarding Consultations on Selection and Risk Screening of Development Support	Timing	Stakeholders	Information to Be Disclosed	Means of Disclosure	Consultation Activities	Expected Outcome of Consultation
		• Success Candidate/firm	• ESHS specification is integrated in work contract document • Location-specific ESMP			(or voluntary donation agreements) must be finalized (if any).
At the start of construction	**December 2023**	• **LASED III - PDMLMUPCC** • PDRD • PDEYS • DWG, CC • ICC, IC • Workers	• Awareness raising of OHS, ESHS, CHS, Project GRM and GRM among contracted workers.	Extension training reports	• FGD and Individual interview with contracted workers	• Confirmed commencement of the construction.
During Construction Monitoring (Roads + Primary school)	**Jan-June 2024**	• **LASED III - PDMLMUPCC** • PDRD, PDEYS • DWG, CC • ICC, IC • Workers • Contractor	• Health and Safety Plan of the construction site.	• Site visit report • GRM reports/records	• Site Inspection • Interview of contracted workers and ICs	• ESMP implementation from contractor. • Corrected action for OHS, ESHS, • GRM solutions • Reporting
Operation & Maintenance (O&M)	**Post Construction**	• CC • ICC • O & M community committees • PDRD • PDH	• Hand over to mandate agencies for construction and building	• Certificate of handing over construction • Handing over ceremony.	• Handing over the ceremony. • Letter/certificate of handing over. • Checklist of E&S compliance	• The community receives primary school, services, comfortable travel, and market connections. • Sustainability use of road and Primary School.

Process Steps regarding Consultations on Selection and Risk Screening of Development Support	Timing	Stakeholders	Information to Be Disclosed	Means of Disclosure	Consultation Activities	Expected Outcome of Consultation
				• List of O & M community committees.		• Road and school maintenance is integrated in commune investment plan (CIP).

3. E&S Risks and Mitigation Measures

3.1 Road Improvement for laterite surfacing (Length 3.9 km)

21. This proposed road improvement to laterite surface with a distance of 3.9m is on the existing road alignment without widening, and located inside the community zone, from Keo Seima Wildlife Sanctuary within 1 km. There is no land acquisition or displacement of the people from their residential or cultivated areas. If required, a voluntary donation of assets will be signed by the affected community members according to the WB standards and specifications and free, previous informed consent The required laterite soil for this road improvement is included in the budget and it is the contractor's responsibility. The borrow pits' quality will be verified by LASED III project's engineer, the E&S risk management and mitigation by the Project's ESS. Furthermore, the borrow pits will not be encouraged to be close to the protected area and interrupt the wildlife habitat. However, the risks of Occupational Health and Safety (OHS), Labor and Working Conditions (LWC), Community, Health and Safety (CHS), and Environment and Natural Resources during construction will be mitigated in the table below:

Table 7. Road Improvement-Risk Mitigation Measures

Description of Risk associated with each planned sub-project	Level of Impact[3]				Probability				Mitigation Measures	Responsibility	Timing
	H	S	M	L	H	S	M	L			
3.1.1 Occupational Health and Safety (OHS)											
a) Accidents of moving vehicles			✓					✓	i. Spotter and flagman will be provided to each moving equipment operator to guide the vehicle movement. ii. The Operator will be provided with relevant safety equipment and training by contractor.	Contractor	Construction stage

[3] Level of Impact, H=High, S=Severe, M=Moderate, L=Low

Description of Risk associated with each planned sub-project	Level of Impact[3]				Probability				Mitigation Measures	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									iii. All construction vehicles shall be equiped with proper lighting and warning system.		
b) Lack of PPE will increase the risk of workers exposure to construction hazards.			✓				✓		i. Contractor shall provide relevant PPE to all workers. ii. It is mandatory for all workers to use at construction site. iii. Workers must maintain the PPE.	Contractor Workers	Construction stage
c) Risk of injury for machinery operation			✓					✓	i. Contractor needs provide training of machinery and equipment operation. ii. Wear proper PPE before any operation of machinery/equipment iii. Daily morning toolbox must be carried out before the commencement of work.	Contractor	Construction stage
3.1.2 Labor and working Conditions											
a) Risk of Using child labor				✓				✓	i. The contractor shall follow a contract agreement that prohibits using child labor at the construction site. ii. Verification of age before contracting and employment of worker (attachment of legal document: ID card, birth certificate, etc.).	Contractor	Construction stage
b) Risk of unfair treatment/ discrimination				✓				✓	i. Ensure that workers be informed of their rights to submit a grievance through the Project Worker Grievance Mechanism.	Contractor	Construction stage
c) Risk of Gender-Based Violence, Sexual Exploitation and Abuse and Sexual Harassment (GBV/SEA/SH)				✓				✓	i. Training before construction to workers, stakeholders, and the local community on the risks of GBV/SEA/SH. ii. Small number of workers (with less than 30 workers)	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact[3]				Probability				Mitigation Measures	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									iii. Workers will be hired or recruited from within the community (If possible. iv. Ensure that workers sign the code of conduct. v. Manager's code of conduct will be properly implemented (including, GBV/SEA/SH).		
3.1.3 Community, Health and Safety (CHS)											
a) Risk of Accident from construction vehicles.				✓				✓	i. Consultation with the community about the construction before the commencement of work. ii. Traffic management (including speed limit, traffic control, traffic signs, road bumper, safe access/crossing for pedestrian).	Contractor	Construction Stage
b) Risk of communicable diseases				✓				✓	i. Report any occurrence of any communicable diseases among the workforce (STD, HIV/AIDS, TB, malaria, and Hepatitis B and C) and set up a disease prevention program if needed. ii. Conduct community awareness	Contractor	Before the start of construction/ during construction
c) Risk of conflict between outside workers and community				✓				✓	i. Workers have to comply with code of conduct. ii. Cooperate with the relevant local authority.	Contractor Workers	Construction stage
3.1.4 Environment and Natural Resources											
a) Risk of Pollution, Noise and vibration impact at the construction sites and from construction traffic.				✓				✓	i. Limit the hours of operation for specific equipment or operations, especially mobile sources operating through community areas or close to residential houses (typically between 11 am – 1 pm). Avoid	Contractor Workers	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact[3]				Probability				Mitigation Measures	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									machinery equipment (such as truck, bulldozer) movements at night. ii. Avoid machinery equipment operation (such as truck, bulldozer) early in the morning before 8.00 am and no later than 4.00 pm in the evening. (reduce the interrupted noise to the wildlife close to the Keo Seima protected area; operation working hours shall not start too early in the morning or late in the evening). iii. Plan vehicle routes to avoid settlements where possible.		
b) Dust emissions (especially in dry conditions)				✓				✓	i. Ensure watering of transportation roads during dry and windy conditions. Generally, keep roads in good condition. ii. Cover truck loads with canvas to avoid dust blowing. iii. Ensure optimal traffic routes. Enforce vehicle speed limits (max 20km/h) on unpaved roads (earth road).	Contractor Workers	Construction stage
c) Environmental contamination/ spills				✓				✓	i. Ensure appropriate containment and disposal of construction wastewater. ii. Ensure proper and safe storage of hazardous material or contaminants (including second contaminants and maintenance) such as fuels, construction materials and wastes. iii. Provide absorbent and intervention materials in sufficient quantities and at appropriate locations for intervention in case of leakages/spills.	Contractor Workers	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact[3]				Probability				Mitigation Measures	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									iv. Ensure immediate cleaning of any spills and remediation of contaminated areas		
d) Generation of Wastes during site clearance			✓					✓	i. Waste handling procedure (including stockpiling and disposal).	Contractor	Construction and Post construction stage
e) Generation of Construction Wastes.			✓					✓	i. Development of waste management plan ii. Waste management (including waste separation, recycling and proper disposal).	Contractor	Construction and Post construction stage
f) Risk of indirect impact from road improvement such as illegal logging in Keo Seima protected area.				✓				✓	i. Law enforcement	Relevant provincial departments/Ministries	Post construction

