

# Indigenous Peoples Planning Framework

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May 2017

**BAN: South Asian Subregional Economic Cooperation  
Dhaka-Northwest Corridor Road Project – Phase 2**

Prepared by the Roads and Highway Department for the Government of the People's Republic of Bangladesh and the Asian Development Bank.

## **CURRENCY EQUIVALENTS**

(as of 12 May 2017)

|               |   |                       |
|---------------|---|-----------------------|
| Currency unit | – | Bangladesh Taka (BDT) |
| BDT1.00       | = | \$.0123               |
| \$1.00        | = | BDT 81.300            |

## **ABBREVIATIONS**

|          |   |                                       |
|----------|---|---------------------------------------|
| ADB      | - | Asian Development Bank                |
| CCL      | - | cash compensation under law           |
| DC       | - | Deputy Commissioner                   |
| DMS      | - | Detailed Measurement Survey           |
| EA       | - | executing agency                      |
| FGD      | - | focus group discussion                |
| GRM      | - | Grievance Redress Mechanism           |
| GOB      | - | Government of Bangladesh              |
| NTH      | - | non-titled holders                    |
| NGO/INGO | - | Non-Governmental Organisation         |
| PVAC     | - | Property Valuation Advisory Committee |
| RF       | - | Resettlement Framework                |
| RP       | - | Resettlement Plan                     |
| ROW      | - | Right of Way                          |
| SPS      | - | Safeguards Policy Statement           |

This Indigenous Peoples Planning Framework is a document of the borrower. The views expressed herein do not necessarily represent those of ADB's Board of Directors, Management, or staff, and may be preliminary in nature.

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## CONTENTS

|       |   |   |
|-------|---|---|
| I.    | OBJECTIVE AND PROJECT DESCRIPTION.....                        | 1 |
| II.   | PRESENCE OF INDIGENOUS PERSONS IN THE PROJECT AREA .....      | 1 |
|       | A. Indigenous Peoples in Bangladesh .....                     | 1 |
|       | B. Ethnic Profile of Affected Persons .....                   | 3 |
| III.  | IPPF POLICY FRAMEWORK.....                                    | 3 |
|       | A. Policies and Legal Framework in Bangladesh .....           | 3 |
|       | B. ADB Safeguard Policy Statement (2009).....                 | 3 |
| IV.   | PROCEDURES FOR PROJECT PLANNING .....                         | 4 |
|       | A. Screening and Categorization of Impacts on IPs .....       | 4 |
|       | B. Social Impact Assessment and Preparation of IP Plans ..... | 5 |
| V.    | CONSULTATION, PARTICIPATION AND DISCLOSURE.....               | 5 |
| VI.   | GRIEVANCE REDRESS MECHANISM.....                              | 6 |
| VII.  | INSTITUTIONAL ARRANGEMENT .....                               | 7 |
| VIII. | MONITORING AND EVALUATION.....                                | 7 |
| IX.   | BUDGET AND FINANCING .....                                    | 8 |

### APPENDICES

|   |    |
|---|----|
| Appendix 1: Location of Indigenous people In Bangladesh ..... | 9  |
| Appendix 2: Outline of an Indigenous Peoples Plan .....       | 10 |

### LIST OF TABLE

|  |   |
|--|---|
| Table 1: GRM Committee Structure specific to Indigenous Peoples..... | 6 |
| Table 2: Grievance Redress Procedures.....                           | 7 |

### LIST OF FIGURES

|  |   |
|--|---|
| Figure 1: Distribution of IPs in Bangladesh..... | 2 |
|--|---|



## I. OBJECTIVE AND PROJECT DESCRIPTION

1. The Government of Bangladesh is expected to receive a loan from the Asian Development Bank (ADB) for the South Asia Subregional Economic Cooperation Dhaka-Northwest Corridor Road Project –Phase 2 (SASEC Road Project II). The Roads and Highway Department (RHD) is the executing agency (EA) for the project. The key activities financed by this loan are the following:

