



**Government of Lao PDR,
Ministry of Agriculture and Forestry
Lao Landscapes and Livelihoods Project
(P 170559)**

**Site-specific Environmental and Social
Management Plan (SS-ESMP)**

**Sub-project: “Construction of the Phou Khao
Khouay National Park Headquarter”**

5th October, 2023

Draft, Version 3

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Abbreviations

ARF	Access Restriction Framework
BoQ	Bill of Quantity
CEP	Community Engagement Plan
CHF	Cultural Heritage Framework
CHSP	Community Health and Safety Plan
CoC	Code of Conduct
DAFO	District Agriculture and Forestry Office
DoE	Department of Environment, MoNRE
DoEQP	Department of Environmental Quality Promotion, MoNRE
DoEA	Department of Ethnic Affairs, LNFC
DoF	Department of Forestry, MAF
DoFI	Department of Forestry Inspection, MAF
DoNREI	Department of Natural Resources and Environmental Inspection, MoNRE
DoNREP	Department of Natural Resources and Environment Policy, MoNRE
DoNRE	District Natural Resource and Environment Office
DoPC	Department of Pollution Control, MoNRE
DPT	District Project Teams
ECOP	Environmental Code of Practice
EGDF	Ethnic Group Development Framework
EHSB	Environmental, Health and Safety Guideline, WB
EPL	Environmental Protection Law
ESF	Environmental and Social Framework
ESFP	Environmental and Social Focal Points
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standards
FPIC	Free Prior Informed Consent
GAP	Good Agriculture Practice
GBV	Gender Based Violence
GHG	Greenhouse Gas
GIS	Geographic Information System
GoL	Government of Lao PDR
GRM	Grievance Redress Mechanism
IPM	Integrated Pest Management
IPP	Indigenous Peoples Plan
LFND	Lao Front for National Development
LLL	Lao Landscapes and Livelihoods Project, WB
LMP	Labor Management Procedures
LWC	Labor Working Conditions
LWU	Lao Women Union
MAF	Ministry of Agriculture and Forestry
MoIC	Ministry of Industry and Commerce
MoICT	Ministry of Information, Culture and Tourism
MoNRE	Ministry of Natural Resources and Environment

MoPWT	Ministry of Public Works and Transport
MoEM	Ministry of Energy and Mines
MoH	Ministry of Health
NA	National Assembly
NAFRI	National Agriculture and Forestry Research Institute
NBT	Nature-based Tourism
NEQS	National Environmental Quality Standards
NGO	Non Governmental Organization
NP	National Park
NPA	National Protected Area
NPCS	National Pollution Control Standards
NPF	National Production Forests
NTFP	Non Timber Forest Products
NRA	National Regulatory Agency
OHS	Occupational Health and Safety
PA	Protected Area
PAFO	Provincial Agriculture and Forestry Office
PAP	Project Affected People
PCU	Project Coordination Unit
PDO	Project Development Objective
PFA	Production Forest Area
PKK NP	Phou Khao Khouay National Park
PM	Prime Minister
PMO	Prime Minister Office
PMP	Pest Management Plan
PoNRE	Provincial Natural Resource and Environment Office
PSFM	Participatory Sustainable Forest Management
PtFA	Protection Forest Areas
RAP	Resettlement Action Plan
RIL	Reduced Impact Logging
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
SESA	Strategic Environmental and Social Assessment
SFM	Sustainable Forest Management
SFP	Safeguard Focal Point
SS-ESMP	Site-specific Environmental and Social Management Plan
STD	Sexually Transmitted Disease
TPZ	Totally Protected Zone of a PA
UN	United Nations
UNCCD	United Nations Convention to Combat Desertification
UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples
UNFCCC	United Nations Framework Convention on Climate Change
US\$	United States Dollar
UXO	Unexploded Ordnance
VAC	Violence Against Children
VDC	Village Development Committee

VFM	Village Forest Management
VLBG	Village Livelihood Block Grant
WB	World Bank

1 Introduction

This document is a site-specific Environmental and Social Management Plan (SS-ESMP) for the proposed construction of the Phou Khao Khouay National Park (PKK NP) headquarter. It is based on the model SS-ESMP for the 'Expansion of the Forestry Training Center Houay Phamom', which was the first SS-ESMP developed for civil works in the context of the Lao Landscape and Livelihood Project (LLL).

