

Ethnic Minorities Development Framework

Viet Nam: Sustainable Tourism Development Project

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Prepared by: Ministry of Culture, Sports and Tourism

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VIET NAM: ETHNIC MINORITIES DEVELOPMENT FRAMEWORK

1. An ethnic minorities development framework (EMDF) has been prepared for the regional Sustainable Tourism Development Project (the Project) in Viet Nam. Tourism development is an effective tool in achieving inclusive development through pro-poor and community-based tourism initiatives and environmental sustainability through nature-based tourism initiatives. The Project will contribute to the implementation of the GMS Tourism Sector Strategy and the provision of livelihood opportunities for GMS citizens. The Project will result in the development of a sustainable, culturally and environmentally sound pro-poor tourism approach for the GMS.

2. The purpose of the EMDF is to (i) guide the assessment of potential impacts on ethnic minorities during the feasibility study for each subproject; (ii) assist the preparation of specific actions or the development of an ethnic minorities development plan to address these impacts; and (iii) help improve the distribution of tourism benefits among different groups of beneficiaries, especially the smaller ethnic groups. The EMDF is based on (i) provincial and household surveys; (ii) two sample subprojects for sustainable tourism development projects (output 1) that aim to protect natural and cultural heritage sites (conservation and protection of Phong Nha Ke Bang in Quang Binh province and of cultural heritage in Bac Kan province); (iii) consultations with ethnic minorities, government officials, local mass organizations and other key stakeholders; and (iv) secondary sources and past Asian Development Bank (ADB) projects. The EMDF is in accordance with current Viet Nam regulations and complies with the ADB's indigenous peoples policy (1998).

A. Ethnic Minorities and Tourism in Viet Nam and Project Area

3. Viet Nam has a total population of about 85.3 million people in 2007, with 54 officially recognized ethnic groups of which ethnic minorities (*dan toc thieu so*, *dan toc it nguoi*) account for about 14% of the total population. There are 53 ethnic minority groups and close to 100 subgroups, most of which live in the northern and central mountainous regions and in lowland river deltas of Viet Nam. In 2004, about 39% of all those living in poverty come from ethnic minority groups. About 61% of all ethnic minority people are poor, compared with only 14% of the majority Kinh and Chinese. This is a reduction in poverty from 86% and 56% respectively since 1993.¹ Based on the socio-economic indicators from the Viet Nam Household Living Standard Survey 2004 published in 2006 (VHLSS 2004) and other studies, ethnic minority groups are generally poorer than the Kinh-Hoa and more disadvantaged and have limited access to education and health care services. For instance, only 4% of ethnic minorities have access to sanitation and 19% to clean water, compared with the Kinh-Hoa majority group at 36% and 63%, respectively (VASS 2007). A recent ADB project in Viet Nam² reported that given the poverty gap for minorities (19% compared with 3% for poor Kinh), if current trends persist, by 2010 poverty will predominantly be related to ethnicity.

4. Ethnic minorities tend to be poorer than the Kinh-Hoa or the Chinese due to (i) geographical remoteness; (ii) lack of farming knowledge and skills; (iii) traditional cultivation practices (i.e., shifting cultivation); (iv) limited access to cash and credit; (iv) environmental problems; and (iv) poor physical and social infrastructure. Those conditions also limit the development of ethnic women: (i) they have higher levels of illiteracy, (ii) they lack access to training for improved agricultural techniques, (iii) they participate less in non-agricultural work, and

¹ Vietnamese Academy of Social Sciences. 2007. *Vietnam Poverty Update Report 2006: Poverty and Poverty Reduction in Vietnam 1993-2004*. Hanoi.

² ADB. 2007. *Report and Recommendation of the President on the Proposed Loan to Viet Nam for the Lower Secondary Education for the Most Disadvantaged Regions*. Manila.

(iv) their mobility and interactions with others are limited. Based on the VHLSS 2004 data, the smallest ethnic minority groups (e.g., less than 15,000 people) are also the poorest. Table SAM2.1 gives the distribution of ethnic groups and subgroups in proposed project provinces and towns against provincial and district poverty data.