- The expansion of the Hatikumrul- Rangpur Highway (156.43 km)
- The expansion of the Elenga-Hatikumrul Highway (30.300 km)
- The Hamtikamrul Interchange
- The USD 150 million cost overrun and new safety and design features related to the upgrading of the Phase 1: SASEC Road Connectivity Project (i.e. the Joydebpur-Chandra-Tangail-Elenga section of 110 km approved by ADB in 2012 and currently ongoing).<sup>1</sup>

2. As the SASEC Road Project II (here onward “Project”) is financed under a Multi-tranche Financing Facility (MFF) modality, the preparation of an Indigenous Peoples Plan Framework (IPPF) is mandatory under ADB’s operational guidelines.

3. The social due diligence activities carried out during project preparation, and in particular the survey of all affected persons and exhaustive consultation process, revealed the absence of impacts on Indigenous Peoples (IP). Moreover, the Project alignment is final and does not go through tribal land (i.e. the project is not located in the Chittagong Hill Tracts districts). As a result, the project is categorized as “C” (i.e. “no impacts”) for impacts on Indigenous Peoples as per the ADB’s *Safeguards Policy Statement* (2009). The IPPF has been prepared in the eventuality of unforeseen impacts on Indigenous Peoples during project implementation and to comply with ADB’s MFF procedural requirements. Moreover, a Resettlement Framework and two resettlement plans (RPs) based on the final detailed design were prepared and will be disclosed on ADB website along with this document.<sup>2</sup>

4. Following national policies on IPs, as well as ADB’s standards for Indigenous Peoples as per the ADB’s *Safeguards Policy Statement*, the IPPF has been prepared to guide the formulation of project components, ensuring equal distribution of project benefits between IPs and non- IPs who are affected by the Project. The principal objectives of the IPPF are to:

- (i) screen project components early to assess their impacts on IPs households;
- (ii) ensure meaningful participation and consultation with affected *Adivasi* persons in the process of preparation, implementation, and monitoring of project activities;
- (iii) prepare an IPP to mitigate any adverse impacts found;
- (iv) ensure that IPs receive culturally appropriate social and economic benefits;
- (v) define the institutional arrangement for screening, planning and implementation of IP plans for projects; and
- (vi) outline the monitoring and evaluation process.

## II. PRESENCE OF INDIGENOUS PERSONS IN THE PROJECT AREA

### A. Indigenous Peoples in Bangladesh

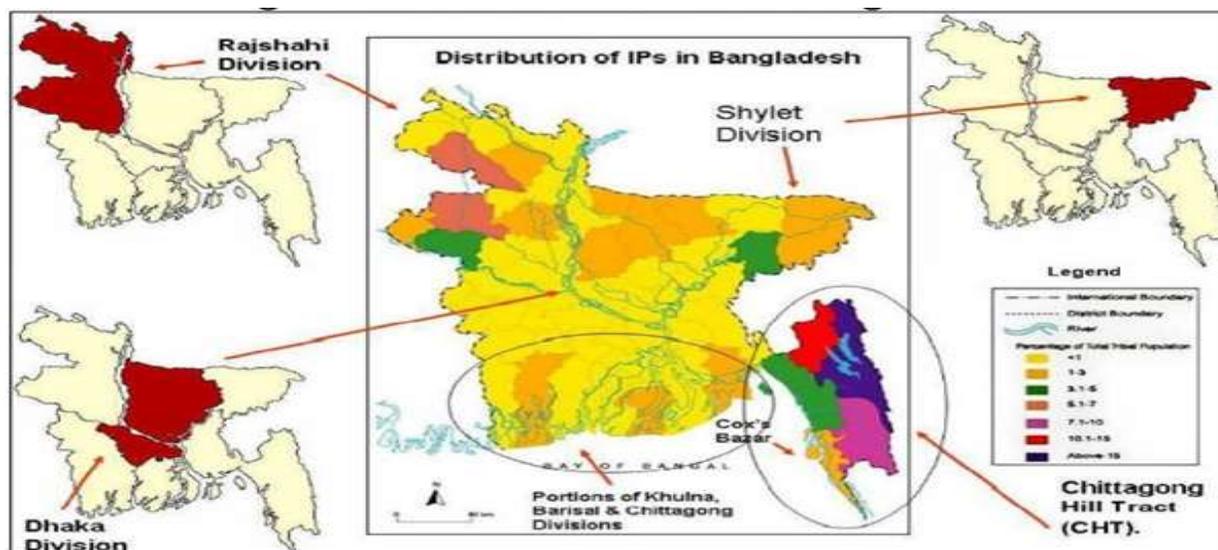
<sup>1</sup> <http://www.adb.org/projects/40540-014/main#project-pds>

