

# Resettlement Planning Document

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Resettlement Plan Phase II (Stung Chinit Reservoir)  
Final  
Project Number: 29257  
November 2006

## CAM: Stung Chinit Irrigation and Rural Infrastructure Project (Loan No. 1753-CAM [SF])

Prepared by the Inter-Ministerial Resettlement Committee, under the Chairmanship of the Ministry of Economy and Finance; and the Ministry of Water Resources and Meteorology

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**Royal Government of Cambodia**  
**Inter-Ministerial Resettlement Committee**  
**Ministry of Water Resources and Meteorology**



**Asian Development Bank**

**STUNG CHINIT IRRIGATION  
AND RURAL INFRASTRUCTURE PROJECT  
(Loan No. 1753-CAM [SF])**

**Resettlement Plan Phase II  
Stung Chinit Reservoir Component**

**November 2006**

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## ACRONYMS AND ABBREVIATIONS

ADB	Asian Development Bank
AFD	Agence Française de Développement
APs	Affected Person (s)
APIP	World Bank Agricultural Productivity Improvement Project
CARDI	Cambodian Agriculture Resources Development Institute
COI	Corridor of Impact
DMS	Detailed Measurement Survey
EIA	Environmental Impact Assessment
EA	Executing Agency
EMA	External Monitoring Agent
FWUG	Farmer Water User Group
FWUCs	Farmer Water User Communities
GRC	Grievance Redress Committee
GRET	Groupe de Recherches et d'Échanges Technologiques
ha	Hectare
IOL	Inventory of Losses
IRC	Inter-ministerial Resettlement Committee
MEF	Ministry of Economy and Finance
MLMUPC	Ministry of Land Management, Urban Planning and Construction
MOU	Memorandum of Understanding
MOWRAM	Ministry of Water Resources and Meteorology
MRD	Ministry of Rural Development
NGO	Non-Government Organization
NSLC	National Social Land Concession
PDAFF	Provincial Department of Agriculture, Forests and Fisheries
PDF	Provincial Department of Finance
PDLMUPC	Provincial Department of Land Management, Urban Planning and Construction
PDWRAM	Provincial Director of Water Resources and Meteorology
PIB	Public Information Booklet
PIU	Project Implementation Unit
PLUAC	Provincial Land Use and Allocation Committee
PMO	Project Management Office (of MOWRAM)
ROW	Right-of-Way
RP	Resettlement Plan
SCIRIP	Stung Chinit Irrigation and Rural Infrastructure Project
SCRS	Stung Chinit Resettlement Subcommittee
SES	Socio-economic survey
SLC	Social Land Concession
TOR	Terms of Reference

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## EXECUTIVE SUMMARY

1. This document is a Resettlement Plan (RP) for Stung Chinit Reservoir Component (RP phase II). This RP phase II provides a detailed and time-bound plan and budget for project affected households (APs) losing land and other assets in the reservoir component of the Stung Chinit Irrigation and Rural Infrastructure Project (SCIRIP). Whilst the January 2004 Approved RP included a provisional estimate of the resettlement budget for APs losing land in the reservoir based on analysis from orthophoto-mapping, it was decided in the 7 October 2004 Memorandum of Understanding (MOU) signed by the SCIRP Steering Committee and the ADB that the Approved RP be updated on the basis of a new detailed measurement survey (DMS) to include final data on project impact and resettlement actions and costs in the reservoir area.
2. The RP phase II covers impacts that would arise from the filling of the reservoir by diverting water from Stung Chinit River. The embankments of the reservoir have all been constructed and lands affected by the construction of the embankments have all been compensated for as per the Approved January 2004 RP. The diversion of water from the Stung Chinit River into the reservoir will allow the completion of works in other areas of the irrigation system. Unless the reservoir is ready for filling before the onset of the rainy season in 2006, completion of the whole Project would be delayed.
3. Based on the DMS carried out on privately-held lands and other fixed assets inside the reservoir in November 2004 to January 2005, a total of 6,911,122.69 m<sup>2</sup> of agricultural land, belonging to 1,103 AP households; a house and 14 wooden buildings plus a 50 m concrete sawing platform inside the compound of a sawmill; 27 houses in Kampong Sdach Village; 4,716 trees of various species; 1 *stupa*; and an aggregate of 60 linear meters (LM) of wooden fences will be impacted by the filling of the reservoir. The further impact resulting from unforeseen flooding from the reservoir, including any flooding in the Ochork Tributary will be determined by a further DMS as soon as the extent of impact is cleared, and this additional impact will be a subject of further funding from the government to cover the costs of compensation for land losses and other APs entitlements. The additional impact of the Ochork Tributary will be submitted to ADB as an Resettlement Plan phase III for approval.
4. Of the 1,103 AP households losing agricultural land in the reservoir, 852 households will lose more than 10% of their total productive landholdings (i.e., located inside and outside of the reservoir). The main land losses occur in Taphoek, Laok, Snao and Balaeng and some smaller villages close to the spillway, where some 376 households will lose between 30% and 100% of their land in the flood rice area adjacent to the spillway and headworks, to the south and north of the reservoir. Of the 376 households, 203 will lose more than 50% of their land, including 108 households who will lose more than 70%; 36 households, more than 90%; and, 11 losing 100%.
5. Additionally, the DMS has identified 313 AP households as falling under one or more of the following vulnerable groups—woman-headed, aged household head, disabled household head, and/or with a monthly household income below the national poverty line. Altogether, 533 incidences of vulnerability have been identified, some of these 280 households having multiple aspects of vulnerability.



6. Consistent with the ADB Policy on Involuntary Resettlement and the January 2004 approved RP, the following entitlements will be provided to eligible AP households:

- a. Cash compensation at replacement cost for all affected agricultural and residential lands, houses and other fixed structures, crops, and trees. Replacement compensation for affected houses and fixed structures are inclusive of the current market costs of similar building/construction materials of the affected structures, plus the cost of labor for dismantling, reconstructing and/or repairing the same, without deduction for depreciation or the value of salvageable materials.
- b. Home plots in a relocation site for the 27 households in Kampong Sdech village that is at risk of getting inundated.
- c. A one-time disruption allowance of \$40 and an additional transportation allowance of \$40 to the owner of a house at the sawmill and 13 households in Kampong Sdech that will have to be demolished and re-organized on an adjacent lot that belongs to the same AP outside of the reservoir embankment. The other 14 APs in Kampong Sdech that have only residential land are not entitled to transportation allowance, but compensation for their residential land.
- d. A one-time cash allowance of \$20 in respect of each of the aggregate of 533 of vulnerability of APs (See table 3.5 page 11). (NOTE: there are actually 313 vulnerable AP households only. But some of them belong to two or more categories).
- e. For the 852 AP households losing more than 10% of their total productive lands, each is entitled to the following income restoration measures:
  - e.1 Short-term employment in the clearing of trees and related activities at the reservoir, to be facilitated by the Ministry of Water Resources and Meteorology (MOWRAM), the Executing Agency (EA). The EA will request the civil works contractor to hire the APs in the clearing of the reservoir.
  - e.2 Appropriate livelihood activities in the fields of agriculture and aquaculture, including service-oriented jobs in urban and rural areas, plus the provision of needed skills training to prepare the APs in engaging in these livelihood activities.
  - e.3 Micro-credit facility to support the APs' income earning activities;
  - e.4 Transitional allowance of \$196.4 per hectare of land lost in the reservoir (all pieces of land in the reservoir are rice land with the average yield of rice productivity per year of 1.5<sup>1</sup> tons per hectare at a current market value of 600 Riel per kilogram). This transitional allowance covers for their loss of rice production which was not able to be grown in 2006 and it will be provided for the other specific transitional period in case it is needed.
  - e.5 Provide advice to APs to help them find and purchase replacement productive land.

7. The delivery of compensation and other entitlements will be carried out within the fourth quarter of 2006. The income restoration measures for APs losing more than 10% of their total productive assets will also extend up to 28 months. In April 2008, an interim evaluation of the income restoration program will be conducted by ADB and additional rehabilitation support will be designed, as necessary, for APs who by then have not yet been able to fully rehabilitate themselves. Moreover,

<sup>1</sup> The average yield of 1.5 ton per hectare per year resulted from a public consultation with 421 APs made by the IRC and PRSC working group on 07 June 2006.

resettlement, especially the income restoration program, will be monitored closely by the external monitoring agent (EMA) so that prompt remedial measures could be initiated if and when problems are encountered.

8. MOWRAM will ensure that the cost of resettlement is approved by the Inter-Ministerial Resettlement Committee which in turn will ensure that funds for the implementation of this RP phase II are available in a timely and sufficient manner. The total cost of resettlement, inclusive of overhead costs and contingencies, is estimated at \$2,053,208.



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## 1. INTRODUCTION

### 1.1 Project Description

9. The Stung Chinit Irrigation and Rural Infrastructure Project (SCIRIP) involves the rehabilitation of the Stung Chinit irrigation scheme in Kampong Thom province, and the associated upgrading of its rural infrastructure. The primary objectives of the Project are to increase agricultural productivity and farmer incomes, and stimulate the rural economy. This would be achieved through the provision of irrigation and drainage, initially in a Priority Area, for 2,960 ha wet season and 2,000 - 3,000 ha dry season production. The Project will establish the infrastructure to provide the basis for future irrigation and drainage of a further 4,420 ha in the southern sector served by the existing main canal. A further aim is to improve access and transportation and marketing systems through the rehabilitation of 150 km rural roads and 6 markets.

10. Changed design of the project, especially to respond to the inundation of substantial agricultural land in the reservoir, has led to a number of investments in mitigating the impact of the Project and to protect villages and agricultural areas. These include flood embankments on each side of the Stung Chinit river valley where the reservoir is located, and a major drainage channel to relieve the resultant accumulation of water in dike-protected areas of the Stung Chinit flood plain. These measures will also be augmented by the provision of sluices and irrigation channels from the reservoir to adjoining farm land.

11. A Resettlement Plan (RP) phase I was initially prepared for the SCIRIP. The RP phase I involved the construction of the main and secondary canals and drains from the southern catchments area, including the embankments of the reservoir. The RP phase I was approved by ADB in January 2004, and the implementation of the same has been completed in January 2006.

### 1.2 RP for Stung Chinit Reservoir Component (RP Phase II)

12. ADB Aide Memoir of 7 October 2004 established that an RP phase II to the approved RP of January 2004, which is, now, called RP phase II should be prepared following a Detailed Measurement Survey of affected households having land, structures, other assets or economic activity in the Stung Chinit reservoir area. A Memorandum of Understanding for this purpose was signed by IRC and ADB on 7 October 2004.

13. One purpose of the RP phase II is to establish the exact impact on affected persons (APs) in the reservoir, the Stage 2 of the SCIRIP, and to calculate the budget to provide for their compensation, allowances, including income restoration program for those severely affected.

14. The Inter-ministerial Resettlement Committee (IRC<sup>2</sup>) conducted the DMS for the reservoir component of SCIRIP from November 2004 to January 2005. The DMS

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<sup>2</sup> Since the formation of the IRC in 1999 as an inter-ministerial coordinating committee under the chairmanship of the Under Secretary of State of the MEF, the MEF has provided secretariat and survey functions for the IRC including the formal conduct of DMS, registration of APs and payment of compensation.

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serves as the formal basis of registering APs and of establishing rights to compensation and other allowances and support.

### 1.3 Summary of Adverse Social Impacts

15. A total of 6,911,122.69 m<sup>2</sup> of agricultural land, belonging to 1,103 AP households; a house and 14 wooden buildings plus a 50 m concrete sawing platform inside the compound of a sawmill; 27 houses in Kampong Sdach Village; 4,716 trees of various species; 1 *stupa*; and an aggregate of 60 linear meters (LM) of wooden fences will be impacted by the filling of the reservoir.

16. Of the 1103 AP households who will lose agricultural land in the reservoir 852 households suffer losses equivalent to more than 10% of their total productive land holdings (i.e., located inside and outside of the reservoir). The main land losses occur in Taphoek, Laok, Snao and Balaeng and some smaller villages close to the spillway, where some 376 households lose between 30% and 100% of their land in the flood rice area adjacent to the spillway and headworks, to the south and north of the reservoir. Of these 376 households 203 households lose more than 50% of their land, including 108 households losing more than 70% of their land, 36 households losing more than 90% and 11 losing 100% of their total agricultural land holdings.

17. Additionally, 313 AP households have been determined to be falling under one or more of the following vulnerable groups – woman-headed, aged household head, disabled household head, and/or with a monthly household income below the national poverty line. Altogether, 533 incidences of vulnerability have been identified, some of these 280 households having multiple aspects of vulnerability.

### 1.4 Measures to Mitigate the Adverse Social Impacts

18. In order to minimize impact on agricultural land in the Stung Chinit reservoir and to reduce the level of resettlement to be provided in the RP phase II, the south and north flood embankments have been designed to contain the reservoir to the minimum size consistent with the need for irrigation in the command area. As indicated above, risk of flooding in upstream villages and land has been minimized in the project design with a view to avoiding any change in existing flood patterns above 16 km from the spillway.

19. The choice of crest height, length and capacity of the spillway was made in order to reduce the risk of high levels in the reservoir which would cause flooding upstream, beyond the extent of the south and north embankments. As a result of this measure and of the creation of a drainage channel from the catchments area south of the reservoir, channeling flood waters back to the river, no flooding will occur in the Ochork Tributary. However, after a frequent heavy rain in third quarter of 2006, the Ochork Tributary was inundated and the additional impact at that area will be submitted to ADB as a RP phase III for approval.

20. Engineers initially calculated that the flooding of the reservoir would not go beyond 16 km upstream from the spillway, and that therefore no resettlement was necessary at Kampong Sdach. This village is located 200 m upstream from the 16 km flood limit. Further survey has shown, however, that the agricultural land of 123 households at Kampong Sdach are located in a ponded area below the 252.5 contours line to which inundation will incidentally take place leading to the loss of land and crops to these APs. 25 graves on the edge of this lower land, bordering the

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village are also inundated. Thus, 27 APs in Kampong Sdach with houses (13 in number), land and fixed structures in said ponded area of Kampong Sdach have been included in the list of APs and the cost of resettlement for these people have been included in the revised RP phase II implementation budget. (see **Table 9.1**)

21. The inclusion of 13 households with their main houses on a levee at the river edge, separated from the pagoda and the rest of the village by a low saddle below the 252.5 contour line, was agreed with the ADB Safeguard Mission of August 2005 and the IRC together with the community at public meetings in August and September 2005 (see the record of the August public meeting at Kampong Sdach, **Table 6.2**). The IRC of which MOWRAM is a member will find a relocation site for the 13 AP households.

22. There will be no additional level of flooding, previously thought to occur at the road bridge above Kampong Sdach at approximately 17 km from the spillway.

23. APs will be compensated at replacement costs for their losses and will be provided assistance, as necessary, to help them rehabilitate themselves, consistent with the ADB Policy on Involuntary Resettlement and the approved January 2004 RP phase I.

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## 2. POLICY ON INVOLUNTARY RESETTLEMENT

24. Observance of ADB's Policy on Involuntary Resettlement<sup>3</sup> is part of the Loan Agreement, which states that where there is any conflict between this and national policy or practice ADB's Policy takes precedence. The basic guiding principle of ADB's Policy on Involuntary Resettlement is that the adverse impacts in a project are avoided or minimized, and that resettlement measures are conceived and executed as development programs and that affected persons (APs) are given the opportunity to share in project benefits. The objective is to assist displaced persons in their efforts to restore or improve their former production levels, income earning capacity, and living standards.

25. The Policy further stipulates that customary and formal rights are recognized equally in providing assistance and in devising criteria for entitlements and procedures for compensation and other resettlement assistance. The policy further states that the absence of formal legal title to land by some affected groups should not be a bar to compensation and that particular attention should be paid to the needs of the poorest affected persons including those without legal title to assets, female-headed households, the landless, aged households and other vulnerable groups, such as indigenous peoples, and appropriate assistance provided to help them improve their status.

26. The preferred compensation option for affected productive land is land-for-land. However, consultations with the APs indicate that majority of them prefer to receive full cash compensation. Consistent with the policy of ADB and the Government, compensation for lost assets will be at replacement cost.

### 2.1 Principles of Resettlement

27. The following principles of resettlement and compensation apply in the SCIRIP:

- a. Acquisition of land and other assets, and resettlement of people will be minimized as much as possible.
- b. All APs residing in, working, doing business, or cultivating land, or having rights over resources within the project area as of the date of the DMS survey in the reservoir (i.e., the **Cut-off Date**) are entitled to compensation for their lost assets, incomes, jobs and businesses at replacement cost. Those displaced by the project will be provided additional relocation assistance and offered support during the transition period. Displaced persons will also be provided with appropriate development assistance in order to improve or at least restore their incomes and living standards to pre-project levels. Lack of legal rights will not bar the AP from entitlement to such compensation for his/her lost assets (improvements including structures, houses, crops, trees, etc.), businesses and incomes, and rehabilitation measures.
- c. APs will be entitled to full compensation for the entire affected assets at replacement cost, and in the case of loss of productive assets, incomes,

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<sup>3</sup> Set out in ADB Handbook on Involuntary Resettlement: A Guide to Good Practice, 1998.

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jobs and employment, to additional development assistance that allows them to enhance or at least maintain their standard of living.

- d. APs affected by partial impact on their assets i.e. partial loss of land or structures and the remaining assets remain viable for continued use, where the livelihood is not land-based, the compensation for the affected assets will be paid in cash.
- e. The compensation and rehabilitation measures to be provided are: (i) compensation at replacement cost for houses and other structures without depreciation or deductions for salvaged material; (ii) compensation at replacement cost for the loss of other fixed assets; (iii) compensation at the replacement cost of the affected land or the provision of replacement land of equal agricultural productivity, residential quality and business potential, as the case may be, at a location acceptable to the APs; (iv) cash compensation at replacement cost for affected businesses, means of livelihood and incomes; (v) rent allowance and assistance in finding alternate rental accommodation to tenant APs; (vi) transport allowance and dislocation assistance during transition; and (vii) income restoration program, which includes on-farm and off-farm income earning activities, provision of appropriate skills training, and access to credit facilities; (viii) special assistance and allowances for APs belonging to vulnerable groups.
- f. Replacement agricultural land, premise/business plot will be as close as possible to the land that was lost and/or acceptable to the APs. All replacement land for agriculture, residential and businesses will be provided with secure tenure status and without any additional cost, taxes, and surcharge to the APs at the time of transfer.
- g. Plans for acquisition of land and other assets and provision of rehabilitation measures will be carried out in consultation with the APs who will receive prior information of the compensation and rehabilitation options available to them.
- h. Where cultural minorities or indigenous peoples are affected, the social and economic benefits they receive would be in harmony with their cultural preferences and would be decided in consultation with affected communities.
- i. Particular attention shall be paid to the needs of the poorest affected people and vulnerable groups. This may include households headed by females, the elderly, or disabled, and other vulnerable groups, particularly indigenous peoples. Appropriate assistance must be provided to help them improve their socio-economic status.
- j. Any acquisition of, or restriction on access to resources owned or managed by APs as a common property will be mitigated by arrangements ensuring access of those APs to equivalent resources on a continuing basis.
- k. APs whose land or assets are temporarily taken by the works under the project will be fully compensated for their net loss of income and damaged assets, the latter at replacement cost. Assets which are only temporarily affected or inoperable, will be compensated at 10% of the replacement



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cost of affected assets provided that such assets or properties are required by the project for a maximum of 3 months. In case the assets are required by the project for periods longer than three months, the amount of compensation should be negotiated with the owner of said property.

- l. The previous level of community services and access to resources will be maintained or improved after resettlement.
- m. Financial and physical resources for resettlement and rehabilitation will be made available as and when required.
- n. The RP will provide for a planned resettlement program and will include adequate institutional arrangements to ensure effective and timely design, planning, consultation and implementation of compensation, resettlement and rehabilitation measures. Project authorities will ensure effective coordination with relevant agencies for implementation of resettlement.
- o. Adequate arrangements will be made for the effective supervision and monitoring of resettlement, both internally by the Government and externally by an independent organization to be hired for the purpose, to ensure compliance to the resettlement policy and help ensure that APs are able to rehabilitate themselves as planned.

## **2.2 The Cut-off date of the Project**

28. As mentioned in Section 2.1, all APs residing in, working, doing business, or cultivating land, or having rights over resources within the project area as of the date of the DMS survey in the reservoir are entitled to compensation for their lost assets, incomes, jobs and businesses at replacement cost. For most of the APs in the reservoir, the DMS was concluded in January 2005, and this serves as the cut-off date for eligibility. However, further topographical and social survey in the upper Stung Chinit river valley during October 2005 to January 2006 have shown that there are some 121 households with land farmed in ponded areas not included in the November 2004 – January 2005 DMS because of flooding during the survey period. These APs have been included in the DMS database and are therefore eligible for compensation.

## **2.3 Eligibility**

29. APs include anyone who at the cut-off date of the project was located within the project area or any of its component or sub-project or part thereof, and would have their:

- a. Standard of living adversely affected;
- b. Right, title or interest in any house, land (including residential, commercial, agricultural and grazing land), water resources, or any other movable or fixed assets acquired or possessed, in full or in part, temporarily or permanently by public sector acquisition; or
- c. Business, occupation, place of work or residence or habitat adversely affected by public sector intervention.

30. "APs" refers to households and consists of all members residing under one roof and operating as a single economic unit, who are adversely affected by the Project. For resettlement purposes, project affected persons will be considered as members of the project affected households.

### 3. PROJECT IMPACTS

#### 3.1 Methodology

##### 3.1.1 Data Gathering Instrument(s) and Procedures

31. Land losses in the reservoir were estimated using ortho-photomap analysis and ground truthing in order to establish the level of impact and losses of production and land likely to occur. Two main surveys were conducted to gather precise data on project impacts: an Inventory of Losses (IOL), conducted in mid-2004 by MOWRAM Resettlement Unit (MOWRAM-RU) and the Provincial Resettlement Sub-Committee Working Group (PRSC-WG); and the DMS, conducted by the IRC on November 2004 to January 2005.

32. These two surveys followed essentially the same methodology: that of cadastral survey of impacted areas and structures, and that of socio-economic household survey of 100% of impacted households. However, Government treats the two surveys as having different purposes and outputs. The IOL provided the EA a preliminary idea on the type, magnitude and severity of project impacts for consideration in deciding the final design of the civil works components of the Project. On the other hand, the DMS served as the validation of the results of the IOL, taking into consideration modifications in the Project design and the results of negotiation with APs regarding the type and amount of compensation and assistance for affected assets. Therefore, the DMS conducted by the IRC constitute the documentary contractual record of impacts and losses agreed with APs, bearing the signature or thumb print of the household head and the village head, and provided to the Provincial Department of Finance for the delivery of compensation. The same questionnaire was used for both the IOL and DMS. (See **Appendix 1** for a copy of the questionnaire used).

33. Social impact on communities, households and individuals was assessed both from the socio-economic profile survey and in a series of focused group discussions (FGDs) and individual interviews conducted by MOWRAM-RU and the PRSC-WG and by the External Monitor.

##### 3.1.2 The Impact Survey Team

34. Two members of MOWRAM-RU and six staff recruited from the Provincial Department of Water Resources and Meteorology (PDOWRAM), Provincial Department of Agriculture, Forests and Fisheries (PDAFF) and Provincial Department of Land Management, Urban Planning and Construction (PDLMUPC), together with the Deputy Secretary General, Kampong Thom Provincial Governor's Office, constituted the Provincial Resettlement Sub-Committee Working Group (PRSC-WG) which conducted the IOL. The PRSC-WG was appointed by the Provincial Governor for that and other tasks for the preparation of an RP. They received training in the field at Kampong Thmar from the Deputy Head of MOWRAM-RU and the Consultant and from the team leader of RU-IRC.

### 3.1.3 Participation of the Public in the Survey

35. Members of the Commune Council and village headmen took part in both the IOL and the DMS. All household interviews and the inventory and measurement of affected land and property were conducted with the assistance of the household head and the village headman.

### 3.1.4 Processing of Data

36. MOWRAM-RU processed the data from the IOL in Microsoft EXCEL at MOWRAM, while the IRC processed the DMS using Microsoft ACCESS.

## 3.2 Results of the Detailed Measurement Survey

37. Following sections provide details of project impacts (See **Appendix 5**). These impacts are also summarized in **Table 3.7**, which provides a Matrix of Entitlements.

### 3.2.1 Impacts on Land

38. A total of 1,103 AP households will lose agricultural, residential and commercial lands totaling 6,998,381 m<sup>2</sup> in the reservoir component of the SCIRIP.

39. Of the total affected land, 6,911,122 m<sup>2</sup> (98.98%) are agricultural and they belong to 1,103 AP households. The total area of severely affected agricultural land (constituting more than 10% of total agricultural land of the AP) is 6,367,587 m<sup>2</sup>, belonging to 852 APs, while that of partially affected agricultural land (land which is less than 10% of the total agricultural land of the AP) is 543,535 m<sup>2</sup>, belonging to 256 APs. The impact on land are shown in **Table 3.1**.

Table 3-1 Agricultural Land losses by Type of Agricultural Land

District	Flood-fed rice	Rain-fed rice	Chamcar (orchard or cleared upland)	Total area	No. of APs
Baray	231.2	94.6	15.6	341.4	548
Santuk	149.1	195.1	5.4	349.6	555
Total	380.3	289.7	21.0	691.0	1,103

40. Forty-two AP households will lose a total of 71,092 m<sup>2</sup> or land used for residence. Of these 28 APs are severely impacted and the houses on them will have to be relocated. Additionally, 1.7 ha of commercial land of one AP (sawmill owner) will be acquired.

