

# Kingdom of Cambodia

Land Allocation for Social and Economic Development Project III  
(LASED III)

## **ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)**

*Prepared by:*

*Ministry of Land Management, Urban Planning and Construction (MLMUPC)  
Ministry of Agriculture, Forestry and Fisheries (MAFF)*

**PHNOM PENH, CAMBODIA**  
*October 8, 2020 (Re-disclose)*

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. Royal Government of Cambodia will implement its Land Allocation for Social and Economic Development Project III (LASED III), with the involvement of the following Ministries/agencies/units: Ministry of Economy and Finance (MEF) as Borrower's Representative; Ministry of Land Management, Urban Planning and Construction (MLMUPC) as Executing Agency, Ministry of Agriculture, Forests and Fisheries (MAFF) as Implementing Agency; ; Provincial Administrations, District Administrations and Commune Councils. The *International Development Association (hereinafter the Association)* has agreed to provide financing for the Project.
2. Royal Government of Cambodia will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. Royal Government of Cambodia will also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as Environmental and Social Management Plans (ESMP), Resettlement Plans (RP), Indigenous Peoples Plans (IPPs), and Stakeholder Engagement Plans (SEP), and the timelines specified in those E&S documents.
4. Royal Government of Cambodia is responsible for compliance with all requirements of the ESCP and implementation of measures and actions will be conducted by the Ministries, agencies or units referenced in 1. above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the *Association* by Royal Government of Cambodia as required by the ESCP and the conditions of the legal agreement, and the *Association* will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the *Association* and Royal Government of Cambodia, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, Royal Government of Cambodia and MLMUPC will agree to the changes with the *Association* and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the *Association* and the Royal Government of Cambodia. The Royal Government of Cambodia will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Royal Government of Cambodia shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include impacts on project workers, impacts on natural resources and the environment, community health and safety impacts, impacts on land users, impacts on indigenous people and impacts on cultural heritage.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance redress mechanism (GRM)</p>	<p><i>Six-monthly starting six months after effectiveness and throughout project implementation and no later than forty-five (45) days after the end of each calendar semester.</i></p>	MLMUPC
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers (for example: 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). Provide sufficient details regarding the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and supervising entity, as appropriate. Subsequently, as per the Association's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence. See also notification of operational health and safety (OHS) requirements in the Labour Management Procedures (LMP) and notification requirements in the ESMP.</p>	<p><i>Report to the Task Team Leader appointed by the Association or her/his alternate no later than 48 hours after taking notice of the incident or accident; throughout project implementation.</i></p>	MLMUPC
C	<p><b>ENVIRONMENTAL AND SOCIAL AUDIT</b></p> <p>Procure and submit to the Association an audit, prepared in accordance with TOR acceptable to the Association, conducted by independent specialists with expertise in environmental risk management, social risk management and indigenous people's issues, of the timeliness, quality and effectiveness of implementation of the ESCP and of environmental and social risk management measures described in the ESMP and other risk management instruments.</p>	<p><i>Report to be submitted to the Association one month before the launch of the Association's Mid Term Review Mission (dates to be confirmed with sufficient notice by the Task Team Leader).</i></p>	MLMUPC through independent experts

**ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS**

1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain an organizational structure with qualified staff and resources to support management of E&amp;S risks including the following:</p> <ul style="list-style-type: none"> <li>• MLMUPC, MAFF, and each Provincial Project Team to appoint one Focal Point for environmental risk management and one Focal Point for social risk management</li> <li>• Each NGO acting as a project partner also to appoint a Focal Point for environmental and social risk management</li> <li>• One Environmental and one Social Risk Management Adviser to be based in MLMUPC</li> <li>• One Indigenous People (IP) Support Adviser to be based in MLMUPC</li> <li>• At least five Provincial Environmental and Social Risk Management Advisers to support the Provincial Project Teams (in some cases one adviser may support more than one Province)</li> <li>• At each SLC sites and ICLT communities, two Community Facilitators/ CFs (Community Development Facilitator/ CDF and Community Agriculture Facilitator/ CFA will regularly support E&amp;S follow the support roles on E&amp;S as indicated in ToR</li> <li>• Additional short-term expertise as needed, including an independent Safety of Dams expert in the case that the relevant provisions of ESS3 apply.</li> </ul>	<p><i>Focal Points and CF to be appointed by Project Effectiveness</i></p> <p><i>Recruitment of advisers to be completed within 90 days after project effectiveness.</i></p>	<p>MLMUPC MAFF</p> <p>Provincial Project Teams Project Partner NGOs</p>
-----	--	--	---