<sup>2</sup>Link to RPs

5. The SASEC Road Project II corridors are outside the three districts of Bandarban, Khagrachhari and Rangamati, also known as Chittagong Hills Tract (CHT) districts, which have tribal land and a large percentage of indigenous population (see below for more information). The SASEC Road Project II passes through the districts of Rangpur, Siranjanj, Tangail, Bogra and Gaibandha, which tribal population represent 1.33%, 0.08%, 0.53%, 0.78% and 0.40% of the total population of each district, respectively.<sup>3</sup>

6. Bangladesh has 45 distinct indigenous groups. They are diverse in their culture, language, religion, traditions and patterns of social, economic and cultural life. The term adivasi (i.e. “ethnic minority”) is usually used to identify these indigenous groups officially, as indicated in the recent National Poverty Reduction Strategy Paper adopted by the Government of Bangladesh.

7. Indigenous groups comprise about less than 1% (estimated 3 million) of the total population of Bangladesh. The majority of them (2 million people) are part of 13 tribal groups who live in the Chittagong Hill Tracts (CHT) districts of Khagrachari, Rangamati and Bandarban. The other 32 tribes are scattered in 25 districts. There is a good concentration of Garos indigenous people in the greater Mymensingh and Gazipur districts and of Santals indigenous people in Rajshahi district. Overall, there is little information about the indigenous groups’ socioeconomic indicators. We know however, that most of them speak Tibeto-Burman languages. The figure below shows the distribution of indigenous people per district throughout the country. More information on the ethnic groups and their location can be found in Appendix 1.



**Figure 1: Distribution of IPs in Bangladesh**

8. The 13 indigenous groups in CHT possess separate identities, specific racial backgrounds, different languages, and distinct heritage and culture. The largest groups are the Chakmas, Marmas, and Tripuras. They differ in their social organization, marriage customs, birth and death rites, food and other social customs. Over 50% of them are followers of Theravada Buddhism, 48% are Muslims – mostly recent migrants from the plains to the hills – and the remaining 2% are Hindus and Christians or animists. These groups have undergone greater acculturation to dominant South Asian traditions than other ethnic groups in the area. The Marmas retain their Arakanese dialect and are predominantly Buddhist; the Chakma appear long ago to

<sup>3</sup> Ministry of Planning, Bangladesh Bureau of Statistics: *Statistical Yearbook of Bangladesh 2011*. Dhaka

have adopted their own dialect of Bengali, and though commonly described as Buddhists, they have accepted much Hindu ceremonial practice and belief.

9. The CHT is a region of hills and forests, which was comparatively inaccessible until recently. It is located in southeastern Bangladesh, bordering India and Myanmar. Covering 13,295 square kilometres (5,133 sq mi). This area formed a single district until 1984, when they were divided into three districts: Khagrachari, Rangamati and Bandarban. Topographically, the three districts are the only extensively hilly area in Bangladesh.