41. Of the 1,103 households losing productive land, 852 lose more than 10% of their total productive land. Of these 852 households, 480 lose more than 30% of their total agricultural productive land. The area and severity of impact of land is shown in **Table 3.2**.

Table 3-2 Area and Severity of Impact of Land

Items	Unit/ Quantity	Total	Number of AP Households
<b>Untitled Land ( recognized by government)</b>			
- <b>Agricultural</b>			<b>1108 APs</b>
+ Partial	m <sup>2</sup>	543,535	256 APs
+ Severe	m <sup>2</sup>	6,367,587	852 APs
- <b>Residential</b>			<b>51APs</b>
+ Partial	m <sup>2</sup>	nil	
+ Severe	m <sup>2</sup>	71,092	51APs
- <b>Commercial</b>			<b>1 AP</b>
+ Partial	m <sup>2</sup>		
+ Severe	ha	1.7	1 AP
<b>TOTAL</b>			<b>1,160(=1103)*</b>

\* Of the 1,160 AP households who will lose agriculture, residential land and other structures but in reality only 1103 APs will be affected because 1160 APs have fallen under multiple impact categories such as loss of houses, residential and agricultural land.

42. No tenancy has been found to occur in the DMS of APs in the reservoir, except on a one season production basis. No losses of production or land use entitlement of tenants will occur. Additionally, it has been confirmed that farming in the reservoir is long standing, for example that farmers at Sampov Loun were settled there from Takeo with assistance from King Norodom Sihanouk in 1966/67 to provide for their relocation following the loss of land to the railway.

### 3.2.2 Impacts on Main Structures (i.e., houses, buildings)

43. The only main structures affected are:

Commercial property - a sawmill at Taphoek, having 15 main commercial structures;

Residential - the sawmill owner's house and 13 houses at Kampong Sdach, used purely for residence.

44. All structures impacted in the reservoir are severely impacted and displaced. The number of households that have to be displaced is shown in **Table 3.3**.

Table 3-3 Affected Main Structures by Area (m<sup>2</sup>)

Houses				Commercial	
Type 1 Area m <sup>2</sup>	No. APs	Type 2 Area m <sup>2</sup>	No. APs	Type 2 m <sup>2</sup>	No. APs
383.92	7	785.21	13	1,311.4	1

### 3.2.3 Impacts on Other Fixed Structures

45. An aggregate of 60 linear meters (LM) of wooden fences, 50 metres sawing platform will be impacted by the reservoir. Additionally, 25 graves and 1 stupa will be inundated and relocated.

### 3.2.4 Impacts on Seasonal/Annual Crops

46. No seasonal crops, such as rice, are expected to be destroyed in the construction of the reservoir. All standing crops will be allowed to be harvested prior to the start of construction works. However, 1,103 APs in the reservoir will not be permitted to plant a crop on land being inundated, and may be delayed in cultivating new crops on replacement land.

### 3.2.5 Impacts on Perennial Crops and Trees

47. A total of 4,714 trees of various species will be impacted by the reservoir component of the Project.

Table 3-4 Inventory of Affected Trees

Tree	Number	Tree	Number
Mango	75	Cashew	4,103
Palm	208	Coconut	7
Citrus	123	Bamboo and others	198

### 3.2.6 Impact on Vulnerable Groups

48. The DMS has identified a total of 313 households which are vulnerable in one or more ways – having a widowed woman household head, having an aged or disabled household head, or as having a total income below the national poverty line. Altogether 533 incidences of vulnerability have been identified, set out in **Table 3.5** below, some of these 313 households having multiple aspects of vulnerability:

Table 3-5 Impact on Vulnerable Groups

Vulnerability	Woman household head	Aged household head	Disabled household head	Income below the national poverty line
No. of incidences	205	78	30	220

49. There are estimated to be about 80 women household heads with young children. The number of households having an income below the national poverty line is an IRC estimate, used provisionally to provide funding for vulnerability allowances, based on the socio-economic survey made by SBK; the number of APs living under the national poverty line was 20% of the total APs, and will be paid of \$20 per household for poor support.

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### **3.2.8 Impacts on Business Operations**

50. The impact on the closure of the northern section of the sawmill has been estimated to be fully compensated by payment of a rate for loss of commercial land in a rural area, set by MOWRAM international consultant at the same rate as residential land in similar areas. This rate for loss of commercial land has been consulted and agreed with the IRC and sawmill owner. The sawmill is not expected to end or reduce its operation since its main building, located on an 1.5 ha of land outside the reservoir embankment road and where milling equipment is installed, remains unaffected.

### **3.2.9 Relocation Requirements**

51. One AP household, the sawmill owner, may re-build his totally affected house on the remaining 1.5 ha unaffected land of the household outside of the reservoir embankment.

52. However, the 13 APs households living close to the ponded area in Kampong Sdech village face the risk of getting isolated during the rainy season. They will therefore be provided home plots in a relocation site with the distance of not further than 2 km from the existing site. This relocation site will be developed by the Government and will be compensated for their houses and agricultural land. For other 14 APs who have only residential land without structure will be compensated for the lost residential land. These APs will retain the right to use their previous land.

## **3.3 Bases of Unit Costs Used in Calculating Compensation**

53. The IRC follows ADB Guidelines in establishing the rates from compensation of land, structures and trees at replacement cost based on differing regional and local markets. It does not apply standard rates throughout the country. There are, for example, substantially higher prices for land, building costs and for trees in the seaside resort and industrial areas of Sihanoukville, reflected in unit prices arrived at in a replacement cost study for Loan 1725-CAM, than in the rural areas of Kampong Thom Province, and differences again in the price of land and structures within Kampong Thom near and distant from the national highway. The rates used for the SCIRIP were arrived at on the basis of a replacement cost study conducted by MOWRAM-RU and the PRSC-WG on land prices in Baray and Santuk Districts. (See **Appendix 3** for the Replacement Cost Study conducted in connection with the SCIRIP).

### **3.3.1 Land**

54. Compensation rates for land loss by type and value of land, based on market prices established in the Replacement Cost Study for resettlement phase I that was conducted in 2005 by MOWRAM-RU and the PRSC-WG led by an international consultant. This replacement cost was approved by the IRC and sent to ADB on 30 November 2005 and then it was approved by the ADB on 5 December 2005. The same unit costs have been adopted for the RP phase II<sup>4</sup>. The results of the replacement cost study are summarized in **Table 3.6**.

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<sup>4</sup> The unit costs of land in RP phase I were used even if these were calculated back in 2004 because these were for land along the national highway and the main canals. Land in the reservoir is much cheaper than land along the national highway and main canals.

Table 3-6 Compensation Rates for Land in the Reservoir

Land Type	Description	Compensation Rate (US\$/m <sup>2</sup> )
<b><i>Agricultural</i></b>		
1	Agricultural rice land, flood irrigated, or vegetable production land with access to irrigation	0.10
2	Agricultural rice land, irregularly flood irrigated	0.07
3	Cleared bush or chamcar tree crop production land	0.04
<b><i>Residential</i></b>		
1	Residential land next to the highway	0.5
2	Residential land away from the highway	0.2
3	Residential land with house standing	2.0

### 3.3.2 Structures

55. There are only 13 households and one sawmill that will be moved to resettlement site. Those affected houses fall into category one and two, which construction materials are derived from timber costs produced in Kampong Sdach that is forest timber community. Moreover, the replacement rates for house type one and type two were discussed with the house owners and agreed by them. Therefore, the compensation rates for structures are those which have been applied in the RP phase I for the canals and irrigation system and these rates are summarized in **Table 3.8**.



Table 3-7 Summary of Project Impacts

District	Commune	No. of Villages	No. of APs	No. of People	Vulnerable AP Household	No. and Area (m <sup>2</sup> ) of Affected Houses/Bldgs.		Secondary Structures	Affected Trees	Affected Agricultural Land (m <sup>2</sup> )	Affected Residential land (m <sup>2</sup> )	Affected commercial land (m <sup>2</sup> )
						Type 1	Type 2					
<b>Impacts Inside the Reservoir</b>												
Santuk	Kp Thmar	3	539	2,536	296	-	-	-	1,108	2,722,180.51	-	-
	Croyea	1	16	105	7	-	-	1 stupa	-	98,274.83	-	-
<b>Sub-Total</b>		<b>4</b>	<b>555</b>	<b>2,641</b>	<b>303</b>	<b>-</b>	<b>-</b>	<b>1 stupa</b>	<b>1,108</b>	<b>2,820,455.34</b>	<b>-</b>	
Baray	Balaing	2	185	1,040	98	1 (69.35)	14 (1,311.47)	-	259	1,377,074.24	21,635.94	16,166.18
	Changdang	2	98	570	56	-	-	-	492	1,324,431.87	-	-
	Crova	1	21	118	12	-	-	-	187	112,696.87	-	-
<b>Sub-Total</b>		<b>5</b>	<b>304</b>	<b>1,728</b>	<b>166</b>	<b>1 (69.35)</b>	<b>14 (1,311.47)</b>	<b>-</b>	<b>938</b>	<b>2,814,202.98</b>	<b>21,635.94</b>	
<b>Additional Impacts in Tropaing (Back of the Reservoir)</b>												
Santuk	Thmar	3	118	584	30	-	-	-	3	676,203.49	-	-
Baray	Changdang	1	3	26	1	-	-	-	-	6,925.61	-	-
<b>Sub-Total</b>		<b>4</b>	<b>121</b>	<b>610</b>	<b>31</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>683,129.10</b>	<b>-</b>	
<b>Grand Total Really impacted 16km limited</b>		<b>9</b>	<b>980</b>	<b>4,979</b>	<b>500</b>	<b>1 (69.35)</b>	<b>14 (1,311.47)</b>	<b>1 stupa</b>	<b>2,049</b>	<b>6,317,787.42</b>	<b>21,635.94</b>	<b>16,166.18</b>
<b>The reservation APs in Kampongsdach village if it occurred by flood over 16km from the spilway</b>												
Baray	Kg.sdach 1	1	36	199	12	-	-	25 graves	468	229,321.22	0	-
	Kg.sdach 2	1	87	407	21	314.57	785.21	-	2199	364,014.05	49,456.93	-
<b>Sub-Total</b>		<b>1</b>	<b>123</b>	<b>606</b>	<b>33</b>	<b>314.57</b>	<b>785.21</b>	<b>25 graves</b>	<b>2667</b>	<b>593,335.27</b>	<b>49,456.93</b>	
<b>Grand Total Reservation + Really impacted &gt;16km</b>		<b>9</b>	<b>1103</b>	<b>5585</b>	<b>533</b>	<b>(383.92)</b>	<b>(2,096.68)</b>	<b>1 stupa 25 graves</b>	<b>4716</b>	<b>6,911,122.69</b>	<b>71,092.87</b>	<b>16,166.18</b>

Table 3-8 Compensation Rates for Structures

Building Type	Description	Compensation Rate (US\$/m <sup>2</sup> )
1	Thatch or wooden walls with bamboo or earth floor and thatch or metal roof on wooden stilts or on the ground	4.50
2	Wooden walls and wood or cement floor with metal, tile or plastic sheet roof on wooden stilts or on the ground	12.00
3	Brick or mortar walls with concrete or wooden floor and metal or tiled roof on concrete stilts or on the ground –single storey.	85.00
4	Brick or mortar walls with concrete or wooden floor and metal or tiles roof on concrete stilts or on the ground-multiple storey.	140.00

### 3.3.3 Annual Crops

56. APs will be given two month's notice that the land on which their crops are planted will be used by the project and that they must harvest their crops in time. If standing crops cannot be harvested, or if APs are prevented from planting a crop and are unable to do so on replacement land, they will be compensated for the loss of the un-harvested or unplanted crops at the value as indicated below.

Table 3-9 Value of Annual Crops

Crop Type	Average Value (Riel)
Rice	75 per m <sup>2</sup>
Market Gardens	100 per m <sup>2</sup>

### 3.3.4 Compensation Rates for Perennial Crops and Trees

57. APs will be compensated for the loss of fruit trees, sugar palm and timber trees located within the COI and reservoir. The values set out in **Table 3.10** have been calculated as the annual produce value multiplied by a five year factor plus the cost of planting of seedlings. Prices of trees in the Kampong Thom Provincial market and locally are similarly different from those in other parts of the country, depending of the relative productivity of differing tree crops in the differing climatic and soil characteristics of the area and produce prices at market.

58. APs will be awarded the full value of any lost tree crops where the plants are near or ready to harvest.

Table 3-10 Value of Trees

Type of Tree	Cost of Seedling (US\$)	Annual Produce value per tree (US\$)	Compensation Value for 5 year lost yield. (US\$)	Total Value per Tree (US\$)
Mango	1.50	5.70	28.50	30.00
Cashew nut	2.50	2.00	10.00	12.50
Coconut	1.50	2.70	13.50	15.00
Sugar Palm	0.50	1.50	7.50	8.00
Tamarind	0.50	1.90	9.50	8.00
Bamboo	0.50	2.90	14.50	15.00
Rubber	5.00	9.00	45.00	50.00
Bamboo and Other	1.00	0.80	5.00	5.00

### **3.5 Environment Impact**

59. Existing environmental assessment can be updated with MOWRAM record reservoir impact on upstream and downstream environment and populations, as follows:

1. The reservoir embankments and spillway have been designed to permit uninterrupted flow of the river to downstream distribution to the continued stream and ponded areas and to water users, through Kampong Thom to Kampong Chhnang and to outlets into the Tonle Sap. No impact is judged to have been caused to any of these aspects of the downstream environment;
2. The fish pass has been successfully constructed and is in operation and has been judged by independent monitoring to permit fish to pass without impediment up and downstream. Increases in size and numbers of fish in the upstream river and the reservoir have been informally reported, and are being monitored.
3. A draft Community Fisheries and Reservoir Management Board have been proposed and are being reviewed by MOWRAM, Department of Fisheries and Provincial authorities for enactment;
4. There has been substantial impact of the reservoir, including impact upstream on ponded areas not predicted in the Design Consultant's initial calculations, for which compensation has been included in the Resettlement Plan with farmer agreement. There is no continuous flooding of these areas, or substantial impact on vegetation or other aspects of the environment.
5. 25 graves have been inundated and 27 houses have been impacted and separated from the main village by increased seasonal flooding at Kampong Sdach, and have been compensated and relocated with the agreement of the community and APs. No households were relocated outside the existing community location or suffered lasting dislocation.

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## 4. DETAILED COMPENSATION AND OTHER ENTITLEMENTS

60. The SCIRIP will result in the acquisition of land, structures and trees. APs will be compensated according to the resettlement policy and principles set out in Chapter 2 of this RP phase II. This section outlines the compensation and entitlements for each category of APs. The compensation and other entitlements are summarized in **Table 4.1**.

### 4.1 Loss of Productive (Agricultural) Land

61. **Marginally** affected AP households, i.e., those losing 10% or less of their total productive (agricultural) land. 251 AP households fall under this category.

- The 251 **marginally affected** AP households will be compensated at replacement cost at prevailing market rates without deduction for transaction costs for agricultural lands of the same productive capacity within the locality. Any improvements, such as structures and trees, found thereat will be paid at replacement costs on top of the compensation for the land.

62. **Severely** affected AP households, i.e., those losing more than 10% of their total productive (agricultural) land.. 852 AP households fall under this category.

- The 852 **severely affected** AP households will be compensated at replacement cost at prevailing market rates without deduction for transaction costs for agricultural lands of the same productive capacity within the locality. Any improvements, such as structures and trees, found thereat will be paid at replacement costs on top of the compensation for the land.
- The 852 **severely affected** AP households are each entitled to participate in income restoration measures set out in **Section 4.6** of this RP phase II. They will likewise be assisted in finding replacement agricultural land to buy.
- All APs included those who have to relocate as a result of the acquisition of the land they occupy, they will be provided a one-time disruption allowance of \$42 and a transportation allowance of \$40.

### 4.2 Loss of Residential/Commercial Land

63. **Marginally** affected residential/commercial land (i.e., the remaining area is **still viable** for continued use). 1 AP household who owns the sawmill falls under this category.

- The 1 **marginally** affected AP will be compensated at replacement cost at prevailing market rates without deduction for transaction costs for residential lands of the same characteristics within the locality. Any improvements, such as structures and trees, found thereat will be paid at replacement costs on top of the compensation for the land.

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64. **Severely** affected residential/commercial land (i.e., the remaining unaffected area is **no longer viable** for continued use). 13 AP households in Kampong Sdach village fall under this category.

- The 13 **severely** affected AP households will be compensated at prevailing market rates without deduction for transaction costs for residential lands of the same characteristics within the locality. Any improvements, such as structures and trees, found thereat will be paid at replacement costs on top of the compensation for the land.
- Additionally, since the 13 AP households will have to relocate as a result of the acquisition of the land they occupy, they will be provided a transportation allowance of \$40 and a home plot in a relocation site free of charge, and a one-time disruption allowance of \$42 will be provided to the 27 households in Kampong Sdach.

### 4.3 Loss of Main Structures

65. **Marginally** affected structure (i.e., the remaining structure is **still viable** for continued use). No AP falls under this category.

66. **Severely affected** structure (i.e., the whole structure is impacted or the remaining unaffected structure is **no longer viable** for continued use). This category covers APs who will either **reorganize** their structures on adjacent or nearby lots or those who will have to **shift** elsewhere. 28 AP households fall in this category

- The 14 AP households will each be entitled to cash compensation at replacement cost (i.e., the cost of construction materials and labor at current market prices without depreciation or deduction for salvage materials), including the cost to restore service facilities. Additionally, a one-time disruption allowance of \$42 will be provided to each household including other 14 households which have only residential land without structures.
- As mentioned in paragraph 63, the 13 AP households in Kampong Sdach are each entitled to a one-time transportation allowance of \$40 because they are relocating.

### 4.4 Loss of Other Fixed Structures

67. The owner of the 14 wooden structures plus a 50 m concrete sawing platform inside the compound of a sawmill; the owners 1 *stupa*, 25 graves, and an aggregate of 60 linear meters (LM) of wooden fences are entitled to cash compensation at replacement cost for said structures.

### 4.5 Loss of Standing Crops and Trees

68. Standing crops that cannot be harvested prior to the inundation of the reservoir or the loss of expected crops which the AP is prevented from planting, will be compensated at prevailing market rates. Loss of standing crops or of expected crops which the farmer is unable to plant will be avoided as far as possible and will be known only early during implementation, but provision is made for their compensation in the contingency budget. Likewise, the 4,714 trees identified in the

DMS will be compensated at current market rates. Owners of the cut trees will retain the wood for their use.

#### 4.6. Income Restoration Measures and Relocation Assistance

##### 4.6.1 Income Restoration Measures

69. For 852 AP households losing more than 10% of their total productive lands, each is entitled to the following income restoration measures:

- Short-term employment in the clearing of trees and related activities at the reservoir, to be facilitated by the Ministry of Water Resources and Meteorology (MOWRAM), the Executing Agency (EA). The EA will request the civil works contractor to hire the APs in the clearing of the reservoir.
- Appropriate livelihood activities in the fields of agriculture and aquaculture, including service-oriented jobs in urban and rural areas, plus the provision of needed skills training to prepare the APs in engaging in these livelihood activities.
- Micro-credit facility to support the APs' income earning activities;
- Transitional allowance of \$196.4 per hectare of land lost in the reservoir (all pieces of land in the reservoir are rice land with the average yield of rice productivity per year of 1.5 tons per hectare at a current market value of 600 Riel per kilogram). This transitional allowance covers for their loss of rice production which was not able to be grown in 2006 and it will be provided for the other specific transitional period in case it is needed.
- MOWRAM will provide advice to APs to help them in finding and purchasing replacement productive land. Land adjacent to the reservoir totaling 1,000 ha. has been surveyed by MOWRAM RU and the Provincial RWG with a view to its availability for land replacement for severely affected households, losing more than 10% of their land, showing that sufficient land is available for this purpose. A planned and time-limited basis for acquisition and provision of this land was agreed by MOWRAM RU with MLMUPC, and is being pursued by PRWG under the direction of the Provincial Governor's Office. The majority of APs will obtain land by purchase on the basis of cash compensation for their land losses. MOWRAM RU and the PRWG and the EMA will monitor their success and any constraints in doing so.

70. An NGO, the Envisioning<sup>5</sup>, has been contracted by the Government to assist in the planning and implementation of the above income restoration program. (See **Appendix 4** for Inception Report of Envisioning). Monthly progress report<sup>6</sup> on the training program will be submitted to the IRC and the ADB. Moreover, with the TOR provided in **Appendix 6**, a local social/resettlement consultant will be recruited by MOWRAM. The consultant will prepare Resettlement Phase III for Ochork Tributary during the early stages of the Program's implementation.

##### 4.6.2 Relocation Assistance

71. A relocation site will be acquired and developed by the Government for the 27 AP households in Kampong Sdach village close to their present location. Each AP

<sup>5</sup> The NGO, Envisioning, profile is shown in **Appendix 7**.

<sup>6</sup> The report requirement of the training program is shown in **Appendix 8**.

household will be provided a land plot equivalent to what they lost and a latrine. The relocation site will be provided with three (3) communal deep open wells and a road network. The relocation site is (1) adjacent to the village which is about 1 Km from the present site, (2) suitable for housing and for orchard and (3) in the center of village and close to public elementary school.

72. The area required for the relocation site is 3 ha equivalent to the total land area that APs lost. MOWRAM resettlement unit, the IRC and the Provincial Resettlement Sub-Committee already acquired the land from two landowners with the agreed price for residential land at the replacement cost of \$2/m<sup>2</sup>. A full consultation for relocation site was made with the 13 APs on 05 December 2006 by the IRC and later by Romeo Cleto on 16 December 2006. The APs agreed to move to the relocation site as soon as it is developed in January 2007. The specific plot each AP will be determined through drawing of lottery.

Table 4- 1 Entitlement Matrix

	Type of Loss	Application	Entitled Person	Entitlements
1.	Farmland  1103 APs	<b>Marginal impact</b>  251 APs	Owners <b>with</b> acceptable (recognized) proof of ownership  251 APs	For the <b>portion</b> of the land needed: +Cash compensation at replacement cost +Cash compensation for affected structures, perennials, and crop at replacement cost +AP will be given sufficient time to harvest crops on the subject property <b>+If losing more than 10% of entire productive lands:</b> (i) eligible to avail of the income restoration measures to be provided by the Project; (ii) to be assisted by Project authorities in looking for replacement land <b>+If falling in one of the categories of vulnerability,</b> cash assistance of \$20 for each category the AP belongs. + Assistance to severely affected APs in the form of training, agricultural extension and off-farm employment creation under a Training and Income Restoration Programme.
			APs <b>without</b> acceptable proof of ownership, including lessees	
		<b>Severe impact</b>  852 APs	Owners with acceptable proof of ownership  852 APs	+ Cash compensation at replacement cost for the <b>entire</b> land, or land-for-land with secure tenure +AP will be given sufficient time to harvest crops +Cash compensation for affected structures, perennials, and crop at replacement cost +If relocating, PAP to be provided free transportation +Eligible to avail of the income restoration measures to be provided by the Project +To be assisted by Project authorities in looking for replacement land <b>+If falling in one of the categories of vulnerability,</b> cash assistance of \$20 for each category the AP belongs.
			PAPs without acceptable proof of ownership, including lessees Nil	
2.	Residential land and/or Commercial land 1 AP	<b>Marginal impact</b>  1 AP	Owners with acceptable (recognized) proof of ownership	For the portion of the land needed: + Cash compensation at market replacement cost +Cash compensation for affected structures, perennials, and crop at replacement
		<b>Severe impact</b> 13 APs	Owners with acceptable (recognized) proof of ownership	For the portion of the land needed: + Cash compensation at replacement cost +Cash compensation for affected structures, perennials, and crop at replacement +Assistance to severely affected APs in the form of training, agricultural extension and off-farm employment creation under a Training and Income Restoration Program
3.	Main Structures	<b>Marginal impact</b> Nil		



		<p><b>Severe impact see comment above regarding the 13 households).</b></p> <p>1 AP</p>	<p>Owners of the structures with or without acceptable proof of ownership over the land; with or without building permit</p>	<p>+Cash compensation at replacement cost (i.e., no depreciation and no deduction for salvage materials) for the entire structure.                  + Provision of relocation sites in the village by the IRC.                  + A one-time disruption allowance of \$42 and a transportation allowance of \$40  <b>+If falling in one of the categories of vulnerability,</b> cash assistance of \$20 for each category the AP belongs.</p>
4.	Other Structures	<p>Loss of, or damage to, affected assets, partially or entirely</p>	<p>All APs</p>	<p>+Cash compensation at replacement cost for the affected assets.</p>

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## 5. SOCIO-ECONOMIC PROFILE

73. A socio-economic survey was conducted by the independent consultancy group SBK on behalf of the IRC of a 20% random sample of all AP households in the Reservoir with a view to obtaining an accurate social and economic profile of the affected population and to having disaggregated data for purposes of the restoration of their assets and livelihoods. The survey team also conducted focused group discussions (FGDs), including separate focus groups with women, including women heads of households. The full SBK Report is available as a separate document.

### 5.1 Demography

74. Average household sizes are a little over 5.0 per household. There are, however, about 10% of households having more than 9 people in the household, most commonly because there is more than one nuclear family: an aging father and mother and one or two adult children's spouses and children.

75. Women and men are in equal numbers in the survey population, but there is a slight preponderance of women in age groups above 50 years old, probably reflecting both a normal greater longevity for women and the effects of loss of male lives during the Khmer Rouge period.