1.2	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b></p> <p>The Environmental and Social Assessment of LASED III is presented in the Environmental and Social Management Framework (ESMF) with supplementary materials including Environmental and Social Profile of the project target areas.</p> <p>In some cases (e.g. where a number of SLC are adjacent) a regional environmental and social impact assessment may also be needed</p> <p>For specific project locations (Social Land Concession sites and indigenous communities applying for Indigenous Community Land Titles) apply ESMF and carry out Environmental and Social Screening and Assessment to identify ES risks and impacts and recommend appropriate mitigation measures.</p> <p>Apply ESS7 and IPPF, as per 7.1 below, for sites with indigenous peoples.</p>	<p><i>Preparation of ESMF: completed</i></p> <p><i>ESA will be conducted during Year 1 after identification specific sites and after 30 days of recruitment of Advisors</i></p>	<p>MLMUPC</p> <p>Provincial Project Teams</p>
1.3	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS (PROJECT LEVEL)</b></p> <p>The following set of E&amp;S risk management instruments have been developed and disclosed prior to project effectiveness:</p> <ul style="list-style-type: none"> <li>• Environmental and Social Management Framework (ESMF)</li> <li>• Labour and Working Conditions Procedures (LWCP)</li> <li>• Resettlement Policy Framework (RPF)</li> <li>• Indigenous People Planning Framework (IPPF)</li> <li>• Cultural Heritage Protection Framework (CHPF)</li> <li>• Stakeholder Engagement Plan (SEP)</li> </ul> <p>Additional annexes to the LWCP will be prepared and adopted as described in Action 2.1 below.</p>	<p><i>Project-level E&amp;S risk management instruments have been prepared and disclosed.</i></p> <p><i>Additional Annexes to LWCP to be prepared and adopted within 6 months after project effectiveness (Action 2.1)</i></p>	<p>MLMUPC</p>

1.4	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS (LOCATION AND SUB-PROJECT LEVEL)</b></p> <p>During implementation, the Project will screen all new project locations (SLC and ICLT) for E&amp;S risks identified in the ESMF and other instruments (see Action 1.2 above). The Project will then prepare, disclose and implement:</p> <ul style="list-style-type: none"> <li>• Environmental and Social Management Plan (all locations)</li> <li>• Explosive Remnants of War (ERW) risk management plan</li> <li>• Resettlement Plan (in any case where involuntary resettlement is necessary)</li> <li>• Indigenous People Plan (IPP) (for SLC where indigenous people may be affected). For ICLT, the content of the IPP will be integrated in the ESMP</li> <li>• Cultural Heritage Protection Plan, if needed</li> <li>• Stakeholder Engagement Plan (SEP)</li> </ul> <p>All sub-projects will be screened in accordance with the ESMF and the ESMP. All infrastructure sub-projects will have a sub-project ESMP in simple matrix format which will be integrated into the contract featuring an Environmental, Social, Health and Safety (ESHS) specifications. Agriculture livelihoods sub-projects will have sub-project ESMP where significant risks are identified through screening.</p>	<p><i>Location-specific and sub-project specific ESMP and other instruments will be prepared through the project life and shall be included in the bidding/procurement documents for infrastructure sub-projects.</i></p> <p><i>No Objection to ESMP including location-specific ESMP from the Association to be obtained and ESMP/location-specific ESMP to be disclosed prior to any land allocation, land titling or sub-project implementation at the location</i></p> <p><i>No Objection from the Association will be obtained before implementation of RP, where needed.</i></p>	<p>MLMUPC MAFF</p> <p>Provincial Project Teams</p> <p>RP will be prepared by General Department of Resettlement of MEF</p>
1.4	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP and the relevant E&amp;S documents including the Labor Management Procedures, into the ESHS specifications of the procurement documents with contractors. Thereafter, ensure that the contractors comply with the ESHS specifications of their respective contracts.</p> <p>In line with the principle of proportionality, there will be a full ESHS specification for contracts procured at national level and a simplified ESHS specification for contracts for small works procured by Commune Councils. Both specifications will have standard provisions and special provisions based on the sub-project ESMP.</p>	<p><i>ESHS specifications to be included in procurement documents</i></p> <p><i>Implementation throughout contract implementation period for any sub-project</i></p>	<p>MLMUPC (national procurement) Design engineers / infrastructure advisers Commune Councils Contractors Supervising Engineers</p>
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			