10. In 1997, a decade long tribal conflicts and insurgency in the CHT was resolved through a Peace Accord. As per the agreement, the Government of Bangladesh (GOB) recognized the distinct ethnicity and special status of the tribes and indigenous peoples of the Chittagong Hill Tracts, and established Regional Council consisting of the local government councils of the three districts of the Hill Tracts. The Government also established a Ministry of Tribal Affairs, which is currently headed by a senior civil servant of tribal background. The agreement also laid out plans for the return of land to displaced natives and an elaborate land survey to be held in the Hill Tracts. The Regional Council is running the affairs of the hills since the Peace Accord.

## **B. Ethnic Profile of Affected Persons**

11. The survey revealed that a total of 16,478 households (HHs) will be affected by the SASEC Road Project II. The ethnic socio-economic profiles of the affected households were also analyzed. No affected household belongs to one of the 45 Indigenous tribes present in Bangladesh. Given that no IP HH was identified in the census survey nor in the project area of influence, it is not expected that the project will generate positive or negative impacts on indigenous people.

12. An analysis of the affected households' religious background was also undertaken. Islam is the predominant religion among affected households (95.88%). Hindu was the other religion identified with 4.12% of affected households.

## **III. IPPF POLICY FRAMEWORK**

### **A. Policies and Legal Framework in Bangladesh**

13. The constitution of Bangladesh recognizes the presence of indigenous/tribal people. The Articles 28 & 29 of its Constitution makes provision of equal rights for its citizens and also stipulates affirmative measures for "disadvantaged sections" of the society. There are also a number of domestic legal documents (such as the Chittagong Hill Tracts Manual 1900, Chittagong Hill Tracts Regional Council and Hill District Councils Acts, or the Bengal Tenancy Act, 1950) that have specific legal provisions for "tribal peoples."

### **B. ADB Safeguard Policy Statement (2009)**

14. The objective of ADB's SPS is to help design and implement projects in a manner that would foster respect for Indigenous Peoples' identity, dignity, human rights, livelihood systems, and cultural uniqueness, as defined by the IP themselves, so that they: (i) receive culturally appropriate social and economic benefits, (ii) do not suffer adverse impacts as a result of projects, and (iii) can participate actively in projects that affect them. The SPS uses the term "Indigenous Peoples" in a generic sense to refer to a distinct, vulnerable, social and cultural group possessing the following characteristics in varying degrees:

- (i) Self-identification as members of a distinct indigenous cultural group and recognition of this identity by others;
- (ii) Collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in these habitats and territories;
- (iii) Customary cultural, economic, social, or political institutions that are separate from those of the dominant society and culture; and
- (iv) Distinct language, often different from the official language of the country or region.

15. The IP safeguards is triggered when a project affects the dignity, human rights, livelihood systems, or culture of Indigenous People, or when it affects the territories or natural or cultural resources that IP own, use, occupy, or claim as “ancestral domain”.

16. A group that has lost collective attachment to geographically distinct habitats or ancestral territories in the project area because of forced severance remains eligible for coverage under the policy.

17. A proposed project is assigned to one of the following categories depending on the significance of the potential impacts on Indigenous Peoples:

- **Category A:** A proposed project is classified as category A if it is likely to have significant impacts on Indigenous Peoples. An Indigenous Peoples plan (IPP), including assessment of social impacts, is required.
- **Category B:** A proposed project is classified as category B if it is likely to have limited impacts on Indigenous Peoples. An IPP, including assessment of social impacts, is required.
- **Category C:** A proposed project is classified as category C if it is not expected to have impacts on Indigenous Peoples. No further action is required.

18. A project’s Indigenous Peoples category is determined by the category of its most sensitive component in terms of impacts on Indigenous Peoples. The significance of impacts of an ADB-supported project on Indigenous Peoples is determined by assessing (i) the magnitude of impact in terms of (a) customary rights of use and access to land and natural resources; (b) socioeconomic status; (c) cultural and communal integrity; (d) health, education, livelihood, and social security status; and (e) the recognition of indigenous knowledge; and (ii) the level of vulnerability of the affected Indigenous Peoples community. The level of detail and comprehensiveness of the IPP are commensurate with the significance of potential impacts on Indigenous Peoples.