3.2. Building Construction: Primary School Construction (One building with 5 classrooms)

22. This proposed school building with 5 classrooms that is going to be built in the existing school complex/compound of Pu Chu Primary school, Andoung Kraloeng community/Village. This proposed building construction without any impact of require addition land. However, the risks of school kids and teachers, Occupational Health and Safety (OHS), Labor and Working Conditions (LWC), Community, Health and Safety (CHS), and Environment and Natural Resources during construction will be mitigated in the table below:

Table 8. Primary School Construction - Risk Mitigation Measures

Description of Risk associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
3.2.1 Occupational Health and Safety (OHS)											
a) Risk of falling when working at height				✓				✓	i. Wear proper PPE when working at height. ii. Fall-preventing devices such as harnesses, safety belt iii. Provide/Install necessary guardrail	Contractor	Construction stage
b) Accident of moving vehicles				✓				✓	i. A spotter and flagman will be provided to each moving equipment operator to guide the vehicle movement. ii. The Operator will receive relevant safety equipment and training by a contractor. iii. All construction vehicles shall equip with proper lighting and warning system.	Contractor	Construction stage
c) Lack of PPE will increase the risk of workers exposure to construction hazards.			✓				✓		i. The contractor shall provide relevant PPE to all workers. ii. It is mandatory for all workers to use at construction site. iii. Workers must maintain the PPE.	Contractor Workers	Construction stage
d) Risk of injury for machinery operation			✓					✓	i. Contractor needs provide training of machinery and equipment operation. ii. Wear proper PPE before any operation of machinery/equipment iii. Daily morning toolbox must be carried out before commencement of work.	Contractor Workers	Contractor Workers
3.2.2 Labor and Working Conditions											
a) Risk of Using child labor				✓				✓	i. Contractor shall follow a contract agreement that in include	Contractor	Construction stage

[4] Level of Impact, H=High, S=Severe, M=Moderate, L=Low

Description of Risk associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									prohibition of using child labor at construction site. ii. Verification of age before contracting and employment of worker (attachment of legal document: ID card, birth certificate, etc.).		
b) Risk of unfair treatment/ discrimination				✓				✓	i. Ensure that workers be informed of their rights to submit a grievance through the Project Worker Grievance Mechanism.	Contractor	Construction stage
c) Risk of GBV/SEA/SH				✓				✓	i. Training before construction to workers, stakeholders, and the local community on the risks of GBV/SEA/SH. ii. Small number of workers (with less than 30 workers) iii. Workers will be hired or recruited from within the community. iv. Ensure that workers sign the code of conduct. v. Manager's code of conduct will be properly implemented (including, GBV/SEA/SH).	Contractor	Construction stage
3.2.3 Community, Health and Safety (CHS)											
a) Safety Risk to students and teachers due to operation of construction, machinery and vehicles.				✓				✓	i. Awareness raising of safety measures /danger. The teachers need to restrict their students to be around the construction site. ii. Brief on safety requirement to driver iii. Fencing the construction site iv. Access restriction v. Sound proof Machinery shall be used at site. vi. Schedule for noise activities at times	Contractor	Construction stage

Description of Risk associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									vii. Spotter during movement of trucks in and out the site.		
3.2.4 Environment and Natural Resource											
a) Risk of pollution, Noise and vibration impact at the construction sites and from construction traffic.				✓				✓	i. Limit the hours of operation for specific equipment or operations (typically between 11 am – 1 pm). Avoid machinery equipment (such as truck) movements at night.	Contractor	Construction stage
b) Dust emissions (especially in dry conditions)				✓				✓	i. Dust suppression at construction site ii. Cover truck loads with canvas to avoid dust blowing. iii. Enforce vehicle speed limits (max 20km/h)	Contractor	Construction stage
c) Environmental contamination/ spills				✓				✓	i. Ensure appropriate proper and safe storage of hazard material or contaminants (including second contaminants and maintenance) such as fuels, construction. ii. materials and wastes. Provide absorbent and intervention materials in sufficient quantities and at appropriate locations for intervention in case of leakages/spills. iii. Ensure immediate cleaning of any spills and remediation of contaminated areas.	Contractor	Construction stage
d) Generation of Wastes during site clearance			✓					✓	i. Waste handling procedure (including stockpiling and disposal).	Contractor	Construction and Post construction stage
e) Generation of Construction Wastes.			✓					✓	i. Development of waste management plan	Contractor	Construction and Post construction stage

Description of Risk associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									ii. Waste management (including waste separation, recycling and proper disposal).		