76. There are about 51% of the population below the age of 20 years old, which is normal for rural Cambodia.

### 5.2 Ethnicity and Religion

77. The population is 100% Khmer and Buddhist.

### 5.3 Poverty

78. Both the measurement of household income and expenditure and focus group and village reports indicate approximately 20% of the population as being very poor, i.e., having inadequate shelter, insufficient or no land and having a food deficit of 4 months in the year or more; and as having insufficient income to purchase medicines and clothes.

79. The data also indicate about 60% to 65% of the population as poor, with sufficient income to buy some clothes and medicines, but inadequate income to buy sufficient production assets, and as having insufficient land and 1 to 3 months of food deficit in the year.

80. Poverty is often associated with women being heads of small households, with inadequate labor for agriculture or for other income generation.

### 5.4 Landholding

81. There is wide differential in land holding, with villages in areas of relatively fertile flood fed rice production having the least land, on average about 0.8 ha. per

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household. Insufficient land for farming and family size in relation to land were the most frequently cited reasons for poverty in the affected population.

82. Land holding is higher, at 2.0 to 3.0 ha. plus per household, and wealth generally greater, in villages close to secondary forest which have been able to obtain incomes from timber extraction (the principal source of income of villages such as Kampong Sdach) and having access to newly cleared bush fallow areas.

## **5.5 Access to schools and school attendance**

83. There is a wide differential in access to school of villages close to the spillway and command area and those at a distance, especially in access to the upper primary and lower secondary schools. While it is the norm for children in the remoter areas to finish school after four to five years schooling, children in Taphoek, Balaing and Snao mostly continue at school until the completion of primary school.

84. A very low percentage, about 5% of children in the remoter areas go on to lower secondary school, and are dependent on living with relatives in town to be able to do so. By contrast about 20 to 30% of children close to the irrigation system and RN 6 go on to secondary school.

85. Lack of a school, poverty and the need for child labour on the farm and in the home are the main reasons for non-attendance at school, especially in the higher primary classes and in secondary school.

## **5.6 Health**

86. A similar picture occurs in respect of access to health facilities, with no accessible health centre and no accredited midwives in the remoter villages. By contrast villages close to the irrigation command area and RN 6, and to Kampong Thmar and Taing Krasaing, the District Headquarters of Baray and Santuk Districts, have easy access to District Health Centres and to well stocked pharmacies.

87. Both access and poverty play decisive roles in the use of health facilities and modern medicines, with poorer households in remote villages largely dependent on local traditional healers and midwives, and on inadequate medicines from village petty traders.

88. Dengue, malaria and dysentery are the major child illnesses and causes of child mortality. There is a high level of perinatal child and maternal mortality because of the general reliance on traditional midwifery.

## **5.7 Situation of Women**

89. The situation of women is one of unequal control of community resources and land, and poor representation or participation in community decision making, which is monopolized by men.

90. A redeeming factor is that women generally keep the household funds, both daily household cash and earnings and savings, in the form of gold jewelry among

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the wealthier households, and have control over the use of funds for child care, food generally and health care.

91. Women are subject to physical abuse by their husbands, as a result of drunkenness, and are liable to infection with HIV/AIDS. The WHO Ministry of the Plan Demographic and Health Survey of Cambodia and other sources point to the inability and unwillingness of women to make their husbands use condoms as the main reason for AIDS infection in the family: now the primary concern in halting the spread of HIV/AIDS in Cambodia.

92. Focus group discussions with women indicated that greater access to and participation in community decision making, greater literacy and better access to agricultural extension, land and credit are, in the view of women themselves, necessary to their achieving greater equality.

93. The participation of young women in work at garment factories has been a major benefit to their parental households and to themselves. Promotion of training and work opportunities in factories was the main choice of women in proposing elements which would help them and their households in a training and livelihoods restoration program.

94. The second most common request was for credit and training in livelihoods production, especially in pig production.

95. The third most common request was for training for their sons in motor mechanics and similar trades. However, many households also requested language training for their children to be able to work in the tourist trade.

96. One aspect of the focus group discussions and of MOWRAM RU meetings and consultations with APs was that women take the stronger role and are better able to articulate the needs of their households in livelihoods restoration: a factor which will be taken into account in Government and NGO design and management of a livelihoods restoration program.

97. A specific recommendation arising from these findings as to the status of women, and particularly of women heads of households, is that there will be village committees, which may be sub-committees of existing VDCs, set up, with the assistance of the NGO, to provide help and material assistance to vulnerable groups, and especially to women heads of household, in resettlement actions. Village committees under the Village Headman would help particularly with any land acquisition and with any agricultural relocation assisted by government as a Social Land Concession.

## **5.8 Gender Labor Division**

98. The study of labor distribution showed that women work longer hours more continuously, on more diverse tasks, and have more diverse sources of income and livelihood in the rural economy than men. Basket making is an important handicraft occupation for women in most of the impacted village, mainly of carrying baskets used in agricultural and construction work, and is undertaken throughout the year.

99. Women provide more agricultural labour, especially in rice planting and harvesting, than men. They have a substantially greater capacity for group work in

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these tasks, as many as twelve or fifteen women working together in each others' fields.

101. The main factor in this differential work load is that of child care and food preparation and house cleaning, none of which is done by men, except for child minding during the wife's absence.

101. As mentioned above, women, despite a lower educational and literacy level, control most of the household money and expenditure, and decisions about major purchases and credit.

## **5.9 Literacy**

102. The socio-economic survey indicates a high level of literacy among men, of about 80%, and a similar capability to read and write a simple sentence among women in the sample. However other evidence suggests that there is a wide difference in literacy between men and women, with about 60% to 70% men able to read and write a simple sentence, and only 10% of women able to do so. By contrast there are equal numbers of girls and boys in lower primary classes, so that this position will change over time.

103. Women's literacy is a major instrument towards gender equality, a view which is expressed by many women seeking to have literacy included in training programs.

## **5.10 Support for the Project**

104. Awareness of and attitudes to the project are conditioned by the drought that has affected the area, but many APs are conscious of the fact that people losing land in the reservoir will not benefit from irrigation development. Nevertheless more than 90% of respondents support the project and believe that, if they are compensated fully or their land replaced, they will benefit from it. Land restoration in irrigable or flood-fed areas, either by households themselves or by Government, will be a vital factor in livelihoods restoration.

## **5.11 Attitudes to Land Acquisition**

105. Almost all respondents believed that they would be able to acquire land, mainly from villagers and family within 3 to 4 km. of their existing farms, and they preferred to receive full compensation in order to do so themselves. However, they felt that the rates of compensation for their lost land would not be sufficient for purchase of available land; secondly that compensation would be delayed leading to an escalation of land prices and to difficulties in acquiring land within the time available. However, the government will take account of this APs feeling. As set out in Para 68 that MOWRAM will take responsibility to provide advice to APs and helps them to find and purchase replacement productive land during and after compensation.

## 6. PUBLIC PARTICIPATION AND CONSULTATION

### 6.1 Informing APs

106. The PRSC-WG, assisted by PDWRAM, carried out an information campaign including a series of public meetings at each of the effected villages before conducting the registration of APs.

107. Moreover, a Public Information Booklet (PIB) has been disseminated during February 2005 to April 2005 concerning the RP and rights of APs for compensation. The PIB contained information on the Project compensation policy, compensation payment procedures, and construction schedule aimed at social preparation for relocation and resettlement of the affected persons. Both the resettlement phase I and resettlement plan phase II shall be uploaded in the ADB website after approval from the ADB. The public meetings and consultation with the APs revolved around the following concerns:

- a. Explain the relevant details of the Project scope and schedule,
- b. Explain the RP and the various degrees of project impact,
- c. Provide details of the entitlements under the RP and what is required of APs in order to claim their entitlement,
- d. Explain the relocation and resettlement operations and options and enlist the agreement and support of affected people in participating in these operations,
- e. Explain the Implementation Schedule with a timetable for the delivery of entitlements,
- f. Explain the compensation process and set out compensation rates,
- g. Provide a detailed explanation of the grievance process, and
- h. Enlist the help of village leaders and other influential community officials in encouraging the participation of the APs in RP implementation.

108. **Table 6.1** lists the village-level meetings held from 18 to 24 August 2005 in connection with the reservoir component of the SCIRIP. **Table 6.2** provides the highlights of the issues covered in the meetings.

Table 6- 1 Record of Village Meetings, 18 to 24 August 2005

18 Thus	19 Friday	22 Monday	23 Tuesday	24 Wednesday	25 Thurs
8:00 a.m Taphok	8:00 a.m Snao Meeting and interviews with APs	2.00 p.m Laok 4:00 p.m Kvek	9:30 a.m PIU meeting	8:00 a.m Balaing  8.00 a.m Preydom	Return to Phnom Penh
2:00 p.m Taphok Interview with APs			2:00 p.m Kampong Sdach	2:00 p.m Pongtuk and Trodert	
			4:00 p.m Sampov Loun	4:00 p.m Cherngdang	

**Table 6- 2. Detailed Record of Discussions at the Public Meetings**

Village	Date/ Time	No. APs	No. attending	Issues discussed	Preferred compensation	Needs for training	Issues
Taphoek	18 Aug 05, 8.00	118	62 m. 26, f. 36	<p>All were well informed on the project and on the timing of flooding of the reservoir. Productivity is about 1 to 1.3 tons rice per hectare from flood spread and recession rice. Most households also have an income from water melon production, producing one or two crops, and obtaining R. 500,000 to R. 2m. p.a. income.</p> <p>Most APs wish to spend most of their cash compensation on land. About one third know of plots of land which are available for purpose, but often this is in areas which are distant from Taphoek, close to other members of the family. They would like assistance with land replacement, preferably within 2 km of the village and existing land, and if possible with irrigation from the reservoir.</p> <p>Most households would like to have training, with a preference for agricultural training in pig production, motor mechanics for adult sons and training leading to work in a garments factory for daughters.</p> <p>Women would like literacy training, credit for small scale trading and training and credit for pig production.</p> <p>A major problem has arisen for 33 households whose land has been covered by spoil from excavation of the drainage canal by the contractor and for which the contractor is responsible.</p>	Most prefer full cash compensation, but some would like to receive some land and some cash.	Agriculture, livestock production, motor mechanics, garment manufacture, women's literacy.	Uncertainty of some APs regarding where they will obtain land to replace losses. Land price and information on compensation price to APs. Need for village group or committee, including women, to provide support for resettlement, especially for vulnerable groups
Snao	19 Aug 05 8.00 a.m.	150, m.70, f.80		<p>Most prefer full cash compensation "because the Govt. will offer unsuitable land, and farmers have a better knowledge of where they can get land cheaply and near their production areas and families." Present production levels vary from 1 to 1.4 tons per hectare. Self-managed acquisition of land "depends on the compensation price of land" and on how distant the land is from present farming areas and from the irrigation project "which has led to increases in land prices here".</p> <p>Preference for agricultural training in pig production, motor mechanics for adult sons and training leading to work in a garments factory for daughters. Women expressed an interest in having English training for their children.</p>	Almost all APs prefer full cash compensation. Some, including women heads of household would like to receive some land and some cash.	Agriculture, livestock production, motor mechanics, hairdressing garment manufacture, women's literacy.	Uncertainty of some APs regarding where they will obtain land to replace losses. Land price and information on compensation price to APs.

Village	Date/Time	No. APs	No. attending	Issues discussed	Preferred compensation	Needs for training	Issues
				<p>Women would like literacy training, credit for small scale trading and training and credit for pig production.</p> <p>Their main problem now is drought: they do not have water to plant the rice at planting time. Some thought that this is because of the construction of the main canal impeding the water in the catchments area from flowing freely to that area (but this is said by the PIU to be not the case; drought has existed everywhere in the region, delaying rice planting).</p>			
Laok	22 Aug	100, m.40, f .60		<p>Villagers are keen that the water points provided in the north embankment should be developed for irrigation to marginal lands close to the reservoir.</p> <p>Preference for agricultural training in pig production, motor mechanics for adult sons and training leading to work in a garments factory for daughters. Women would like literacy training, credit for small scale trading and training and credit for pig production.</p> <p>The village headman and some APs said that IRC did not record all APs during DMS because people were working in the forest beyond the cut-off dates, and IRC assumed that their land was common land – this is land where they usually grow rice, but not this year because of drought and insecurity from kidnapers. They ask for re-measuring of their land in the tropeang and inclusion in the DMS.</p>			
Kverk	22 Aug			<p>Average production levels, 0.8 to 1.3 tons per hectare, and there is substantial production of water melon in both dry and wet seasons, generally providing between Riel 500,000 to 2.0 million (\$125 to \$500 per annum).</p> <p>Preference for agricultural training including pig production, motor mechanics for adult sons and training leading to work in a garments factory for daughters. Women would like literacy and health training, credit for small scale trading and basket production and training and credit for pig production. Income will be low during 1<sup>st</sup> and 2<sup>nd</sup> year, because of a lack of water to the rice fields during the construction of main canal, restricting flow from the catchments area.</p>	All prefer full cash compensation. If they receive land and some cash, land should be within 2 km. of existing fields.	Agriculture, livestock production, motor mechanics, garment manufacture, women's literacy.	<p>Uncertainty of some APs regarding where they will obtain land to replace losses.</p> <p>Land price and information on compensation price to APs.</p>
Kampong Sdach	23 Aug			<p>People asked for the same rate of compensation as downstream farmers, as they have traditionally-grown flood fed rice in the tropeang areas downstream from the river. The team discussed with them the possibility that there will</p>	All prefer full cash compensation.	Agriculture, livestock production,	Main concern is with whether their land in



Village	Date/Time	No. APs	No. attending	Issues discussed	Preferred compensation	Needs for training	Issues
				now be no impact because the design of the spillway is calculated not to create higher water levels beyond 16 km from the stream. The village headman asked that this is confirmed in further investigation and monitoring. (IRC instructed MOWRAM to conduct these further studies, and these have confirmed that, on the topographic data, there will be no flooding of houses or land of the village. Compensation for the potentially affected land and houses has nevertheless been included in the DMS and budget on a precautionary basis.)		motor mechanics, garment manufacture, women's literacy.	lower tropeang will be flooded.
Sampov Loun	23 Aug			<p>APs would like to get full compensation in order to clear land outside the reservoir in areas accessible to them.</p> <p>Preferred training includes mechanical repair for young men, pig production and agricultural extension for improved water melon and other crop production, and irrigated agriculture. Women would like literacy and health and child care training, credit for basket production.</p> <p>Villagers wish to have irrigation water provided from the south embankment, where water gates have been built by the project, to feed existing rice and water melon production areas, and ask that this should be done as part of restoration of livelihoods.</p>	All prefer full cash compensation, since they routinely clear land in the secondary forest for new farms.	Agriculture, livestock production, motor mechanics, garment manufacture, women's literacy.	One widow hh. who would lose all her land, and would give compensation to a daughter and s-i-law. should be asisted to maintain her livelihood. Land price and information on compensation price to APs.
8.00 a.m. Preydom	24 Aug 8.00 a.m.			<p>Most APs prefer full compensation in order to buy land and other equipment and for social purposes, and to clear indebtedness. They asked for pumped irrigation for water melon production near the reservoir, either by individual use of compensation or with assistance from government.</p> <p>Preference for agricultural training in pig production, motor mechanics for adult sons and training leading to work in a garments factory for daughters. Women would like literacy, health and child care training, credit for small scale trading and training and credit for pig production.</p>	Most prefer full cash compensation, but some would like to receive some land and some cash.	Agriculture, livestock production, motor mechanics, hairdressing, languages for tourist work, garment manufacture, women's literacy.	Uncertainty of some APs regarding where they will obtain land to replace losses. Land price and information on compensation price to APs.

## **7. GRIEVANCE REDRESS**

### **7.1 Grievance Rights**

109. All APs have the right of appeal against any aspect of decisions made not in accordance with the RP or with commitments given to them, or on which they disagree with the level or manner of compensation, including that for land losses. The main objectives of the grievance procedure are to provide a mechanism to ensure that the compensation and resettlement program have been implemented accurately and fairly, alleviating any adverse effects on APs, to mediate conflict and to avoid lengthy litigation that is unfair to APs and can delay the Project. It also provides people who have objections or concerns about their compensation or other assistance with an accessible and known procedure through which to raise their objections and have them resolved.

### **7.2 Function**

110. The functions of the grievance process will be:

- a. To provide support for the APs being relocated on problems arising out of their adjustment to their new environments;
- b. To record grievances of the APs and categorize and prioritize those grievances needing to be resolved by the Grievance Committee;
- c. To record grievances of the APs and categorize and prioritize those grievances needing to be resolved by the Grievance Committee;
- d. To assist the APs in dealing with the decisions of the Grievance Committee (the Grievance Committee should be given the power to resolve all but the most serious of grievances);
- e. To report new developments to the aggrieved parties regarding the hearing of their grievances. The decisions of the Grievance Committee will not be contested in any other forum, except in the courts of law.

### **7.3 Steps Involved**

111. The grievance process must be explained to every AP at the time of during the public meetings and consultations and during the delivery of compensation and other entitlements. The process should be as follows:

112. As the first stage, APs will present their complaints and grievances to the Village or Commune Resettlement Sub-Committee and, if he or she wishes, to the NGO External Monitor and/or to any NGO working in the Community. The NGO will record the complaint in writing and accompany the AP to the Village or Commune Resettlement Sub-Committee. The Sub-Committee will be obliged to provide immediate written confirmation of receiving the complaint. At the same time, the complaint will be forwarded to the Provincial Resettlement Sub-Committee and the Provincial Grievance Committee.

113. If the Village or Commune Resettlement Sub-Committee is unable to resolve the grievance, it will refer the grievance with any relevant information or documents to the Provincial Resettlement Sub-Committee through the PIU at PDWRAM, which will advise the Provincial Grievance Committee.

114. At this or any subsequent stage the External Monitor (EM) may be asked by the AP or the PIU to carry out a survey and valuation of structures or land which is the subject of dispute and to provide this or otherwise assist in further review or arbitration.

115. The Provincial Grievance Committee meets with the aggrieved party and tries to resolve the situation. The Committee may ask for a review of the DMS by the external monitor. Within 21 days of the submission of the grievance the Committee must make a written decision and submit copies to Provincial MOWRAM, the monitoring agency, and the AP

116. A judgment on the complaint will be made by the Provincial Grievance Committee with the participation of the village head, Commune Chairman and the NGO within 21 days of the written acknowledgement being issued. The Provincial Grievance Committee will provide the AP with its decision within 21 days of the the complaint being lodged.

117. If the AP is not satisfied with the solution of the Provincial Grievance Committee, the case may be submitted for consideration by the legal system, however, every effort shall be made to avoid this by resolving grievances within the framework of the Provincial administration and the Project, and with the assistance of the EM.

118. If the decision is in favor of the aggrieved party, corrective actions must be prescribed in the letter and implemented within 14 days of the decision with interest added for any back payment of compensation.

119. If no decision can be agreed to and the settlement of the grievance is essential to the successful implementation of the Project, MOWRAM may ask for arbitration to be undertaken by an independent agency, assisted by any survey or valuation by the EM and with the presence of the EM.

120. In the event that this procedure does not achieve an agreed resolution of the grievance, MOWRAM may take the matter to court, with the plea that an order for eviction be granted, but must advise the ADB of its intention to take this step one month in advance, and must in any case make payment of the full compensation costs and allowances to which the AP is entitled.

121. The grievance procedures do not take away the constitutional rights of any AP him or herself to lodge a complaint with the court at the municipal level. This may be followed by subsequent appeals to the court at the provincial level and national level, but the purpose of the grievance procedure is that citizens, particularly people in the municipal and Commune/village level, will not need to take their complaints to the formal legal institutions and that most complaints will be settled at the lowest level. APs will be exempted from all administrative, transfer and legal fees.

122. It is recognized that, in many cases, APs do not have writing skills and the possibility of being able to express grievances verbally has been considered, however, APs are encouraged to seek assistance from the EM, other local NGOs or other family members, village heads or community chiefs to have their grievances recorded in writing and to have access to the DMS or other documentation, and to any survey or valuation by the EM, to ensure that where disputes do occur all the details have been recorded accurately enabling all parties to be treated fairly.

#### **7.4 Make up of the Grievance Committee**

123. Kampong Thom Province has a Grievance Committee under the Provincial Resettlement Sub-Committee comprising four permanent members and two local members. The Committee is chaired by the Provincial Governor or his representative and has as members the Provincial Head of the Department of Water Resources, the Provincial Head of the Department of Finance, Justice Department, a member from the external monitoring agency and, on a co-opted basis, one or more local leaders (such as the Village Head or Commune Chairman) familiar with the area and the circumstances of the complaint, one of whom at least should have been nominated by the AP and briefed to represent him or her. Co-opted members may include any local NGO nominated by the AP and the External Monitor contracted by the IRC. The External Monitor and any local NGO representing the AP may offer advocacy, advice or expert support, but may not vote.

## **8. ORGANIZATIONAL FRAMEWORK**

124. A Project Management Office (PMO) at MOWRAM headed by the Project Coordinator is responsible for all aspects of the irrigation development and engineering operations and MOWRAM is the Executive Agency assigned by the Government. MOWRAM has appointed a PIU at the provincial level, headed by the Director of PDWRAM, and is in charge of supervision and coordination of Project implementation.

125. For purposes of resettlement planning and implementation, including the conduct of surveys, consultation with and information to APs, the Inter-ministerial Resettlement Committee (IRC) chaired by MEF has convened a Stung Chinit Resettlement Subcommittee (SCRS).

126. A Resettlement Unit in MOWRAM PMO (MOWRAM-RU) and Resettlement Unit in MEF have the main responsibility for coordinating and managing all aspects of resettlement. MOWRAM-RU is responsible for supporting the PRSC-WG and provincial authorities in the conduct of surveys and planning for resettlement and relocation in liaison with the IRC, Ministry of Agriculture Forestry and Fishery (MAFF) and MLMUPC. MOWRAM-RU will be responsible for supervising the detailed implementation of the RP on behalf of the Executing Agency.

127. The following specific organizational and management arrangements will be applicable to the resettlement activities in the project.

### **8.1 Institutions for Resettlement**

#### **8.1.1 *Steering Committee***

128. The Steering Committee comprising representatives of MEF, MOWRAM, MRD, MAFF, MLMUPC and IRC will oversee all aspects of the Project including resettlement (see organizational structure for project implementation in Figure 2).

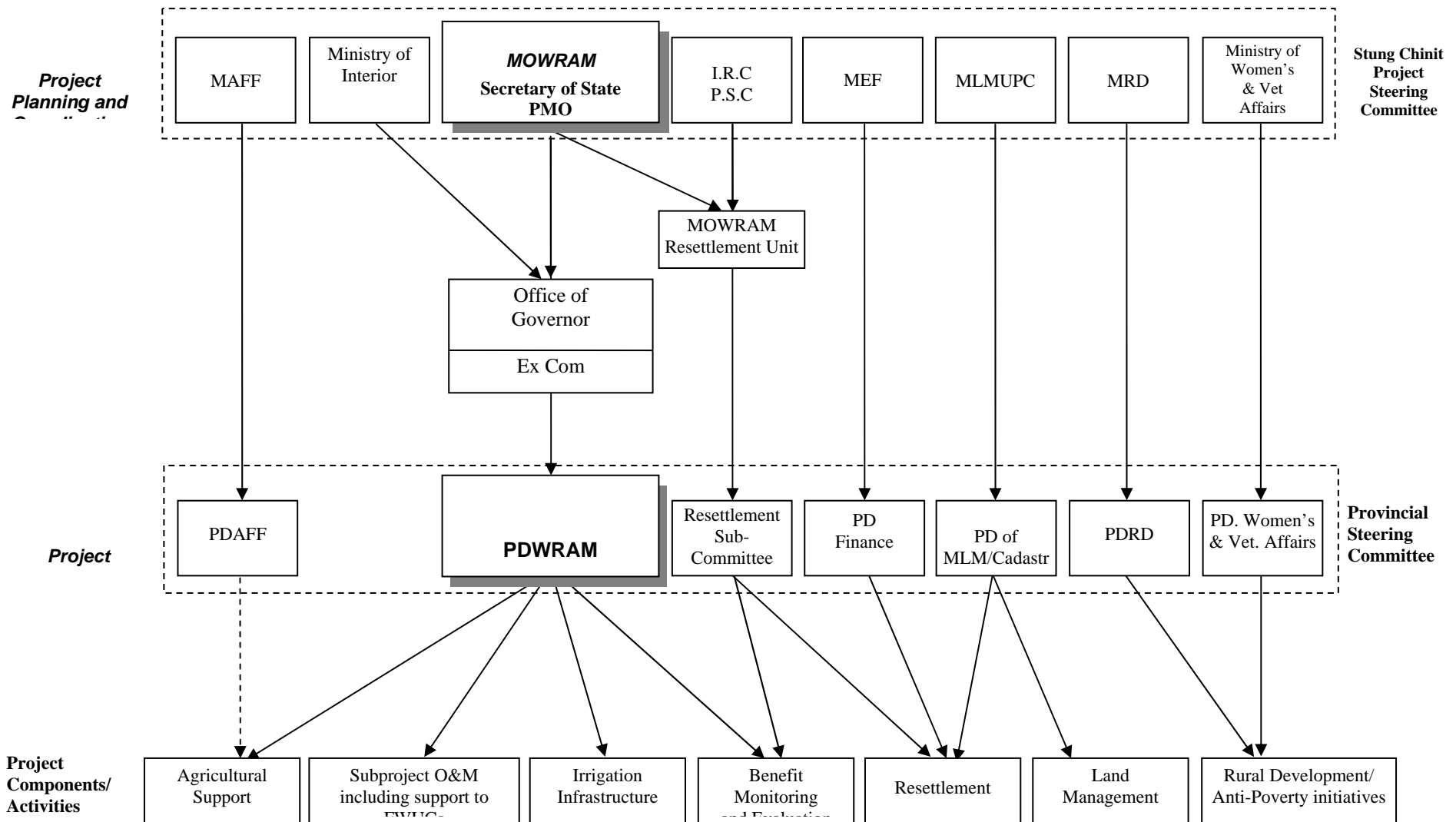


Figure 2: Organizational Structure for Project Implementation

### **8.1.2 MOWRAM**

129. MOWRAM is responsible for implementing the irrigation and agriculture components of the Project on behalf of the Government of Cambodia. Apart from a small national Project Management Office (PMO), MOWRAM will establish a PIU, based in Kompong Thom and headed by the Director of PDWRAM as Project Director, to implement the irrigation components.