2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Adopt and implement the Labor and Working Conditions Procedures (LWCP) that has been developed for the Project and which includes:</p> <ul style="list-style-type: none"> <li>• Occupational Health and Safety</li> <li>• Fair Treatment and Non-Discrimination</li> <li>• Prevention of Forced Labor and Restrictions on Child Labor</li> <li>• Workers' Organizations</li> <li>• Workers' Grievances</li> </ul> <p>The following additional instruments, as Annexes to the LWCP, are to be developed during the project inception period:</p> <ul style="list-style-type: none"> <li>• Occupational Health and Safety Strategy for direct project workers and with particular attention to risks arising from travel to and work at remote sites;</li> <li>• Terms and Conditions of Employment for direct project workers;</li> <li>• Environmental, Social, Health and Safety Specifications including labour management and OHS provisions for contracted workers;</li> <li>• Community Labor Management Procedure;</li> <li>• Works Risk Assessment Format; and</li> <li>• Works Site Occupational Health and Safety Plan.</li> </ul> <p>The scope and application of these documents are described in LWCP Annex 3.</p>	<p><i>LWCP have been developed and disclosed during project preparation.</i></p> <p><i>Further Annexes to the LWCP will be developed, submitted to the Association for No Objection and disclosed within 6 months after project effectiveness.</i></p> <p><i>No works contracts or community works will be commenced before relevant instruments receive NOL from the Association.</i></p> <p><i>LWCP will be implemented throughout project implementation</i></p>	<p>MLMUPC</p> <p>Provincial Project Teams Project Partners Contractors and suppliers</p>
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish, maintain, and operate a grievance mechanism for Direct Project workers, as described in the LMP and consistent with ESS2.</p> <p>Establish proportionate rules, to be included in the ESHS specifications, to ensure that all contracted workers are aware of (a) their rights to express grievances; (b) where to address a grievance in the first instance; (c) what action they can expect as of right when a grievance is expressed; and (d) that they are adequately protected against sanctions or recriminations. Contractors with workforces of more than 10 people engaged on project work for periods of more than 1 month will be required to show that they have an established internal grievance mechanism meeting the required standards.</p>	<p><i>Grievance Mechanism for Direct Project Workers to be established and operational three months after project effectiveness</i></p> <p><i>Grievance Mechanism for contracted workers to be established before start of works or performance of services.</i></p>	<p>MLMUPC Contractors</p>

