



Technical Assistance Report

Project Number: 39356
Regional Capacity Development Technical Assistance
December 2008

Targeted Capacity Building for Mainstreaming Indigenous Peoples Concerns in Development

ABBREVIATIONS

ADB	–	Asian Development Bank
DMC	–	developing member country
CHT	–	Chittagong Hill Tracts (Bangladesh)
CHTRDP	–	Chittagong Hill Tracts Rural Development Project
DRIP	–	Declaration on the Rights of Indigenous Peoples
EA	–	executing agency
EMDP	–	ethnic minorities development plan
FPIC	–	free, prior and informed consent
IA	–	implementing agency
IPDP	–	indigenous peoples development plan
IPRA	–	Indigenous Peoples Rights Act (Philippines)
MoCHTA	–	Ministry of Chittagong Hill Tracts Affairs (Bangladesh)
NCIP	–	National Commission on Indigenous Peoples (Philippines)
OED	–	Operations Evaluation Department
PPTA	–	project preparatory technical assistance
PRC	–	People’s Republic of China
RETA	–	regional technical assistance
R-CDTA	–	regional capacity development technical assistance
RRP	–	report and recommendation of the President
RSES	–	Environment and Social Safeguards Division
SEAC	–	State Ethnic Affairs Commission (PRC)
SES	–	special evaluation study
TA	–	technical assistance
TOR	–	terms of reference
UN	–	United Nations

TECHNICAL ASSISTANCE CLASSIFICATION

Type	–	Regional capacity development technical assistance (R-CDTA)
Targeting Classification	–	General intervention
Sector	–	Multisector (health, nutrition and social protection; education; law, economic management and public policy)
Subsectors		Other social services and development; education sector development; national government administration
Themes	–	Inclusive social development; capacity development
Subthemes	–	Indigenous peoples; institutional development; client relations, network, and partnership development

NOTE

In this report, "\$" refers to US dollars.

Vice-President	U. Schäfer-Preuss, Knowledge Management and Sustainable Development
Director General	X. Yao, Regional and Sustainable Development Department (RSDD)
Director	N. Ahmad, Environment and Social Safeguards Division, RSDD
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I. INTRODUCTION

1. The Asian Development Bank (ADB) *Policy on Indigenous Peoples* (1998) outlines ADB's commitment and approach to recognizing the circumstances of indigenous peoples and ensuring that indigenous peoples participate in and benefit equally from development. The policy recognizes that there are structural constraints that would limit its application, such as the lack of an appropriate legislative framework in ADB's developing member countries (DMCs), and the lack of necessary capacity of relevant development institutions and agencies. The policy thus stipulates that strategies to overcome structural constraints should be explored. The policy also stipulates that as necessary and appropriate, institutional strengthening and capacity building support should be provided to relevant government entities when such support would increase the effectiveness and efficiency of these entities.

2. ADB is in the process of updating its safeguard policies, including the policy on indigenous peoples. The updated policies will be issued by the first quarter of 2009, along with safeguard requirements for borrowers to ensure borrowers comply with the policy principles. The updating process is timely, as it is being conducted following the adoption (in September 2007) by the United Nations (UN) General Assembly of the Declaration on the Rights of Indigenous Peoples (DRIP).¹ Most of ADB's DMCs voted for the DRIP adoption and are committed to enhancing their institutional capacity to enable them to comply with its requirements. During the series of consultations regarding ADB's safeguard policy update, it was stressed that ADB will need to provide capacity development for DMCs to enable them to follow new ADB safeguard requirements and strengthen their country safeguard systems.

3. This regional capacity development technical assistance (TA) for Targeted Capacity Building for Mainstreaming Indigenous Peoples Concerns in Development will support selected executing agencies (EAs) in three DMCs develop their capacity to systematically mainstream indigenous peoples concerns in development projects. The TA will focus on Bangladesh, the People's Republic of China (PRC), and the Philippines. The concept for the TA was approved on 29 July 2007. Fact-finding missions were undertaken from 24 June-2 July 2008 (PRC), 18-24 August 2008 (Bangladesh), and 10-25 September 2008 (Philippines).