130. PIU personnel have been appointed to the PRSC-WG which currently operates under the direction of MOWRAM RU. Additionally, MOWRAM will create a Social and Environmental Unit (SEU) based on the existing RU to work with the IRC, SCRS and provincial authorities on implementation of the Resettlement Plan, and specifically to coordinate civil works with resettlement activities to minimize hardship of APs.

131. Specifically, MOWRAM RU will have the following tasks:

- a. consultation with the concerned AP together with the village headman and village development committee to identify and register land, agricultural development requirements and options of individual APs;
- b. setting of a timetable for land acquisition and resumption of production of the APs;
- c. identification of support agency, including the NGO managing the training, other NGOs, PDLMUPC, village and commune chiefs responsible for specific support to the APs;
- d. reporting to IRC and ADB on numbers, identities and needs of APs registered for assistance;
- e. liaising with NGO and PDAFF to ensure provision of agricultural training and extension to the AP;
- f. liaising with IRC and PDF to ensure timely provision of any outstanding compensation to facilitate land acquisition and agricultural production support, including payment of compensation for any loss of crop during the transition;
- g. review of options for inclusion in a MOWRAM and PRWG managed agricultural relocation programme in areas identified and surveyed by MOWRAM RU for that purpose;
- h. monitoring of these actions by the EM and reporting on them to the IRC and ADB.

### **8.1.3 NGO managing the Income Restoration Program**

132. An important role in carrying out resettlement is played by the NGO Envisioning that has been appointed by Government to plan out and implement an income restoration program for the 852 AP households who are losing more than 10% of their total productive land. The main purpose of the program is to assist the 852 AP households restore their income capabilities. Specifically, the program is intended to help the 852 AP households engage in new or additional livelihood activities that are aimed at restoring their income earning capacity and standards of living to their pre-project levels.

133. To achieve the aforementioned objective, the NGO Envisioning will carry out the following major tasks:

- a. Situational analysis to find out the appropriate income restoration measures to be provided to the target AP household;
- b. Development of appropriate curriculums for the training of APs, as required;
- c. Delivery of training and apprenticeship of the target APs;
- d. Introduction of income restoration activities;
- e. Management of block fund for micro-credit<sup>7</sup>;
- f. Organization of self-help group among the AP household beneficiaries; and
- g. Provision of extension and backstop support to the APs.

134. The NGO, Envisioning was appointed on 1 February 2006.

#### **8.1.4 Stung Chinit Resettlement Subcommittee**

135. A Stung Chinit Resettlement Sub-committee is convened by the IRC. The SCRS will be responsible for the following resettlement activities:

- a. Liaising with the RU to carry out the overall implementation of resettlement activities in accordance with the resettlement policies specified in the RP;
- b. Amending or complementing the RP in coordination with concerning government agencies in case of any problems identified by internal and/or external monitoring of RP implementation to ensure that the objectives of the RP are met;
- c. Overall planning of the resettlement programs;
- d. Guiding and supervising the field staff to carry out the verification of inventory, finalization of entitlements, and assessment of final compensation;
- e. Submitting compensation / assistance costs for approval by the IRC, and allocation of needed resources;
- f. Informing APs of the resettlement program and of their entitlements; in coordination with the local authorities;
- g. Supervising the compensation payment process and the implementation of the RP in all the communes;
- h. Providing support to the Provincial Grievance Committee to redress grievances concerning about resettlement; activities in collaboration with the local authorities and GRC;
- i. Providing training to the commune staff on planning and implementation of resettlement activities and on the principles of resettlement in accordance with the RP;

<sup>7</sup> There was no local bank is willing to provide credit to those APs at a low interest rate (High Risk). Since the Envisioning implements the IRP, it is understood that the Envisioning is able to identify APs situation to be lent and to be able repay the fund.



- j. Preparing periodic supervision and monitoring reports liaising with the MOWRAM resettlement unit on RP implementation then MOWRAM/RU will officially submit to the IRC and ADB.

### **8.1.5 Provincial Agencies**

136. The office of the provincial and district Governors, provincial agencies of MRD, MAFF and MLM and Department of Finance will assist the SCRS in the following:

- a. Land ownership and land holding surveys;
- b. Establishing compensation prices for land, structures, crops and other fixed assets;
- c. Validating tenure status of land and structure; and
- d. Land recovery and allocation.

137. Moreover, local authorities may be called on to assist the SCRS in:

- a. Public information campaign, public participation and consultation;
- b. Finalizing compensation and entitlement forms for each PAP;
- c. Payment of compensation and allowances;
- d. Planning and implementing all resettlement and rehabilitation activities in the district and commune level;
- e. Addressing all grievances in the commune in accordance with the established procedures; and
- f. Maintain record of all public meetings, grievances, and actions taken to address complaints and grievances.

## **8.2 Monitoring and Evaluation**

138. The MOWRAM will conduct regular monitoring and evaluation of all efforts connected with addressing involuntary resettlement. Said monitoring and evaluation are intended to help ensure that the RP is implemented as planned and that the mitigating measures carried out are adequate and effective in addressing the adverse social impacts of the Project. The MOWRAM-RU, particularly the SEU, will serve as the in-house monitoring body for the Project.

### **8.2.1 Indicators for In-house Monitoring**

139. The following indicators will be monitored periodically by the SEU:

- a. Compensation and entitlements are computed at rates and procedures provided in the RP Phase II;

- b. APs are paid as per agreement with Project authorities;
- c. Public information, public consultation and grievance redress procedures are followed as described in the RP phase II;
- d. The implementation of the Income Restoration Program (IRP) carried out by the Envisioning;
- e. Public facilities and infrastructure affected by the Project are restored promptly; and,
- f. The transition between resettlement and the filling of the reservoir is smooth.

### **8.2.2 External Monitoring Agent (EMA)**

140. While over-all responsibility for ensuring the successful implementation of the RP phase II rests on the shoulder of the Executing Agency, it will also rely on an independent institution to carry out external monitoring and post-implementation evaluation. MOWRAM-RU has prepared the TOR (see in **Appendix 5**) for the engagement of the EMA, and the contract has been established for the extension of the contract of the EMA engaged for the monitoring of the Approved RP phase I, and RP phase II; and this has been approved by ADB. The contract for EMA will also be extended for monitoring the RP phase III, Ochork Tributary.

141. The EMA will provide the IRC a copy of its monthly monitoring reports. Then the IRC will forward the reports to MOWRAM and ADB simultaneously. This monitoring report will also be posted in ADB website as per the Public Communication Policy (PCP). The EMA will likewise conduct a Post-RP Implementation Evaluation Study in April 2007.

### **8.3 Implementation Schedule of the RP phase II**

142. The delivery of compensation and other entitlements will be carried out within the fourth quarter of 2006. The income restoration measures for APs losing more than 10% of their total productive assets will also extend up to three years. In April 2008, an interim evaluation of the income restoration program will be conducted by ADB and additional rehabilitation support will be designed, as necessary, for APs who by then have not yet been able to fully rehabilitate themselves. Moreover, resettlement, especially the income restoration program, will be monitored closely by the external monitoring agent (EMA) so that prompt remedial measures could be initiated if and when problems are encountered. The aforementioned implementation activities are summarized in **Table 8.1**.

Table 8- 1 Schedule of Activities

Activities	2006			2007	2008	
	2 <sup>nd</sup> Qtr	3 Qtr	4 Qtr	1 Qtr	2 Qtr	1 Qtr
Submission of revised RP phase II			X			
Approval of the RP phase II				X		
Notice to proceed with RAP implementation		X				
Final disclosure and concurrence of APs	X					
Vouchering	X					
Delivery of compensation and entitlements		X	X	X		
Reorganization/rehabilitation of APs	X	X	X	X		
Internal & external monitoring	X	X	X	X		
Submission of compliance monitoring report	X	X	X	X		
Evaluation resettlement implementation						X
Additional resettlement measures						X
Target Construction					X	
Target duration of construction					X	

## 9. COSTS AND BUDGET

143. Funds for the implementation of the RP phase II are part of the Project budget. Costs are estimated based on the prevailing rates as of November 2005. Unless proven through the grievance redress mechanism that certain households may have been inadvertently missed out during the DMS done in November 2004 to January 2005, only those households and individuals covered in the same (per policy on cut-off date) are eligible for compensation.

### 9.1 Procedures for Flow of Funds

144. The IRC will request the MEF for funding for the implementation of the RP phase II. The funds will be forwarded to the Provincial Departments of Finance. Payment vouchers will be prepared at the Provincial Department of Finance. Payment of compensation and other entitlements as described in Chapter 4 of the RP phase II will be given in cash and will be distributed in village offices. The APs will be notified through the village chiefs of the schedule of payment of compensation and other entitlements.

### 9.2 Implementation, Administration and Contingency Costs

146. Implementation costs include payment of allowances and per diem of concerned personnel involved in the preparation and implementation of the RP phase II. Administration costs including External Monitor represent 13.2% of the total costs of implementing the RP phase II. The cost estimates for the implementation of the RP phase II also include a provision for contingencies equivalent to 15.5% of the total cost of resettlement. MOWRAM and IRC will ensure that adequate funds are made available as and when necessary for the efficient and timely implementation of the resettlement activities.

### 9.3 Preliminary Estimate of Resettlement Costs

147. The total cost of resettlement for the reservoir component of the SCIRIP is US\$2,053,208. **Table 9.1** provides a breakdown of the costs for resettlement in the reservoir.

Table 9- 1 Summary Budget for Estimated Costs of RP Implementation

	Unit	Rate US\$	Quantity Stage 2	Cost US\$
<b><i>Compensation for Land</i></b>				
Agricultural (Type 1)	M <sup>2</sup>	0.10	3,803,644.63	380,364.5
Agricultural (Type 2)	M <sup>2</sup>	0.07	2,897,265.03	202,808.5
Agricultural (Type 3)	M <sup>2</sup>	0.04	210,213.03	8,408.5
Residential	M <sup>2</sup>	2.00	71,092.87	142,186
Commercial		2.00	16,166.18	32,332.4
<b><i>Sub-Total</i></b>				<b>766,100</b>
<b><i>Compensation for Houses</i></b>				
House (Type 1)	M <sup>2</sup>	4.50	383.92	1,728
House (Type 2)	M <sup>2</sup>	12.00	2,096.68	25,160
House (Type 3)	M <sup>2</sup>	85.00		
House (Type 4)	M <sup>2</sup>	140.00		
<b><i>Sub-Total</i></b>				<b>26,888</b>
<b><i>Other Structures</i></b>				
Wooden Fence	M	0.75	431.50	324
Concrete Fence	M	4.50	10	45
Pump Well	Unit	75.00		
Cheidei (Concrete)	Unit	2,000.00		
Graves (Earth)	Unit	100.00	25	2,500
Sawing Platform	m	60.00	50	3,000
Stupa	Unit	2000.00	1	2,000
<b><i>Sub-Total</i></b>				<b>7,869</b>
<b><i>Economic Trees</i></b>				
Mango		30.00	75	2,250
Cashew		12.50	4,103	51,287
Palm	Tree	8.00	208	1,664
Coconut		15.00	7	105
Citrus		15.00	123	1,845
Bamboo & other		5.00	198	990
<b><i>Sub-Total</i></b>				<b>58,141</b>
<b><i>Transitional Allowance for lost crop</i></b>	m <sup>2</sup>	0.01964	6,911,122.69	<b>135,735</b>
<b><i>Disruption Allowance</i></b>	H.H	42.00	1103	<b>46,326</b>
<b><i>Allowance for Vulnerable Groups</i></b>				
Female (Widow) Headed Household		20.00	205	4,100
Aged Headed Household	H.H	20.00	78	1,560
Disabled Headed Household		20.00	30	600
Households below poverty line		20.00	220	4,400
<b><i>Sub-Total</i></b>				<b>10,660</b>
<b><i>Transport Allowance</i></b>		40.00	14	<b>560</b>
<b><i>Income restoration program<sup>8</sup></i></b>				
<b><i>Relocation Site at Kampong Sdech Village</i></b>	m <sup>2</sup>	1.s.	1.s.	<b>285,580</b>
<b><i>Relocation Assistance Cost</i></b>		2.00	30000	<b>60,000</b>
<b><i>Relocation Site</i></b>		1.s.	1.s.	<b>50,000</b>
<b><i>Incremental Administration Costs, including External Monitor</i></b>		1.s.	1.s.	<b>60,000</b>
<b><i>Total</i></b>				<b>270,600</b>
<b><i>Contingencies (15.5%)</i></b>				<b>274,749</b>
<b><i>Grand Total</i></b>				<b>2,053,208</b>

<sup>8</sup> Include microcredit of \$20,000.00. This credit will be managed by the Envisioning for lending and collecting the fund back to reimburse the Government.

**Appendix 1**  
**DMS QUESTIONNAIRE**

**Ministry of Water Resources and Meteorology  
 Inter Ministerial Committee on Household and Land  
 Stung Chinit Irrigation and Rural Infrastructure Project  
 Loan No. 1753 CAM(SF)**

**KINDOM OF CAMBODIA  
 Nation Religion King**

**Questionnaire for Detail Measurement Survey**

\*\*\*\*\*

**A. DMS No.**.....Stung Chinit Irrigation System      **Date of interview** :...../...../  
 2003 **Time**..... **Interviewer's name**..... **Supervisor's name** .....

**B. Location** : **House No.**..... **Village**..... **Commune**.....**Khan/District**.....  
**Municipal**..... **Chainage No.**.....      **Left**       **Right**   
 ( **Departure from**..... )

- **Length from centerline of road to people's land** ..... meters
- **Length from centerline of road to people's house**.... meters ( from first column or wall )

**C. Ask for head of household** ( if not present ask oldest adult )

**C1. Name and qualification householder :**

**Respondent name** :..... ( **call name** :..... )      **Age** : ..... year  
**Sex** :    male  female  **Occupation** .....

The respond of the interview is the household :    yes     no  ( if yes , get to C2 )  
 If no, what is relationship with the head of household .....

**Head of household's name** : ..... ( **call name** : ..... )  
**Age** :..... year, **Sex** : male  female **Occupation** ..... ( disable widow )

Family member	Age	Marital status	Sex	Can read and write Y N	Farm employment Y N	Off farm employment *
1						
2						
3						
4						
5						
6						
7						
8						
9						

- \* 1. Salary of employment      2. Agriculture labor      3. Commerce
- 4. Craft of Manufacture    5. Transport-Taxi- Motor taxi- horse cart
- 6. Factory worker      7.Forestry      8. Student      9. thers.....





17. How much land does your family own? .....are ( 100 are=1 hectare)  
 How much land does your family use in total? .....are ( 100 are= 1hectare)

18. Agricultural equipment

Type of equipment	Number
Drought cattle	
Ox-card	
Plow	
Fork	
Tractor	
Water pump	

19. What is the income for the family ?

1. wages or salary .....Riels/month
  2. manual labor .....Riels/month
  3. bussines or trade .....Riels/month
  4. agricultural production.....Riels/month
  5. fishing .....Riels/month
  6. other ( describe ) .....Riels/month
- Total income per month.....Riels/month
- Total income per year.....Riels/month

20. Are there different kinds of economically important trees inside the right of way only ?

- |                                 |                                |
|---------------------------------|--------------------------------|
| 1. Mango .....trees             | 2. Cashew .....trees           |
| 3. Coconut .....trees           | 4. Bamboo .....trees           |
| 5. Palm tree .....trees         | 6. Tropical hardwood.....trees |
| 7. Other .....trees (describe ) |                                |

21.Earning income from these economically important trees last year ( from 12/ 2000 -1/2001)

1. Mango .....Riel ( convert to US\$.....)
2. Cashew... .....Riel ( convert to US\$.....)
3. Coconut .....Riel ( convert to US\$.....)
4. Bamboo .....Riel ( convert to US\$.....)
5. Palm tree .....Riel ( convert to US\$.....)
6. Tropical hardwood .....Riel ( convert to US\$.....)
7. Other .....Riel ( convert to US\$.....)

22. How much of the family income per year :

(from 12/ 2001 -1/2003) .....Riels ( convert to US\$ .....)

How much of the family income ( from 04/ 2000 to 03/ 2001) do you get from activities the right of way?

1. 0 – 20%      2. 21 – 40%      3. 41 – 60%      4. 61 – 80 %      5. 81 – 100%

23. What is the length and width of your land inside the right of way?  
 Length .....meter X Width .....meter = .....m<sup>2</sup>
24. What is the purpose of your land that used inside the right of way?  
 1. Rice- field                      2. Home garden                      3. Cash-crop garden  
 4. Fruit tree                      5. Fish or lotus pond                      6. Parking/ storage  
 7. Shop/ restaurant                      8. Small store for selling                      9. Other ( describe)
25. Do you have own land near by to replace what you use inside the right of way ?  
yes                      no ( if no, get to No 23 )  
 Where ?  
 1. Behind the land inside the right of the way  
 2. It is about 150 meters away  
 3. It is farther than 150 meters  
 Do you recently use it ?                      no                      yes
26. If you were asked to leave the land inside the right of way, and move back several meters  
 would you lose income or have cost to move when you have inside the right of way ?  
yes                      no (if no, get to No 24 )
27. How would you lose income or have costs ?  
 1. Replanting, loss of plants, trees                      2. Making new pond, shed, construction  
 3. Loss of earning opportunities                      4. Other ( describe )
28. Estimate this loss or these cost in Riel ..... (convert to US\$.....)
29. Are you able to buy land to replace you land inside the right of way ?  
 1.  yes                      2.  no 3. own-land ( if no ask question No 32 )
30. If yes, at what cost ? .....Riel ( convert to US\$.....)
31. If no, how does losing the land inside the right of way effect your family 's livelihood ? Describe .....

**C3. Household or Construction in the right of way :**

32. Is there a structure inside the right of way?  
yes                      no (if no, get to No C4 )
33. If yes , what kind of structure and what is used for ?  
 1. Store for sell products                      2. Barn for making crafts  
 3. Cuisine                      4. house FOR LIVING  
 5. other (describe )
34. What construction material is used and how much in total (NOTE: only for construction inside the right of way ) ?

	Type of house:		Type1	Type2	Type3
wall :	thatch	wood	land	bamboo	brick, concrete .....m <sup>2</sup>
thatch:	wood	land	bamboo	brick, concrete .....m <sup>2</sup>	
other	( describe ..... )				.....m <sup>2</sup>
floor:	bamboowood		brick, concrete		.....m <sup>2</sup>
roof:	thatch	corrugated tin		fibro	.....m <sup>2</sup>

- column:**    1. wood  
 Quality No 1 size .....X .....X .....X.....column = .....m<sup>3</sup>  
 Quality No 2 size .....X .....X .....X.....column = .....m<sup>3</sup>  
 Quality No 3 size .....X .....X .....X.....column = .....m<sup>3</sup>  
           2. Concrete  
           size .....X .....X .....X.....column = .....m<sup>3</sup>  
           3. bamboo  
           size .....X .....X .....X.....column = .....m<sup>3</sup>  
           4. palm  
           size .....X .....X .....X.....column = .....m<sup>3</sup>  
           5. other  
           size .....X .....X .....X.....column = .....m<sup>3</sup>
35. How much above material needs to be replaced in case of moving?  
 Wall : ..... m<sup>2</sup>    ( or .....% of total )  
 Floor : ..... m<sup>2</sup>    ( or .....% of total )  
 Roof: ..... m<sup>2</sup>    ( or .....% of total )  
 Column ..... m<sup>2</sup>    ( or .....% of total )

**C4. What are other assets on land used with in the right of way ?**

1. well                    2. pump well
3. pond .....m X .....m X .....m = ..... m<sup>3</sup>
4. fence ( what material .....how many meters .....m )
5. other ( describe .....)
6. nothing else

Signature and Name of Interviewer

Signature and Name of Interviewee

*Signature and Name*  
 Member Sub-committee of Kampong Thom Province

## **Appendix 2**

### **DMS Data Report**



## **Appendix 3**

### **Replacement Cost Study**

## Land Replacement Cost Study

### 6.1 Organization of the Study

A Working Group was established during September 2005 to undertake a replacement cost study of land in Baray and Santuk Districts adjoining the reservoir.

The team was led by Eum Saroeun, Deputy Secretary General of Kampong Thom Provincial Governor's Office and consisted of representatives of IRC, MLMUPC, MAFF, the External Monitor – SBK – District Land Officers and representatives of Commune Council.

Nine villages were included in the survey, with village headmen and elders and APs taking part in the survey in each village.

The survey consisted of:

- a) 41 land purchases/sales for which the team went to the land site, interviewed the purchaser and measured the land, verifying the price paid for the land in discussion with village headmen and elders;
- b) 34 reports of land purchases/sales by village head and elders and commune representatives, in which the size of land transferred was estimated and the price verified in discussion.

### 6.2 Survey Results

The results of the survey are presented in Table 8, the two sets of Land Price Distribution Data set out below. The results of the study are to a high degree consistent between the two sets of data

They also bear out the reports of Land Officers at the follow-up workshops held with the two District Authorities, which are reported below. There is an extreme shortage of land in Baray District. As a result the Land Officer reports that prices there are substantially higher than in Santuk District and are rising rapidly as the shortage of land increases and urban people seek to invest in land.

An agricultural relocation programme and Social Land Concession for the provision of land to APs suffering severe land loss in the reservoir is essential. A planned and funded relocation programme is needed both to restore the land and agricultural production and livelihoods of these households, and to prevent a steep rise in land prices brought about by the large numbers of households which would be seeking to purchase land in the area.

**Table 8: Distribution Tables:** Land Prices of Land Parcels Bought and Sold, 2003 – 2005, Baray and Santuk Districts, Kampong Thom Province

#### 8.a 41 Land parcels measured and confirmed on the ground with buyer \$US per m<sup>2</sup>

District/price	0.01– 0.03	0.031– 0.05	0.051– 0.75	0.076– 0.1	0.11– 0.125	0.126– 0.15	0.151– 0.175	0.176– 0.2	0.21– 0.25	0.251– 0.3	0.31– 0.4	>0.4
Baray	1	0	1	4	3	4	4	1	2	0	2	0
Santuk	5	5	5	3	0	0	0	1	0	0	0	0

### 8.b 34 Sales of Land Parcels Reported by Village Heads and Elders \$US per m<sup>2</sup>

District/price	0.01– 0.03	0.031– 0.05	0.051– 0.75	0.076– 0.1	0.11– 0.125	0.126– 0.15	0.151– .175	0.176– 0.2	0.21– 0.25	0.251– 0.3	0.31– 0.4	>0.4
Baray	3	0	0	5	1	3	0	2	1	0	0	0
Santuk	3	5	6	3	1	1	0	0	0	0	0	0

#### 6.3 Report of Workshops on Land Replacement Rates.

Following the completion of the survey, the Working Group met representatives of District Authorities separately in Santuk and Baray together with MOWRAM RU officers and the Resettlement Consultant.

In each workshop, the participants split into two work groups to discuss and establish replacement costs. The results of the workshops are presented below.

The agreed replacement rates are consistent with the findings in the field from the survey. It was agreed the very high prices and very low prices encountered in the field reflected unusual circumstances: extreme poverty and family emergencies leading to very low prices, while investments by urban buyers in land in favourable conditions lead to high prices. Very high prices and very low prices were therefore excluded from the analysis.

It was also concluded that land in the reservoir should be priced by three categories of land the price of which is determined by types of land use:

- Category 1: {flood-fed rice in the lower areas of the river basin;  
{vegetable or water-melon production areas on raised land within the basin {with access to hand-carried or pumped irrigation;
- Category 2: flood fed rice with less reliable flooding in areas higher up in the basin;
- Category 3: rain-fed rice land or orchards in cleared secondary forest.

On 19 October 2005 Provincial and District Land Officers met at each district office to present the report and to collect information about land sales and purchase and prices elsewhere in the Province. Each meeting have separated the officials into 2 groups in order to select the current real price that the APs could buy the land by themselves to replace affected land in the reservoir.

#### Note of discussion in Santuk district Office :

The meeting held at Santuk District office on 17 October 2005 at 9: 00 o clock . The participant were divided in two group in other to select the category each land price

Group1 give the result as following:

Category 1: Flood fed rice land and irrigated vegetable production land	500\$/ha
Category 2: Higher flood fed or rain-fed rice land	300\$/ha
Category 3: Cleared bush or Chamkarin the up-land area	250\$/ha

Group2 give the result as following:

Category 1: Flood fed rice land and irrigated vegetable production land	900\$/ha
---	----------



Category 2: Higher flood fed or rain-fed rice land	650\$/ha
Category 3: Cleared bush or Chamkarin the up-land area	400\$/ha

\*Group 1 and group 2 have reached differing prices because Group1 did not include the increasing of land prices recently while group2 has included land price increase. In a joint discussion it was agreed that the Group 2 prices reflect current prices and are more valid.