Table SAM2.1: Project Profile of Proposed Provinces and Towns

No.	Proposed Project Province	Proposed District	Proposed Project Town/Village	Provincial Rate of Food Poverty ^a	Provincial Data ^b		Ethnic Minorities (EMs)
					Total Population	Percent Female (%)	
1	Viet Nam			6.9%	84,155,800	51%	
2	Bac Kan	TBD	TBD	24.2%	301,500	50%	87-90% are EMs (Tay, Dao, Nung, H'mong, Hoa and San Chay)
		Ba Be ^e	TBD	n/a	47,095	51%	84.7% EMs (Tay, Dao, Nung, H'mong, Hoa and San Chay)
3	Cao Bang	TBD	TBD	21.9%	518,900	51%	97% are EMs (Tay, Dao, Nung, H'mong, Hoa and San Chay)
4	Quang Binh	TBD	TBD	13.8%	847,900	51%	2% EMs (Van Kieu 1.4%, Chut 0.4% and other 0.2%)
		Vang Loi ^d	Tan Trach, Thuong Trach	n/a	2,074	50%	100% EMs (Ma Coong, Arem, Van Kieu)
		n/a	Chai Lap ^d	33%	802	50%	A majority are Kinh
		Vang Dem ^d	TBD	n/a	56,000	50%	81% are Kinh and 19% are EMs
		Khu Vuc Xung Quanh Vuon ^d	TBD	n/a	25,000	50%	
5	Quang Tri ^c	TBD	TBD	11.9%	625,800	51%	9% EMs (Van Kieu 7% and Ta-Oi 2%)
		Dakrong ^d	TBD	n/a	n/a	n/a	85%-90% are EMs (Van Kieu, Pa Co and Ta-Oi)
6	Thua Tien Hue	TBD	TBD	8.8%	1,143,500	51%	4% EMs (Van Kieu 2.3%, Ta-Oi 1.2%, and other 0.5%)
		A Luoi ^d	Cavin, Aka Achi, Aka 2, A Hua, Le Ninh	67% of Households are poor	1,566 (District)	51% (District)	90% are EMs (Pa Co and Ta-Oi)

EM=ethnic minorities, N/A=not available, TBD=to be determined;

^a The food poverty line is the value of a typical Vietnamese food basket that is needed to meet minimum food requirements which, by international standards, should generate 2100 calories per adult per day. In 2004, it was VND 159,788 per capita per month (VASS 2007). General Statistics Office (GSO), 2006, *Results of the Survey on Households Living Standards 2004*, Hanoi.

^b GSO. 2006. *Statistical Yearbook of Vietnam*. Hanoi.

^c Dakrong District of Quang Tri fall along the East West Economic Corridor in Viet Nam.

^d District data for A Luoi is based on TA 6279-REG Consultant Team findings and ADB Mission observations.

^e ADB. 2007. *Report and Recommendation of the President on the Proposed Loan to Viet Nam for the Lower Secondary Education for the Most Disadvantaged Regions*. Manila.

Source: ADB estimates.

5. Tourism potential is often the greatest in areas where smaller ethnic groups reside (Table SAM2.2 shows the distribution of the ethnic groups and subgroups in the Project provinces). Tourism development brings a number of direct and indirect opportunities for ethnic minority groups including: (i) income generation/poverty alleviation; (ii) local-led planning and development; (iii) revitalize cultural industry/practices; (iv) better transport/communication; (v)

increased disposable income for better education and health services; and (vi) better communication with authorities. However, ethnic minorities often face constraints that prevent them from ceasing the opportunities brought about by tourism growth such as the remote locations of their villages, limited mobility and market access, low education levels, and less familiarity with the Vietnamese language. While tourism growth among ethnic communities provides an important opportunity for poverty alleviation, it can also increase one's workload, especially for women such as in the cases of homestays.

Table SAM2.2: Summary of Ethnic Groups and Subgroups in the Five Project Provinces