3.3. Agriculture and livelihood support

23. The proposed sub-projects support below for agriculture and livelihood are related to demonstration activities (i.e., livestock, aquaculture). These activities will occur at land plots belonging to individual community members. So, there are no issues with land acquisition. However, the community members agreeing to conduct demonstrations will be meaningfully consulted in advance to understand the terms and requirements of the projects. If required, the community members will sign a voluntary donation of assets according to the WB standards and specifications, including free, previous informed consent. They need to cooperate with project staff, including agriculture extension workers, to allow them to conduct demonstrations at the sites for the interest of the community. Also, the project will not introduce any alien or non-native species impacting biodiversity in the area. Out of the previously mentioned, the risk related to activities of agriculture and livelihoods support through the demonstration will be mitigated in the table below:

Table 9. Agriculture and Livelihood Support-Risk Mitigation Measures

Description of Risk associated with each planned sub-project	Level of Impact				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
3.3.1 Risk of using the pesticide for the Vegetables or demo-farm.				✓				✓	i. Awareness raising including pesticide, herbicide reduction. ii. Wear necessary PPE during implementation iii. Apply the existing Cambodia GAP	LASED III-MAFF	Throughout the project implementation
3.3.2 Other risk related to farming Activities of Vegetables (Demo-farm).			✓				✓		To follow the ECOP as follow: Avoid introduction of invasive species. i. Use sustainable agricultural practices/approaches/technologies (e.g., Agroforestry Practices, Polycultures and Crop rotation, Integrated Pest Management (encouraging the predators of crop-eating pest insects such as birds and bats), etc.) ii. Reduce top-soil losses from erosion and the reduction in soil fertility (Cover Crops and Mulches (Establishing leguminous ground cover and applying plant residues), Grass Barriers (planting grass in strips along the contour lines), etc.) iii. Induce conservation and efficient use of water. iv. Reduce misuse of agrochemicals, contributing to a reduction of toxic substances in soil and water. v. Reduce usage of pesticides and promote integrated pest management approaches recommended by the national regulations. vi. Reduce, recycle and reuse the agricultural waste (natural, animal, plant waste)	LASED III-MAFF	Throughout the project implementation

Table 10. Risk related to Demo farm Livestock Activities

Description of Risk associated with each planned sub-project	Level of Impact				Probability				Risk Mitigation Measures and Instrument	Responsibility	Timing
	H	S	M	L	H	S	M	L			
3.3.3 Risk to community health and Safety from activities related to Demo farm Livestock.			✓					✓	To follow the ECOP as follow: i. Fence off water bodies from gazing animals. ii. Regularly collect and store manure for composting and later application to fields to reduce noxious odors and to limit spread of pathogens. iii. Regular cleaning of livestock sheds and feeding pens. iv. Increase the carbon-to-nitrogen ratio in feeds to reduce methane and nitrous oxide production. v. Promote efficient storage, handling and use of feed by maintaining records of feed purchases and livestock feed use. vi. Use covered or protected feeders to prevent feed from exposure to rain and wind. vii. Consider mixing waste feed with other recyclable materials destined for use as fertilizer, or else consider incineration or land disposal options. viii. Grind feed to increase utilization efficiency by the animals, allowing the use of less feed and thereby reducing the amount of manure generated (as well as increasing the production efficiency)	**LASED III - MAFF**	Throughout the project implementation

Description of Risk associated with each planned sub-project	Level of Impact				Probability				Risk Mitigation Measures and Instrument	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									ix. Ensure production and manure storage facilities are constructed to prevent urine and manure contamination of surface water and groundwater (e.g. use concrete floors, collect liquid effluent from pens, and use roof gutters on buildings to collect and divert clean stormwater) x. Control the temperature, humidity, and other environmental factors of manure storage to reduce methane and nitrous oxide emissions. This may involve use of closed storage tanks, or maintaining the integrity of the crust on open manure storage ponds / lagoons. xi. Keep waste as dry as possible by scraping wastes instead of, or in addition, to flushing with water to remove waste; xii. Locate manure stacks and urine away from household area, water bodies, floodplains, wellhead fields; or other sensitive habitats xiii. Regularly collect and store manure for composting and later application to fields to reduce noxious odor and to limit spread of pathogens. xiv. Conduct manure spread only as part of well-planned strategy that considers potential risks to health and the environmental due to the presence of chemical and		

Description of Risk associated with each planned sub-project	Level of Impact				Probability				Risk Mitigation Measures and Instrument	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									biological agents as well as nutrient balance in an agricultural setting. Ensure that manure is applied to agricultural land only during periods that are appropriate for its use as plant nutrient (generally just before the start of the growing season) xv. Regular cleaning of livestock sheds and feeding pens. xvi. Reduce the amount of water used during cleaning (e.g. by using high-pressure, low-flow nozzles) xvii. Improve the productivity and efficiency of livestock production (thus lowering the methane emissions per unit of livestock) through improvements in nutrition and genetics, use mechanical controls (e.g. traps, barriers, light, and sound) to kill, relocate, or repel pests xviii. Consider covering manure piles with geotextiles (which allow water to enter the pile and maintain composting activity) to reduce fly populations xix. Use predators to control pests. Protect natural enemies of pests by providing a favorable habitat (e.g. bushes for nesting sites and other indigenous vegetation) that can house pest predators xx. Reduce mortalities through proper animal care and disease prevention		