Note of discussion in Baray district at PIU office :

The meeting held at Santuk District office on 17 October 2005 at 2: 00 o clock . The participant were creating in two group in other to select the category each land price.

Group1 give the result as following:

Category 1: Flood fed rice land and irrigated vegetable production land	900\$/ha
Category 2: Higher flood fed or rain-fed rice land	750\$/ha
Category 3: Cleared bush or Chamkar (orchard land) in the up-land area	600\$/ha

Group2 give the result as following:

Category 1: Flood fed rice land and irrigated vegetable production land	950\$/ha
Category 2: Higher flood fed or rain-fed rice land	700\$/ha
Category 3: Cleared bush or Chamkar in the up-land area	500\$/ha

In Baray district the land prices estimated by the working group are higher than Santuk because that land is near the Kampong Thmar market and many infrastructure are improving such as the rehabilitation of DBST road and many rural roads. None of the people in this district wants to sell land because they expect that in the near future the land around the project will be developed as a tourism attraction and that there will be an influx of people and traffic.

Mr. Prach Saum District Land Officer put forward his expectation that the land in Baray will continue to rise to higher prices because the people here do not have sufficient land and there is a growing demand, both from local people and from urban people. He proposed that the project should help severely affected people to get the land replacement in the up-land area. He referred to the land use and ownership survey conducted by MOWRAM and the Provincial Working Group and set that the free land identified in the upland area should give the opportunity to make a National Social land Concession.

The summary conclusions of the four work groups on the land price at Santuk and Baray District Office are set out below:

Land Type	Santuk District		Baray District	
	Group1*	Group 2	Group 1	Group 2
<u>Category 1</u> ( Flood fed rice land and irrigated vegetable production land)	\$ 500	\$ 900	\$ 900	\$ 950
<u>Category 2</u> ( Higher flood fed or rain-fed rice land )	\$ 300	\$ 650	\$ 750	\$ 700
<u>Category 3</u> ( Cleared bush or Chamkar in the up-land )	\$ 250	\$ 400	\$ 600	\$ 500

It should be noted that land prices quoted here are a summation of estimates of the working groups. As explained below in section 6.4, the IRC subsequently reviewed

land prices taking into account these estimations as well as the record of actual prices paid in the two districts, set out above in Table 8a, and finally its estimation of equitable replacement prices based on location and on prices for similar land compensated in Part 1

#### 6.4 Compensation Land Prices

The IRC reviewed the conclusions of the Replacement Cost Study in October 2005 in order to establish prices at which land in the reservoir should be compensated. To establish compensation prices they took into account four factors:

- a. the categorization of land by differing production system prevalent in the reservoir;
- b. the findings of the Working Group in each District in respect of actual prices paid in the recent past and the views of Commune and District Authorities;
- c. the conclusions of the Working Group in respect of replacement costs of three categories of land in the reservoir;
- d. the pricing of comparable land compensated for Project-related land losses in neighbouring areas, notably land lost in the north and south embankments
- e. the need for Government intervention to provide land at below compensation prices and costs of farm development for the relocation of severely affected RPs suffering the greatest land losses.

On this basis the IRC has determined that compensation prices should be at a level which would permit APs at least to purchase replacement land of equivalent value within feasible distance of existing farms and villages, or to pay development charges for land in a Social Land Concession. As a result the IRC has established compensation prices for land lost in the reservoir as set out below:

**Table 9. Compensation Prices of Land in the Reservoir**

Land Category	Price per m2 (\$US)
<u>Category 1</u> ( Flood fed rice land and irrigated vegetable production land)	1,000
<u>Category 2</u> ( Higher flood fed or rain-fed rice land )	700
<u>Category 3</u> ( Cleared bush or Chamkar in the up-land )	400

These prices have been used in establishing prices for compensation of APs in the reservoir and in the Estimate Budget for the implementation of the RP.

## **Appendix 4**

### **Inception Report**

## INTRODUCTION

### 1. Intention and Structure of Report

1. This inception report has been prepared by Envisioning<sup>9</sup>, the NGO contracted to provide technical assistance in the income restoration program for severely affected persons (APs) of the Stung Chinit Irrigation and Rural Infrastructure Project (SCIRIP). The preparation of this report was done in close coordination with MOWRAM resettlement unit, the resettlement unit of the Inter-Ministerial Resettlement Committee (IRC), the Provincial Resettlement Sub-Committee of the Kampong Thom Province, Provincial Department of Agriculture, Forestry and Fishery, Education Center of the districts, and local authorities, including the governor of Santouk district, deputy district governor of Baray, and heads of the five target communes (the list of people met during the inception period is given in Annex 1).

2. The purpose of the report is to present the activities and findings of the Team during the inception period which include exploring the background information, the findings of knowledge attitude and practice (KAP) assessment, and apprenticeship and job opportunities (AJO) assessment, the finalization of the training scope and target trainees, the program organization and management, and the expected outputs of the program. In addition, the report presents also a proposed change in activities and timeframe complemented with a proposed budget, and a work plan for the implementation of the Income Restoration Program (all known as the Program).

3. The report is divided into seven parts. The first part includes the intention and structure of the report, background information on the Program, and the Program's scope and objectives. The second part presents the results of the situational analysis, including geo-demography of the area, social programs present in the project area, apprenticeship and employment opportunities assessment, and KAP assessment. The third part emphasizes on finalization of the training scope and target trainees of the Program. The fourth part focuses on Program organization and management, which includes also a proposed work plan for the implementation of the Program. The fifth part discusses critical issues identified during the inception period. In response to the critical issues discussed in the preceding section, the sixth part proposes additional activities and adjustment in the timeframe provided earlier in the terms of reference (TOR) of the Team. The last part proposes additional budget to cover for the additional activities of the Team.

### 2. Background Information on the Program

4. The Income Restoration Program (the Program) for severely affected APs in the Stung Chinit Irrigation and Rural Infrastructure Project (the Project)

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<sup>9</sup> This is also referred to in this document as the Team.

is associated with a sub-component of the Project first component, the Farmer Community Organization and Extension Services.

5. The Project involves the rehabilitation of the Stung Chinit irrigation system. The main objectives of the Project are to increase agricultural productivity and farmer incomes through the provision of irrigation and drainage, initially in the Priority Area for 2960 ha (4500 to 7000 ha wet season and 2000 to 3000 ha dry season). The project will establish an infrastructure to provide a basis for future irrigation and drainage of a further approximately 4420 ha in the southern sector served by the existing main canal.

6. The Project consists of four main components. The first component involves farmer community organization and extension services, which includes (i) land ownership assistance, (ii) formation and training of farmer water user groups (WUGs) and farmer water user communities (FWUCs), and (iii) agricultural extension services and research. The second component involves irrigation infrastructure which includes (i) replacement of the main diversion weirs on the Stung Chinit river, (ii) reconstruction of the embankments of the main canal, (iii) introduction of a passage to allow annual fish migration, (iv) development of the reservoir, (v) remodeling and construction of secondary canals and drains, and (vi) provision of field offices and equipments. The third component concentrates on irrigation and resettlement management which involves establishment and development of a system for farmer managed operations, and Stung Chinit project steering committee and PIU, including capacity building of the Steering Committee and MOWRAM staff in all technical aspects of the scheme management, the implementation of the RP by a provincial sub-committee, the management of information and consultation programs, and the provision and regulation of grievance procedures. The fourth component includes improvement of roughly 150 km of rural roads in and around the project area, and upgrading of six local markets.

7. The Project has affected 2810 AP households. 30% of them (or 852 households) are severely affected by losing more than 10% of their total productive land. These AP households are all entitled to participate in the income restoration Program. Moreover, 480 of these AP households are losing more than 30% of their total productive land and will, therefore, be assisted in looking for replacement land to buy.

### **3. Program Scope and Objectives**

#### **3.1 Main purpose of the Program**

8. The main purpose of the Program is to assist the 852 AP households restore their income capabilities.

#### **3.2 Specific objective of the Program**

9. The specific objective of the Program is to help the 852 AP households engage in new or additional livelihood activities that are aimed at restoring their income earning capacity and standards of living to their pre-project levels.

### 3.3 Major tasks of the Program

10. To achieve the aforementioned objective, the Program will carry out the following major tasks: (i) situational analysis to find out the appropriate income restoration measures to be provided to the target AP household; (ii) development of appropriate curriculums for the training of APs, as required; (iii) delivery of training and apprenticeship of the target APs; (iv) introduction of income restoration activities; (v) management of block fund for micro-credit; (vi) organization of self-help group among the AP household beneficiaries; and (vii) provision of extension and backstop support to the APs.

### 3.4 Target participants of the Program

11. The target beneficiaries of the Program are 852 AP households losing more than 10% of their total productive land.

## SITUATIONAL ANALYSIS

12. The Team has collaborated closely with the MOWRAM Resettlement Unit, IRC, and the Provincial Resettlement Sub-Committee in the conduct of the situational analysis and, eventually, in the preparation of the Inception Report. Background information on the Project and documents relevant to the Program were provided by the said government offices (see Annex 2). The team has also consulted with key other relevant organizations such as ACELDA Bank Plc., UNDP, and SBK Research and Development, and two other NGOs actively involved in the area: Group de Recherches et Echanges Technologiques (GRET) and Cambodian Center for Study and Development in Agriculture (CEDAC). In addition, the team has consulted and worked closely with the provincial department of agriculture forestry and fishery, district center of education, and local authorities, including the district governors, commune leaders and village leaders.

## 4. Geo-demographic of the APs

13. The Project has affected 2810 AP households. 30% of them, 852 households, are severely affected, losing more than 10% of their total productive land, or losing houses or shops. Additionally, 480 of these AP households are losing more than 30% of their total productive land and will, therefore, be given priority assistance in looking for replacement land that they can buy.

14. All of the 852 severely affected AP households are living in two districts: Santouk District, situated in the north of the embankment, and Baray District, situated in the south of the embankment. In Santouk District, the APs

are found in Kampong Thmar and Krayea communes. In Baray District, the APs live in Balang, Jorngdoeung, and Krawa communes.

#### 4.1 Kampong Thmar Commune

15. The Kampong Thmar commune consists of 11 villages with total population of 9700. There are 518 households of this commune affected more than 10% of their lands (249 households in Snor village, 155 households in La Ork village, and 37 households in Khvek village). There are 149 of the total 272 affected households in Snor village losing more than 30%, and another 123 households losing less than 30% of their lands. In Laork village, there are 73 households losing more than 30%, and 137 households losing less than 30% of their lands. In Kvek village, there are 37 households losing more than 10% in which 20 households losing less than 30% and 17 households losing more than 30% of their lands. The main source of household incomes is rice production.

#### Division of APs by villages and degree of land lost

District	Commune	Village	Total APs (>10%)	APs losing <30%	APs losing >30%
Santouk	Kampong Thmar	Snor	272	123	149
		Khvek	37	20	17
		Laork	210	137	73
	Krayea	Trapang Pring	12	6	6
Baray	Balang	Taphok	103	27	76
		Balang	59	28	31
	Joengdoeng	Prey Dom	34	10	24
		Sampov Loon	48	10	38
	Krawa	Kompong Sdach	76	70	6
<b>Total</b>			<b>852</b>	<b>372</b>	<b>480</b>

*Adopted from the list of APs provided by MOWRAM Resettlement Unit*

#### 4.2 Krayea Commune

16. This commune has the total population of 7000 people living in 1300 households in 7 villages. The number of households losing more than 10% of their lands is only 12 (in Trapang Pring village): 6 households losing less than 30% and another 6 losing more than 30% of their lands. The main sources of household incomes are rice production and forestry exploitation.

#### 4.3 Balang Commune

17. The Balang commune consists of 12 villages with the total population of 14305 living in 3345 households. 61% of the population is more than 18 years old. There are 162 households living in this commune affected more than 10% of the landholdings (103 households in Taphok village and 59 households in Balang village). The main source of household incomes is also rice production.

#### 4.4 Choeng Doeng Commune

18. The commune has the total population of 10433, living in 10 villages. There are 82 households living in two villages (Preydom village and Sampov Loon village) losing more than 10% of landholdings in commune. Preydom village has 34 affected households in which 10 households losing less than 30% and 24 households losing more than 30% of their lands. Sampov Loon village has 48 affected households in which 10 households losing less than 30% and 38 households losing more than 30% of their lands. The main source of household incomes is also rice production, and the main problem of his commune is lacking of water for rice production.

#### 4.5 Krawa Commune

19. Krawa commune has 8 villages. The total population of the commune is 9297 living in 1991 households, but only 16 households (in Kompong Sdach village) losing more than 10% of their lands, in which 6 household losing more than 30% of their lands. The main source of household incomes is rice production. In addition, there are 60 households in this commune, are estimated to be affected by the Project.

### 5. Development Organizations Present in the Project Area

20. Besides local government agencies, there are many other organizations that are engaged in development work in the project area, and they include the following:

- ❖ Provincial Department of Agriculture involves agricultural development of the area. Every year the department provides agricultural trainings included rice production, vegetable production, and lives stock to the people living in the area. The trainings are provided through theory education, field demonstrations, and farmer models demonstrations.
- ❖ JICA has involved the establishment of forestry community for Krayea commune. The project has been finished already, and the community is working step by step with self managed implementation.
- ❖ GTZ has involved the hygiene water production (well production) for people living in Krayea commune. This project has been also finished.
- ❖ ADRA has been involving mainly health education in the area for Kampong Thmar commune, Balang commune, Joeng Doeng commune, and Krawa commune. Referring to the consultation with



commune leaders and his colleagues, ADRA has involved also agricultural training for their commune.

- ❖ UNICEF emphasizes mainly on primary education specifically formal education for people living in the area.
- ❖ GRET focuses on establishment of farmer water use communities and farmer water use groups. These activities are not covered people whose lands situated in Joengdoeng commune, Krawa commune, Balang commune, Laork village, and Trapang Pring village.
- ❖ CEDAC has involved agricultural promotion included rice production, compost development, vegetable growing, and livestock training and research.

## 6. Apprenticeship and Job Opportunities Assessment

21. As mentioned in paragraph 10 of Section 3, Program Scope and Objectives, training and apprenticeship of eligible members of the 852 AP households to help them get off-farm jobs is one of a number of income restoration activities under the Program. This objective is depended exactly on the availability of jobs and apprenticeship opportunities in existing business and non business establishments. Consequently, consultations with small, medium, and large scale establishments, including technical vocational training centers, are needed. This task is a continuous activity.

22. The main objectives of the consultation are to find available jobs and working condition, available internship places and living condition, and cost related to the transfer of APs to get jobs or to complete successfully internships. The results of the preliminary consultations done by the Team are as follows:

23. **Security Guards.** There five security companies which have been consulted. We found that the average training period is 2.5 months, the application fees is USD 40.00, the candidates have to be responsible for themselves for foods and accommodation. After finished the training, trainees can work as security guards with a salary ranking from USD 50 to USD 80 a month.

24. Among the five consulted companies, one company (Imperial Security Co.) needs immediately candidates to be trained for one to three months, then can work as security guards for the company. We had announced immediately the information to the APs, and had received 42 young people, 14 girls and 28 boys between 19 and 25 years old. One week after the Khmer New Year, we have transferred them to Phnom Penh with full support, transportation, foods, accommodation, and application fees, and they were received immediately to be trained. But one week later, all the girls and 18 boys have decided to cam back to their home villages (some of them provided reasons that the salary is too low, others responded that they miss their family

and their home village). So currently we still have 10 trainees (boys) in the company.

25. **Textile Factories.** There are many textile factories in Phnom Penh, but they don't allow doing internship in factories. If they want to recruit workers, they need only full skill workers who can work for them. The salary of worker of textile factories is ranking from USD 40 to USD 90 depended on skills and number of working hours. It is better to note that currently, the labor supplies to textile factories are too high, so seeking for a job in textile factories is not an easy task (sometimes workers need to give commission to recruiter in order to be recruited).

26. **Car Driving.** The average training period to be a professional driver is from 2 to 5 months, depended on absorption capacity of the trainees in terms of theories and practices (because trainees have to passed the final examination in theories and the final examination in practice at the end of the training period: If they failed, they have be trained again). It is better to note that if trainees don't have their own cars, they must find their jobs as drivers immediately after having finished the training, or they will lose their knowledge and practiced ability. The cost related to this training is around USD 90 for the whole program, but trainees have to be responsible for themselves for foods and accommodation.

27. **Hair Cut.** The average period of this training is from 1 to 4 months, and the instruction fee is around USD 30 a month. Trainees have to be responsible for themselves for foods and accommodation.

28. **Beauty Care Hair Dressing and Make Up.** The average training period is from 3 to 6 months, and the training fee is around USD 80 a month. Trainees have to be responsible for themselves for foods and accommodation.

29. **Motorbike Repair.** The average training period of this skill is from 3 to 8 months, depended on the ability of trainees and availability of practical cases. The tutorial fee is around USD 50 a month.

30. **Telephone Repair.** It is very difficult to find a shop that can provide internship on telephone reparation. Based on preliminary consultation with telephone shops, the owners didn't have any vacancy for internship for trainees.

31. The Team will continue to consult with other organizations to find out available jobs and internships place which are appropriate to the APs' needs and capabilities. So the apprenticeship and job creation for the APs will be conducted step by step through the whole program period. Moreover, after having apprenticeship or having jobs, the APs should be backed up closely in order to help trainees finding jobs, and to sustain their jobs.

## 7. Knowledge Attitude and Practice Assessment

## 7.1 Past and current training course involvements

32. Training on vegetable growing: The training has been provided around 3 times already during the last 2 years, specifically to people living in Trapang Pring village, Kwek village, Laork village, and Snor village. Most people who have involved in the focus group discussion didn't participate in this kind of training course (some were busy with their daily work, others weren't informed on the trainings). Among people who did participate in the trainings, few people could understand the delivered lessons, others didn't understand well the lessons. Only few people have just started using the knowledge of training course to practice and they don't know yet whether productivity will be high or low.

33. Training on livestock such as chickens, ducks, pigs and cows: These types of trainings have been provided around 3 times during the last 2 years specifically to people living in Trapang Pring village, Kwek village, Laork village, Balang village, and Snor village. The people who have involved in the focus group discussion with the research team indicated that some of them did attend the training course, and other some did not participate in. After training left, only few trained people have been using the knowledge of training course and other some did not use at all (they didn't understand well the lessons, or they didn't have enough money to invest in livestock).

34. Training on rice production (short and medium terms): The training on rice production has been provided at two times during the last two years to all people living in these two districts. According to the field results, few people did receive the training course including on how to grow rice productively, and others remaining did not get the training course. Some of trained people have been practicing the knowledge from training courses and others have never used it at all (they didn't understand well the lesson, they believe on their rule of thumbs, and they think that the new methods require using more fertilized substance).

Training on compost development (the natural fertilizer): This type of training has been conducted around 2 times during the last two years to all people living in the two districts: Baray and Santotuk. According the group discussion result, some people did receive the training course (on compost development and on how to use it to increase the agricultural productivities), and few of them, did understand well the lesson, and had tried to use this technique (with good result). The others, who didn't understand well the lesson, have never use the knowledge from the training.

35. Training on fish production: This type of training has been provided around 2 times during the last two years, specifically to people living in Laork village and Trapang Pring village. Based on the result of field work only few people did attend the training course, most people had never participated in the training (they were busy with their daily work). The majority of people who have involved in the focus group discussion with the research team did not receive the course on fish farming.

36. Based on the above findings, we have noted that agricultural trainings, such fish raising, rice production, vegetable growing, and livestock, have been conducted many times already for people living in the area, but the number of people participated in the trainings are too low. Moreover their level of knowledge (of those who participated in the trainings) received from the trainings is too low, and only few people have tried to use such knowledge. In addition, most people didn't believe in new agricultural techniques, which have been conducted for them. Consequently, they don't want to change their traditional attitudes and practices.

37. Referring to the above lesson learnt, we should know clearly the situation of our target participants before conducting the training, or result still be the same as before. So Identification of each target household situation through a census study (for all target participants: 847 households) need to be done immediately in order to conduct effectively this income restoration training program.

## 7.2 Off-farm training involvement of the population in the project area

38. Car driving training course: In the targeted study, only one person of the focus group discussion who did get training course on car driving as private conditions. Now he is a driver and some of his household income generate from the kind of skills;

39. Clean water production: Based on the result of the field work, only few of people who did involve in the focus group discussion have privately received the training course on clean water production. Now they have been using the knowledge of the training course to purify water;

40. Motor repairing training course: Based on the result of field work, only one of the people who did involve in the focus group discussion had privately involved in the training course on motor repairing. Now he has been using the knowledge of the course;

41. Battery repairing training course: According to the field work result, only one person who did involve in the focus group discussion has privately received training course on battery repairing. Now he has been using the knowledge to survive;

42. Sewing training course: Based on the field work result, there were 4 people who did privately involve in the training course on sewing. Now, all of them have been using the knowledge from the training course to generate a part of their family income for survival.

43. It is better to learn that there are only few people who did involve training on off farms skills, and all of them have been trained through private individual or organizations. All of them have using their knowledge from the training to generate the income of their family. It seems that market demand, in terms of employment and self employed in off farm area, is high in the area. However a study of market structure of the relevant districts may need to be

done in order to (i) avoid over supplies of small business ventures and off farm skilled people in the area, and to (ii) back up APs to produce and to market their products effectively and efficiently.

### 7.3 Training course preferences of the Program's target beneficiaries

44. The result of the discussion showed that most of the people who did involve in the focus group discussion of the study do want to get the training course on agricultural technique, especially the technique on how to grow rice and to select the rice seed through rice field demonstration.

45. Due to the study areas located in the flooded plain area, most of people who did involve in the focus group discussion do requires to get training course on vegetable farming such as mushroom and water melon growing.

46. According to the field result, the majority of people who did involve in the focus group discussion require to gain more knowledge on animal farming such as pigs, ducks, chickens, fish and cows.

47. The field study showed that few of people who did involve in the focus group discussion do want to get the training course on veteran or on how to treat animal because they do think they can earn more money after they get this skill.

48. Based on the field work result, some of the people who did involve in the focus group discussion do want to get the training course on machinery repairing such as pumping machine, generator, motor cycle repair, in order to increase their household incomes;

49. Some of people who did involve in the focus group discussion of the study indicated that they want to have the sewing skill in order to help earning money.

50. Few of the people who did involve in the focus group discussion of the study revealed that they do require to gain knowledge on hair cut in order to increase their household income.

51. Few of the people who did involve in the focus group discussion of the study showed that they do want to get the training course on beauty make up, especially women and girls, because they want to get their own carrier out off rice field;

52. According to the field result, few of the people who did involve in the focus group discussion of the study do want to get the training course on the textile, especially women and girls because they do think they get more income.

53. Based on the field study result, few of the people who did involve in the study want to get the training course on radio cassette and mobile phone repairs because they think they can earn money from this kind of knowledge;

54. Final findings of the training course preference was that the English language. Based on the field study result indicated that few of people who did involve in the focus group discussion want to get the English language classes in order to increase their household income.

#### 7.4 Most appropriate time to attend training

55. Based on the field work result, the following are the key findings related to the time that should be appropriate for the people in the targeted study areas.

56. The majority of the people who did involve in the focus group discussion do prefer to attend the training course from January to April for every year due to this period of time they normally free. Although they are free within this time, they need information a week before. Referring appropriate days for training, they prefer to attend the training course on Sunday due to their children availability.

57. The second majority of the people who did involve in the focus group discussion of the study want to attend the training course from January to May for every year due to they normally free during this period of time. Concerning with appropriate days for training, they prefer to attend the training course from Monday to Sunday after harvesting.

58. The third majority of the people who did involve in the focus group discussion do prefer to attend the training course from January to August for every year due to their time of year. Referring to appropriate days for training, they prefer to attend the training course for any time, but they need the information a week before. However, some people prefer to attend the training course two days a week, Saturday and Sunday;

#### 7.5 Most appropriate place to conduct training

59. To increase the people participation in the training course, the appropriate place is the essential point, the following are the key findings of the appropriate place to conduct training course.

60. The first majority of the people who did involve in the focus group discussion of the study prefer to attend the training course at the primary school which located in the village.

61. The second majority of the people who did involve in the focus group discussion of the study prefer to attend the training course at the village leader's house due to his or her house normally locate in the mid-point of the village and the house itself often large.

62. The third majority of the people who did involve in the focus group discussion of the study prefer to attend the training course at the pagoda due to the pagoda normally locate in the mid point of the village and it is large.

63. The fourth majority of the people who did involve in the focus group discussion of the study do prefer to attend the training course at any villagers' house that it is large.

#### 7.6 KAP on Money Management

64. Referring to KAP related to borrowing money: Most people understand and practice only traditional way: borrowing from their relatives for others with an agreed interest rate. They have heard about borrowing money from the microfinance institutions, but they feel that the administrative requirements are complicated, and the interest rate is too high (around 3% a month).

65. Concerning with KAP related to lending or depositing money: All people have never deposit their money in banks, they don't understand about that. Some people have practiced traditional way: lending money to others with an agreed interest rate, but some of them has never received their pay back money.

66. Concerning with KAP related to family budgeting: All people have never practice formal budgeting for their family, they have never record formally their revenue, their expenditure, their expected incomes or expected expenditure. The common practice of the people is paying without counting.