II. ISSUES

4. The uniform application of the ADB *Policy on Indigenous Peoples* poses particular challenges in Asia and the Pacific due to the huge variation in historical processes, cultures, ideologies, economic resource base, demography, and political and institutional frameworks. More than 75% of the world's 300 million indigenous peoples are found in the region in which ADB operates. These people are typically vulnerable to the impacts of development projects, despite often living in areas rich with natural resources. Very few ADB member countries have adopted national legislation protecting indigenous peoples, and fewer still have a specific government agency responsible for indigenous peoples welfare and development.

5. In the special evaluation study (SES) conducted by ADB's Operations Evaluation Department (OED) on indigenous peoples safeguards,² it was recommended that a sequential approach to capacity building on indigenous peoples safeguards be adopted, focusing first on a few DMCs. The SES emphasized that such an approach is needed because of variations

¹ United Nations. 2008. *Resolution 61/295 (A/RES/61/295) of the 107th Plenary Session of the General Assembly: Declaration on the Rights of Indigenous Peoples, 13 September 2007*. New York: United Nations Department of Public Information.

² ADB. 2007. *Special Evaluation Study on Indigenous Peoples Safeguards*. Manila.

among both the systems of DMCs and their capacity to comply with the policy. The SES also recommended that more Social Safeguards training be provided for EAs.

6. Among ADB's DMCs, Bangladesh, the PRC, and the Philippines stand out due to their laudable experiences in integrating indigenous peoples safeguards in ADB-supported projects. These countries have both constitutional provisions and separate legislation focusing on recognition and respect for the rights of indigenous peoples. They have institutional arrangements in place for dealing with indigenous peoples concerns, although they use different approaches. All three countries are aware of the importance of adhering to ADB's policy requirements but recognize that complying with both ADB's safeguard policy and their own policies will require that they meet the challenge of reconciling different procedures and practices. The PRC and the Philippines voted in favor of the UN DRIP; Bangladesh abstained, but indicated its general support for indigenous peoples rights. Bangladesh and the Philippines have dynamic indigenous peoples organizations active in trying to increase the sensitivity of ADB-financed projects to the rights of indigenous peoples. Capacity development will focus on these three countries, as each is prepared and committed to harmonizing their own safeguard approach with that of ADB. They have promising approaches to indigenous peoples safeguards that could be replicated in other countries. Each country represents a geographical region and a key sector where capacity development on indigenous peoples safeguards could be initiated.

7. **Bangladesh.** Indigenous peoples communities in Bangladesh are generally divided into two groups: the Chittagong Hill Tracts (CHT) group, which constitutes the majority of the recognized tribal peoples; and the Plains group, which includes the Monipuri, Khasi, and Garo (Mandi) peoples, among others. Policies for the CHT group are more apparent and prominent than policies governing the Plains group, and specific agencies have been assigned to cater to the distinct needs of CHT peoples. The 1997 Peace Accord³ created two institutions mandated to oversee the development of the CHT: (i) the CHT Regional Council; and (ii) the Ministry of CHT Affairs (MoCHTA). The CHT Development Board, established in 1996, is mandated to undertake development works in the region. Further, three hill district councils were empowered by acts of Parliament to deliver a wide range of services to the three CHT districts (Rangamati, Bandarban and Khagrachari). In contrast, the affairs of Plains peoples are addressed as part of regular mandates of ministries and local governments. Officially, the Special Affairs Division under the Prime Minister's Office is responsible for the development of the Plains groups. The presence of various government agencies dealing with the welfare and situation of indigenous peoples in CHT and in the Plains poses special coordination challenges.