Description of Risk associated with each planned sub-project	Level of Impact				Probability				Risk Mitigation Measures and Instrument	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									xxi. Any sick or injured animals should be treated or cared for to alleviate pain and distress as soon as practically possible, including being isolated or humanely destroyed if necessary. xxii. MAFF need to strengthen the animal health system xxiii. Animals should be confirmed dead before disposal, and any still alive should be euthanized immediately. Dead animals should be removed promptly and disposed of appropriately. xxiv. Identify and contain sick animals and develop containment and cully procedures for adequate removal and disposal of dead animals in accordance with the guidance from the national regulation.		
3.3.4 Risk related to small fishpond (10m x15mx2m), including drowning risk to children and over-application of fertilizer.				✓				✓	i. Avoid area with unsuitable soil property such as saline soil, insufficient clay contain, ii. Fencing around the pond to protect children from entering. iii. Avoid the construction of pond above 2%[5] (the slope of land for the fishpond). iv. Prevent over-application of fertilizers by adequate planning on the rate and mode of application to	Contractor MAFF	Construction & Implementation stage

[5] This is the degree of fall or descent of the land. An ideal site for a fish pond has a gentle slope (of about 2% to 5%). This enables the pond to be filled and drained under natural gravity. If the slope is too steep, it is more prone to the effects of landslides. Construction is also more expensive because the appropriate levels within the ponds must be attained.

Description of Risk associated with each planned sub-project	Level of Impact				Probability				Risk Mitigation Measures and Instrument	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									maximize utilization, taking into account predicted consumption rates v. Increase efficiency of application and dispersion through practices such as dilution of fertilizers prior to application vi. Avoid the use of fertilizers containing ammonia or ammonium in water with pH of 8 or above to avoid the formation of toxic unionized ammonia vii. Siting of the pond away from waterbodies. viii. Prevent pond effluent from entering surrounding water bodies through (a) recycling pond water to be used to cultivate several crop rotations of certain species (e.g., catfish, etc.); and (b) ensuring that the height of pond embankments is adequate to prevent loss of effluent during periods of increased rainfall.		

3.4. ICLT sustainability and infrastructure operation & maintenance

Table 11. Community By-Laws, internal rule enhancement and public disclosure

Description of Risk associated with each planned sub-project	Level of Impact[6]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
3.4.1 Community By-Laws falls short of accommodating the interests of women, youth, elderly, and the weaker members of the IC. Internal rule is not available			✓				✓		i. Steps should be taken to facilitate a process based on the updated sample By-Laws issued on October 2020 by the MRD, MoI, NGO Forum and ICSO as well as FPIC principles that would rectify these shortcomings of By-Laws and the establishment of Internal Rules prior the start of sub-project development. ii. The project support through an NGO (NGO recruitment is under LASED III process) to facilitate ICC and the communities as a whole for reviewing and adjusting the By-laws and the development of Internal Rule to enhance inclusion, voice and representation of social and gender aspects.[7]	1. **NGO** (recruited by LASED III or collaborated NGO supporting ICC and indigenous communities. 2. National and provincial ESS team and ICLT team.	W3 Sep 2023 W4 Sep 2023
3.4.2 Lack of awareness raising on By-Laws, internal rule, collective land used and collective land titles.			✓				✓		i. Promote public disclosure on the existing collective land titling and land use within the communities: a) Prepare Youth Album in each village, on Community Land Use Planning (including key information of By-Laws and Internal Rule, copied of land titles and list summary of parcels of collective land titles and	**iii. <u>Youth</u>**, ICF, community members, supporting NGO, ES Focal persons and consultants (national and provincial)	W1 Sep 2023

[6] Level of Impact, H=High, S=Severe, M=Moderate, L=Low

[7] Adjust the provision of Internal RuleICC to enhance inclusive and access to benefits across different sub-sets of the beneficiary IC (e.g., women headed HHs, youth, elderly) by articulating:
- Minimum land size for the vulnerable community member (widows, elderly, persons with disability) who lack of household labor.
- Maximum common land use
- Community interventions or response are necessary to ensure the vulnerable community members are able to access their minimum land size (both for residential and agricultural land).
- Land distribution for residential and agricultural purposes should be in written in a recored book of ICC and internally signed or thumb-printed by Chair of ICC and Village Chief with a clause about illegal sale to or collateral use with outsiders as internal interim protective measures

Description of Risk associated with each planned sub-project	Level of Impact[6]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									list of individual land used of agriculture, residential and reserve lands and update issues related to land used. b) Encourage elders, women and youths to regularly (monthly) engage with the ICC and community members on the issues related to the information of the album and action taken to address the related issues. ii. Support youth to biannually update the information of the album.		
3.4.3 The IC did not yet receive all the titles embedded within the overall ICLT, and some titles had been misplaced.			✓				✓		i. The project should support through an NGO (NGO recruitment is under LASED III process) to facilitate ICC and PDLMUPCC for providing the additional collective titles.	• **NGO** (recruited by LASED III or collaborated NGO supporting ICC and indigenous communities. • National and provincial ESS team and ICLT team.	W1 Sep 2023

Table 12. Infrastructure Operation & Maintenance

Description of Risk associated with each planned sub-project	Level of Impact[8]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
3.4.4 The lack of control over the operation and support maintenance in a sustainable manner post-construction.			✓				✓		i. The project will prepare the handing over of the community infrastructures to the relevant provincial departments, districts, communes, and communities in consistency with RGC reform	• **LASED III**	Post construction.