The objective of this SS-ESMP is to ensure that potential adverse environment and social risks and impacts of the sub-project "Construction of the Phou Khao Khouay National Park Headquarter" are effectively and appropriately addressed and mitigated.

In general, potential adverse environmental and social risks and impacts in the context of the LLL project are managed and addressed by (a) applying different ESF instruments described in the Environmental and Social Management Framework (ESMF), the Community Engagement Framework (CEF) and the Stakeholder Engagement Plan (SEP), (b) dedicated budget for impact and risk monitoring and management, and (c) effective sub-project design (avoiding/minimizing potential ES risks and impacts as much as possible).

Environmental and social screening is required for all proposed sub-projects in the context of the LLL project, and subsequently a SS-ESMP will be developed and approved before the sub-project can be implemented. Merely identifying and assessing potential adverse environmental and social risks and impacts does not ensure that those are avoided, reduced and/or mitigated. It is necessary to identify action of monitoring and feedback that will detect whether mitigation measures are effective and whether un-anticipated impacts are occurring. This program of monitoring and feedback and the required responses constitutes the site-specific Environmental Social Management Plan (SS ESMP).

In the following Chapters, the background of the LLL project is briefly described, as well as details of this sub-project including environmental and social risk management. Responsibilities, the process and tools that were applied are explained, and relevant environmental and social standards and legislation are outlined. This is followed by descriptions of potential adverse environmental and social risks and impacts, mitigation measures, as well as SS-ESMP implementation arrangement, monitoring and supervision.

2 The LLL Project Background

The sub-project "Construction of the Phou Khao Khouay National Park Headquarter" is supported by the Lao Landscape and Livelihood Project (LLL), which promotes sustainable forest management, improves protected area management, and enhances livelihoods opportunities in 5 selected landscapes in Lao PDR.

The LLL project is implemented from March 2021 until September 2027 by the Ministry of Agriculture and Forestry (MAF), especially by its Department of Forestry (DoF) in close cooperation with the Ministry of Natural Resources and Environment (MoNRE) and many other relevant line agencies, organizations and partners. The 5 supported landscapes are nested into 49 districts of 8 provinces and Vientiane prefecture and will directly benefit around 600 villages.

At all levels, central and sub-national (participating provinces, districts), organisational arrangements have been set up to successfully implement the LLL project. They include steering committees for oversight, as well as project coordination units to facilitate project management and support implementation together with technical teams set-up for specific activities.

The LLL project includes 4 components: investing in natural wealth and resilience in forest landscapes (component 1), livelihood opportunities from sustainable forest landscapes (component 2), institutions, incentives, and information (component 3) and project management, monitoring, and learning (component 4).

The total available investment budget accounts for 57.4 million US\$, which are provided by World Bank (WB), Global Environment Fund (GEF) and Canada Clean Energy and Forest Climate Facility Trust Fund.

3 Sub-project Description, Environmental and Social Site Specifics

Table 1 below summarizes important information about this sub-project ‘Construction of the Phou Khao Khouay National Park Headquarter’, for which this Site-specific Environmental and Social Management Plan (SS-ESMP) has been developed. The description includes key information, which are structured into (1) general information, (2) main site characteristics and (3) main design and construction features. More details are provided in related Annex, which are referenced within the table.