8. ADB's *Policy on Indigenous Peoples* is most often triggered in Bangladesh when implementation of a project will include CHT and Plains areas where tribal peoples are known to reside. The Chittagong Hill Tracts Rural Development Project (CHTRDP) is one example where the implementation of ADB's *Policy on Indigenous Peoples* has been widely commended. It was the first major investment in the CHT after the signing of the 1997 Peace Accord and aimed to substantially raise people's standard of living—particularly that of landless, small, marginal indigenous farmers—and encourage women to become widely involved in community decision making and enterprise development. Various local agencies and local peoples expressed their desire to use the CHTRDP as a model in preparing and implementing future projects taking place in areas inhabited by indigenous peoples, given the project's success in enhancing the peace-building process in CHT, and its distinct participatory approach.

³ MoCHTA. 1997. *Chittagong Hill Tracts Peace Accord* signed between the National Committee on Chittagong Hill Tracts Affairs and the Parbatya Chattagram Jana-Samhati Samiti on 2 December 1997.

9. **People's Republic of China.** Recognition of the various ethnic minorities (*xiasu mensu*) in the PRC is stipulated in the Regional Ethnic Autonomy Law,⁴ which provides for clearly defined representation mechanisms and socioeconomic and political processes in ethnic minority areas. The government provides special assistance to support the development of autonomous areas and provide special training for minority cadres. Substantial funds are committed for ethnic minority programs and autonomous regions. The State Ethnic Affairs Commission (SEAC) is mandated as the overall and highest policy-making body for the ethnic minorities' affairs. SEAC is represented in the provinces by Provincial Ethnic Affairs Commission, which coordinates with the autonomous governments' ethnic affairs bureaus. The Commission's membership is composed of representatives from line ministries; this structure is replicated at the provincial and local government levels, simplifying coordination.

10. Many good examples of how to adopt the ADB *Policy on Indigenous Peoples* are evident in the country, but some challenges remain. While ADB requires extensive consultations on a project-to-project basis, the PRC prefers and relies on its autonomous governments to work out arrangements with their peoples (footnote 2). Coordination between EAs and implementing agencies (IAs) with ethnic affairs and cultural affairs commissions and/or bureaus often comes late in the process, and there is a need to institutionalize coordination in project preparation and implementation. Since safeguard plans include activities not under the direct responsibility of EAs and/or IAs, there is also a need to strengthen the monitoring system to track commitments made by relevant agencies for ethnic minority development plans (EMDPs). Among ADB-financed projects, the Dali-Lijiang Railway project in the Yunnan province is seen as a good model for future transport projects in the country. The project showcased good practices in terms of promoting the active participation of ethnic, cultural, social and other agencies and/or bureaus in implementing the EMDP, and strong sponsorship of project activities by autonomous local governments.

11. **Philippines.** Among ADB's DMCs, the Philippines is the only country that has a national legislation on indigenous peoples. The 1997 Indigenous Peoples Rights Act (IPRA)⁵ stresses that indigenous peoples should equally benefit from development and that any development program or commercial undertaking within their ancestral domains be in accordance with their culture, customs and traditions. IPRA adopts self-determination as a key principle, and requires that free and prior informed consent (FPIC) be obtained from indigenous peoples on development projects that affect them. IPRA created and mandated the National Commission on Indigenous Peoples (NCIP) to be responsible in recognizing, protecting and promoting the rights of indigenous peoples. While policies are in place, EAs and IAs of ADB-supported projects have underscored procedural and institutional gaps that need to be addressed to strengthen compliance with various provisions of the law.

12. Various projects in the Philippines—particularly those within ancestral domain areas or with ancestral domain claims—considered safeguards to ensure beneficial impacts on indigenous peoples and avoid their displacement prior to the adoption of ADB's *Policy on Indigenous Peoples*. The Cordillera Highland Agricultural Resource Management project, approved in 1996, demonstrated the advantages of (i) seeking early support of the project by indigenous peoples, (ii) inclusion of specific actions for their participation in project decision-making, implementation and monitoring, and (iii) inclusion of components and activities to address potential cultural displacement and lifestyle adaptation. The project paved the way for

⁴ PRC. 1984. *Law on Regional Ethnic Autonomy* adopted at the 6th National People's Congress, promulgated by Order No. 13 of the President of the PRC on 31 May 1984 and effective 1 October 1984.