#### **IV. PROCEDURES FOR PROJECT PLANNING**

19. It is expected that if the project leads to any impact on Indigenous Peoples it will be the related to unforeseen involuntary resettlement impacts, as the project alignment does not go through tribal lands or areas densely populated by Indigenous groups and the census survey of affected households has not identified affected indigenous households. If, during implementation, impacts on Indigenous People are identified, the following procedures will apply.

##### **A. Screening and Categorization of Impacts on IPs**

20. The screening of impacts on Indigenous People should be done by RHD with the support of the Resettlement Plan (RP) implementation NGO and in the presence of local authority and

affected person representative. RHD will determine whether the affected community/person belongs to the Indigenous People category. RHD will hold meetings with leaders and/or NGOs/CBOs representing the affected communities in the project component area in order to prepare a census of the affected population and the likely impacts of the project component on them. RHD should include the services of an IP expert in this process.

## **B. Social Impact Assessment and Preparation of IP Plans**

21. If the screening and SIA indicate that the proposed project will have moderate to significant impacts, positive and/or negative, on Indigenous Peoples, the borrower/client will prepare an IPP in the context of the SIA and through meaningful consultation with the affected Indigenous Peoples communities. Appendix 2 provides the outline for preparing an IPP. The IPP will set out the measures whereby the borrower/client will ensure (i) that affected Indigenous Peoples receive culturally appropriate social and economic benefits; and (ii) that when potential adverse impacts on Indigenous Peoples are identified, these will be avoided to the maximum extent possible. Where this avoidance is proven to be impossible, based on meaningful consultation with indigenous communities, the IPP will outline measures to minimize, mitigate, and compensate for the adverse impacts. The level of detail and comprehensiveness of IPPs (annex to this appendix) will vary depending on the specific project and the nature of impacts to be addressed. The borrower/client will integrate the elements of the IPP into the project's design.

22. Should the impacts on Indigenous People deemed to be limited, the elements of an IPP could be included in the overall Resettlement Plan Addendum in lieu of preparing a separate IPP. In such cases, the project document will include a summary of about how the project complies with Indigenous Peoples safeguards. In particular, it will explain how the requirements for meaningful consultation are fulfilled and how the accrual of benefits has been integrated into the project design.

23. The borrower/client will use qualified and experienced experts to prepare the social impact assessment and IPP.

24. RHD will submit the IPP/RP Addendum to ADB for review and approval prior to commencement of any civil works.

## **V. CONSULTATION, PARTICIPATION AND DISCLOSURE**

25. RHD will undertake meaningful consultation with affected Indigenous Peoples to ensure their informed participation in (i) designing, implementing, and monitoring measures to avoid adverse impacts on them or, when avoidance is not possible, to minimize, mitigate, and compensate for such effects; and (ii) tailoring project benefits that accrue to them in a culturally appropriate manner. Meaningful consultation is a process that (i) begins early in the project preparation stage and is carried out on an ongoing basis throughout the project cycle; (ii) provides timely disclosure of relevant and adequate information that is understandable and readily accessible to affected people; (iii) is undertaken in an atmosphere free of intimidation or coercion; (iv) is gender inclusive and responsive, and tailored to the needs of disadvantaged and vulnerable groups; and (v) enables the incorporation of all relevant views of affected people and other stakeholders into decision making, such as project design, mitigation measures, the sharing of development benefits and opportunities, and implementation issues. Consultation will be carried out in a manner commensurate with the impacts on affected communities. The consultation process and its results will be documented and reflected in the Indigenous Peoples plan (IPP)/RP Addendum.

26. To carry out meaningful consultation with affected Indigenous Peoples, the borrower/client will establish a context-specific strategy for inclusive and participatory consultation, including approaches of identifying appropriate Indigenous Peoples representatives, and consultation methods appropriate to the social and cultural values of the affected Indigenous Peoples communities. The borrower/client will pay special attention to the concerns of indigenous women and youth.