## FINALIZATION OF TRAINING SCOPE AND TARGET TRAINEES

### 8. Agricultural Production Training

#### 8.1 Training Scope

67. The selected agricultural enterprises will be included in the training curriculum, which based mainly on the result of field survey on Training Need Assessment by ENVISIONNING Team, agro-ecosystems analysis on Stung Chinit Irrigation Systems by PDAFF and Department of Agricultural Extension, and participatory consultation with PDAFF officers. Therefore, there are few agricultural enterprises will be included in the training, which describe as follow:

68. Rice Crops. Rice is main food security of local people. In order to improve rice productivity of local villagers and ensure sustainable environment, Systems of Rice Intensification (SRI) technique would be included in the training curriculum. SRI technique has been adapted by CEDAC and Ministry of Agriculture, Forestry and Fisheries (MAFF), which this technique can save input such as seed and labour and increase productivity. Additionally, SRI technique can reduce or minimise external input dependency, such as chemical fertiliser and pesticide.

69. Cash crops. Water melon and mushroom is well suited for agro-ecosystems of the target village. The result of findings revealed that some farmers often cultivated water melon after rice. Gross margin analysis suggested that water melon crop can earn estimated at 2,400,000 riels per hectare of land. Additionally, local villagers tend to grow mushroom where the areas is suitable to the crop and local input is available. However, the growing technique of mushroom crop is a substantial need by local villagers. Moreover, experiences of growing mushroom suggested earn high income. School of Agriculture Prek Leap is extensive cultivate different types of mushroom, which is a good place for field visit.

70. Integrated Farming Systems. To ensure the effective and efficient use of homestead land, the integrated farming systems model will be including in the training curriculum. IFS is allowed local people to optimise use of local resources with cost-effective and earn high income. IFS include livestock (pig), vegetable and fish (if possible). These enterprises are well interact to each other. For instance, the pig manure can be used as fertiliser for vegetable crops and fish. In addition, IFS is suitable model for those local villagers whose hold a small pieces of land and constraint on labour and capital investment, especially for those vulnerable households such as women head of households, disable and poor households. Furthermore, pig raising is a special course which will be included in the curriculum.

#### 8.2 Target Trainees



71. The training is open to any interested members of the 852 AP households. Even if the results of preliminary findings from the focus group discussion have indicated some specific preference of the APs, we still need to do more analysis to identify clearly the situation of each household of the target group in order to avoid the past failure experience in conducting trainings for those people.

## **9. Basic Education Training**

### **9.1 Training Scope**

72. Referring to the consultations with key people involved the development of the area, included head of provincial department of agriculture and his team, the two districts governors, the director of education center of Santouk district, the five communes leaders and their colleagues, they all have responded the same that based on their experience people in productive age weren't interesting in basic literature training, they didn't want to attend training course on basic literature. Moreover the results of the socioeconomic survey and KAP assessment have indicated also that for basic education, people are interested only in English training. The findings from KAP indicated also that the people knowledge related to family budgeting and money management is too low. So concerning with basic education two training courses should be provided: English and family financial management.

### **9.2 Target Trainees**

73. The training is open to any interested members of the 852 AP households who are in the productive age (i.e.18 to 65 years old).

## **10. Apprenticeship and Job Creation**

### **10.1 The Scope of Apprenticeship and Job Creation**

74. It is recognized that the main objective of the apprenticeship is not only to equip APs with technical skill, but also to find immediately appropriate jobs after having finished the apprenticeships. So sending APs to do apprenticeship in business area should be more appropriate than sending technical specialists to train APs in their villages (because the first alternative can give opportunities to trainees in finding their jobs after having completed their apprenticeships).

75. The team leader has continuously consulted with NGOs, companies, and shops to find available apprenticeship/internship skills which are appropriate to the APs. Based on the preliminary consultation with some organizations, he found that there are some skills and jobs which are considerable such as security guards (for both women and men between 18 to 35 years old), motorbike reparation and hair cut (for men) hair dressing, beauty care and make up (mostly for women), car driving (for mostly for men).

### **10.2 Target Trainees**

76. The appropriate candidates should be members of the 852 AP households between 18 to 35 years old who are available and willing to leave their home village to the business area. Referring to the terms of reference, the program should help around 80 APs to have technical skills in off-farm jobs through 3-month apprenticeships. So, the selection of candidate for doing apprenticeship will be made based on two selection criteria, one is appropriateness of candidate to the available apprenticeship, another is his/her family situation.

### **11. Pre-apprenticeship Orientation**

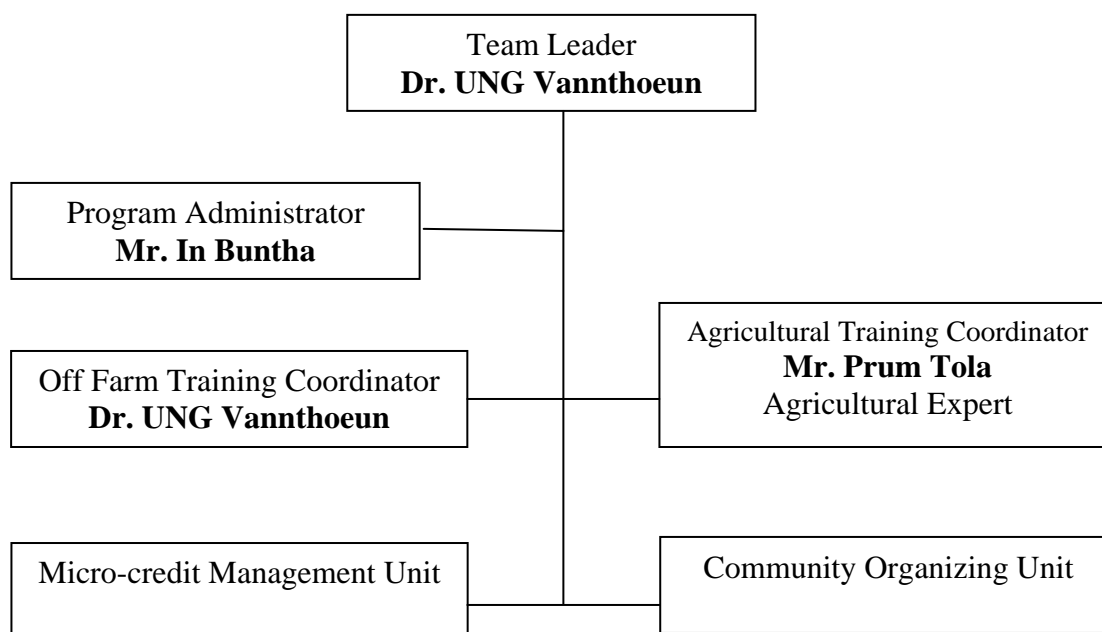
77. Living in business area (in town centers) is different from living in their home villages. So the APs who qualify to do apprenticeship in business districts should be equipped with some living skill in urban environment in order to be able to manage their lives appropriately. Moreover, the actual apprenticeship period may be too short, so the qualified AP participants need to be provided orientation on urban situation prior to the commencement of the apprenticeship.

## **PROGRAM ORGANIZATION AND MANAGEMENT**

### **12. Office Settlement, Staffing and Management Structure**

78. The Team leader has settled a main office for the implementation of the program in Kampong Thmar commune situated in the center of the project area (house number 404, Group 27, Tros-1 village, near Kampong Thmar market). But the headquarters of the company, in Phnom Penh, is used to facilitate all activities of the program included activities of the program in Phnom Penh and in Kampong Thmar.

79. As mentioned in the signed contract, the program managed by a team leader, Dr. UNG Vannthoeun assisted by a full time agricultural training coordinator, Mr. Kim Sreang Bouy, and a full time administrator. But in order to implement more efficient and effective the program, during the inception period the team leader has proposed some changes in staffing. Mr. Kim Sreang Bouy, as his background is in socioeconomics, he has been proposed to involve the program at the beginning stage (socioeconomics and KAP assessment) only. Mr. Prum Tola, an agricultural expert, has been proposed to continue the role of Mr. Kim Sreang Bouy from the end of the inception period to the end of the program as agricultural training coordinator. Mr. In Buntha, a well trained administrator, has been selected to be the full time administrator of the program.



80. Team Leader: Dr. UNG Vannthoeun, Management Expert, will be responsible for an overall planning, monitoring, and coordination with Client. He will coordinate selection of trainers, prepare training needs assessment and KAP methodologies, monitor the surveys and prepare reports. He will develop criteria for selecting trainers, facilitate the development of criteria for grouping APs, finalize the training modules, and monitor and evaluate outcomes of the trainings. He will also be responsible for preparing the inception report, quarterly reports, and final report as required by the Client.

81. AE Training Coordinator: Mr. Prum Tola, agricultural production specialist, will be responsible for assisting the Team Leader to design the simplified AE training module and prepare training instructions for all the selected trainers, provide training to AE trainers, supervise the training activities and monitor the AE training results. He will also be responsible for preparing report on the outcomes of the AE training.

82. Project Administrator: Mr. In Buntha, Experienced Administrator, will be responsible for overall administration works including the preparation of correspondences with the Client, organize field works, prepare meeting schedules and organize meeting(s), work with the local community to organize the APs for meetings/trainings and ensure timely submission all the deliverables to Client.

83. The Community Organizing Coordinator will be responsible for the establishment and management of self-help groups. He will work closely with the other team members in order to establish an appropriate policy guideline and management system, and manage effectively and efficiently the established groups.

84. The Credit Management Coordinator will be responsible for establishment of micro-credit management system and policy guideline, and for the management of the revolving funds in order to sustain the financing activities for the target APs.

### 13. Formation of Advisory Committee

85. This advisory group is expected to be responsible for giving general direction and supports on the planning and implementation of the training program.

The main tasks of the committee include:

1. Provide advice and guidance on the implementation of the Program
2. Provide administrative support at
  - ❖ ministerial level
  - ❖ provincial level
  - ❖ district level, and
  - ❖ commune level

The proposed committee members are:

1. MOWRAM International Consultant
2. Dr. Chorn Sopheap, Head of Resettlement Unit IRC
3. Kim Va Si, Santouk District Governor
4. Bun Chourn, Deputy Governor of Baray District
5. Mr. Than Phalleap, Deputy Chief of MOWRAM Resettlement Unit
6. Mr. Im Saroeun, Deputy Director General of Kampong Thom Province
7. Representative from provincial department of agriculture, fishery and forestry.

### 14. Program Outputs and Work Plan Development

#### 14.1 Program Outputs Development

86. Based on the TOR of the Program and the findings of the studies carried out during the inception period, the Team has outlined the following outputs:

#### **Main Output 1: Situational Analysis** (reports)

Output 1.1: Report on geo-demography of the area

Output 1.2: Report on program involved in the area

Output 1.3: Report on apprenticeship/jobs opportunities assessment

Output 1.4: Report on KAP assessment

Output 1.5: Report on possible income restoration activities to be initiated

Output 1.6: Report on investigation of each target household situation.

#### **Main Output 2: Curriculum Development** (modules and methods)

- Output 2.1: Training Curriculum of agricultural production
- Output 2.2: Training Curriculum of basic education
- Output 2.3: Training Curriculum of pre-apprenticeship,

### **Main Output 3: Trainings and Apprenticeship/job creation**

- Output 3.1: Training of trainers (10 trainers from government counterpart)
- Output 3.2: Training on agricultural production for APs
- Output 3.3: Training on basic education for APs
- Output 3.4: Apprenticeship/job creation for selected APs

### **Main Output 4: Commencement and Management of Income Restoration Activities**

- Output 4.1: On-farm livelihood activities (rice production, livestock...etc)
- Output 4.2: Off-farm livelihood activities (tied to apprenticeship)
- Output 4.3: Establishment and management of credit facility
- Output 4.4: Organizing and managing self-help group

### **Main Output 5: Post-training Backstop Support**

Post-training backstop aims at encouraging the trainees to initiate their knowledge from the training to the real practice, and at providing them necessary supports in order to increase their productivities.

### **Main Output 6: Gradual Phase-out of the Team**

Gradual phasing-out is intended to decrease dependence of APs to avoid abruptly disappearing from the community.

## 14.2 Work Plan Development

87. The team has developed a work plan based on those expected outputs, timeframe, and potential resources of the program (The work plan of the program is given in annex 4 of this report).

## **AMENDMENT IN SCOPE OF WORK TIMEFRAME AND BUDGET**

88. Cognizant of the additional tasks and responsibilities of the Team (as outlined in Main Output 1, 4, 5, and 6), the Team is proposing some changes in its activities, timeframe, and budget.

89. The team proposes to start the delivery of on-farm training from January 2007. So, from June to December, 2006, the team proposes to have two additional activities included (1) investigating in details on each household situation in order to be able to establish an effective training strategy, (2) supporting APs during this time in providing necessary training (money management training) and advisory services, and finding jobs or apprenticeship opportunities for AP, specifically for vulnerable households: households losing more than 70% of their lands, disable household head, aged household head, and household headed women. There are three main reasons behind this proposal:

1. The rainy season will start on July. So it is too late to conduct on-farm training for this season.

2. Referring to the consultative meeting (on May 5, 2006 at the Ministry of Economics and Finance), with IRC and ADB representatives, Mr. Alain Goffeau and Mr. Romeo B. Cleto, the date for delivering compensated money to APs is in the second quarter of the year 2006. Consequently, the APs cannot use this money for agricultural production in this season, specifically for rice production. The APs, specifically those who are losing more than 70%, may spend the third quarter to deal with buying land or agricultural equipments, or they may use the compensated money in the wrong way. So, they must need absolutely the assistance from the team to deal with those problems.

3. Based on the inception findings, many training courses have been provided, but their results seem not to be satisfied. So, the team needs time to investigate in details each household situation of the target participants in order to establish an effective training strategy and backing-up system.

90. The Team proposes to establish community self-help groups in order to facilitate the conduction of the training and the management of income restoration activities of the target APs, and to facilitate the introduction and sustainable management of the micro-credit (the revolving funds).

91. The Team proposes to initiate the introduction and management of micro-credit (with a low interest rate: 1% to 1.5 % a month) in order to provide opportunities to the APs in commencing their income restoration activities.

92. The Team proposes to extend the timeframe of the Program. As the Team has proposed to start the delivery of on-farm training from January 2007, so the timeframe of the program should be extended from July 18, 2007 to May 18, 2008 (10 months extension) in order to have enough time to back up the trainees after the training and to gradually phase out the Team to avoid abruptly disappear from the community. In Cambodia, the main agricultural activities start from June. So, if we end the program on July 18, 2007, we will not have chance to follow up and back up the trainees (APs) in their real practices. Consequently the results will be the same as before.

93. In order to cope with the additional activities, the Team proposes to have 6 additional human inputs: one community organizing coordinator, one micro-credit management coordinator (their role and responsibilities are described in section 12 paragraph 83 and 84), and four field administrators.

These four field administrators will be responsible for the three main additional activities.

1. To investigate (as surveyor) each household situation of the target participants (852 AP households) with a guided questionnaire to explore following information:

## ❖ Households' resources

*Human Resources:*

- Household head: Gender, age, disability, and capability
- Household members (in productive age): Number, gender, age, disability, and capability
- Household members (less than 18 years old): Number, gender, age, disability

*Physical Resources:*

- Land area: Length of land area
- House: Category of house and facilities
- Agricultural equipments: harrow, cart, plow...etc
- Animals: Cow, pig, chicken...etc

*Capital Resource (Money)*

- ❖ Household head and members' willingness and capacity in terms of income generation
- ❖ Household head and members' preference on trainings courses and potential use of compensated money

The team proposes the four field administrator to conduct survey in stead of using part time surveyors, because we want the three administrators to know clearly the situation of each household as well as their geographical situation so that they can continue to help the households effectively and efficiently during pre-training period, training period, and post-training period.

2. To follow up and back up the APs in terms of (1) receiving their responses, (2) providing advisory support in dealing with their existing situations, (3) providing effectively off-farm internships and jobs opportunities, (4) providing tutorial instruction during the training and post-training.
3. To assist the agricultural training coordinator, the community organizing coordinator, and the micro-credit coordinator in achieving effectively their responsibilities.

### Additional Estimated Budget for the Change

Item	Status	Rate/USD	Month	Total
<b>For Additional Activities</b>				
1 Community Organizing Coordinator	Part time	700	15	10500
1 Micro-Credit Coordinator	Part time	700	15	10500
2 Field Administrators	Full time	700	22	15400
2 Field Administrators	Part time	700	17	11900
2 Motorbikes + Petrol for full time field administrators	Hiring	120	22	2640
2 Motorbikes + Petrol for part time field administrators	Hiring	120	17	2040
Expenses for phones of the 2 full time field administrators	15/month	30	22	660
Expenses for phones of the 2 part time field administrators	15/month	30	17	510

Expenses for phones of the 2 part time coordinators	20/month	40	15	600
1 vehicle for the coordinators	Hiring	800	15	12000
Petrol for the vehicle		500	15	7500
Accommodation for the coordinators and field admin	Hiring	120	22	2640
Printing Materials		150	17	2550
Perdiem		120	17	2040
<b>For 10 months Extension</b>				
Team leader	Full time	1100	10	11000
Agr. Training Coordinator	Part-time	950	6	5700
Program Administrator	Full time	500	10	5000
1 vehicle for Team Leader	Hiring	800	10	8000
Petrol for the vehicle		500	10	5000
1 Motorbike+Petrol for Admin	Hiring	60	10	600
1 Office	Hiring	190	10	1900
Office supplies		50	10	500
Office clerk		120	10	1200
Cleaner		50	10	500
Miscellaneous for meetings		120	10	1200
Phones and Fax Expenses		250	10	2500
Perdiem:TL , TC and Administrator		100	10	1000
<b>Total Additional Budget</b>				<b>125580</b>

### Annex 1: List of key people met during the inception period

No	Name/Organization	Main Objectives of Consultation	Remark
1	<b>Ros Chhay</b> PhD in agriculture Senior Provincial Advisor UNDP Tel: 016 996 656 E: <a href="mailto:chhay@seila.gov.kh">chhay@seila.gov.kh</a>	-Most appropriate training modules of agricultural production and extension (and their sources) - Other relevant information	
2	<b>Than Phalleap</b> International Cooperation Officer MoWRAM Resettlement Unit Tel: 012 969 956 E: <a href="mailto:phalleapmowram@yahoo">phalleapmowram@yahoo</a>	-Stung Chinit Irrigation Background -Resettlement Background and Plan -List of APs -Keys stakeholders of the area -Geographical Information of the area - Other relevant information	
3	<b>John William Pilgrim</b> Resettlement Specialist MoWRAM Resettlement Unit  Tel: 012 774 616 E: <a href="mailto:johnpilgrim@online.com.kh">johnpilgrim@online.com.kh</a>	- Expected outputs of the inception period -Resettlement background and plan - Advices related to program planning and implementation - Other relevant information	
4	<b>Khnhel Bora, Executive Director, SBK</b> Tel: 012 91 332 Tel/Fax: 855 23 995 069 E: <a href="mailto:sbkresearch@online.com.kh">sbkresearch@online.com.kh</a> <b>Lim Kieng Meng</b> <b>Field Monitor, SBK</b> Phone: 012 605 032	- Exploring past activities and planned activities related to the area -Seeking for geographical information of the target area -SBK socioeconomic survey findings -Exploring other relevant information -Exploring other organizations involved in the area -Sharing the mission and objectives of the income restoration training program	



5	<b>Dr. Chorn Sopheap</b> Head of Resettlement Committee	-Discuss on the general framework and the scope of the program. -Discuss on the management of revolving funds of the program. -Exploring the resettlement work: management, policy and relevant achievement.	
6	<b>Im Saroeun</b> Deputy Head of Provincial Resettlement Sub-committee KPTthom/KPTthmar Phone: 012 899 093	-Seeking for administrative supports in the area. -Exploring past activities and planned activities related to the area -Exploring other organizations involved in the area -Sharing the mission and objectives of the income restoration training program -Identifying keys stakeholders involved in the area -Seeking advices for planning and implementation of the program.	
7	<b>Nil Rattanak</b> Head of IRC provincial working group Phone: 012 912 543	-Seeking for administrative supports in the area. -Exploring past activities and planned activities related to the area -Exploring other organizations involved in the area -Sharing the mission and objectives of the income restoration training program -Identifying keys stakeholders involved in the area -Seeking relevant advices for planning and implementation of the program.	
8	<b>Bun Chourn</b> Deputy governor of Baray district Phone: 016 714 671	-Exploring management structure of the area and relevant policies -Exploring past activities and planned activities related to the area -Exploring other organizations involved in the area -Sharing the mission and objectives of the income restoration training program -Identifying keys stakeholders involved in the area -Seeking advices for planning and implementation of the program.	
9	<b>Nourn Mey and his colleagues</b> Krawa Commune Leader Phone 012 429 249	-Exploring management structure of communes and related policies -Exploring past activities and planned activities of communes -Exploring other organizations involved in the area -Sharing the mission and objectives of the income restoration training program -Identifying keys stakeholders involved in the area	

		-Seeking advices for planning and implementation of the program.	
10	<b>Mom Seng and his colleagues</b> Choendoeng commune leader Phone: 016 793 099	-Exploring management structure of communes and related policies -Exploring past activities and planned activities of communes -Exploring other organizations involved in the area -Sharing the mission and objectives of the income restoration training program -Identifying keys stakeholders involved in the area -Seeking advices for planning and implementation of the program.	
11	<b>Men Chen</b> Kampong Thmar commune leader Phone: 012 596 235	-Exploring management structure of communes and related policies -Exploring past activities and planned activities of communes -Exploring other organizations involved in the area -Sharing the mission and objectives of the income restoration training program -Identifying keys stakeholders involved in the area -Seeking advices for planning and implementation of the program.	
12	<b>Kien Koeun</b> Deputy head of Krayea commune Phone: 012 548 146	-Exploring management structure of communes and related policies -Exploring past activities and planned activities of communes -Exploring other organizations involved in the area -Sharing the mission and objectives of the income restoration training program -Identifying keys stakeholders involved in the area -Seeking advices for planning and implementation of the program.	
13	<b>Nhem Thel</b> Balang commune leader Phone: 012 723 363	-Exploring management structure of communes and related policies -Exploring past activities and planned activities of communes -Exploring other organizations involved in the area -Sharing the mission and objectives of the income restoration training program -Identifying keys stakeholders involved in the area -Seeking advices for planning and implementation of the program.	
14	<b>Ly Thay</b> Operation Department Manger Phone: 012 837 674	-Discus on the possibility of the revolving funds management -Explore experiences on credit management	

15	<b>Kim Va Si</b> Santouk District Governor Phone: 012 671 070	-Exploring management structure of the district and related policies -Exploring past activities and planned activities of the district -Exploring other organizations involved in the area -Sharing the mission and objectives of the income restoration training program -Identifying keys stakeholders involved in the area and asking for supports -Seeking advices for planning and implementation of the program.	
16	<b>Va Chin</b> Santouk Deputy District Governor Phone: 012 237 488	-Exploring past activities and planned activities of the district -Exploring other organizations involved in the area -Sharing the mission and objectives of the income restoration training program -Identifying keys stakeholders involved in the area and asking for supports -Seeking advices for planning and implementation of the program.	
17	<b>Un Bunhan</b> Director of Santouk District Center of Education <b>Phone: 012 192 718 1</b>	-Exploring management structure of the district center of education and related policies -Exploring past activities and planned activities related to education -Exploring other organizations involved in the area -Sharing the mission and objectives of the income restoration training program -Identifying keys stakeholders involved in the area and asking for supports -Seeking advices for planning and implementation of the program.	
	<b>Sok Muni Rattana</b> MOWRAM, 012 893 341 <b>Gnin Kosal</b> MOWRAM, 012 912 037 <b>Toch Ang</b> MOWRAM, 012 678 010 <b>Soth Kimsan</b> Envisioning Director 012 859 853 <b>Sen Pidet</b> Envisioning Admin 012 961 861 <b>Nil Rattanak</b> Resettlement Unit 012 912 543 <b>Hel Seng</b> Taphok village leader <b>Cheang Eline</b> Deputy Chief, ADB & World Bank of MEF 012 907 184	<p style="text-align: center;">Meeting At PIU</p>	

	<b>Tan Phalleap</b> MOWRAM Resettlement Unit <b>Srey Sopheak</b> MOWRAM PIU <b>John Pilgrim</b> MOWRAM Consultant <b>Romeo B Cleto</b> ADB mission		
	<b>Head of Provincial  Department of Agriculture,  Forestry, and Fishery  and Mr. Kang Salorn, director  of promotion office of the  department  Phone: 012 620012</b>	- Sharing the mission and objectives of the income restoration training program - Exploring past activities and planned activities related to education - Exploring other organizations involved in the area - Identifying keys stakeholders involved in the area and asking for supports - Seeking advices for planning and implementation of the program. - Discussing on the selection of trainers for agricultural training	

**Annex 2: The list of collected documents and their sources**

No. on Selves	Doc N.	Doc. Title (English)	Doc. Title (Khmer)	Source From	Year. Publ.	Remark
B01	1	Training Module for Agriculture Production and Extension		Ministry of Agriculture: Department of Agricultural Production and Extension		
B01	2	Awareness programmes		DST-Progress-vermiculture technology		
B01	3	A Training Course on Analysing Development Issues		Cooperation Committee of Cambodia		
B01	4		ផលិតកម្មដំណាំស្រូវ	IRRI (International Rice Research Institute)		
B01	5	Family food Production	ផលិតកម្មស្បៀងជាលក្ខណៈគ្រួសារ	Unicef	1989	
B01	6		ផលិតកម្មដំណាំបន្លែនៅកម្ពុជា	Assigment (Academic year 2004 - 2005)	2004 - 2005	
B01	7	Practical Methods of Rice Hybridization and Selection	អនុវត្តន៍សង្ខេបនៃវិធីបង្កាត់និងរើសពូជស្រូវ	Mr. Te Neang, Director of Agriculture, and cooperate with Mr Yuto Hara, Jica		
B01	8	Study on Yield and Morphology of Maize varieties in Wet season 2004	ការសិក្សាពីទិន្នផល និងលក្ខណៈរូបនៃពោតមួយចំនួន នៅក្នុងលក្ខខណ្ឌរដូវវស្សា២០០៤	Prek Leap National School of Agriculture	2004	
B01	9		មូឌុលហ្វឹកហាត់ ពីបច្ចេកទេសចិញ្ចឹមមាត់ ពូជក្នុងស្រុក	Kosamak vocational Training Center, and Cooperated by ILO	1998	4 Copies
B01	10		របៀបចងស្លឹកត្នោតតាក់ ទាញសត្វប្រដេង	CEDAC		Tel: 023 88 09 16