2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES FOR DIRECT WORKERS</b></p> <p>Occupational Health and Safety (OHS) measures for direct project workers are outlined in the ESMF and the LMP and will be implemented through an Occupational Health and Safety Plan which will be prepared in consultation with project workers. Risks associated with travel to and work at remote sites (road safety, security, avoidance of infection) will be a key focus of the OHSP</p>	<p><i>OHSP to be adopted and implemented within six months of project effectiveness (allowing time for the OHSP to reflect concerns of project staff)</i></p>	<p>MLMUPS MAFF NCDSS Commune Councils</p>
2.4	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES FOR CONTRACTED WORKERS</b></p> <p>Occupational Health and Safety measures for contracted workers are outlined in the ESMF and the LMP and will be implemented through the standard ESHS Specifications to be included in contract documentation</p>	<p><i>ESHS specifications to be included in all contract documents for works and services throughout project implementation</i></p>	<p>MLMUPS MAFF Commune Councils Contractors and Service Providers Supervising Engineers</p>
2.5	<p><b>AWARENESS RAISING AND TRAINING</b></p> <p>Develop an easy-to-understand illustrated booklet in Khmer language setting out labor and working conditions requirements of Cambodian law and ESS2 as they apply to contracted workers. Disseminate the booklet to project staff, contractors, contracted workers and other stakeholders.</p> <p>Develop a short training course on the standard ESHS specifications including labor and working conditions. Deliver the training course to contractors and contractor’s supervisory staff.</p>	<p><i>Awareness raising booklet to be prepared before implementation of first works contract under LASED III</i></p> <p><i>Training courses in each province conducted in year 2.</i></p> <p><i>Refresher trainings as needed</i></p>	<p>MLMUPC</p>
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>RESOURCE EFFICIENCY</b></p> <p>Resource use efficiency measures will be covered in the ESMP for each location and will include the following provisions:</p> <ul style="list-style-type: none"> <li>• Conduct a water resources assessment for each project location. No irrigation development without confirming that proposed withdrawals (in the final design) are sustainable without negative impacts on existing users and / or ecosystem services</li> </ul>	<p><i>For all SLC and ICLT, before preparation of infrastructure and livelihoods plan</i></p>	<p>Provincial project teams Technical design consultant</p>



3.2	<p><b>POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Pollution prevention and management measures will be covered in the ESMP for each location and will include the following provisions:</p> <ul style="list-style-type: none"> <li>• Follow MAFF’s good agriculture practices Guideline as part of the ESMF</li> <li>• Encourage use of renewable energy technologies wherever appropriate, including for water pumping in preference to diesel pumps</li> <li>• Raise awareness to discourage charcoal production.</li> <li>• Planting of trees in common areas of SLC and ICLT</li> <li>• Farmers to receive training on safe use and disposal of agriculture chemicals and solid non-biodegradable waste as standard element of extension packages</li> <li>• All sites to prepare and implement solid waste management plans. This is especially critical at SLC where land recipients are resettled in large and relatively densely populated residential areas</li> </ul> <p>Avoid or minimize air, water and land pollution and noise pollution from civil works through control of works, dust prevention measures, proper management of hazardous and non-hazardous site wastes and surplus materials, to be specified in the ESHS Specification</p>	<i>Throughout project implementation</i>	MLMUPC MAFF Provincial Project Teams Contractors Supervising Engineers
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>SAFETY OF DAMS</b></p> <p>All irrigation infrastructure or small-scaled dams constructed by the project to be subject to a dam safety check. For large or high-risk dams (unlikely) this will be carried out by independent experts to the standards of ESS4</p> <p>Large dams upstream of the project location, unlikely, to be identified and a risk assessment carried out. If the dam poses any risk to the project location and / or project beneficiaries, an early warning and emergency response plan will be prepared.</p>	<i>During feasibility study and design of irrigation projects, throughout project implementation.</i>	Design engineers Independent dam safety specialists (for large or high-risk dams)