[8] Level of Impact, H=High, S=Severe, M=Moderate, L=Low

Description of Risk associated with each planned sub-project	Level of Impact[8]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									policy, while finalizing the community guideline for O&M. ii. Formation of community infrastructure management committee to support O&M. iii. Orientation O&M follows Community Operation and Maintenance (COM). iv. Operation and maintenance of road and school are integrated into the commune investment plan (CIP). v. Implementation infrastructure O&M vi. Follow-up implementation and administration support.	• **PDRD** working close with provincial team, district and commune. • **Commune Operational and Maintenance Infrastructure Committee** (Rural Road, school). • **Commune council** with the close authority (ICC, Village Chief) to support the implementation of infrastructure O&M and resource mobilization.	

4. Institutional and sustainability risks for sub-project development

24. E&S unit (including E&S officer or E&S focal points and E&S consultants) from MLMUPC and MAFF will be responsible for monitoring and supervising the implementation of the ESMP in coordination with the ICC of the Indigenous community and an NGO, to be contracted by MLMUPC to support the indigenous community.

25. The Support NGO under LASED III will provide capacity building for key factors such as ICC members, elders, women and youth groups, on legal and policy issues pertaining to the management of collective land and natural resources, and paying particular attention to the roles of the ICCs and gender norms. The NGO will also facilitate various consultative dialogues with key stakeholders, including indigenous people organizations, local NGO partners and donors, for promoting deeper engagement of ICC, especially elders, women and youth groups consistent with their roles and obligations in their internal governance and communal land management, and in full adherence with the FPIC principle.

26. The ICC has played a critical role in securing its land tenure, as stated in the internal rule of managing the ICLT land. The capacity development among the ICC and communities, especially youth would be key factors to mitigate risk of social and gender inclusion in the process of infrastructure and livelihood sub-projects development as well as in the community land-use development plan. The ICC under support of NGO will ensure the gender balance in the ICC composition, by-law and internal rule revision as described in section 2 (table xxxx).

27. The project also supports establishing and strengthening the O&M Committee to ensure community mobilization and commune investment plan to maintain the school and road after construction completion. The Provincial Department of Rural Development (PDRD) and Provincial Department of Education, Youth and Sport (PDoEYS) plays a vital role in supporting, maintaining, and functioning the O&M Committee.

5. Grievance Redress Mechanism

28. The Grievance Redress Mechanism's procedure established on December 22, 2022, will be used for this subproject. Representatives from the IP community or village, commune, district, and provincial levels comprise the Grievance Redress Mechanism (GRM) committee. GRM training will be provided to the focal points or GRM committee, IP community, and workers for the grievance redress process[9]. Affected individuals and the community may send their complaints verbally (also with their own local language for IP) or in writing to the local authority (including a trained IP community representative or customary authority) or drop a complaint letter in the complaint box in a village/IP community public space or at the commune administrative office. Inquiries or ideas, rent seeking/corruption, unfair treatment/activities and the other related environmental and social issues/complaints on contractors in which complaints may arise throughout the project support.

29. The complaints may be made in writing, verbally, or electronically also to Project GRM as below:

1) The National Grievance Redress Committee is located at the Ministry of Land Management, Urban Planning, and Construction (MLMUPC). The committee comprises:
   - Project Director, Chairperson, Dr. Thol Dina. Tel: 0017 665 322, Email: tholdinajp@gmail.com
   - Grievance Redress Officer from MLMUPC, Member, Mr. Rithy Rattanakcheyseth. Tel: 017 988 333, Email: rrcheyseth@yahoo.com
   - Grievance Redress Officer from MAFF, Member, Mr. Khy Kosal (Tel: 081 839 345, Email: kosalkhy@yahoo.com)
   - National Social [or E&S] Risk Management Adviser/Consultant, Secretary

Complainants can also submit their grievances or concerns on any potential adverse impacts caused by the project via email: LASEDIIIGRM@GMAIL.COM

[9] Grievance Redress Mechanism (GRM) For Project-Affected Parties and Project-Workers, LASED III.

2) The Provincial Grievance Redress Committees are located at the provincial/ municipal halls or the Provincial Departments of Land Management, Urban Planning, Construction, and Cadastre. The committee comprises:

- Project Coordinator/Project Manager, Chairperson. Tel:
- Representative of each relevant department, Member. Tel:
- LASED III activities in the province, Member: Tel:
- A member from the Provincial Grievance Redress Unit, Secretary. Tel:
- A trained IP community representative in the operation of GRM of ICLT site, Member. Tel:

6. Budgeting, Monitoring, and Reporting

26. Implementation of the ESMP and reporting are required under Environmental and Social Commitment Plan (ESCP)., No Objection to sub-project ESMP from the World Bank must be obtained and this sub-project ESMP will be disclosed prior to any sub-project implementation under LASED III. The LASED III, MLMUPC will prepare and submit semi-annual monitoring reports on the Project's environmental, social, health, and safety (ESHS) performance, stakeholder engagement activities, functioning of the grievance redress mechanism (GRM). The contractors also are required to prepare and submit regular reports as required under contract agreement to MLMUPC.

27. The contractors also are required to prepare and submit a monthly ES risk management monitoring report to MLMUPC. The report should include details on project's environmental and social performance against requirements in this sub-project ESMP.

28. In case of incidents and accidents, the contractor must promptly notify to LASED III MLMUPC of any incident or accident related to the sub-project implementation which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers (for example: an accident resulting in death or hospitalization of project workers; landmines and explosive remnants of war (ERW) incident; significant chance find of cultural heritage; natural disaster affecting project beneficiaries; civil disturbances at or relating to a project site; damage to property).