Table 1: Sub-project Key Information

General Information	
Sub-project name: “Construction of the Phou Khao Khouay National Park Headquarter”	Province: Bolikhamxay Province
Proponent: Phou Khau Khouay National Park Management Unit, Department of Forestry	District: Thaphabath
Total budget: 120,000 US\$	Village(s): Houay Leuk Village
LLL Landscape: Greater Phou Khao Khouay	Total area size: 2,21 ha
Starting date: 4 th quarter 2023	Completion date: 3 rd quarter 2024
Main Site Characteristics	
<p>Location:</p> <p>The sub-project site is located within the territory of the Houay Leuk village, whereby the distance to the Thaphabath district capital is around 7 km. The sub-project is located around 0,8 km away from the Houay Leuk village settlement. The Hat Khay village neighbors the Houay Leuk village, and its village settlement is around 1,5 km away from the sub-project site.</p> <p>The new PKK NP headquarter will be constructed within the existing compound of the nursery of the former State Forest Enterprise No. 3. The sub-project is located within the PKK NP buffer zone directly on the access road to Tad Xay waterfall. Details see Annex 1 and 3a.</p>	
<p>Old Nursery of State Forest Enterprise No. 3:</p> <p>A nursery including office and water supply (well) were established in 1987 supported by the Department of Forestry. It nowadays only includes remains of the old office building and the water supply facilities (1 well) embedded into the sub-project area of 2,21 hectares. The remnants of the old office and the well are located North-east of the construction site for the new PKK NP headquarter, around 50-70 m away (see Annex 3a).</p>	
<p>Land Use/ Ownership:</p> <p>The sub-project area is located within the buffer zone of the PKK NP, and is Government land belonging to the Department of Forestry, Ministry of Agriculture and Forestry since the</p>	

nursery was established for the State Forest Enterprise No. 3 in the late 80's. An agreement No. 528 was signed by the District Governor of Thaphabath district on 24. March 2022, which issues the right to use the land of former State Forest Enterprise No. 3 for the construction of the PKK NP headquarter. This agreement was based on the proposal by the DoNRE from Thaphabath district No. 095, dated 16. March 2022 (see Annex 2).

Environment:

The construction site is located around 260 m a.s.l. and is mainly flat. Annual precipitation is above national average, around 2.500 – 3.500 mm/ year. The Western part near the access road to the Tad Xay waterfall has been filled up/ leveled with earth in the past (same height as road), while some of the Eastern part towards the Nam Mang river is lower. Planned construction of the PKK NP headquarter parking facilities will be on the-already filled area, and only minor additional land filling will be required (see Annex 3b).

The site is covered mainly with grass/ shrubs, bamboo and secondary vegetation including pioneer species, as well as some scattered bigger trees, including trees planted around 30 years ago by the State Forest Enterprise No. 3. The sub-project site has low biodiversity value and there are no rare/ endangered species or natural habitats (see Annex 3b).

The nearest natural habitats include the Nam Mang river and the Houay Heu Kham stream, which are between 60-90 m away towards North and East separated by the remains of the State Forest Enterprise No. 3 facilities (see Annex 3a). It is not connected to natural forests, the site towards the East is adjacent to the Nam Mang river.

The consulted stakeholders including the Houay Leuk and Hatkhay villages reported sporadic occurrence of local and limited landslides/ floodings after weather extremes (e.g. heavy rains/ typhoons), which however have not affected the sub-project site. Lao PDR is among the most vulnerable countries to projected climate change trends including an increase of temperature and changes of rainfall pattern causing weather extremes, that would increase risks of local landslides and floods¹. However, this might be less relevant to this sub-project because of its location (flat terrain).

Socio-cultural:

The total population of the Houay Leuk village (settlement around 2 km away from sub-project site) in which this sub-project site is located includes 1,378 persons out of which 670 are women belonging to 240 households. The population is entirely composed of Lao ethnic group ('Lao Lum'). Main livelihoods include rubber, cash crops (e.g. vegetables, chilly, cucumbers), small tree plantation and big livestock raising (cattle, buffaloes). The majority of the households have also smaller livestock, such as poultry, pigs and goats. The majority of households are medium income level, no household is categorized as poor². The village has dropped from the list of 'poor villages' of the Thaphabath district. The village is connected to the electricity grid with all households connected, but there is no connection to piped water. Instead boreholes and deep wells are used for water supply and consumption. The village has a health center (dispensary), cases of influenza, dengue fever and diarrhea were reported but were not serious. For more details see Annex 5b.

The Hatkhay village borders the sub-project site (settlement around 1,5 km away) and has a total population of 608 persons out of which 288 are women belonging to 127 households.