27. The consultation with and participation of IPs should inform the final design of the project component/activities to ensure that it adequately deal with their needs, priorities, and preference. Accordingly, the RP Addendum and/or IPP must be prepared in consultation with IPs. Outcome of the social assessment and mitigation measures for IPs will be presented in community workshops/meetings. RHD shall make available the draft and final IPP/RP Addendum to the project affected IPs and disclose to the public. Project information will be made available to affected IPs in a language and cultural manner appropriate to them. RHD shall also post the documents and their summaries on its website. They will also be disclosed on ADB website.

## VI. GRIEVANCE REDRESS MECHANISM

28. RHD will establish a grievance redress mechanism (GRM) to voice and resolve social and environmental concerns linked to the project and ensure greater accountability of the project authorities towards all affected persons. The GRM will be linguistically and culturally sensitive to indigenous people. This mechanism is not intended to bypass the government's own legal process, but is intended to provide a time-bound and transparent mechanism that is readily accessible to all segments of the affected people. The aggrieved party should be free to approach national legal system at any time. Should impact on Indigenous People deemed significant, the GRM will be adapted to ensure the interests of IPs are well represented as proposed below in Table 1. All costs involved in resolving the complaints (meetings, consultations, communication and reporting / information dissemination) will be borne by the Project.

**Table 1: GRM Committee Structure specific to Indigenous Peoples**

| <b>Level</b>                                    | <b>Members of the GRC at Different Levels</b>  |
|---|--|
| Project Level (PIU)                             | Representative of Chief Engineer, RHD (convener)<br>Project Director, SASEC II – (Member)<br>CSC Resettlement Specialist   |
| Community Level at Union Parishad/ Municipality | Project Manager, SASEC II (Convener)<br>Deputy Project Manager, SASEC II (member)<br>Representative of the RP Implementing NGO (Member Secretary)<br>Representative of concerned area (e.g. mayor, authorized councillor, union parishad chairman or authorized UP Member) (Member)<br>Representative of the affected people – Member Woman representative of affected people in case of women aggrieved persons(Member) |

29. The NGO and RHD will try as much as possible to address grievances locally before these are submitted to the GRM. If grievances are not resolved, the following procedures and timeline are described Table 2 below.

**Table 2: Grievance Redress Procedures**

|            |   |
|------------|---|
| Step1      | In case of any grievances, the complainant approaches the NGO field level officials for clarification, or submits any formal complaints. The NGO will provide clarification to the affected person and try to resolve the problem at local level with the involvement of the PIU resettlement representative. If this is not resolved (maximum 7 days): |
| Step2      | The NGO will recommend that the affected person submit their complaints to the GRC. NGO staff assists the affected person in filing the complaints (maximum 3days):   |
| Step3      | GRC will evaluate applications, to determine whether the submitted cases are within their mandate. Cases related to compensation under the ARIPO will be referred to the DC through RHD for further review and action. Decision has to be made by the DC and complainant informed within 14days.  |
| Step4      | If the complaint is within the GRC mandate and does not related to compensation under ARIPO, the Local-level Committee will hold a session with the aggrieved person, minutes recorded. A proposed action/decision will have to be made and complainant informed orally and in writing within 30 days.  |
| Step5      | The complainant may accept the Local-level Committee decision; if not, he/she may want to submit the complaint to the Project-level. The NGO will assist the complainant in filing the claim (maximum 3 days)   |
| Step6      | The Project-level Committee will hold a session with the aggrieved person, minutes recorded. The approved verdict will be communicated to the complainant DP in writing.  |
| Step 7 - A | If the complainant does not accept the Project-level Committee decision, he/she may want to submit to the court of law. The NGO will assist the complainant in filing the claim (maximum 7 days)  |
| Step 7 - B | If the complainant does not accept the project-level Committee decision, he/she may want to submit directly (in writing) to the ADB's Resident Mission or South Asian Transport and Communication Division (maximum 7 days)   |
| Step 7- C  | Should efforts to resolve the issue fail, the affected person may submit their complaint in writing directly to the ADB Accountability Mechanism:<br><a href="http://www.adb.org/Accountability-Mechanism/default.asp">http://www.adb.org/Accountability-Mechanism/default.asp</a> .  |