No.	Ethnic Group	Subgroups	Population (persons)	Project Province
1	Bru-Van	Van Kieu, Tri, Khua, Ma Coong	44,000	Quang Binh, Quang Tri, Thua Tien Hue
2	Chut	May, Ruc, Sach, Arem, Ma Lieng	2,800	Quang Binh
3	Dao	Dao Do, Dao Quan Chet, Dao Lo Gang, Dao Tien, Dao Quan Trang, Dao Thanh Y, Dao Lan Ten	650,000	Cao Bang and Bac Kan
4	Hmong	Hmong Trang, Hmong Hoa, Hmong Do, Hmong Den, Hmong Xanh, Na mieo	710,000	Cao Bang and Bac Kan
5	Hoa	Quang Dong, Quang Tay, Hai Nam, Trieu Chau, Phuc Kien, Sang Phang, Xia Phong, Thang Nham, Minh Huong, He	1,100,000	Cao Bang and Bac Kan
6	Nung	Nung Giang, Nung Xuong, Nung An, Nung Inh, Nung Loi, Nung Chao, Nung Phan Slinh, Nung Quy Rin, Nung Din	900,000	Cao Bang and Bac Kan
7	San Chay	Cao Lan, San Chi	165,000	Cao Bang and Bac Kan
8	Tay	Tho, Ngan, Phen, Thu Lao, Pa Di	1,350,000	Cao Bang and Bac Kan
9	Ta-oi	Ta Oi, Pa Co, Pa Hi	29,500	Quang Binh, Quang Tri, and Thua Tien Hue
10	Kinh		61,200,000	All provinces

Source: ADB. 2002. Indigenous Peoples/Ethnic Minorities and Poverty Reduction in Viet Nam. Manila. Data based on information provided by the Committee for Ethnic Minorities and Mountainous Areas/Central Ideology–Culture Department (2001).

6. Tourism development also has the potential to impact local cultures and norms negatively and positively. Efforts to conserve and share ethnic culture with tourists and younger generations also carry the risk of objectifying minorities as exotic or backwards people. This risk has been specifically addressed in the design of the Bac Kan Heritage Interpretation and Visitor Information Center. Through partnerships with the Museum on Ethnography in Hanoi, national experts will help in the establishment of this center and in the design of the center's training in traditional arts and cultural industries. In addition, the Project will support a "Do's and Don'ts" type publication (as was done in Lao PDR), to increase the level of awareness, sensitivity and respect for all ethnic groups. In addition, tourism development may dilute the ethnic minority culture from increased outside contact. As more tourists visit Bac Kan and Cao Bang and road networks develop in the Northeast, there is a perceived risk of diluting ethnic minority culture. The subproject specifically aims to address this perceived risk through the conservation of cultural heritage.

7. At Phong Nha Ke Bang, the Government has established two ethnic minority villages—Tan Trach and Thuong Trach, and has provided both with social and physical infrastructure,

including access roads, rice supplements and housing provisions.³ For these villages, exposure to the outside world for these villages is not an issue; however, spreading the benefits brought about by tourism to these villages is fundamental if tourism is to be seen as a tool for inclusive development.

8. Women from ethnic minority groups face additional risks due to tourism development. For instance, tourism development might bring new opportunities but at the cost of girls dropping out school to engage in the sector. Ethnic minority women may also be more vulnerable to engaging in unsafe migration practices and face increased risk to HIV and AIDS due to their low education and literacy and limited information on prevention.

B. Legal Framework and Principles

9. The EMDF for the Project is based on Vietnamese laws and ADB's indigenous peoples policy. ADB's policy aims to protect ethnic minorities from the adverse impacts of development, and to ensure that all ethnic groups benefit from development projects and programs. ADB's *Operations Manual* F3/BP (2004) and *Operational Procedures* F3/OP (2004) outline ADB procedures and operational guidelines.

10. Viet Nam has a comprehensive legal framework for social equality. The Comprehensive Poverty Reduction and Growth Strategy for 2001–2010 (CPRGS) sets 11 goals, of which 7 deal directly with issues of gender and ethnic minorities and 2 with issues of vulnerability, poverty eradication and ethnic culture preservation: (i) achieve better education for all; (ii) reach gender equality and empower women; (iii) reduce infant and child mortality; (iv) improve maternal health; (v) combat HIV/AIDS, malaria, and other communicable diseases; (vi) reduce vulnerability; and (vii) eradicate poverty and preserve ethnic minority culture. During the last decade, the Government issued decrees⁴ and developed programs (e.g., Hunger Eradication and Poverty Reduction Program) to help reduce poverty among ethnic minority populations. Key stakeholders for the development of ethnic minorities include: the Ministry of Culture, Sports and Tourism (Project's executing agency); Ministry of Labor, Invalids and Social Affairs; the National Institute of Linguistics; and the Museum on Ethnography in Hanoi. The Committee for Ethnic Minority is responsible for coordinating ethnic issues and developing and implementing policies for ethnic minority groups in mountainous regions.