¹ Climate Risk Country Profile Lao PDR, 2021, World Bank.

² Poverty Status: "1" - Poor or Low-Income Level, household income is below 2001 poverty line income of 85,000 kips/month/person; "2" - Middle Income Level, household income is within 2005-2009 poverty line income of 85,000 to 180,000 kips per month per person; "3" - High Income Level, income is above the 2009 poverty line of 180,000 kips per month per person.

The population is mainly composed of Lao Lum or Thai-Neua (74%, 111 households) and also Khmu (26%, 16 households). The Khmu live in mixed communities with non-ethnic minority people, whereby their customs and economic activities have been adapted from non-ethnic minority people. However, they are considered as a distinct social and cultural group with a distinct language and hence is defined as IPs under the ESS7. The Khmu leader was involved in the meaningful consultation during the field assessment and the Khmu will be provided with equal opportunity for employment and working conditions. Main livelihoods include cassava cultivation and other cash crop cultivation (e.g. vegetables, chilly, cucumber, pineapples, banana, star fruits), bamboo handicraft production, large livestock (cattle, buffaloes) and eco-tourism services. The majority of households are medium income level, none of the households is categorized as 'poor'. The village dropped from the list of poor villages and is connected to the electricity grid with all households connected, but there is no connection to piped water. Instead borehole with water tank are used for water supply. The village has no health center, cases of influenza, dengue fever and diarrhea were reported but were not serious. For more details see Annex 5c.

Others:

The sub-project site is free of UXO. Available UXO distribution maps for Lao PDR do not indicate that UXO exists in this area. Consultations with local stakeholders on site have confirmed this.

Main Design, Construction Features and Others

Design:

The sub-project will construct the headquarter for the PKK NP within the existing compound of the former nursery of the State Forest Enterprise No. 3 within an area of around 2,21 hectares, whereby the area for the new PKK NP headquarter including parking occupies only around 3.000 sqm (see Annex 3c). The new headquarter for the PKK NP will be used by PKK NP staff (15-20 persons) for office work, administration, meetings and trainings. The PKK NP staff will also manage/ maintain the new PKK NP headquarter.

The PKK NP headquarter is a single floor building on big stilts (base size of 360 sqm/ 36 x 10 m; plus the front stairs/ entry of 48 sqm, 6 x 8 m) and a smaller side stair/ entry of 8 sqm (4 x 2 m). It includes a meeting/ training room for up to 50 persons, 6 working rooms and 2 toilets. In addition, two parking lots (each around 250 sqm) in front of the building and a waste water treatment system are planned. More information is provided in Annex 3, such as sub-project master plan (Annex 3c), lay-out and design views (Annex 3d and 3e) and design of waste water treatment system (Annex 3f)

Construction:

Construction work is anticipated to start in November 2023 with earth work, and will be completed until end of July 2024 in accordance to the construction schedule. Prior to this, the site will be cleared which includes the removal of all obstructions. Other main and subsequent activities include concrete works, roofing, masonry, electrical works and plumbing, sanitary works and water supply, tiling and painting and septic tank/ waste water treatment system.

For the construction of the PKK NP headquarter, as well as others such as establishing parking areas only minor earthwork is required such as excavating and re-filling to fix the stilts (an estimated 109 cubic meter). No demolition of existing buildings is required. Around 93 cubic meter of back fill materials (sand, gravel) for inside the building are needed. Ready-made concrete stilts will be used, and as other needed construction materials

properly transported from production sites to the sub-project site, as well as stored properly on-site.

A temporary worker camp will be set-up within the compound to facilitate workers required for the sub-project (estimated between 8-10) that includes appropriate sanitary facilities and designated areas where waste bins are placed to collect camp related solid waste so it can be disposed properly via public disposal system. Heavy machinery will be used only for earthwork and lifting of heavy construction parts, such as the stilts and roof structure. For the concrete works, mainly pre-processed concrete will be used. Other required construction materials will be supplied from Thaphabath district capital or Pakxan, provincial capital.

Others:

Electricity that is required for construction and later for running the training facility can be accessed via power grid.