4.2	<p><b>EXPLOSIVE REMNANTS OF WAR (ERW)</b></p> <p>All project locations to be assessed for the presence of ERW, including by consultation with CMAA / CMAC</p> <p>If a significant ERW risk is identified, an ERW risk management plan will be prepared in consultation with the Cambodian Mines Action Authority (CMAA) and / or Cambodian Mines Action Centre (CMAC) and may include some or all of the following:</p> <ul style="list-style-type: none"> <li>• Awareness raising</li> <li>• Demarcation of areas of high risk</li> <li>• Areas to be cleared of ERW before implementation of project activities in those areas or other actions that could expose project affected parties to increased risk.</li> </ul> <p>Project will develop a protocol, to be included in ESHS specifications, for action to be taken in the event that ERW are encountered unexpectedly</p>	<p><i>Initial screening of SLC</i></p> <p><i>Further screening may be needed after location of site access roads is determined</i></p>	<p>Provincial project team, in consultation with CMAA / CMAC</p>
4.3	<p><b>PREVENTION OF INFECTIOUS DISEASE TRANSMISSION</b></p> <ul style="list-style-type: none"> <li>• Vector-borne disease risks will be assessed in preparation of the ESMP at each project location</li> <li>• Health awareness training will be provided to project beneficiaries at all sites and will include (1) avoidance of water-borne diseases; (2) avoidance of vector-borne diseases; ; (3) avoidance of sexually transmitted diseases; and (4) preventing transmission of COVID-19.</li> <li>• Effective best-practice sanitation campaigns to aim at achieving 100% latrine use to be conducted at all project locations. Where contractors' workers will be present at a site camp for more than one month, STD prevention training will be provided to contractors' workers.</li> </ul>	<p><i>Risk assessment as part of screening and ESMP at each project location</i></p> <p><i>Health awareness and sanitation campaigns at each project location</i></p> <p><i>STD prevention training at start of works on a sub-project</i></p>	<p>Provincial Project Team</p> <p>Contractors</p>

4.4	<p><b>HEALTH RISKS FROM CONTAMINATED WATER SUPPLIES</b></p> <ul style="list-style-type: none"> <li>• Surface water and shallow aquifer groundwater supplies to be tested for chemical pollutants, particularly where commercial agriculture or mining operations are present upstream of the project locations</li> <li>• Deep aquifer groundwater supplies tested for arsenic</li> <li>• All water supplies tested for pathogens</li> </ul> <p>Appropriate action taken in case water is found not to match WHO drinking water standards (includes labelling of non-potable supplies, awareness raising, ensuring availability of potable water)</p>	<p><i>SLC sites: before settlement of land recipients on SLC</i></p> <p><i>ICLT: existing supplies tested during sub-project planning phase</i></p> <p><i>New supplies tested before use begins</i></p>	<p>Provincial Project Teams Testing by Ministry of Rural Development laboratory</p>
4.5	<p><b>ROAD SAFETY</b></p> <ul style="list-style-type: none"> <li>• All site access road sub-projects / road sub-projects designed and implemented from national level to have road safety review at design stage</li> <li>• Road safety training for communities implemented through construction contracts, using approved sub-contractors' materials and methodology</li> <li>• Additional measures for road safety of project direct workers addressed under direct worker OHS plan</li> </ul>	<p><i>Throughout project</i></p>	<p>MLMUPC Design engineers Provincial Project Team Construction contractors (deliver road safety training through approved sub-contractors)</p>
4.6	<p><b>NUTRITION</b></p> <ul style="list-style-type: none"> <li>• Project to conduct study of impacts of settlement on SLC on diets of children (may prove positive or negative) and other vulnerable groups</li> </ul> <p>Project to provide nutrition awareness and advice to SLC and IP communities, including awareness of the impacts of changed diet and opportunities to improve (home gardening, cooking classes)</p>	<p><i>Study to be conducted within 1 year after project inception</i></p> <p><i>Nutrition classes to be provided throughout the project period</i></p>	<p>MLMUPC Consultants Women and Children's Committees (Province / District / Commune levels)</p>
4.7	<p><b>GENDER BASED VIOLENCE</b></p> <p>Assess GBV risks as per 1.2 ad 1.3 for SLC and ICLT sites and integrate risk management measures in ESMPs.</p> <p>Project to support formation and / or strengthening of Women and Children's Committee structure at SLC and ICLT, with specific activity to identify and support victims of GBV</p>	<p><i>Throughout project implementation</i></p> <p><i>Throughout project implementation</i></p>	<p>Provincial Project Teams Women and Children's Committees (Province / District / Commune levels)</p>