⁵ Government of the Philippines. 1997. *Republic Act 8371; The Indigenous Peoples Rights Act of 1997*, adopted by 10th Philippine Congress and approved by the President of the Philippines on 29 October 1997.

the issuance of the first Certificate of Ancestral Domain Title in the country. It initiated the formulation of guidelines for ancestral domain mapping, titling and sustainable development planning in ancestral domain areas. It also piloted the initial guidelines for ascertaining FPIC. While there are continuing efforts to simplify safeguard guidelines in the country, further simplification and harmonization (e.g., FPIC requirements and indigenous peoples planning as required by donors) are still being demanded by line agencies. There is also the need to further improve inter-agency knowledge sharing of experiences in conducting safeguards and in further integrating concerns relating to indigenous peoples in agencies' training modules.

III. THE TECHNICAL ASSISTANCE

A. Impact and Outcome

13. The overall impact of the TA is improved capacity of government and development partners to mainstream indigenous peoples concerns in development projects. The outcome is enhanced processes in selected EAs in three participating countries toward effective integration of indigenous peoples safeguards in projects and activities proposed for ADB assistance.

B. Methodology and Key Activities

14. The outputs of the TA will comprise (i) capacity assessment in selected EAs in Bangladesh, the PRC, and the Philippines for designing, implementing, monitoring and evaluating projects that are compliant to ADB's *Policy on Indigenous Peoples* and national policies on indigenous peoples; (ii) a capacity development program toward integrating indigenous peoples concerns and safeguard requirements in project design, implementation and monitoring; and (iii) establishment of national or subnational level indigenous peoples network forums.

- (i) **Component 1—Capacity assessment.** Activities under this component will include: (a) identification of government agencies formulating indigenous peoples-related policies and implementing projects affecting indigenous peoples; (b) assessment of agencies' capacities and training needs toward mainstreaming indigenous peoples concerns; and (c) identification and documentation of the experiences and lessons of selected EAs from projects affecting indigenous peoples.
- (ii) **Component 2—Capacity development.** This will include: (a) the development of training manuals and sector toolkits on indigenous peoples safeguards, to reflect ADB's indigenous peoples safeguard policy requirements; and (b) actual conduct of training and/or workshops on requirements related to indigenous peoples for selected EAs.
- (iii) **Component 3—Development of indigenous peoples network forums.** Activities will include: (a) identification of agencies and individuals in each country with extensive involvement in integrating indigenous peoples concerns in project design, implementation and monitoring; (b) conducting a discussion forum on the results of the assessment and technical papers; (c) formation of the national or subnational indigenous peoples networks to serve as venues for discussing evolving indigenous peoples issues and concerns; and (d) formulation of a plan of action for institutionalizing the indigenous peoples network forum.

C. Cost and Financing

15. The total cost of the TA is estimated at \$600,000 equivalent. The TA will be financed on a grant basis by ADB's technical assistance funding program. The cost estimates are in

Appendix 2. Disbursements under the TA will be in accordance with ADB's *Technical Assistance Disbursement Handbook*.⁶

D. Implementation Arrangements

16. ADB will be the EA, and the proposed TA will be implemented from February 2009 to February 2011 through the Environment and Social Safeguards Division (RSES) of the Regional and Sustainable Development Department. Focal point agencies for implementation in the three countries will be MoCHTA in Bangladesh, SEAC in the PRC, and NCIP in the Philippines. An inter-agency steering committee, to be led by the focal agency, will be established in each country to provide the overall direction for project implementation following approved work plans.

17. Consultant inputs for the following activities are required: conduct of capacity and training needs assessment of select EAs and implementing partners; preparation of technical papers on best practices in implementing ADB's *Policy on Indigenous Peoples* for selected sectors; preparation and piloting of training manuals and sector toolkits; coordination of a discussion forum using best practice papers as initial agenda and formation of indigenous peoples networks. Activities performed under the TA require 73 person-months of consulting services, including 7 person-months of international and 66 person-months of national consulting services.