C. Anticipated impacts and proposed actions for Ethnic Minorities Development

11. The EMDF ensures that all ethnic minority groups share proportionately in the project benefits and experience limited adverse effects from the Project. During project implementation, the preparation of demonstration subprojects will review the socioeconomic and demographic profiles of the target communities with respect to ethnicity. Using ADB's checklist on indigenous peoples, the potential effects of the Project will be assessed for all ethnic groups on each of the demonstration subproject. Potential impacts (significant or not significant) will be identified and measures to mitigate these impacts will be incorporated into the detailed design of each subproject. A separate budget item has been assigned under each project output to support the implementation of specific actions for mitigating impacts or enhancing benefits for ethnic minorities. This will be required for each subproject in accordance to Vietnamese regulations, ADB's indigenous peoples policy, OM F3/BP, and OP F3/OP. Ethnic minorities that are affected by land acquisition and resettlement are eligible for the same entitlements and levels of compensation, regardless of ethnicity or gender. General entitlements and specific measures for

³ Based on discussions with the National Park Director, ADB Fact-finding Mission, February 2008.

⁴ Decision 135/1998QD/-TTG on poverty alleviation, and Decree N 95-CP of 27 August 1994 on free health care.

vulnerable groups are included in the Project's land acquisition and resettlement framework and the short land acquisition and resettlement plan for the Phong Nha Ke Bang in Quang Binh.

12. It is anticipated that ethnic minority groups in the proposed provinces and areas will benefit from the development and implementation of demonstration projects aimed at developing a sustainable, culturally and environmentally sound pro-poor tourism approach in the GMS. Table A7.3 summarizes the anticipated impacts and proposed actions for ethnic groups under the Project. While subprojects under Output 1 and Output 4 have been identified, a sectoral approach has been adopted for Outputs 2 and 3. The selection of subproject sites will be done in accordance to selection criteria (Appendix 8) during project implementation. This approach is reflected in the actions proposed in Table SAM2.3.

Table SAM2.3: Anticipated Impacts and Proposed Actions on Ethnic Groups

Project Output	Anticipated positive effect	Anticipated negative effect	Proposed actions to mitigate impacts
Output 1: Sustainable Natural, Cultural and Urban Heritage Sites			
<ul style="list-style-type: none"> Biodiversity at Phong Nha Ke Bang Protected National Park is conserved and protected through tourism development 	<ul style="list-style-type: none"> Minor: Few EMs reside along the proposed circuit and in Chai Lap. 	<ul style="list-style-type: none"> None. 	<ul style="list-style-type: none"> Ethnic groups will be included in community planning for income generation and asset management through tourism. For example, there is potential for positive synergies and increased benefits for one of the EM villages inside the Park (if selected as one of the pro-poor sites). The village could be trained to make incense sticks and supply Sister's Cave Memorial. Separate budget lines are included for (i) screening of the potential impacts on ethnic groups, mitigating impacts, managing risks, and developing enhancement measures; (ii) a public awareness program, and (iii) M&E activities disaggregated by sex, ethnicity and income. Document and develop a database on resources and culture, including a GIS and a book publication. Consult with ethnic minority communities during subproject preparation, and again, before the start of subproject construction. The new visitor information and interpretation facilities in Phong Nha Ke Bang shall feature cultural and livelihood information on the ethnic groups from the area. Capacity development and livelihood support programs will cater to the needs of the local ethnic groups (e.g., food preparation). A number of stalls were established outside of the Phong Nga cave entrance. After upgrading, ensure kiosks/stalls are affordable for all ethnic groups (current concession fee is VND 4 million per year for 4 years). Include a section on potential impacts on ethnic minorities in the GMS manual.
<ul style="list-style-type: none"> Cultural heritage in Bac Kan is conserved and protected through tourism development 	<ul style="list-style-type: none"> Significant: The Bac Kan Heritage Interpretation and Visitor Center will bring benefits to the community in Ba Be district. 	<ul style="list-style-type: none"> Minor: While close to 85% of the population in Ba Be district is ethnic minority, the Bac Kan Heritage Interpretation and Visitor Information Center will be constructed in the center of 	<ul style="list-style-type: none"> Ethnic groups will be included in community planning for income generation and asset management through tourism. A separate budget is included for (i) a public awareness program, and (ii) M&E activities. Consult with ethnic communities during subproject preparation, and again, before subproject start. Use different communication strategies for awareness-raising for HIV and AIDS, and other tourism-related awareness activities (e.g., text, pictures or media). Produce a "Do's and Don'ts" type of publication for tourism management. Work with the Museum on Ethnology in Hanoi in establishing the Bac Kan Heritage Interpretation and Visitor Center.