29. The indicative budget and detailed monitoring arrangements are described in the tables below:

Table 13. Costing of the ESMP Implementation

N	Activities	Cost Estimation
1	ESMP consultation with the local authority and IP Community and disclosure	$ 1,000
1	Awareness raising and practices OHS, ESHS, CHS, GRM and Leaflet/booklet printing	$ 1,500
3	Stakeholders' Engagement & Grievance Redress Mechanism Implementation	$ 2,500
4	Supervision, Monitoring, and Reporting	$ 2,500
	Total	$ **7,500**

30. This ESMP implementation will be monitored by the National and Sub-national E&S teams and E&S consultants, including the relevant stakeholders and the project management level from MLMUPC & MAFF. The monitoring shall refer to tables 7, 8, 9, 10, and mention in table 15, and will be disclosed after No Objection from World Bank.

Table 14. Monitoring Checklist

N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
1	**Level of awareness raising and practices**	1.1. Develop friendly leaflet on OHS, ESHS, CHS, GRM	Availability of printed leaflets	Chief of ESS	Prior of sub-project
		1.2. Provide ToT OHS, ESHS, CHS, GRM measures to provincial team	ToT reports	Chief of ESS and consultants	Prior of sub-project
		1.3. Provision of extension training OHS, ESHS, CHS, GRM measures at community level • Full day training at construction site (during inauguration road construction). • Display at the construction site and distribute User-Friendly Leaflet on OHS & CHS as a training tool to workers.	Extension training reports	LASED III Provincial team (E&S Focal person and consultant)	At the start of sub-project
2	**a. Risk related to Occupational Health and Safety** **b. Risk relate to Labor and working Condition** **c. Risk related to Community, Health and Safety (CHS)** **d. Risk relate to Environment and Natural Resources** **e. Risk related to Agriculture and Livelihood Support**	Refer to tables 7, 8 & 9 of this ESMP	• Training record, • GRM in place • and GRM records • Contractor Monthly report • Project Site visit report.	PDLMUPCC and MAFF (Including E&S officers, consultants and other involved units) ICC and IC	Throughout project implementation
3	**Grievance Redress**	a) GRM functioning b) GRM training to the focal points or GRM committee, IP community, and workers c) Make an easy way for complaint filling through the verbal or complaint boxes at the community site level, commune administration office. d) Respond to the grievance redress in time manner	The Appointment of GRM Committee (LASED III Sub-national and National), GRM Training Record, Grievance redress filling for each project site,	**LASED III Sub-national Grievance Redress Mechanism Committee (GRMC),** National GRMC	Construction stage

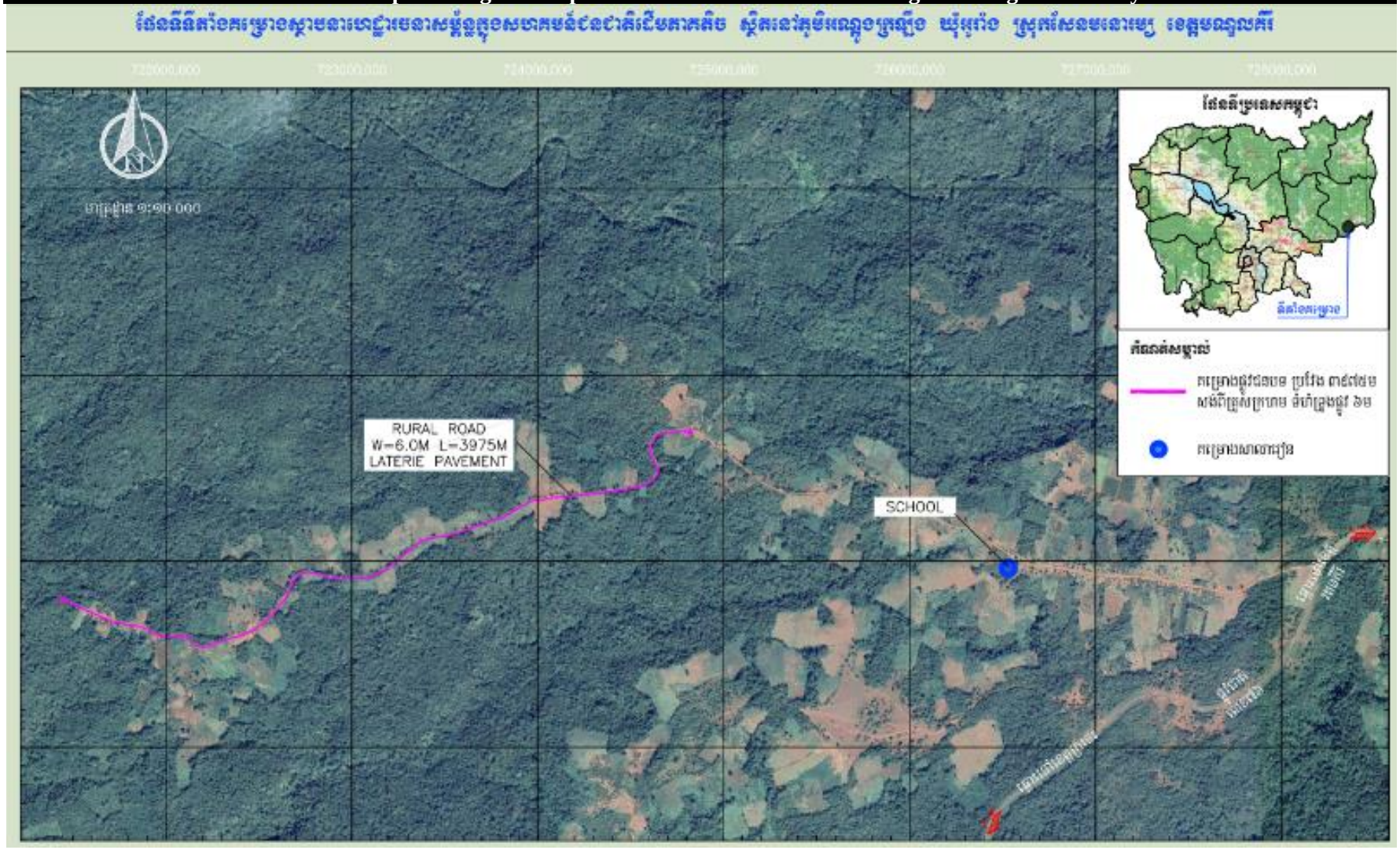
N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
		following the project's GRM.	Grievance Records and Solution Responses, Worker interview, Community Interview		
4	**Community By-Laws falls short of accommodating the interests of women, youth, elderly, and the weaker members of the IC. Internal rule is not available**	8.1 Steps should be taken to facilitate a process based on FPIC principles that would rectify these shortcomings of By-Laws and the establishment of Internal Rules prior the start of sub-project development. 8.2 The project support through an NGO to facilitate ICC and the communities as a whole for reviewing and adjusting the By-law and the development of Internal Rule to enhance inclusion, voice and representative of social and gender aspects.	Recruited support NGO onboards, Participating adjusted By-law and the development of Internal Rule.	• **NGO (recruited by LASED III or collaborated NGO** supporting ICC and indigenous communities. • National and provincial ESS team and ICLT team.	**Sep 2023 when NGO support is on board**
5	**Lack of awareness raising on By-Laws, internal rule, communal land used, and collective land titles.**	14.1 Promote public disclosure on the existing collective land titling and land use within the communities: a) Prepare Youth Album in each village, on Community Land Use Planning (including key information of By-Laws and Internal Rule, copied of land titles and list summary of parcels of collective land titles and list of individual land used of agriculture, residential and reserve lands and update issues related to land used. b) Encourage elders, women and youths to regularly (monthly) engage with the ICC and community members on the issues related to the information of the album and action taken to address the related issues. c) Support youth to biannually update the information of the album.	Recruited support NGO onboards, Community Land Use Planning Album Monthly report with the participation of elders, women and youth. Biannually update the information of the album.	• **Youth, ICF, community members, supporting NGO, ES Focal persons and consultants (national and provincial)**	**Sep 2023 when NGO support is on board**