B01	11	Journal for the Developemtn of Family Argriculture in cambodia	ទស្សនាវដ្តីសំរាប់អភិវឌ្ឍន៍កសិកម្មជាលក្ខណៈគ្រួសារនៅកម្ពុជា(ការដាំដំណាំចម្រុះនិងការរៀបចំស្រះចិញ្ចឹមត្រីមេពូជ)	CEDAC/Famer Magazine (Y.7 N.78 June 2004)	2004	
B01	12	Journal for the Developemtn of Family Argriculture in cambodia	ដំបូន្មានតាមគោលការណ៍ធម្មជាតិ	CEDAC/Famer Magazine (Y.6 N.07 July 2004)		
B01	13	Journal for the Developemtn of Family Argriculture in cambodia	ត្រីក្រាញ់បទពិសោធន៍ ការ ថែទាំកូនមាត់ ដាំចេកពងមាត់ ការចិញ្ចឹមសត្វពពែរ	CEDAC/Famer Magazine (Y.6 N.01 january 2004)		
B01	14	Journal for the Developemtn of Family Argriculture in cambodia	ការកែច្នៃ និង ទុកដាក់ ផលិតផលកសិកម្ម ការពារដំនាំដោយមិនប្រើជាតិពុលគីមី)	CEDAC/Famer Magazine (Y.4 N.09 Sept 2004)		
B01	15	Journal for the Developemtn of Family Argriculture in cambodia	ស្នូនដំណាំជាលក្ខណៈគ្រួសារ	CEDAC	Feb-04	
B01	16	IPM farmer field Schol on vegetable Crops	សាលារៀនលើចំការ បន្លែកសិករ	Prek Leap National School of Agriculture	1998	
B01	17	Seed Production of Pungasianodon Hupophthalmus	បច្ចេកទេសផលិតកូនត្រីប្រាំង	APIP Fisheries Component	2003	
B01	18	Seed Production of Trichogaster pectoralis	បច្ចេកទេសផលិតកូនត្រីកន្ទុក	APIP Fisheries Component	2003	
B01	19	Improving Goat Raising In Cambodia	ការណែនាំពីការចិញ្ចឹមពពែរ ពជាលក្ខណៈគ្រួសារ នៅកម្ពុជា	CEDAC		

B01	20		ការចិញ្ចឹមជ្រូក	Prek Leap National School of Agriculture	1998	
C01	21	Management of Reservoir Fisheries in the Mekon Basin II		MRC	2004	Leaflet
C01	22		កម្មវិធីអភិវឌ្ឍន៍វារីវប្បកម្ម និងគ្រប់គ្រងធនធានវារីជាតិ	Agriculture and Aquatic Resources Management		
C01	23		ដំណាំអំពៅ	World Vision International		
C01	24		ដំណាំក្រូចពោធិសាត់	World Vision International		
C01	25		ដំណាំសណ្តែកស្បៀង	World Vision International		
C01	26		ដំណាំចេក	World Vision International		
C01	27	Rice Based Farming System		Department o Agronomy		Leaflet
C01	28		នារីកុងវិស័យផល	JICA		Leaflet
C01	29		ដំណាក់កាលលូតលាស់ផ្នែកដំណាំស្រូវ			Leaflet
C01	30		ប្រសិទ្ធភាពដំណាំប៉េងបោះ			Doc
C01	31		សត្វល្អិតចង្រៃសំខាន់បំផុតដំណាំបន្លែ			Doc
D01	32	Famer and Nature Journal	ប្រព័ន្ធប្រពលវប្បកម្មស្រូវតាមគោលការណ៍ធម្មជាតិ	CEDAC (N2, July 2004)		
D01	33	Famer and Nature Journal	ស្នូលដំណាំចំរុះការចិញ្ចឹមជ្រូកគ្រួសារ	CEDAC (Y.7 N77, May 2005)	2005	

			ការរៀបចំស្នូនលើ វាលស្រែ			
D01	34	Famer and Nature Journal	ដំណាំត្រីសក់ស្រូវ ការអោយចំណីមាត់	CEDAC (Y7 N75, March 2005)	2005	
D01	35	Famer and Nature Journal	បទពិសោធន៍រៀបចំ ថ្នាលសំនាប	CEDAC (Y7 N80, Aug 2005)	2005	
D01	36	Famer and Nature Journal	ទ្រុឌកំបុស្ត ការចិញ្ចឹមកង្កែប	CEDAC (Y7 N82, oct 2005)	2005	
D01	37	Famer and Nature Journal	ការបំប៉ងរតិកាប ការរើសពូជស្រូវ	CEDAC (Y7 N73, Jan 2005)		
D01	38	Famer and Nature Journal	ចំការស្តុំ ដីធម្មជាតិទឹក	CEDAC (Y7 N79 July 2005)		
D01	39	Famer and Nature Journal	របៀបកាប់សមបកខ្នុរ អោយបានផ្លែច្រើន លាយធាតុផ្សំដើម្បី ទាក់ទាញក្តាមកាត់ស្រូវ	CEDAC (Y7 N81 July 2005)		
D01	40		ដំណាំឆៃថាវ និង ការចិញ្ចឹមកង្កែប	CEDAC (Y7 N83 Nov 2005)		
E01	41	Farmer and Nature Journal	កសិករ និង ធម្មជាតិ (បច្ចេកទេសចិញ្ចឹមត្រី ជាលក្ខណៈគ្រួសារ)	CEDAC		
E01	42	Improving Goat Raising in Cambodia	ការណែនាំពីការចិញ្ចឹម មត៌ព័ជាលក្ខណៈគ្រួសារ	CEDAC, ZOA, ECHO		



			សារនៅកម្ពុជា			
E01	43	Lesson Learnt from Farmers	មេរៀនពីកសិករ (ភាគ ៣)	CEDAC	2002	
E01	44	Lesson Learnt from Farmers	មេរៀនពីកសិករ(ភាគ ៥)	CEDAC	2005	
E01	45	Lesson Learnt from Farmers	មេរៀនពីកសិករ(ភាគ ១)	CEDAC	2000	
E01	46	Lesson Learnt from Farmers	មេរៀនពីកសិករ(ភាគ ៤)	CEDAC	2003	
E01	47	Farmer's Experience	បទពិសោធន៍របស់កសិករ	CEDAC	2005	
E01	48	Lesson Learnt from Farmers	មេរៀនពីកសិករ(ភាគ ២)	CEDAC	2001	
E01	49		ស្នងដំណាំជាលកណៈ :គ្រួសារ	CEDAC		
E01	50	Pesticide use and consequence in Cambodia		CEDAC	2004	
F01	51	Seed Production of Pungasianodon hypophthalmus	បច្ចេកទេសផលិតកូនត្រីប្រាំង	នាយកដ្ឋានជលផល		
F01	52		ក្រមប្រតិបត្តិប្រកបដោយភាពទទួលខុសត្រូវ	NU Assignment		

F01	53		ការធ្វើសមាហរណកម្មវិស័យជលផលទៅក្នុងការគ្រប់គ្រងតំបន់ឆ្នេរ	អង្គការស្បៀងអាហារ និងកសិកម្មនៃសហប្រជាជាតិ		
F01	54		ការអភិវឌ្ឍវារីវប្បកម្ម	អង្គការស្បៀងអាហារ និងកសិកម្មនៃសហប្រជាជាតិ		
F01	55	Seed Production of Trichogaster pectoralis	បច្ចេកទេសផលិតកូនត្រីកូន	នាយកដ្ឋានជលផល	2003	
F01	56	Production Technology of Leptobarbus hoevenii seed	បច្ចេកទេសផលិតកូនត្រីព្រលឹង	នាយកដ្ឋានជលផល និង MRC	2005	
F01	57		បច្ចេកទេសបំប៉នកូនត្រីពូជ ទីឡាព្យាវី ឆ្កែន កាបសាមញ្ញ និង កាបស	នាយកដ្ឋានជលផល និង Aquaculture and Aquatic Resources Management		
F01	58		គោលការណ៍ណែនាំការអនុវត្តអោយមានប្រសិទ្ធភាពដល់ក្រុមអ្នកគ្រប់គ្រង និងប្រើប្រាស់ធនធានជលផលក្នុងមូលដ្ឋាន	នាយកដ្ឋានជលផល និង Department for International Development (DFID)		
F01	59		តើការប្រមូលផលនេសាទរបស់កសិករពីប្រព័ន្ធក្របគ្រងដោយកសិករមានសារៈសំខាន់ចំពោះការចិញ្ចឹមជីវិត	នាយកដ្ឋានជលផល និង Department for International Development (DFID)		

			<p>របស់សហគមន៍ជនបទ ទំនើបទេ</p>		
<p><b>Note:</b> (Abbreviation: <b>Env</b> - Envisioning Co., Ltd. / <b>Scp</b>: Steng Chinit Project /                  - Please write your name and date in the Remark Column if this document is taken out.                  - Please keep in the same place after reading.                  - Please ask if you need it a copy.</p>					

**Annex 3: Consultation Questionnaire for Apprenticeship and Job Opportunities**

**Name of**

**Organization**.....

**Name of Employer**.....

**Address:**.....

.....

**Phone:** .....**Mobile phone**.....

**Fax:**.....

**Email:**

**Type of Business:** .....

.....

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**Introduction** (objectives of the interview and benefits of involvement)

**Internship Opportunities:** Need trainees to do internship? No....

.....Yes.....

1. How many trainees should be accepted? .....

2. What are available skills to be trained? How long (for each skill)?

.....

.....

.....

.....

.....

.....

.....

.....

3. When could they start?

.....

4. What are criteria (requirements) for selection?

-Educational

level?.....

-Age?.....-

Gender?.....Others.....

5. Accommodation and finance?.....

.....

....

.....

6. Do you have available jobs for trainees after they finish their internship? Yes No

Specification:.....

.....

.....

**Employment Opportunities**

Do you need people to work for your org? No.....Yes.....

1. How many available jobs do you have?

.....

...

.....

....

.....

.....

.....

2. What are criteria (requirements) for selection?

-Educational

level?.....

.....

....

-Age?.....-

Gender?.....Others.....

.....

....

-Compensation and benefits?

.....

.....

.

3. When will they start?

.....  
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.....  
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**Key organizations**

- Ministry of Labor and Technical Vocational Training and its Provincial Department
- NGOs
- Tourism Agencies
- Hotel and Restaurant
- Garment Factories
- Security Agencies: MPA, VIP, STAR
- Beauty care shops
- Haircut shops
- EX-M
- Employment Agencies (to Malaysia, to Korea)
- Mechanics (motorbike pump-machine, phone...etc)
- Vocational Training Centers

**Annex4: The work plan of the program****Work Plan****Main Output 1: Situational Analysis**

Output	Activities	Resp-person	Date	Remark
1.1: Report on geo-demographic of APs	Documents from Mowram, Local authorities, SBK.	TL	02-20/2/6	
	Consultations with involved persons	TL, TC	01-20 /2/6	
	Analysis and Report	TL, TC	01-22 /2/6	
1-2 Report on program involved in the area	Consultations with involved persons	TL, TC	01-25 /2/6	
	Analysis and Report	TL, TC	01-26 /2/6	
1.3: Report on preliminary assessment of apprenticeship & jobs opportunities	Develop consultation instrument	TL	15-25 /2/6	
	Develop consultation plan	TL	22-25 /2/6	
	Consultation and Report	TL	25/2-25/4/6	
1.4: Report on KAP assessment	Develop objective statement	TL, TC	15-25 /2/6	
	Develop survey instruments	TL, TC	20-28 /2/6	
	Design survey methodology	TL, TC	01-04 /3/6	
	Train surveyors	TL, TC	01-08 /3/6	
	Conduct the survey	TL, TC	05-29 /3/6	
	Analysis and Report	TL, TC	30/3-30 /4/6	
1.5 Report on possible income restoration activities to be initiated	conclude the findings from output 1.1, 1.2, 1.3, 1.4,	TL, TC	15/4 – 15/5/6	
1.6: Report on investigation of each target household	Develop objective statement and instrument for investigation	TL, TC	01-15/5/6	
	Select three field administrators	TL, TC	16-31/5/6	
	Train the three field administrators	TL, TC	01-05/6/6	
	Conduct the investigation	TL, TC, FAs	06/6-06/8/6	
	Analyze data and report	TL, TC, FAs	07-31/8/6	

TL: Team Leader, TC: Training Coordinator (Agricultural Training) T: Trainer FA: Filed Administrator

### Work Plan

#### Main Output 2: Curriculum Development

Output	Activities	Resp-person	Date	Remark
2.1: Training Curriculum of agricultural production	Develop training objective statement	TC TL FAs	01/5-01/9/6	
	Select and revise training modules	TC TL	2-10 /9/6	
	Consult them with key persons	TL, TC	11-30 /9/6	
	Develop training curriculum (material and methods)	TL, TC	01-31/10/6	
2.2: Training Curriculum of basic education	Determine training objectives	TL	10-31 /5/6	
	Consult them with key persons	TL	01-15 /6/6	
	Develop training curriculum (material and methods)	TL	16/6-30/7/6	
2.3: Training Curriculum of pre-apprenticeship	Determine training objectives	TL	Flexible	
	Consult them with key persons	TL	Flexible	
	Develop training curriculum (material and methods)	TL	Flexible	



### Work Plan

#### Main Output 3: Trainings and Apprenticeship/job creation

Output		Resp-person	Date	Remark
3.1: Training of trainers	Selection of trainees (for basic education)	TL, TC	15-30 /7/6	
	Selection of trainees (for agriculture)	TL, TC	15-30/10/6	
	Training organization and delivery (for basic education)	TL, FA	01-30/8/6	
	Training organization and delivery (for agriculture)	TL, TC, FAs	01/11-30/12/6	
3.2: Training on agricultural production for APs (around 400 APs)	Determination of places for trainings	TL, TC	01-15/12/6	
	Dissemination of information on the trainings to APs	TL, TC	16-31 /12/6	
	Training organization and delivery, included field demonstration	TL, TC, T	02/1-01/9/7	
3.3: Training on basic education for APs (around 400 APs)	Determination of places for trainings	TL	01-15 /7/6	
	Dissemination of information on the trainings to APs	TL	15-30/7/6	
	Training organization and delivery, included field demonstration	TL, T	01/8/6-01/6/7	
3.4: Pre-apprenticeship trainings, apprenticeship and job creation for selected APs (around 80 APs)	Consultation and negotiation with organizations, selection and transfer of candidates, monitoring trainees	TL	01/4/6-01/9/7 Continuous process	

### Work Plan

#### Main Output 4: Commencement and Management of Income Restoration Activities

Output	Activities	Resp-person	Date	Remark
4.1: On farm livelihood activities	Initiation of on farm livelihood activities	TCs TL FAs	01/6/7-01/10/7	
4.2: Off farm livelihood activities	Initiation of off farm livelihood activities	TCs TL FAs	01/4/6-01/3/8 Continuous process	
4.3: Establishment and management of credit facility	Establishment and management of credit facility	TCs TL FAs	01/8/06-18/5/08	
4.4: Establishment and management of self-help groups	Establishment and management of self-help groups	TCs TL FAs	01/8/06-18/5/08	

#### Main Output 5: Post-training Backstop Support

Output	Activities	Resp-person	Date	Remark
5. Post-training Backstop Support	Establishment of backing up system	TCs TL FAs	01/10/6-01/01/7	
	Monitoring and backing up APs	TCs TL FAs	01/5/7-18/5/8	

#### Main Output 6: Gradual Phasing Out the Team

Output	Activities	Resp-person	Date	Remark
6. Gradual Phasing Out the Team	Establishment of phasing out strategy	TCs TL FAs	01/11/7-30/12/7	
	Implementation of the strategy	TCs TL FAs	01/1/8-18/5/8	



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## Appendix 5: TOR for the External Monitoring Agent

### 1. Extension of Contract of the External Monitor

The contract of the External Monitor will be extended for a period of eighteen months to permit the initial and period monitoring and evaluation of measures introduced specifically to meet the needs for land, agricultural production systems and livelihoods of households severely affected in the Stung Chinit Reservoir.

The terms of the contract will be determined by the IRC and will reflect levels of staffing and other inputs and rates established in the existing contract.

### 2. Specific Purposes of the Extended Contract

The extended contract will permit initial baseline survey of APs and qualitative monitoring and evaluation of compensation, agricultural relocation, support specifically for women heads of households and women in general, and for other vulnerable groups and the conduct of public information, consultation and grievance procedures for people affected by the flooding of the reservoir and related works, set out in the RP phase II.

In all other respects the terms of reference of the EM are as set out in their existing contract and in the Annex to the Approved RP.

### 3. Background.

The number of households affected by the project is 2,556 and the total affected population is 13,051.

As explained in further detail below, these figures would be increased if land, graves and houses of 132 households at Kampong Sdach in the upper Stung Chinit river valley potentially impacted by the reservoir are included. This is calculated by the design consultants not to occur, but the potential cost of any impact which did occur at Kampong Sdach has been provided for on a precautionary basis in the RP and the budget.

Out of the 2,556 affected households 956, slightly more than one third, are vulnerable, being women headed households, very poor, landless or aged.

696 ha. of agricultural land will be lost, of which 562 ha. are inundated in the reservoir. As detailed below, these figures would rise by 63 ha. if land is impacted at Kampong Sdach. The land loss is predominantly of rice land, mainly flood fed land but also including rain fed rice land and hand or pump irrigated vegetable and water melon production land and orchards at higher elevations in the reservoir.

Severe land loss, that is, of more than 10 per cent of total land holdings, occurs only in the reservoir, where 712 households lose more than 10% of their land, and 425 households lose more than 30% of their land, discussed in further detail below.

59 houses or small shop-houses are displaced, and are predominantly relocated in the immediate vicinity of their present sites. These are predominantly in the corridor of impact of the main canal, where 50 households have their houses or shop-houses displaced. A further 27 houses at Kampong Sdach are provisionally included in the

DMS and RP, but are expected to be excluded in further assessment and protective measures, discussed further below.

There is no physical displacement of APs involving the relocation of houses and land, except that of the sawmill enterprise described below.

One commercial enterprise, a sawmill at Taphok in the reservoir and the corridor of impact of the south embankment, is severely impacted, losing buildings, including a family house and 2.75 land used as a timber yard.

The total number of households confirmed to be affected in Stung Chinit reservoir is 865. Provision is also made for a further 132 households at Kampong Sdach depending on the results of further monitoring of the impact of flooding in the upper reaches of the river, explained below.

A detailed survey has been conducted of the upper reaches of the river, where the complex terrain, including ponded areas and river levees, lie at the 16 km. limit from the spillway to which the reservoir is expected to reach. This complexity make the prediction of impact on land and houses at the village of Kampong Sdach difficult. The design consultants advise that the reservoir will have no effect beyond the flooding already experienced at Kampong Sdach.

These households and their land, graves and houses are nevertheless included in the DMS and further survey and monitoring are proposed to safeguard them from any possible impact. Provision is therefore made on a precautionary basis in the resettlement implementation budget for the further 132 households which could be affected at Kampong Sdach (Crova 2 and Crova 3 Commune). In the event that land, graves and houses there are affected, the number of households impacted in the reservoir is 997.

Of the 997 households affected in the reservoir only the 27 households at Kampong Sdach (expected to be protected by measures to avoid flooding or to be above the impact of flooding) and a sawmill owner at Taphoek would lose houses. The sawmill enterprise will lose buildings, including a family house, and land of 2.75 ha. The sawmill continues to operate in its major permanent building on an area of about 1.5 ha. not impacted by flooding.

No other households farming in the reservoir will lose or have any impact on their houses, for the reason that houses are located in villages on upland around flood affected areas including the reservoir area.

18 graves sited on the edge of four villages in the reservoir are affected, with the additional possibility of 25 graves at Kampong Sdach. The latter are included in the DMS and RP budget subject to further survey and monitoring during the filling of the reservoir and to continued consultation with and decision making by the concerned households and the community.

The major impact of the reservoir is the loss of 517 ha. agricultural land. There is a possible loss of a further 63 ha. at Kampong Sdach, again subject to further survey and monitoring during filling of the reservoir. Land loss is predominantly flood-fed and rain-fed rice land, with some loss of higher elevation areas of vegetable and water melon hand or pumped irrigation.

Of the 865 households confirmed to be impacted 712, about 82% of households, will lose more than 10 per cent of their agricultural land. This number increases to 775

out of 997 households (78%), if the 63 ha. of land potentially threatened at Kampong Sdach is inundated.

425 households out of 865 households (49%) lose more than 30% of their agricultural land, calculated as the degree of land loss which will render these households non-viable economically without land replacement. These figures rise to 457 out of 997 households (46%) households if the additional 63 ha. land potentially threatened is lost at Kampong Sdach.

#### **4. Management and Monitoring**

The Resettlement Plan will be carried out by the Resettlement Unit set up in the Ministry of Water Resources and Meteorology PMO and by the Provincial Sub-Committee and Working Group, under the guidance of the Inter-Ministerial Resettlement Committee and with the advice and support of the Project Provincial Steering Committee.

These groups will be responsible for the process of community consultation to explain the Resettlement Plan and its entitlements to the project affected people. They will implement the verification process for confirming individual entitlements and that the appropriate payments are made and establish and operate the grievance procedures whereby individual appeals related to the compensation process are handled equitably.

Internal monitoring of the progress of the RP will also be carried out by the Resettlement Unit. The Detailed Measurement Survey will provide baseline survey data to assist with the evaluation of the overall effectiveness of the overall RP.

The RP requires that the external organization contracted to provide independent monitoring of the implementation of the RP will take these monitoring operations into account in conducting its work. On this basis it will submit reports to the IRC and ADB on the implementation and effectiveness of the RP in achieving its goals. The external monitor will indicate any corrective measures necessary to the RP during its implementation and on the overall effects that resettlement has on the project affected people and on their socioeconomic status and on the effectiveness of measures to restore their livelihoods, wellbeing and property.

These requirements are explained in greater detail in the terms of reference set out below.

#### **5. Requirement for External Monitoring**

By agreement between the Royal Government of Cambodia an external organization, which should be an independent non-governmental organization with the necessary experience and resources, will be engaged to provide independent monitoring of the RP. The contracted organization (the external monitor) will conduct observation visits, questionnaire surveys and focal group consultations with project affected people and communities to determine the effectiveness of compensation and related assistance, and of measures to replace or relocate services and amenities which contribute to their welfare and livelihoods.

For this purpose the external monitor will utilize the baseline DMS socio-economic survey and cadastral survey carried out for purposes of the project, and which will have established the existing land and property rights and incomes of project

affected people as the basis of compensation and resettlement planning. The external monitor will consult as necessary with the Inter-Ministerial Resettlement Committee and the ADB Resettlement Consultant and will be guided by them to ensure that the means and approach which it adopts are fully adequate for purposes of monitoring the RP.

Monitoring, as envisaged in these terms of reference will be of three kinds: the first will be that of random visits to observe and record the effectiveness of measures undertaken to meet the objectives set out in the RP to minimize the adverse impact of the program on the people and communities adjacent to the roads being upgraded. The second will be a sample survey of the knowledge, attitude, response and experience (KARE) of project affected households in regard to resettlement procedures and benefits. This KARE survey will be conducted at two stages during the period of the contract: a benchmark questionnaire survey, based on a sub-sample drawn from the 100% socio-economic survey population, and follow-up survey using the same panel sample: the first eight months after RP implementation, and further surveys in years 3 and 5 of the sub-project. Thirdly the external monitor will be responsible for providing detailed data on household income and expenditure and on agricultural and off-farm economic activity of APs in the sample benchmark and follow-up surveys, for purposes of supplementing DMS data in assessing any losses of income and livelihoods.

## **6. Specific Purpose of the Contract**

The specific overall purpose of the external monitoring contract is to provide independent monitoring of the implementation of the Stage 2 RP and of its impact in respect of the population affected in the reservoir and in related works. In particular the external monitor is required to examine and report rigorously on the effectiveness or otherwise of measures taken, including agricultural relocation and compensation, to ensure that the means of production, structures, livelihoods and welfare of project affected people are restored through these measures, for each affected individual, household and community, to at least the level which they enjoyed prior to the impact of the sub-projects; that their knowledge and experience of planned resettlement actions, grievance procedures and compensation, their participation in the consultation process, in decision making and in the reconstruction and replacement of structures and services is consistent with the planned objectives of the resettlement program; and that they are assisted to take part in and benefit by development opportunities arising from resettlement and from the sub-project.

## **7. Methodology**

### **7.1 The sub-sample Knowledge, Attitude, Response and Experience (KARE) survey.**

To establish a benchmark KARE database for population affected in the reservoir, the external monitor will select households for interview from a random sub-sample drawn from the DMS socioeconomic survey population, designed according to criteria set out by the Inter-ministerial Committee and the ADB Resettlement Consultant, with three purposes:

- to determine the knowledge, attitude, responses and experience of (or impact on) household members in regard to resettlement and sub-project actions, on household income and expenditure, employment; production systems, commerce and other means of livelihood, health and welfare of household members;

- to identify the knowledge about and attitudes towards measures, including consultation and grievance procedures, taken or proposed in respect of resettlement and compensation of project affected households, individuals and communities; and
- to establish a panel sample and provide the benchmark data which will permit a second and future surveys to study the knowledge, attitudes, response and experience of the project affected population over time.