Water can be accessed only from ground water sources via the existing well (to be upgraded), and from the nearby Nam Mang river. There is no access to water supply grid³. The use of water for drinking/ cooking needs to ensure that WHO standards are met (e.g. through tests), otherwise it needs to be treated or supplied from outside. In addition, and only for construction and sanitary uses, surface water such as from Nam Mang river is allowed to be used. The water consumption needs during construction have not been determined yet (by the constructor). For future operation of the new PKK NP headquarter water consumption will be secured from ground water sources via the established well.

Properly separated and stored solid waste/ garbage can be disposed periodically via public waste disposal system (Urban Development Administration Authority, Thaphabath district), construction waste can be disposed properly in the authorized waste dump site in Thaphabath district (around 8 km away from the sub-project site).

4 Responsibilities, Process and Tools Applied

4.1 Responsibilities, Process and Tools

All required analytical/ assessment work including the formulation of this SS-ESMP was done by the ESF team, including appointed ES focal points from the DoF and the District Agriculture and Forestry Office (DAFO), Bolikhamxay province and contributions from sub-project proponent, sub-project designer and relevant stakeholders. Technical support was provided by ES technical assistance.

All sub-projects supported by the LLL project, including this one have to undergo different steps in accordance to the ES process outlined in the ESMF. For this proposed sub-project, the 'eligibility screening' using the 'negative checklist' was conducted jointly by the ES focal points and project proponent to ensure that it did not include any prohibited investments (results see Annex 4a). Subsequently, the 'scoping' (using the 'scoping matrix') was conducted to identify any major potential adverse ES risks and impacts (results see Annex 4b).

³ Water quality in accordance to quality standards set by Ministry of Health in 2005, aligned to WHO standards. The related Decree was supported by WHO.

Subsequently this SS-ESMP has been formulated, which started with a detailed assessment of potential adverse ES risks and impacts by the ES focal points and project proponent. For the ES assessments and documentation of the results, different assessment matrix have been used, including 'environmental risks and impacts', 'ethnic minority groups', 'land acquisition and resettlement' (see Annex 4c-e). The results provided details of the nature and magnitude of identified adverse ES risks and impacts, .

Based on this, appropriate mitigation measures (e.g. using examples of good practices) have been identified to efficiently mitigate the identified potential adverse ES risks and impacts, responsibilities and budgets for implementing these measures and their monitoring were added based on the SS-ESMP matrix, and the results are incorporated into Chapter 7 (table 7).

Indicative costs related to the mitigation measures as outlined in this SS-ESMP will be detailed/ suggested during bidding by the contractors. The final costs submitted by the successful bidder will be included into the contract value of this sub-project, and therefore is the responsibility of the successful construction company. The contractor will be responsible for ensuring safe and proper disposal of the construction wastes as well as for any damages to public roads and/or any accidents to workers and/or local residents that may occur during the execution of works under contractor responsibility. Any accident related to the sub-project will have to be reported to WB within 48 hours.

4.2 Stakeholder Engagement and Disclosure

Meaningful stakeholder's engagement in sub-project design and implementation including consultation are an essential requirement from WBs ESS10 and are critical for project success and sustainability. Generally, the formulation of this SS-ESMP did follow requirements of the ESMF, CEF and SEP.

Stakeholder's engagement and consultation were conducted during sub-project preparation and SS-ESMP preparation (e.g. screening, scoping, ES assessment/ formulation), will continue throughout the sub-project implementation. So far, consultations were conducted with the beneficiary (e.g. sub-project proponent) and relevant stakeholders, such as villages (e.g. Houay Leuk and Hatkhay villages) and relevant sub-national agencies (e.g. PAFO, DAFO, DoNRE). Consulted stakeholders were all very much in favour of this sub-project, and expressed that this sub-project will benefit them in different ways. Table 2 below lists all consultations including main outcomes, detailed minutes of meetings. Lists of participants is attached (see Annex 5a-d).