Project Output	Anticipated positive effect	Anticipated negative effect	Proposed actions to mitigate impacts
		town.	<ul style="list-style-type: none"> • Develop a program to train ethnic minorities from the area and surrounding provinces in traditional arts and cultural industries • Design and produce displays on ethnic minority culture • Include a section on potential impacts on ethnic minorities in the GMS manual.
Output 2: Demonstration subprojects for pro-poor, community-based and supply-chain tourism are developed			
<ul style="list-style-type: none"> • Demonstration subprojects for pro-poor tourism developed 	<ul style="list-style-type: none"> • Significant: Selection of subprojects will be in poor villages within the proposed provinces. There is a strong correlation between the poor and ethnicity, as about 61% of all EMs are poor. 	<ul style="list-style-type: none"> • Minor: Monitor integration within the community in favor of pro-poor tourism development. • Minor: Risk of becoming a “human zoo” by tourists and tour companies. 	<ul style="list-style-type: none"> • Ethnic groups will be included in community planning for income generation and asset management through tourism. • Separate budget lines are included for (i) screening of the potential impacts on ethnic groups, mitigating impacts, managing risks, and developing enhancement measures; (ii) a public awareness program, and (iii) M&E activities. • Incorporate ADB's IP checklist as part of the overall subproject preparation procedures • Consult with ethnic communities during subproject preparation, and again, before subproject start. • Associated skills trainings and workshops will be open to all ethnic groups, and participation records will be disaggregated by sex, ethnicity and other appropriate information. The percent of participants that are from small ethnic minority groups should be proportional to the ethnicity of the local population. • Assist villagers from minority ethnic minority groups enter into equitable supply agreements before they engage in tourism-related supply chain opportunities. • Grant local management contracts to local ethnic minority communities for the management of the site. • Identity specific actions that will enable ethnic minorities, especially ethnic women, to participate in capacity development for tourism-related local micro-enterprises during subproject design and implementation. • Ensure small-scale tourism infrastructure reflects the cultural aesthetics and traditional architectural design of different ethnic minority groups. • Include a section on potential impacts on ethnic minorities in the GMS manual, especially along the Lao PDR/ Vietnamese border.
Output 3: Tourism development along the Economic Corridors are facilitated			
<ul style="list-style-type: none"> • Tourism development along the Economic Corridors are facilitated 	<ul style="list-style-type: none"> • Significant: Selection of subprojects will be along the North-South and East-West Economic Corridors. A majority of villages are composed of minority ethnic groups. 	<ul style="list-style-type: none"> • Minor: Monitor integration within the community in favor of pro-poor tourism development. • Minor: Fear of being treated as a “human zoo” by tourists and tour companies. management 	<ul style="list-style-type: none"> • Ethnic groups will be included in community planning for income generation and asset management through tourism. • Separate budget lines are included for (i) screening of the potential impacts on ethnic groups, mitigating impacts, managing risks, and developing enhancement measures; (ii) a public awareness program, and (iii) M&E activities. • Incorporate ADB's IP checklist as part of the overall subproject preparation procedures • Produce a “Do's and Don'ts” type of publication for tourism management • Consult with ethnic minority communities during subproject preparation, and again, before subproject start. • Grant local management contracts to local ethnic minority communities for the management of the site. • Associated skills trainings and workshops will be open to all ethnic groups, and participation records will be disaggregated by sex, ethnicity and other appropriate information. The percent of participants that are from small ethnic minority groups should be proportional to the ethnicity of the local