18. An indigenous peoples specialist will be recruited internationally to provide technical support for the TA. The international consultant will work in close coordination with national consultants and maintain regular contact with MoCHTA, SEAC, and NCIP. The consultant will report directly to RSES. International consultant support will be provided intermittently over the TA implementation period. Progress reports will be prepared by RSES on a 6-month basis. A national consultant will be recruited as TA administration coordinator to assist in administering the TA and will be based at ADB headquarters.

19. National consultants knowledgeable in organizational assessment and diagnosis, mainstreaming of indigenous peoples' concerns, training modules development, and training and process facilitation will be hired to assist country focal agencies in undertaking the TA activities. The national consultants will report to and work under the direct supervision of the designated country focal agency, which will provide logistical support to the consultants, including office space, furniture, and administrative support. The consultants will prepare quarterly progress reports for submission to the focal agency and to RSES.

20. Outline terms of reference for consultants are in Appendix 3. All consultants will be recruited on individual basis. The consultants will be engaged by ADB in accordance with the *Guidelines on the Use of Consultants* (2007, as amended from time to time).

IV. THE PRESIDENT'S DECISION

21. The President, acting under the authority delegated by the Board, has approved the provision of technical assistance not exceeding the equivalent of \$600,000 on a grant basis for Targeted Capacity Building for Mainstreaming Indigenous Peoples Concerns in Development, and hereby reports this action to the Board.

⁶ ADB. 2008. *Technical Assistance Disbursement Handbook*. Manila.

DESIGN AND MONITORING FRAMEWORK

Design Summary	Performance Targets and/or Indicators	Data Sources and/or Reporting Mechanisms	Assumptions and Risks
<p>Impact Improved capacity of DMCs and development partners to mainstream indigenous peoples concerns in development projects</p>	<p>Increased number of planned and implemented projects with culturally appropriate benefits and mitigation measures for indigenous peoples</p>	<p>Poverty and social impact assessments for projects; PPTA reports; RRP; indigenous peoples planning document; review mission reports</p>	<p>Assumption Sustained commitment of governments and EAs to recognize indigenous peoples concerns in projects and in pursuing efforts to mainstream these concerns.</p>
<p>Outcome Enhanced processes in DMCs for integration of indigenous peoples safeguards in projects</p>	<p>Mechanisms in place in DMCs for identifying and monitoring the impact of projects on indigenous peoples</p> <p>Guidelines for preparing and conducting indigenous peoples safeguards</p> <p>Increased number of staff in EAs and IAs with the capacity to design and implement development projects with indigenous peoples safeguards</p> <p>Number of sector-specific trainings on integrating indigenous peoples concerns conducted</p>	<p>EA and IA guidelines and procedural instructions</p> <p>Composition of EA project teams</p> <p>Indigenous peoples safeguards documents</p> <p>In-house training reports by EA and IAs</p>	<p>Assumptions</p> <ul style="list-style-type: none"> • Participating DMCs, EAs and IAs accept TA outputs for adoption and integration in their usual functions related to project design, implementation and monitoring. • Effective training is delivered; training modules and toolkits are relevant. • Continuing dialogue with indigenous peoples network sustained and tapped in preparing indigenous peoples safeguards. <p>Risks</p> <ul style="list-style-type: none"> • Those involved in the TA do not provide feedback to management. • Those involved in the TA do not remain with the target EAs and IAs.
<p>Outputs</p> <ol style="list-style-type: none"> 1. Roster of relevant government agencies involved in formulating and implementing policies on indigenous peoples 2. Capacity and training needs assessment on selected EAs and IAs 3. Documentation on lessons from projects affecting indigenous peoples 4. Training manuals and sector toolkits clarifying ADB indigenous peoples safeguard requirements 	<p>List of relevant government agencies</p> <p>Country capacity and/or training needs assessment reports</p> <p>Country technical reports on lessons</p> <p>Training modules for integration of indigenous peoples concerns</p> <p>Sector toolkits for integrating indigenous peoples concerns in selected sector</p>	<p>Inception report</p> <p>Country capacity assessment reports</p> <p>Country technical reports</p> <p>Training module</p> <p>Sector toolkits</p>	<p>Assumptions</p> <ul style="list-style-type: none"> • Consultants are effective in their roles to implement the required activities and deliver quality outputs. • Staffs nominated to attend training are eager to listen, learn and participate in activities. <p>Risks</p> <ul style="list-style-type: none"> • Consultants' outputs are not acceptable to DMCs, EAs or IAs. • International and national consultants are not contracted out on time. • EAs or indigenous peoples commissions have other priorities.