## VII. INSTITUTIONAL ARRANGEMENT

30. The Roads and Highway Department (RHD) will be responsible for the land acquisition and resettlement activities. RHD is familiar and experienced with ADB's resettlement activity requirements: it is currently conducting land acquisition and resettlement activities for the SASEC Road Connectivity Project and the Greater Dhaka Sustainable Transport Project both approved in 2012. Both of these investments are financed by loans from ADB.

31. RHD will establish a project implementation unit (PIU), headed by a Project Director in Dhaka and 3 Additional Project Directors (APDs) who will be overseeing the work of 8 Project Managers, based in the field and supervising the 9 packages related to the MFF. The 3 APDs will act as Resettlement Chief Officers and supervise the land acquisition and resettlement (LAR) activities related to the packages under their supervision. The APDs will be assisted by the

implementation NGO (INGO) specifically recruited to implement the day-to-day LAR activities and by the CSC resettlement experts.

### **VIII. MONITORING AND EVALUATION**

32. During project implementation, RHD will update ADB on the application of the IPF. Should an IPP or RP Addendum for IP be prepared, semi-annual monitoring reports on the implementation of these plans will also be submitted to ADB. RHD's safeguards team, with the support of the INGO will establish a monitoring system for the implementation of the IPP/RP Addendum for IP. A set of monitoring indicators and clarifications on how monitoring data will be collected will be determined during the preparation of the IPP or RP Addendum for IPs.

33. An External Monitor will be hired under the project to assess compliance with the implementation of the Resettlement Plans and Resettlement Framework. The External Monitor will also assess compliance with the application of the IPF and – if relevant – the IPP or RP Addendum for IPs.

### **IX. BUDGET AND FINANCING**

34. All costs of related to IPPs implementation will be provided if required. The IPP will include detailed cost estimates and indicate source of funds for the required activities. RHD will provide a budget in a timely manner to ensure smooth implementation of IPP.

**APPENDIX 1: LOCATION OF INDIGENOUS PEOPLE IN BANGLADESH**

| <b>Sl. No.</b> | <b>Location</b>  | <b>Indigenous communities</b>  |
|----------------|--|--|
| 1.             | Greater Mymensingh<br>(Mymensingh, Tangail, Netrokona<br>Jamalpur and Sherpur districts) | Garo, Hajong, Koch, Barman, Dalu, Hodi,<br>Banai, Rajbangshi   |
| 2.             | Gazipur  | Barman, Garo, Koch   |
| 3.             | Coastal Area (Patuakhali, Barguna and<br>Cox's Bazar districts)                          | Rakhain  |
| 4.             | Chittagong Hill Tracts<br>(Bandarban, Rangamati and<br>Khagrachari districts)            | Chakma, Marma, Tripura, Bawm,<br>Pangkhu, Lusai, Tanchangya, Khiang,<br>Mru, Asam, Gurkha, Chak, Khumi |
| 5.             | Greater Sylhet (Sumangonj, Mouvlibazar,<br>Sylhet, Hobigonj districts)                   | Monipuri, Khasia, Garo, Hajong, Patro,<br>Kharia, Santal, Oraon  |
| 6.             | South-West (Jessore, Satkhira, Khulna<br>districts)                                      | Bagdi (Buno), Rajbangshi, Santal   |

## **APPENDIX 2: OUTLINE OF AN INDIGENOUS PEOPLES PLAN**

This outline is part of the ADB SPS safeguard requirements. An indigenous peoples (IPs) plan is required for all projects with impacts on IPs. Its level of detail and comprehensiveness is commensurate with the significance of potential impacts on IPs. The substantive aspects of this outline guide the preparation of an Indigenous Peoples Plan (IPP), although not necessarily in the order shown.