Table 2: Overview of Stakeholder Consultations

Event/ Topic	Date/ Location	Main Outcomes	Participants
Kick-off consultation meeting	14.11.22; meeting room, DoF	The design company and DoF presented the draft design of PKK NP headquarter construction. Participants agreed with draft design of the sub-project and suggested to meet local stakeholders and visit the site. Details see Annex 5a.	Total: 29; Deputy Director General, DoF; central NPC, ES FPs/ consultants; coordinators and ES FPs 4 provinces (Vientiane, Saysomboun, VTE municipality and Bolikhamxay), Head of PKK NP,

Event/ Topic	Date/ Location	Main Outcomes	Participants
			DAFO/ Thaphabath district
Consultation meeting with local stakeholders	15.11.22; DAFO of Thaphabath district	<p>It was chaired by the Deputy Director General, DoF, Mr. Bounpone Sengthong. The ESF team presented:</p> <ul style="list-style-type: none"> • Draft agenda for village consultation • ES formats: (1) Eligibility screening “Negative list”, (2) Scoping of ES Risks and Impacts, (3) E&S assessment, (4) Assessment of ethnic minority group, (5) Assessment land acquisition, (6) Minute of meeting and registration list, (7) Minute of village consultation meeting + registration list, (8) Brief socio-economic data collection, (8) Photo villagers • Discussion about possibility of dividing ESF team into two small groups (Social group # Environmental group) and allocating tasks <ul style="list-style-type: none"> ○ Environmental group will visit the renovation site ○ Social group will conduct village consultation <p>All participants agreed with formats, process and methods. Details see Annex 5d.</p>	Total: 30 persons (4 women); DDG, DoF/ Chair, DoF (PFD, ESF FPs of four provinces/ consultants), PKK Headquarter, PAFO/ four provinces, DAFO/ Thaphabath district
Consultation – Hat Khay village/ Thaphabath district	16.11.22; Hat Khay village	<p>It was chaired by the Deputy Director of DAFO and Village Head. The ESF team introduced objectives of the consultation (construction of PKK Headquarter)/ introduced draft design; compiled key socio-economic village data; explored jointly potential ES risks/ impacts; village anticipate direct/ indirect benefits, e.g. as labor; no adverse ES risks/ impacts expressed; think it is a good idea/ will support the sub-project. After ESF team presented an overview on LLL, its objectives, components, sub-projects, GRM, participants raised the following points:</p> <ol style="list-style-type: none"> 1. Requesting project to hire community labors that will create their households’ incomes. 2. Construction works should be suspended in the full-moon days due to superstition 3. The weight of trucks not more than 10 tons is allowed to pass the bridge 4. Requesting project to repair the access road, sprinkling water during dry season 5. Villagers agree and support project activities and construction of PKK headquarter. 6. Villagers do not have concerns and worries on environmental and social risks and impacts to their community because E&S potential risk and impact mitigation 	Total: 41 (17 women); Village Head/ Committee members, DoF (PFD, ESF FPs/ consultants), PKK NP Headquarter, PAFO/ Bolikhamxay province, DAFO, LWU, LNFD/ Thaphabath district

Event/ Topic	Date/ Location	Main Outcomes	Participants
		<p>measures introduced are satisfactory for them.</p> <p>There is no concern on ES impacts because construction work is located in the compound of state land. Details see Annex 5b.</p>	
Consultation – Houay Leuk village/ Thaphabath district	17.11.22; Houay Leuk village	<p>It was chaired by the Deputy Director of DAFO and the Village Head. The ESF team introduced objectives of the consultation (PKK headquarter construction), draft design; compiled key socio-economic village data; explored jointly potential ES risks/ impacts; village anticipate direct/ indirect benefits, e.g. as labor; no adverse ES risks/ impacts expressed; think it is a good idea/ will support the sub-project; to solve any conflict/ GRM to be established/ used. Participants raised the following points:</p> <ol style="list-style-type: none"> 1. Expressed concerns about use of water at the construction site during construction period. If failure of water management there will have contaminated and polluted water for water users at downstream area. 2. Request contractor to sprinkle access road and enforce speed limit of trucks 3. Request project to manage outside labors to avoid social impacts 4. Request contractor to recruit community labor to create community employment 5. Request contractor to respect village tradition and culture such as the full-moon days 6. Villagers and village authority support LLL's activities and PKK headquarter construction <p>There is no concern on ES impacts because construction work is located in the compound of the state land. Details see Annex 5c.</p>	<p>Total: 26 (14 women); Village Head/ Committee members, DoF (PFD, ESF FPs/ consultants), PKK NP headquarter, PAFO/ Bolikhamxay province, DAFO, LWU, LNFD/ Thaphabath district</p>