Design Summary	Performance Targets and/or Indicators	Data Sources and/or Reporting Mechanisms	Assumptions and Risks
<p>5. Training conducted for selected EAs and/or IAs</p> <p>6. Indigenous peoples forum conducted and plans of action developed to institutionalize national or subnational indigenous peoples networks</p>	<p>Trainings conducted for selected EAs and/or IAs</p> <p>Number of EAs and/or IAs provided with training</p> <p>Country plans of action for institutionalizing a network of experts on indigenous peoples</p> <p>Roster of individuals and/or organizations with expertise on indigenous peoples issues</p>	<p>Training report and evaluation</p> <p>TA progress report</p> <p>Country plans of actions</p>	
<p>Activities with Milestones</p> <p>Documentation of Capacity Assessment and Best Practices</p> <p>1.1 Develop a work program for national consultants within 1 month of recruitment; work program to be coordinated with DMC focal point, with recruitment of TA consultants by ADB by the first quarter (Q1) of 2009</p> <p>1.2 Identify agencies to be assessed in terms of capacity to integrate indigenous peoples concerns in project cycle by Q1 2009</p> <p>1.3 Conduct national capacity assessment of agencies and identify good practices and/or lessons by end of Q3 2009</p> <p>1.4 Document good practices for conduct and/or implementation of indigenous peoples safeguards by end of Q3 2009.</p> <p>Capacity Development</p> <p>2.1 Prepare training modules by end of Q1 2010</p> <p>2.2 Prepare sector toolkits by end of Q1 2010</p> <p>2.3 Conduct training and/or workshop by Q3 2010</p> <p>2.4 Prepare Training Report by end of Q3 2010</p> <p>Development of Indigenous Peoples Network Forum</p> <p>3.1 Identify national experts to be invited to a national indigenous peoples forum by Q3 2009</p> <p>3.2 Conduct national workshops presenting assessment report and technical papers on lessons by Q4 2009</p> <p>3.3 Develop national action plan and research agenda to institutionalize the indigenous peoples network by Q4 2010</p> <p>3.4 Prepare national directories of experts and consultants on indigenous peoples by Q4 2010</p> <p>TA Administration</p> <p>2.1 Hire consultants to assist in TA administration</p> <p>2.2 Prepare inception report and work program (within 1 month)</p> <p>2.3 Conduct review and assessment of TA performance (quarterly)</p> <p>2.4 Prepare progress and completion reports</p> <p>2.5 Undertake coordination with DMC focal points and other external organizations</p>			<p>Inputs</p> <p>ADB:</p> <p>(i) overall management of the TA</p> <p>(ii) \$600,000 for the TA</p> <p>(iii) RSES and regional departments guide and support consultant activities</p> <p>Governments (EAs and IAs) : Logistical and administrative support to consultants; and active support to TA activities</p> <p>Others (development partners, indigenous peoples organizations, academes, research institutions, and consultancy networks) : Commitment to continue to share knowledge and lessons</p>

ADB = Asian Development Bank; DMC = developing member country; EA = executing agency; IA = implementing agency; PPTA = project preparatory technical assistance; RRP = report and recommendation of the President; RSES = Environment and Social Safeguards Division; TA = technical assistance.