The size and structure of the sub-sample will be designed to achieve statistical validity for the whole population (provisionally suggested to be about 20%, i.e. about 36 households). It will be drawn by random selection from the already completed list of accredited APs.

The analysis of the database and K.A.R.E survey will permit:

- (a) the participation of the External Monitor in project evaluation, providing Evaluation Reports on the implementation of the RP twice during the year to the ADB and to the IRC
- (b) the planning and monitoring of resettlement, including the agricultural relocation programme, and future actions which may be taken, in accordance with ADB Guidelines, as a developmental operation and not just as one which alleviates adverse effects and maintains the status quo ante of the population.

It will permit the question to be asked, how and to what extent will the concerned communities and households be assisted to participate in and benefit from the social, environmental and economic development, and in the avoidance of adverse effects, which the sub-project and resettlement may bring about.

For this purpose the sub-sample will be structured to represent the distribution by size, composition and economic base of households, including vulnerable households, found in the total population in the impact area of the sub-project.

The sub-sample KARE survey will establish the panel sample of households which will be monitored during and after the RP implementation. That is to say, the same selection of households will be maintained for study and consultation in follow-up visits and survey, both in the project monitoring exercise and in future development planning and operations.

The External Monitor is asked to comment on this proposed structure and purposes of the KARE sub-sample survey and to say how its purposes can best be achieved.

## **7.2 Monitoring by Visits and Observation**

Visits and observation conducted by the External Monitor for purposes of monitoring the resettlement will include random field visits during the implementation period to locations where resettlement activities are taking place, to ascertain that:

- (a) replacement plots are selected in accordance with the approved Resettlement Implementation Plan;



- (b) the affected people are adequately informed of project objectives, impacts, compensation policy and entitlements through an effective public information campaign;
- (c) the compensation and other allowances due to the project affected people are paid in full and the payment activities are carried out in public and in a transparent manner; the compensation has been duly paid prior to the start up of construction works on the project;
- (d) the re-siting and rebuilding of structures of vulnerable groups and other assistance to support the replacement of their means of livelihood and welfare are carried out in cooperation with the concerned communities and with the Provincial Resettlement Sub-Committee;
- (e) replacement of means of livelihood of all project affected people, including restoration or replacement of employment, self-employment, production, service or commercial activities are undertaken in a manner which is effective and with sustainable benefits;
- (f) re-siting and replacement of communal facilities, including minor roads, market places, schools, health centers, wells, ponds, drainage or other communal structures included in the RP are undertaken in a timely and sustainable manner in accordance with the wishes of the community concerned;
- (g) project affected people's own actions and initiatives to benefit from resettlement and from economic or social development opportunities arising from the sub-project are known to and assisted by the Provincial Resettlement Sub-Committee and other concerned agencies;
- (h) the grievance procedures are adequately explained to the affected people, written grievances are submitted to an agreed format (where need be with the assistance of the External Monitor, grievances, if any, are duly resolved, and arbitration, where required is properly and effectively conducted in accordance with national guidelines on involuntary resettlement, with the Land Law of 30 August 2001 and with the provisions of the RP.

The External Monitor is asked to put forward any proposals which it may have for the monitoring the social, nutritional and health status of specific groups, such as children, women and elderly people, which may be adversely affected.

### **7.3 Monitoring and Evaluation Indicators<sup>10</sup>**

The verifiable indicators set out below are chosen, subject to any amendment or proposals of the external monitor, as being readily accessible, emerging in a systematic way in the planned surveys and observation which are instruments in the monitoring methodology, and indicating in specific ways the effectiveness and impact

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<sup>10</sup> Note: By indicators we mean measurable social, economic, physical or institutional factors or conditions which are expected to be actively brought about, or which come into being, which are verifiable and are readily accessible to the monitoring and/or evaluation system. The presence or otherwise of these factors indicates the effectiveness or impact of performance in project implementation, achievement of planned project actions and investments and the attainment of project specific objectives and stated wider project goals.

of project activities and investments. Wherever possible, to assist in the analysis of changes taking place, they provide quantitative data, and thus permit quantitative as well as qualitative analysis.

- (a) 100% of project affected people are aware prior to compensation of the compensation and benefits system and have an accurate understanding of their entitlements;
- (b) Project affected people and their communities and leaders are aware of and participate in the overall planning and development of the project and of related activities;
- (c) Full compensation has been paid to 100% of project affected people;
- (d) Severely affected households losing more than 10% of their land are fully aware of and benefit from the Training and Income Restoration Programme;
- (e) Severely affected households losing more than 30% of their land and vulnerable groups losing more than 10% of their land are fully aware of and able to participate in the provision of land in an Agricultural Relocation Programme and National Social Land Concession’;
- (f) Women heads of household and other vulnerable groups are assisted to obtain suitable land to replace land losses and to resume agricultural production;
- (g) Grievances and complaints are effectively registered and dealt with, are progressively reduced to an acceptable minimum, and are dealt with in 100% of cases through informal agreement, or are settled transparently and fairly at adjudication panels for dispute settlement within 30 days of being lodged or through arbitration within a stated period;
- (h) Livelihoods, incomes and the well being of 100% of project affected people, including vulnerable groups (landless, female headed households, disabled, low income earners, aged, ethnic minorities etc) are maintained or replaced to their satisfaction and they are not disadvantaged by compensation for or the relocation of houses, or by land acquisition, compensation, replacement or relocation;
- (i) Transparency of compensation disbursement is adhered to at 100% of payments centers;
- (j) Commune Resettlement Committees are in place in all communes prior to relocation and are able to act as focus groups for purposes of IRC consultation with and information to project affected people.
- (k) Community structures and services, including wells, drainage and sanitation structures, water pumps, spaces for transport and public use, safety elements of road front and pedestrian and children's play areas, meeting and market places and school and health structures, are replaced by direct action of Provincial or District Government agencies, or are the subject of agreed compensation to communities willing to construct them, to at least the standard of the existing facilities, and are completed on schedule;

- (l) Potential benefits from reservoir, including Community Fisheries, development are known to 100% of project affected people, and they have the opportunity to contribute to and achieve these benefits by inclusion and active participation in activities, planning and investment linked to the irrigation system and related infrastructures restoration and related development, in accordance with the provisions in RPs;
- (m) land ownership is registered and certificated for all household heads identified within the socioeconomic survey for land confirmed in situ or relocated or in any programs of land adjustment and readjustment;
- (n) the health and nutritional status of vulnerable groups, including children, women and elderly people is not adversely affected by the impact of the resettlement program.

## 8. Outputs

The following are the expected outputs of the monitoring contract:

- (a) The contractor provides a monitoring team, including a team leader and two supervisors, capable of working independently under contract to monitor performance, impact and effectiveness of the Project Resettlement Program;
- (b) The team and concerned officials are trained in the monitoring systems and capable of applying and replicating it in future projects;
- (c) A structured sub-sample is established permitting the development of baseline and monitoring data regarding the knowledge, attitude to, response and experience of project affected people and the use of this baseline data in programmed follow-up surveys at eight months, three years and two years after the implementation of RPs and in continuous random monitoring and observation;
- (d) Verifiable performance and impact indicators are established for the monitoring system and the team and concerned officials trained in their use and analysis;
- (e) A computerized data processing system is established and utilized in data tabulation and analysis for baseline reporting and database development and for the conduct of and reports on monitoring – manual data management may be employed where this permits more rapid tabulation and reporting;
- (f) A system of random observation permits qualitative reporting on performance and effectiveness in the resettlement, compensation, livelihood restoration, and relocation programs, on the participation of community leaders and municipal authorities in these programs, and on the establishment and working of grievance and complaints resolution and arbitration;

- (g) Inception and progress reports permit management information to be developed and to operate in support of the coordination and implementation of the RP, its supervision and evaluation by the Inter-ministerial Resettlement Committee, MOWRAM PMO and ADB;
- (h) A Final Report provides analysis of the performance, impact and effectiveness of the Resettlement Plan, related compensation and benefits, and the application of these developments and related methodologies to future projects, including social and economic development programs linked to resettlement, and to irrigation rehabilitation and reconstruction.

## 9. General Requirements

The monitoring will require a high level of discipline in the administration of a household questionnaire KARE survey, based on the sub-sample survey and the DMS socio-economic survey. This will be developed in accordance with a set of indicators which will be agreed in discussion with the Inter-Ministerial Resettlement Committee and its officers, and with MOWRAM PMO and Resettlement Unit.

The monitoring team leader will for this purpose discuss with the IRC and its officers and consultant the use of community focus groups and of the sub-sample survey for purpose of intensive and qualitative data collection and analysis.

The external monitor will also establish a methodology for the monitoring of a consultative process and public information conducted through focus groups and by other means by the IRC and its officers.

The external monitor should indicate:

- the structure of monitoring teams proposed for the program and the manner in which they will be deployed and managed in the field;

- the work schedule which it proposes, including field surveys and interviews (two surveys to be conducted at a eight months interval and further surveys at year 3 and year 5) data processes and analysis, and report writing and presentation;

- its capability and the means at its disposal to undertake computer analysis of multiple factors in reaching both aggregate and disaggregated data from the results of surveys.

It should also indicate its approach and methodology for achieving a clear and reliable presentation of qualitative factors in the monitoring of the impact and effectiveness of resettlement and of measures to alleviate its adverse effects. The monitoring program team leader will be responsible for managing both the field surveys and the analysis of survey data, and for reporting on behalf of the External Monitoring contractor.

The ADB and IRC places great stress on the need for both quantitative and qualitative data and for analysis and presentation which will genuinely reveal the impact on and attitudes and experience of project affected people of the resettlement program and of compensation and assistance with restoration of individual, household and community assets and means of livelihood.

There are four aspects of this process which are of critical importance:

the knowledge and understanding of project affected people and communities of, and their responses to, the process and resources which are committed to achieve least possible negative impact of the irrigation rehabilitation works on their livelihoods and wellbeing;

the characteristics and situation of vulnerable groups and the effectiveness of steps taken and resources provided to minimize the negative impact on them of resettlement and of Project works;

the effectiveness of actions taken to achieve levels of livelihood and incomes at least at the level previously obtained by the project affected people and their communities, including the steps taken to bring about replacement of any loss of agricultural production, commerce and employment to them;

the participation of project affected people and their communities in decision making and activities to achieve the intended purposes of the program, to alleviate its negative impact and bring about at least equal levels of livelihood and well being and to provide opportunities, derived from the resettlement and from project works, for their involvement in social, environmental and economic development..

## 10. Inputs of the External Monitor

1. The External Monitor will provide a team leader, supervisors and interviewers for

purposes of conducting the monitoring of the impact on project affected people initially in the Main Canal and reservoir areas and subsequently in secondary and tertiary systems and in drainage canals over a three year period. The provision of staff is expected to require the following inputs of staff-months<sup>11</sup>:

Team leader	3 staff months
Supervisors/data processors	6 staff months
Interviewers	24 staff months

2. The External Monitor will carry out surveys and studies for the monitoring of the impact of the reservoir and related construction on APs in accordance with the approach and outline program set out above, and will for that purpose propose a methodology, schedule of inputs and work program for discussion and agreement with the Inter-ministerial Resettlement Committee and its officers, MOWRAM PMO.

3. The monitoring team leader will, together with a management representative, represent the contractor in all discussions and technical decisions taken jointly with the Inter-Ministerial Resettlement Committee and its officers and MOWRAM PMO and Resettlement Unit, and will (together with

<sup>11</sup> The contractor should make his technical and financial proposals on the basis of this input of staffing; however, the I.R.C. reserves the right after consultation to ask for a different break-down of the contractor's staff inputs to achieve optimum efficiency.

any management support the external monitor may propose) be responsible for management and for coordination of the monitoring team's work with local authorities and representatives of the concerned ministries and other agencies.

## 11. Reporting

The monitoring team leader will be responsible for all reporting to the Inter-Ministerial Resettlement Committee, and in particular for providing:

- an Inception Report four weeks after the commencement of the extension of contract, including technical annexes on the KARE questionnaire survey and the monitoring methodology;
- monthly progress reports throughout the conduct of the extension contract, including administrative and financial reports;
- a baseline survey report, on the conduct and analysis of the sub-sample survey of households of project affected people;
- Periodic interim reports on the monitoring of project affected people in each Commune and District;
- Specific reports, as agreed from time to time with the IRC and the ADB Resettlement Consultant, and including reports on follow-up survey and evaluations at eight months and two years;
- A Final Report, including:
  - technical reports on the completed baseline survey, panel sample and monitoring system,
  - a technical report on the results of the monitoring exercise, and the external monitor's recommendations:
  - on the future conduct of consultation, public information, compensation payment, resettlement, grievance procedures and AP participation in the RP and such other aspects of the RP as may be requested by MOWRAM PMO and the IRC;
  - on the future conduct, methodology and structure of the monitoring of the impact on project affected people and their communities.

## **Appendix 6: Terms of Reference (TOR) for Local Social/Resettlement Consultant to Prepare Resettlement Plan Phase III**

**(Loan 1753: Stung Chinit Irrigation and Rural Infrastructure Project (Stung Chinit Component and Ochork Tributary))**

### **Rationale:**

1. The Stung Chinit Irrigation and Rural Infrastructure Project (SCIRIP) involves the rehabilitation of the Stung Chinit irrigation system in Kampong Thom province, including the associated upgrading of related rural infrastructure. A Resettlement Plan (RP) had been prepared for Stage 1 of the SCIRIP, covering the construction of main and secondary canals and drains from the southern catchments area, along with the embankments of the reservoir. ADB gave its approval to the RP in January 2004, and implementation of the resettlement plan had been completed in January 2006. Said RP did not cover persons to be affected by the inundation of the reservoir and impact at Ochork Tributary, however.

2. ADB Aide Memoir of 7 October 2004 established that an Addendum to the approved RP of January 2004 should be prepared following a Detailed Measurement Survey of affected households having land, structures, other assets or economic activity in the Stung Chinit reservoir area. A Memorandum of Understanding for this purpose was signed by IRC and ADB on 7 October 2004. On 15 December 2005, the Inter-Ministerial Resettlement Committee (IRC) submitted to ADB the Addendum RP for review, comment and approval.

3. With additional impact caused by heavy rains during July and August 2006 at Ochork Tributary, the subsequent revisions of the addendum made by the IRC due to the inclusion of the additional impact at Ochork Tributary into the addendum. As per discussion with Lain Goffeau, Project Implementation Specialist, CARM, the addendum RP for the Stung Chinit component should be separated from Ochork Tributary and now, it is called a Resettlement Plan phase II. For the additional impact at Ochork Tributary is called a Resettlement Plan Phase III. Currently, the resettlement plan phase II is prepared and submitted to the ADB. The Local Consultant for preparing this RP phase III is also in a selection process made by MOWRAM. The followings are the TOR for the Local Consultant to prepare resettlement plan phase III.

### **Detailed Tasks:**

4. The Local Social/Resettlement Specialist assist by the staff of Resettlement Unit of the Ministry of Water Resources and Meteorology (MOWRAM), will be responsible for carrying out the following tasks relative to Ochork Tributary:

- a. Review and assess the impacts of land acquisition or loss of land on affected people (in terms of loss of homes, and of agricultural and other lands; or loss of access to current income-generating

- activities). Including impacts caused by permanent or temporary acquisition.
- b. Prepare options for location and suitability of replacement of productive land (paddy, fishpond, and commercial establishments).
  - c. Prepare Resettlement Plan Phase III for Ochork Tributary.
5. Specific to the preparation of the RP phase III (Ochork Tributary) the Local Social/Resettlement Specialist will assist the Resettlement Unit of MOWRAM carry out the following:

- a. Identify the scope of land acquisition and resettlement, alternative options to minimize impacts, identify number of project affected persons (APs) and magnitude of impacts as a consequence of the construction of the reservoir and ancillary facilities.
  - b. Gather information on the socio-economic conditions of APs for Ochork Tributary.
  - c. Identify impacts on poor, women, and other vulnerable groups (disable, women-headed households, poor, women, and identify special measures to enhance the economic and social base of these APs.
  - d. Prepare eligibility and entitlements matrix for all categories of APs.
  - e. Validate the market valuation study earlier conducted by the Government to ensure that the rates used are at replacement cost and at current market prices.
  - f. Identify livelihoods at risks and prepare options for income restoration strategy to restore or improve all types of livelihoods Identify ongoing livelihood/income restoration activities in the project area and adjacent communities being carried out by the Government and NGOs for Ochork Tributary.
  - g. Prepare a mechanism to ensure that APs are prioritized in project-related work opportunities.
  - h. Prepare cost estimates and flow of funds and source of funding
  - i. Prepare implementation schedule to ensure APs are compensated, resettled and assisted as soon as possible.
  - j. Disclosure the RP phase III to APs in a form and language that they can understand (e.g., Information booklets, summary RP, use of media).
6. In connection with institutional building, the Social/Resettlement Specialist will assess the capacity of the staff of MOWRAM and prepare training and capacity-building program to strengthen the capacity of the project staff relative to resettlement planning and implementation.

#### **Output/Reporting Requirements:**

7. The consulting services will be provided for a period of 2.5 months on a staggered basis, starting on January to mid March 2007.
8. The consultant shall prepare and submit to MOWRAM the following: (i) an RP phase III, to be submitted within 1 month after services start; (ii) an inception report, to be submitted within 6 weeks after services start; (iii) a training needs assessment



report within the fourth quarter of 2007; (iv) progress report at the conclusion of each leg of service rendered; and (iv) a final report, to be submitted within 1 month after the end of service.

**Places of Assignment:**

9. The Social/Resettlement Specialist shall be based at the Resettlement Unit of MOWRAM and, as required, at Ochork Tributary. He shall be provided a work place at MOWRAM with basic office facilities. The Social/Resettlement Specialist will provide his own computing machine.

## **Appendix 7 The NGO, Envisioning, Profile**

### **1. Introduction to the Organization**

Envisioning was established with long term vision to provide high standard quality services to its valuable customers in several social development programmes of which focus on community development, health, agriculture and environment are our prime core functional services. The Organization has been so far, very successful in providing consultancy services to our government agencies including the Ministry of Health, Ministry of Economy and Finance, Ministry of Rural Development, and Ministry of Environment. Our focus on rural development activities include provision of services for agricultural extension, and income generation of small business developments, health and sanitation, environmental friendly, formation of community volunteer groups, and community capacity building for self-sustainable development. Our focus on environmental services includes the environmental impact assessment, development of environmental protection plan, and resettlement policy. Our in-house experts and materials have been gradually increased to provide best services to our valuable clients.

In addition to professional staff, our support staff has been regularly trained on performing professional services. They are community development experts, researchers, trainers, data analysis, IT experts, engineers, and GIS and mapping experts. Moreover, the organization has established an international network with institutions and individuals to gain an internal expertise as required by our Clients.

Training for capacity building on community self-sustainable development including establishment of self-help-interest group that the communities themselves can improve their incomes and can access to the low cost production and cost sharing. In addition to the community to the income generation, the community can also reduce their expenditures through improvement of the health and sanitation, strengthening their purchasing power, and networking. The organization has established IT office equipped with state of the art IT equipment with highly qualified staff of various social focuses. Data of various study in Cambodia has been compiled and updated regularly.

Specifically our consideration specific includes:

Our vision on assisting the royal government of Cambodia on long-term urban planning to develop the community. Environment protection will not be focusing on good looking views but also concentrate surrounding environment impact such as proper waste management, resettlement of surrounding squatter shelters, and traffic accident.

Rural market is the main basic concept for income generation, improvement of production will not useless if they are producing for the demand. Our firm capacity, in this regard, could provide income generation training ranging from production to marketing of their products for rural population to improve their livelihood.

Mainly our services can cover the environmental sanitation and impact monitoring of health projects, agricultural development projects, educational projects, and

environmental marketing. Rural appropriateness technology and knowledge are the core ideology to maintain sustainable development.

Our local research team is highly competent in carrying out such study. In addition, our database program could generate more accurate information with very reasonable cost. Water for agricultural irrigation and drinking are important aspects for healthy environment and these have been considerably considered in our business development strategy and activities are being promoted.

In addition, the community do not know how to access better quality of care services in the community as majority would seek for private services with expensive cost for treatment. Our services has also responded to the needs by educating the community on services with low cost. The village representatives have been organized and they have been served as the main focal key informant for their respective communities.

## **2. Our Staff**

Our director with experience more than 20 years in community development and other four technical advisory members with extensive experience in community development, business development, rural infrastructure improvement, and rural water supply and sanitation have been team up as Technical Advisory Committee for overseeing technical practices of the Organization.

### **The Organization currently employs 45 staff including:**

Technical Advisory Committee including Director 5 staff (One PhD. Candidate in Education and four Master Degrees in Health, Business Management, Agriculture, and Water Engineering).

1. Four Civil Engineers
2. Two Architects
3. Two Water Engineer
4. Four Community Trainers
5. One IT Specialist
6. One GIS Specialist,
7. One Database and Data analysis specialist
8. Other 25 field staff and office support staff

## **3. Summary of Experiences**

### **Client 1: Ministry of Economy and Finance**

#### **Project: Income Restoration and Agricultural Training Program**

#### **Location: Kampong Thom Province**

#### **Activities: This assignment is solely responsible by the Envisioning to conduct:**

- The training needs assessment amount the poor population in Stung Chinit area. This is performed through KAP survey study to identify poor population and their interest in training program. The training is design

specifically for the group including basic literature training, vocation training, agricultural training and small business development training.

- The assignment involve the local authority such village and commune leaders, local NGOs, and provincial staff for the training.
- The key of success of this training program is community participation in the training program.
- Staff involved in this program including a Team Leader, Agricultural Extension Specialist, Support staff for community mobilization and database management and 10 community trainers.

**Client 2: Ministry of Environment**

**Project: Tonle Sap Environmental Management and Environmental Information and Database**

**Location: Kg. Chhnang, Pursat, Battambang, Siem Reap, Kampong Thom**

**Activities: This assignment is a joint responsibility between the Envisioning and LBG to conduct**

- Assessment of the environmental impact development strategy and design database management for the Project. Design library for the environmental information and management system.
- The key of success of this assignment is designing the applicable strategy that will be suitable for all kind of implementers and easy-search information.
- Staff involved in this project includes the IT development expert, Environmental Expert, GIS expert, Library Expert and support staff.

**Client 3: Ministry of Rural Development**

**Project: Tonle Sap Water Supply and Sanitation**

**Location: Kg. Chhnang, Pursat, Battambang, Siem Reap, Kampong Thom**

**Activities: This assignment is solely responsible by the Envisioning to conduct:**

- Assessment of the communities development strategy and villages for inclusion.
- Community mobilization plan, community participation strategy and implementations.
- Carry out the awareness campaign.
- carry out rapid appraisal of villages water and sanitation needs.

**Client 4: Ministry of Health**

**Project: Health Sector Support Project - Civil Work Management and Supervision**

**Location: Battambang, Pursat, Kg. Thom, Kampot, Oddor Meanchey, Preah Vihear, Kratie, Stung Treng, Pailin, Banteay Meanchey, Kep, and Kampong Speu.**

**Activities: This assignment is jointly managed by the Envisioning and LBG**

- Designing of health centers and referral hospitals under the health sector support project (WB).
- Carry out site assessment in close consultation with community and local authority.
- Conduct supervision of construction activities.
- Key success of this project is to have the schedule the project in accordance with other provision of services and to provide building with proper function and quality.
- Staff involved in this project includes Architect, Topographic Surveyor, Structural Engineers and Support Staff.

**Client 5: Ministry of Health****Project: Cambodia Disease Control and Health Development Project - TB Prevalence Survey****Location: Kg. Cham, Kg. Chnang, Siem Reap, Prey Veng, Kratie, Kok Kong, and Kampot**

Activities: This assignment is solely responsible by Envisioning

- Prepare TB prevalence design
- Informing community and take them for X-Ray test
- Prepare data analysis and report
- Staff involved in this project includes Team Leader, Data Analyst, and preparation of report.

**Client 6: National Center for Tuberculosis and Leprosy****Project: Delay in TB Treatment Survey****Location: in five provinces**

Activities: This assignment is solely managed by Envisioning to conduct the survey and report

## Appendix 8

### Report Requirements for Envisioning

1. **The inception report**  
This report has to be submitted within the fourth month of the program. It presents the activities, results with analysis, conclusion and recommendation including the recommendation for future implementation of the program. The Envisioning has submitted already this report in May, 2006.
2. **Monthly activities report**  
This report has to be submitted once a month in order to present the activities and results of the relevant month. The main components of the report are following:
  - The introduction includes intention and structure of the report
  - The activities and results with some analysis and remarks
  - Planned activities for the implementation of the next month
3. **Monthly financial report**  
In order to reimburse the expenses of the program, the Envisioning has to submit a financial report that present expenses related to the activities and the result of the relevant month. The Envisioning need to submit also the supported documents for the expenditures based on the requirement of the IRC.
4. **Semester progress report**  
This report has to be submitted every six month in order to present the progress activities and results of relevant period. The main components of the report include:
  - The introduction includes intention and structure of the report, the background of the program, and the program scope and objectives.
  - The main activities and results with detail analysis of the relevant period.
  - The conclusion and recommendation for change, if any.
5. **Final report**  
This report has to be submitted at the end of the program period. The report will include:
  - The introduction includes intention and structure of the report, the background of the program, and the program scope and objectives.
  - All activities and results including outputs and outcome with detail analysis of the program.
  - The conclusion and recommendation for future involvement.