4.8	<p><b>UNIVERSAL ACCESS TO SERVICES</b></p> <ul style="list-style-type: none"> <li>• Access of elderly, disabled or otherwise disadvantaged groups to be ensured in all service provisions by Project</li> <li>• All infrastructure to be designed for universal access. Specifically, schools, health facilities etc. to be designed for wheelchair access</li> </ul>	<i>Throughout project period</i>	MLMUPC Design consultants Provincial Project Teams
4.9	<p><b>COMMUNITY SAFETY DURING SITE WORKS</b></p> <p>Standard ESHS Specifications to require contractors to exclude the public and especially children from the vicinity of site works. Where no physical barrier is provided, a watch-person / flag-person to be present where machines are working to warn away passers-by and alert machine operator of risks.</p>	<i>During construction works</i>	MLMUPC Provincial Project Teams Construction Contractors Supervising Engineers

**ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT**

<p>5.1</p>	<p><b>AVOIDING INVOLUNTARY RESETTLEMENT</b></p> <p>The Project will seek to avoid involuntary resettlement / involuntary physical or economic displacement wherever possible, through:</p> <ul style="list-style-type: none"> <li>Careful identification of existing land users including legal owners, other types of occupants, and users who gain livelihoods from the land without occupying it (e.g. Common Property Resource (CPR) users</li> <li>Excluding land, for which a legitimate private claim exists, from SLC or ICLT land</li> <li>Providing compensatory benefits including SLC land allocations where appropriate</li> <li>Engaging with affected parties to find mutually agreeable solutions including preserving access to CPR.</li> </ul> <p>Planning of infrastructure including access roads to avoid or minimize land acquisition</p> <p><u>I don't have a problem keeping this, but I don't think it is necessary. Could just add "Apply the mitigation hierarchy of the Resettlement Policy Framework (RPF) to avoid and minimize impacts under ESS5," before 5.2 below (which would then become 5.1), and then state "When unavoidable, prepare in consultation with affected people, adopt, and implement resettlement plans (RPs) based on the RPF and in accordance with ESS 5 in a manner acceptable to the Association [replacing para in 5.2]."</u></p>	<p><i>During land identification, mapping, titling and land allocation of SLC</i></p> <p><i>During ICLT land mapping and titling process</i></p> <p><i>During planning of infrastructure sub-projects</i></p>	<p>MLMUPC Provincial Project Teams Commune Councils Local Communities Design engineers</p>
<p>5.2</p>	<p><b>RESETTLEMENT PLANS</b></p> <p>Where involuntary resettlement is necessary, the Project will prepare, adopt, and implement resettlement plans (RPs) in accordance with ESS 5 and consistent with the requirements of the Resettlement Policy Framework (RPF) that has been prepared for the Project, and thereafter adopt and implement the respective RPs before carrying out the associated activities, in a manner acceptable to the Association.</p>	<p><i>Prepare and implement before implementation of works that involve land acquisition or resettlement.</i></p>	<p>PMU [Provincial entity responsible for SLC/ICLT] of MLMUPC for impacts that are not covered by SOP-LAR</p> <p>RP will be prepared and implemented by MEF-General Department of Resettlement for impacts that are covered by SOP-LAR</p>
<p>5.3</p>	<p><b>GRIEVANCE MECHANISM</b></p> <p>Where an RP is prepared and implemented, a Grievance Redress Mechanism (GRM) meeting the requirements of ESS5 will be established for affected parties, as described in the RFP.</p>	<p><i>Establish and implement prior to land acquisition and resettlement and throughout project implementation</i></p>	<p>PMU [Provincial entity responsible for SLC/ICLT] of MLMUPC for impacts that are not covered by SOP-LAR</p> <p>Provincial Grievance Redress Committee (PGRC) to be established by MEF-GDR</p>

**ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES**

<p>6.1</p>	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>As part of the ESMF specified in subsection 4.3.6, develop and implement land use procedure and subproject screening form to ensure no biodiversity risks and impacts resulting from the proposed infrastructure.</p> <ul style="list-style-type: none"> <li>• Identify biodiversity hotspots and exclude from land allocated as SLC or ICLT, in accordance with law</li> <li>• Establish buffer zones between SLC and biodiversity hotspots. These buffer zones to be included in the Commune Development Plan</li> <li>• In any case where biodiversity hotspots exist contiguous with ICLT land, facilitate discussions with mandated authority to agree role for IP in management of hotspot</li> <li>• Raise awareness of community for conservation of biodiversity</li> </ul>	<p><i>During land identification, mapping and State Land Titling (SLC)</i></p> <p><i>During implementation of activities at each location (SLC and ICLT)</i></p>	<p>MLMUPC          Provincial Project Teams          Provincial Department of Environment          Provincial Department of Agriculture          Forests and Fisheries          IP Communities          NGOs with expertise in conservation and community forest management</p>
------------	--	--	---

**ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES**

<p>7.1</p>	<p>Establish technical working group with key experts including participation of indigenous peoples’ organization and support NGOs, to support the PMU of MLMUPC with the following activities to inform a revised IPPF prior to any ICLT activities:</p> <ul style="list-style-type: none"> <li>a. Assess experiences to date regarding opportunities, risks, and design and implementation features of the ICLT titling activities already undertaken by the government, including legal issues concerning conflicting claims regarding inclusion or exclusion of forest land;</li> <li>b. Assess the current ICLT system and procedures (legal and institutional) to identify areas for simplification and/or efficiency gains, and to include provisions to enhance the social assessment, consultation and free, prior and informed (FPIC) process in view of national and ESS7 requirements;</li> <li>c. Consult relevant stakeholders on ICLT, potentially including experts and experiences from other countries; and</li> <li>d. Undertake social and cultural profiles of identified ICLT communities, considering also the tangible and intangible cultural heritage in accordance with the Cultural Heritage Protection Framework (CHPF).</li> </ul>	<p><i>Submit report and revised IPPF for World Bank approval nine (9) months after effectiveness and before any site-specific ICLT activities are financed</i></p>	<p>PMU of MLMUPC</p>
<p>7.2</p>	<p><b>INDIGENOUS PEOPLES PLAN:</b></p> <p>Prepare, adopt, and implement site-specific Indigenous Peoples Plans (IPPs) consistent with the requirements of the Indigenous Peoples Planning Framework (IPPF) that has been prepared for the Project and ESS7, including provisions for Free Prior Informed Consent when required, in a manner acceptable to the Bank.</p>	<p><i>During site or sub-project planning and prior to implementation of project activities at any location (SLC or ICLT) where an IP community is affected (whether positively or adversely).</i></p>	<p>PMU of MLMUPC responsible in cooperation with:          Provincial Project Teams          IP community leaders          Community Facilitators recruited from the IP community (ICLT)          Specialist intermediaries (NGO) for SLC affecting IP</p>