Nessim J. Ahmad, Director, RSES

Xianbin Yao, Director General, RSDD

COST ESTIMATES AND FINANCING PLAN
(\$'000)

Item	Total Cost
A. Asian Development Bank Financing^a	
1. Consultants	
a. Remuneration and Per Diem	
i. International Consultant	164.00
ii. National Consultants	169.00
b. International and Local Travel	66.00
c. Reports and Communications	12.00
2. Training, Seminars and Workshop	
a. In-country Workshops/Seminars	15.00
b. In-country Training Programs	24.00
c. Regional Workshop	75.00
3. Miscellaneous Administration and Support Costs	
a. Technical Assistance Coordinator (Remuneration, others)	18.00
b. Office Consumables	3.00
4. Contingencies	54.00
Total	600.00

^a Financed by the Asian Development Bank's technical assistance funding program
Source: Asian Development Bank estimates.

OUTLINE TERMS OF REFERENCE FOR CONSULTANTS

1. The regional capacity development technical assistance (TA) will require the services of international and national consultants with substantial experience in mainstreaming indigenous peoples concerns in development projects, as well as institutional and/or organizational development, process facilitation, and networking. A national consultant will be recruited to assist in day-to-day activities relating to the TA.

A. International Indigenous Peoples Specialist (7 person-months, intermittent)

2. The following assignments will be carried out by the international indigenous peoples specialist toward the accomplishment of the activities and milestones indicated in the design and monitoring framework:

- (i) provide necessary support and input to the drafting of TA work programs of national focal agencies, preparation of selection criteria for national consultants, selection of executing agencies (EAs) to participate in the capacity assessment and training, and drafting of the outline of national capacity assessment reports;
- (ii) provide guidance and expert review and recommendations on outputs prepared by the national focal agencies and/or national consultants;
- (iii) support the national focal agencies through desk review and field-based assessments on the present capacity of EAs and implementing agencies (IAs) to integrate indigenous peoples concerns in project design, implementation, monitoring and evaluation and assist in selecting experiences to be used as good practice model;
- (iv) guide and support national teams in drafting sector tool kits and training modules, and in developing criteria for selection of training participants;
- (v) support national teams in organizing a national indigenous peoples forum or network;
- (vi) seek the comments and recommendations of relevant resident missions and operations departments and/or divisions on the TA outputs of the national focal points;
- (vii) coordinate the TA work program with the focal agency and ADB's Environment and Social Safeguards Division (RSES); and
- (viii) prepare and submit consolidated reports.

B. National Indigenous Peoples and Training Specialists (54 person-months)

3. Toward the activities and milestones indicated in the design and monitoring framework, and under the guidance of the international consultant, the national indigenous peoples and training specialists will undertake these tasks:

- (i) assist the national focal agency in developing and implementing the TA work program;
- (ii) assist the national focal agency set criteria for identifying and selecting the participating EA and IAs to be involved in capacity assessment and later as potential training and/or workshop participants;
- (iii) review and assess the capacity of selected EAs and IAs to screen project impacts on indigenous peoples, conduct social impact assessment, and prepare indigenous peoples safeguards requirements; evaluate existing in-house training materials and determine whether indigenous peoples concerns can be

- incorporated therein; identify good practices for replication, and provide recommendations on how to improve the capacity of agencies to integrate indigenous peoples concerns in projects;
- (iv) support the conduct of an indigenous peoples forum to present ADB's indigenous peoples safeguards policy, institutional capacity assessment report, good practices papers, and draft trainers manual and sector tool kits;
 - (v) draft and implement a training design to facilitate the conduct of training of trainers for select agencies and/or sectors; facilitate the conduct of training; prepare a report on the training; and draft a trainers manual to integrate indigenous peoples safeguards and concerns in development projects for use by specific agencies or sectors; and
 - (vi) support the development of a program of action to institutionalize a national indigenous peoples forum and/or network.

C. TA Administration Coordinator (12 person-months)

4. A national TA administration coordinator will be recruited to deal with day-to-day administration, and coordinate activities between RSES and the participating national agency focal points. The coordinator shall undertake the following tasks:

- (i) carry out necessary administrative tasks to ensure timely implementation of TA activities, and coordination (both within ADB and externally);
- (ii) support the preparation and distribution of semiannual reports;
- (iii) provide support as necessary to the consultant team, and act as liaison between the consultants, government, RSES, resident missions and concerned regional departments; and
- (iv) provide support as required to ensure smooth implementation of TA activities.