Project Output	Anticipated positive effect	Anticipated negative effect	Proposed actions to mitigate impacts
			<p>population.</p> <ul style="list-style-type: none"> • Identity specific actions that will enable ethnic groups, especially ethnic women, to participate in capacity development for tourism-related local micro-enterprises during subproject design and implementation. • Ensure small-scale tourism infrastructure reflects the cultural aesthetics and traditional architectural design of different ethnic groups. • Development of scenic views shall respect the privacy of ethnic minority villages. • Include a section on potential impacts on ethnic minorities in the GMS manual, especially along the Lao PDR/ Vietnamese border.
Output 4: Human resources in the tourism sector are developed			
<ul style="list-style-type: none"> • A pool of master trainers in small-scale tourism and hospitality is created 	<ul style="list-style-type: none"> • Significant: Opportunities to receive about 30% of 95 scholarships to participate in master training courses, attend TOT courses, and receive the training at the site level. 	<ul style="list-style-type: none"> • Minor: Individuals from the smaller ethnic groups do not meet the requirements. 	<ul style="list-style-type: none"> • Review the TNA with a focus on the specific needs of tourism officials from provinces with disproportionately higher percentage of minority ethnic groups. • Preference shall be given to qualified individuals from the ethnic minority groups for the award of the 50 Master training scholarships. • Teaching materials will be gender/ethnically sensitive and inclusive. • A separate budget is included for M&E of activities. Data shall be disaggregated by sex, ethnicity and income where appropriate. • At least 30% of the 200 training of trainers will come from provinces with high percentages of minority ethnic groups, especially those participating in demonstration subprojects under Outputs 2 and 3.
<ul style="list-style-type: none"> • A pool of master trainers for the training of public sector tourism officials is created 	<ul style="list-style-type: none"> • Significant: Opportunities to receive about 30% of scholarships to participate in master training courses, attend TOT courses, and receive the training at the site level. 	<ul style="list-style-type: none"> • Minor: Individuals from the smaller ethnic groups do not meet the requirements to participate. 	<ul style="list-style-type: none"> • Review the TNA with a focus on the specific needs of tourism officials from provinces with disproportionately higher percentage of minority ethnic groups. • Teaching materials will be gender/ethnically sensitive and inclusive. • A separate budget is included for M&E of activities. Data shall be disaggregated by sex, ethnicity and income where appropriate. • Preference shall be given to qualified individuals from the smaller ethnic groups for the award of the 45 Master training scholarships. • 30% of 400 public officials in the tourism sector will be recruited from provinces with high percentages of minority ethnic groups, especially those participating in subprojects under Outputs 2 and 3.
Output 5: Efficient project implementation services are operational			
<ul style="list-style-type: none"> • Efficient project implementation services are operational 	<ul style="list-style-type: none"> • Significant: PIUs, with ethnic representation, will be established. • Significant: Capacity development of the PCU and PIUs. • Significant: Better 	<ul style="list-style-type: none"> • None. 	<ul style="list-style-type: none"> • A social/gender focal person will be a member of the PIU. • An M&E focal person will be a member of the PCU • An international and a national social and gender development specialist (4 person-months and 18 person-months, respectively) will support the government in project implementation. • A resettlement specialist (1.5 person-months) will assist the EA protect the land/user rights of ethnic groups during land acquisition and resettlement. • Ethnic representation of the PIUs and of the community tourism group for each site will be proportional to the local population. • Representative(s) from the Ministry of Labor, Invalids and

Project Output	Anticipated positive effect	Anticipated negative effect	Proposed actions to mitigate impacts
	information on tourism benefits and risks for ethnic groups.		<p>Social Affairs, the National Institute of Linguistics, the Committee for Ethnic Minorities or Viet Nam Women's Union in Viet Nam will be invited, as needed to attend/ participate in the subregional steering committee, the project steering committee and the provincial project steering committee (as required).</p> <ul style="list-style-type: none"> • Disaggregate data by sex, ethnicity and income. • All progress reports, internal or external, shall include a section which reports on the impact the project is having on ethnic groups—positive and/or negative.

ADB=Asian Development Bank, EA=executing agency, EM=ethnic minority, IP=indigenous peoples, M&E=monitoring and evaluation, PIU=project implementation units, PCU=project coordination unit, TNA=training needs assessment.

Source: ADB estimates

D. Institutional Arrangements

13. Implementation arrangements and estimated costs of the EMDF are integrated into the overall arrangements and total budget of the Project. Representatives from CEM and the Vietnam Women's Union will play a critical role in facilitating participation by all ethnic minorities groups in project activities and will be invited to participate in steering committee meetings, as required. An international social and gender development specialist (4 person-months), and a national social and gender development specialist (18 person-months) will support the EA to implement the EMDF. The specialists will work closely with other specialists. The EMDF will be monitored as part of the overall system for the Project, and socioeconomic data will be disaggregated by sex and by ethnicity. Progress reports will provide periodic updates on the effect of project components on ethnic groups. The midterm review mission will consider past updates and make adjustments, as required.