7.2	<p><b>GRIEVANCE MECHANISM</b></p> <p>Grievances within the IP community (e.g. over use rights of ICLT land) to be addressed in the first instance through culturally appropriate means within the community, without prejudice to the right of access to the project GRM</p> <p>Other grievances to be addressed through the project GRM. To facilitate IP access to the GRM, the project will support and pay the costs of a facilitator, chosen by the complainant from within the IC and conversant in the IC language or dialect, who will serve as an advocate for the complainant during the process and ensure the rights of the indigenous minority are protected.</p>	<i>Throughout project period</i>	MLMUPC Provincial Project Teams IP Communities
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>EXCLUSION OF CULTURAL HERITAGE SITE FROM LAND TITLING</b></p> <p>Sites of tangible cultural heritage will be identified and excluded from the area of SLC land</p> <p>Sites of tangible cultural heritage within the proposed area of ICLT will be identified and solution discussed with relevant mandated authority. Where the cultural heritage is important to IP community, inclusion in the ICLT and / or IP participation in management to be favoured, consistent with legal requirements.</p>	<i>During land identification, mapping, titling and land use planning</i>	MLMPUC Provincial Project Teams Provincial Department of Culture and Fine Arts Apsara Authority (in certain areas of Siem Reap Province, if there are Project activities in those areas) IP communities
8.2	<p><b>CHANCE FINDS</b></p> <p>Prepare, adopt, and implement the chance finds procedure described in the ESMF developed for the Project. Chance finds procedure to be included in ESHS specification for works contracts</p>	<i>Chance finds procedure adopted before site works (land clearing or infrastructure sub-projects) begin</i>	MLMUPC Provincial Project Teams Construction Contractors Provincial Department of Culture and Fine Arts
8.3	<p><b>INTANGIBLE CULTURAL HERITAGE</b></p> <p>Risk to intangible cultural heritage to be evaluated through stakeholder engagement, particularly with IP, and through expert intermediaries where necessary. Ensure that the ICLT process is community-led to the greatest extent possible, and IP are facilitated to identify and evaluate risks</p>	<i>Throughout project, particularly during planning stage of ICLT (see section 7 above). Plans to be finalized prior to commencement of works.</i>	MLMPUC Provincial Project Teams IP Communities



**ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE**

<p>10.1</p>	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b>                  Update, adopt, and implement the project Stakeholder Engagement Plan (SEP).                  For each project location (SLC and ICLT) prepare, adopt and implement a location-specific SEP consistent with the Project SEP</p>	<p><i>Throughout project implementation</i></p> <p><i>At start of activities at any new project location (SLC or ICLT)</i></p>	<p>MLMUPC                  Provincial Project Teams                  Stakeholders</p>
<p>10.2</p>	<p><b>PROJECT GRIEVANCE MECHANISM</b>                  Prepare, adopt, maintain and operate a grievance mechanism, as described in the SEP.</p>	<p><i>Functional project GRM to be established and disseminated to stakeholders within three months after Project Effectiveness</i></p>	<p>MLMUPC                  Provincial Project Teams                  Project Partners (NGOs)                  Stakeholders</p>

**CAPACITY SUPPORT (TRAINING)**

<p>CS1</p>	<p><b>E&amp;S RISK MANAGEMENT CAPCITY BUILDING PLAN</b>                  Implement the capacity building plan for E&amp;S risk management described in the ESMF, with the following outcomes</p> <ul style="list-style-type: none"> <li>• All project IA staff familiar with principles and tools of E&amp;S management</li> <li>• E&amp;S risk management advisers, focal points and other key staff able to identify E&amp;S risks and develop risk management measures consistent with the ESMF, lead or advise on E&amp;S risk management, deliver trainings and monitor and report on E&amp;S risk management</li> <li>• Provincial Project Teams understand tools and methods of stakeholder engagement including with IP</li> <li>• GRM established and operating effectively</li> <li>• E&amp;S risk management measures integrated in sub-project designs</li> <li>• Contractors and suppliers understand and can implement their E&amp;S obligations (ESHS specifications)</li> <li>• Improved environmental management and sanitation at SLC</li> <li>• Access roads incorporate road safety design features</li> <li>• Improved community road safety awareness</li> </ul>	<p>Training of project staff on understanding of E&amp;S risk management instruments to be completed within six months after project effectiveness, with refresher courses as needed</p> <p>Training materials for all topics to be developed in first year of project effectiveness</p> <p>Trainings to contractors, suppliers and project beneficiaries before site-specific project activities and throughout project implementation, as needed</p>	<p>Training program overseen by MLMUPC / national E&amp;S risk management advisers</p> <p>MAFF</p> <p>Capacity building experts and subject specialists as needed</p>
------------	--	--	---