### **A. Executive Summary of the Indigenous Peoples Plan**

This section concisely describes the critical facts, significant findings, and recommended actions.

### **B. Description of the Project**

This section provides a general description of the project; discusses project components and activities that may bring impacts on IPs; and identify project area.

### **C. Social Impact Assessment**

This section:

- (i) reviews the legal and institutional framework applicable to IPs in project context.
- (ii) provides baseline information on the demographic, social, cultural, and political characteristics of the affected IP s communities; the land and territories that they have traditionally owned or customarily used or occupied; and the natural resources on which they depend.
- (iii) identifies key project stakeholders and elaborate a culturally appropriate and gender-sensitive process for meaningful consultation with IPs at each stage of project preparation and implementation, taking the review and baseline information into account.
- (iv) assesses, based on meaningful consultation with the affected IPs communities, and the potential adverse and positive effects of the project. Critical to the determination of potential adverse impacts is a gender-sensitive analysis of the relative vulnerability of, and risks to, the affected IPs communities given their particular circumstances and close ties to land and natural resources, as well as their lack of access to opportunities relative to those available to other social groups in the communities, regions, or national societies in which they live.
- (v) includes a gender-sensitive assessment of the affected IPs" perceptions about the project and its impact on their social, economic, and cultural status.
- (vi) identifies and recommends, based on meaningful consultation with the affected IPs communities, the measures necessary to avoid adverse effects or, if such measures are not possible, identifies measures to minimize, mitigate, and/or compensate for such effects and to ensure that IPs receive culturally appropriate benefits under the project.

### **D. Information Disclosure, Consultation and Participation**

This section

- (vii) describes the information disclosure, consultation and participation process with the affected IPs communities that can be carried out during project preparation;
- (viii) summarizes their comments on the results of the social impact assessment and identifies concerns raised during consultation and how these have been

- addressed in project design;
- (ix) in the case of project activities requiring broad community support, documents the process and outcome of consultations with affected IPs communities and any agreement resulting from such consultations for the project activities and safeguard measures addressing the impacts of such activities;
- (x) describes consultation and participation mechanisms to be used during implementation to ensure IPs participation during implementation; and
- (xi) confirms disclosure of the draft and final to the affected IPs communities.

#### **E. Beneficial Measures**

This section specifies the measures to ensure that I P s receive social and economic benefits that are culturally appropriate, and gender responsive.

#### **F. Mitigation Measures**

This section specifies the measures to avoid adverse impacts on IPs; and where the avoidance is impossible, specifies the measures to minimize, mitigate and compensate for identified unavoidable adverse impacts for each affected IPs groups.

#### **G. Capacity Building**

This section provides measures to strengthen the social, legal, and technical capabilities of (a) government institutions to address IPs issues in the project area; and (b) IPs organizations in the project area to enable them to represent the affected IPs more effectively.

#### **H. Grievance Redress Mechanism**

This section describes the procedures to redress grievances by affected IPs communities. It also explains how the procedures are accessible to IPs and culturally appropriate and gender sensitive.

#### **I. Monitoring, Reporting and Evaluation**

This section describes the mechanisms and benchmarks appropriate to the project for monitoring, and evaluating the implementation of the IPP. It also specifies arrangements for participation of affected IPs in the preparation and validation of monitoring, and evaluation reports.

#### **J. Institutional Arrangement**

This section describes institutional arrangement responsibilities and mechanisms for carrying out the various measures of the IPP. It also describes the process of including relevant local organizations and/or NGOs in carrying out the measures of the IPP.

#### **K. Budget and Financing**

This section provides an itemized budget for all activities described in the IPP.