N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
6	**The lack of control over the operation and support maintenance in sustainability manner post construction.**	11.1 The project will prepare the handing over of the community infrastructures to the relevant provincial departments, districts, communes, and communities in consistency with RGC reform policy, while finalizing the community guideline for O&M. 11.2 Formation of community infrastructure management committee to support O&M. 11.3 Orientation O&M follow Community Operation and Maintenance (COM). a) Operation and maintenance of road and health post is integrated in commune investment plan (CIP). b) Implementation infrastructure O&M c) Follow up implementation and administration support.	Community Infrastructure Management Committee formation Records of an orientation O&M follow Community Operation and Maintenance (COM). M&E Report of Infrastructure O&M	• LASED III • PDRD working close with provincial team, district and commune. • Commune Operational and Maintenance Infrastructure Committee (Rural Road, health post…). • Commune council with the close authority (ICC, Village Chief) to support the implementation of infrastructure O&M and resource mobilization.	Post Construction
7	**The IC did not yet receive all the titles embedded within the overall ICLT, and some titles had been misplaced**	The project should support through an NGO (NGO recruitment is under LASED III process) to facilitate ICC and PDLMUPCC for providing additional collective titles.	NGO under LASED III facilitates the meeting between IP Community of ADK and PDLMUPCC for the IC did not yet receive all the titles embedded within the overall ICLT, and some titles had been misplaced. or the coordination for the requested letter to PDLMUPCC for not yet receive all the titles embedded within the overall ICLT, and some titles had been misplaced. The solution for not yet receive all the titles embedded within the overall ICLT, and some titles had been misplaced	**NGO** (recruited by LASED III or collaborated NGO supporting ICC and indigenous communities. National and provincial ESS team and ICLT team.	November 2023

N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
			from PDLMUPCC. Or The ADK's community receive all their titles for their registered community.		

7. Annexes

Annex A: Map showing the Proposed Road and School in Andoung Kraloeng Community



Annex B: E&S Screening for Development Support to Titled IC in Andoung Kraloeng

LAND ALLOCATION FOR SOCIAL AND ECONOMIC DEVELOPMENT PHASE III (LASED III)

E&S Risk Screening Form for Development Support to Titled ICs.

In Community of

Andoung Kraloeng

Appendix 3B

Date of Risk Screening	31-01-2023	GIS reference[10]	
Province	**District**	**Commune**	**Titled IC (if applicable)**
Mondulkiri	**Ou Reang**	**Senmonorum**	**Andoung Kraloeng**

Table 1: Summary of planned infrastructure and agriculture subprojects along with risks and impacts[11]

What are the planned infrastructure and agriculture/livelihood sub-projects	Yes/No	Brief summary description of planned sub-projects, their associated risks and impacts, and the required mitigation instruments (if any).
Roads /Tracks	Yes	The planned road which will be provided to the community is an improved road from earth to Laterite material with 6m width by 3,975m length The construction-related impacts include Labour conditions, Occupation health and safety, and Community and Safety Impact. These associated risks will be mitigated and managed through the Environmental, Social, Health, and Safety Specification (ESHSS). The ESHSS will be developed and included in the works contract document.
Building Construction ☑ School building.	Yes	ECOP (ESMF)/ Adopt ECOP (Appendix 7 of ESMF);

Table 2: Screening information on Impacts and Risks

No	Screening Questions	Roads	School building	Remarks
1	**Location:** Will any part of the sub-project be located outside the area of the SLC or ICLT?	No	No	It is entirely inside the reclassified community zone.
2	**Water Courses:** Will the sub-project affect any water body or watercourse that has a part that is outside the area of the SLC or ICLT?	No	No	

[10] Add a map (based as applicable on either final SLC or CLT mapping) that shows (a) the boundary of the SLC or IC, (b) existing settlements and land use within the SLC or IC area, (c) any IC or Khmer villages bordering the SLC or IC area, (d) physical cultural heritage sites, and (e) any ES hotspots or receptors (including a list of water bodies/streams that need to be reserved).

[11] This brief summary shall draw on the detailed information in Table 2 below with screening questions on potential risks and impacts for specific sub-projects. So, the first step is to answer the screening questions in Table 2, and then use this information to provide the summary overview in Table 1 of the planned sub-projects, their associated risks and impacts, and the required mitigation instruments (if any).

No	Screening Questions	Roads	School building	Remarks
3	**Labor and Working Conditions**: Will the sub-project be implemented by workers employed by a construction contractor?	Yes	Yes	
4	Will the sub-project be implemented by workers employed by any other type of contractor or service provider?	No	Possible	
5	Will any community workers be used to implement the sub-project?	Possible	Possible	
6	Will the sub-project require use of bricks or tiles?	No	Yes	
7	Will the sub-project require use of agriculture planting materials produced on a commercial plantation?	No	No	
8	**Environment.** Will the sub-project create dust pollution that may affect people living nearby?	Yes	Yes	During the construction
9	Will the sub-project create noise pollution that may affect people living nearby?	Yes	Yes	During the construction
10	Are there any streams or water bodies that may be polluted due to the sub-project?	No	No	
11	Will the sub-project result in non-biodegradable solid waste that will need to be disposed of properly?	Yes	Yes	During the construction
12	**Community Health and Safety:** Will the sub-project result in increased road traffic?	Yes	No	
13	Will construction of the project result in road traffic hazards during construction?	Yes	No	
14	Will implementation of the sub-project involve use of heavy machinery in places where the public has access?	Yes	No	
15	Will any type of chemical be used in implementation of the sub-project?	No	No	
16	Is there any known hazard of landmines / UXO / ERW at the sub-project site or close to the sub-project site?	No	No	
17	If the sub-project involves drinking water supplies, has the supply been tested for arsenic?	NA	Yes	For school, a well will be provided. Water quality will be tested.
18	If the sub-project involves drinking water supplies, has the supply been tested for chemical pollution?	NA	Yes	For school, a well will be provided. Water quality will be tested.
19	If the sub-project involves drinking water supplies, has the supply been tested for biological pollution?	NA	Yes	For school, a well will be provided. Water quality will be tested.
20	**Climate Change:** Will the sub-project result in a large increase in CO2 emissions?	No	No	

No	Screening Questions	Roads	School building	Remarks
21	Is the sub-project in an area that is at risk of climate hazards (e.g. floods)?	No	No	
22	Is there a risk that climate change will make the project unsustainable (e.g. growing a crop that will not grow when the climate becomes hotter)?	NA	NA	
23	**Land Acquisition:** Will any sub-project (or part of it) be constructed on land that is in private ownership or in private use?	No	No	Road and School: They are completely inside the existing road alignment and school campus, therefore no additional land is required. In the event that a voluntary donation of assets or land would be required, this will be done according to WB standards. This is not the case in this community.
24	Will any people have to move their home to make room for a sub-project?	No	No	
25	Will any people lose part of their productive land because of a sub-project?	No	No	
26	Will any sub-project be constructed on land that is used for common property resource purposes (grazing, fishing, non-timber forest products, etc.)?	No	No	
27	Will any sub-project require access to land outside the SLC or IC site?	No	No	Road and School: They are completely inside the ADK community.
28	If any land is required for any sub-project (whether inside or outside the SLC or IC site), how will it be obtained?	No affected	Not affected	
29	**Natural Resources:** Will any sub-project result in increased extraction of water from a natural river, stream, or spring?	No	No	
30	Will the sub-project result in increased extraction of water from a natural lake?	No	No	
31	Will any sub-project result in increased extraction of groundwater (except for domestic consumption)?	No	No	
32	Will any sub-project be constructed in any area that is natural forest or natural wetland ?	No	No	

No	Screening Questions	Roads	School building	Remarks
33	Are there any areas that are important for biodiversity within 1km of any sub-project?	Yes (Seima wildLife Sanctuary)	Yes (the Seima wildLife Sanctuary)	Road & School are located inside the community zone. They are within 1 km away from Keo Seima Wildlife santuacry.
34	Will any sub-project require extraction of mineral resources, stone, gravel, or sand of any kind?	No	No	
35	**Cultural Heritage**: Are there any places of tangible cultural heritage (ancient temples, valuable cultural buildings, places that are culturally important to local communities) that may be affected by any sub-project?	No	No	
36	Are there any places that are important because of their natural beauty (e.g. waterfalls, lakes, etc.) that may be affected by any sub-project?	No	No	
37	Are there any risks that a sub-project will have a negative effect on non-physical cultural heritage that is important to the local community?	No	No	
38	**Indigenous People:** Will any sub-project affect any indigenous minority people in any way (as beneficiaries or adversely)?	No	No	
39	If any sub-project will affect indigenous minority people, have they been fully consulted and agreed to the sub-project(s)?	Not affected	Not affected	
40	Will any indigenous minority people outside the SLC or IC site be affected by a sub-project, and if so, have they been fully consulted and agreed to the sub-project?	Not affected	Not affected	
41	**Stakeholder Consultation**: Whether they are intended beneficiaries or adversely impacted, have the communities that will be affected by the sub-project been informed about the sub-project plans?	Yes	Yes	Outreach Consultation
42	Have the communities that will be affected by the sub-project participated in discussions about the design of the sub-project and mitigation of its adverse impacts (if any)?	Yes	Yes	Outreach Consultation
43	Have there been any objections to any aspect of the sub-project from the local community?	No	No	Road and school were requested from the community.

Conclusion:

- The proposed road is the improvement of the existing road without widening, so there would not be affected in the form of land acquisition or displacement of the people from their residential or cultivated area.
- Based on the evidence on the ground and the community report, there is no impact on the community's tangible or intangible cultural source resulting from road improvement and school construction.
- The potential environmental impact and risks are limited to the school and road construction, therefore, the ESMP will apply the Environmental Code of Practice (ECOP), Appendix 7 of ESMF.