Disclosure of sub-project specific results such as related to ES screening and assessments, the SS-ESMPs, as well as monitoring results will be under the responsibility of the Project Coordination Units (PCU) and appointed ES focal points. ESF documents will be translated and disclosed by different means, such as at DoF's website (<http://dof.maf.gov.la/en/home/>), appropriate communication materials, as well as disseminated during various events at all levels. This is to inform relevant stakeholders about potential ES risk and impacts of sub-projects, planned risk management measures and instruments, monitoring results, as well as to receive their feedback. Beside disclosing this SS-ESMP via DoF's website (anticipated in October 2023), it will be disseminated via other means, such as during meetings, by WhatsApp and by e-mail. It also will be made available at the existing PKK NP office, at PAFO Bolikhamxay province, as well as in offices of DAFO and DoNRE in Thaphabath district.

4.3 Grievance Redress Mechanism

The LLL project supports a Grievance Redress Mechanism (GRM) to comply with the WB's ESS 10 requirements which is designed based on the existing national GRM system. Therefore, it complements the existing formal legal channels for managing project-related grievances. All details of the GRM are described in the SEP, including organizational structure as well as procedures to receive and address any concerns and complaints about any activity/sub-projects related impacts on project affected people (PAP) and concerned stakeholders.

For this type of work sub-project, many grievances expected would be mainly related to day-to-day work: dust, noise, road safety, waste management issues at the construction site and campsite. Affected people or community like to use phone call or directly contact GRM focal persons (Mr. Anouphab, Mobile: 00856 20 22337879; Mr. Daovieng, Mobile: 00856 20 58848447) or the site engineer (his/ her contacts will be provided after the successful construction company has been contracted). The contact detail of the GRM focal points and site engineers will be displayed on the billboard in the sub-project site and the village offices.

GRM will also cover workers and potential sexual exploitation and abuse and sexual harassment (SEA/SH) which should be proportionate to the level and nature of the moderate risks using existing and practical approach and system as described in ESMF and SEP.

Grievant can also fill out a grievance form and submit it to the Village Mediation Committee (VMC) and for ethnic minority or non-literate people, a verbal grievance shall be documented by the VMC. The VMC will document the grievance by using the Initial data collection form provided and signed. The VMC will be required to provide immediate confirmation of receiving a grievance, and should complete an investigation within 14 days of receipt. Then, within 5 days after receipt of the grievance the VMC should meet the Grievant to discuss (mediate) the grievance and advise the complainant of the outcome.

Grievances that cannot be resolved at the village level will be brought to the District ESF focal point within the District Coordination Unit that will have 14 calendar days after the receipt to review all available information from the investigation and analyze and investigate each case.

At each level grievance details, discussions, and outcomes will be recorded in a grievance logbook. Grievances will be addressed at all levels, from the village, district, province, and national level. A complainant also retains the right to bypass this procedure and can address a grievance directly to the PCU Office or the National Assembly, as provided for by law in Lao PDR. Information on GRM and contact detail of responsible persons will be provided in a leaflet which will be displayed in all landscape offices and on the billboards in village offices for easily accessible.

5 Applicable Environmental and Social Standards and Legislation

5.1 Environmental and Social Standards

Environmental and social management measures to be applied in addressing and mitigating adverse risks and impacts under the LLL Project are in line with the World Bank's Environmental and Social Framework (ESF), the current national regulatory and institutional frameworks, as well as relevant with international practice.

This sub-project, and all other investments funded by the LLL project, comply with the World Bank's (WB) ESF that includes 10 Environmental and Social Standards (ESSs), which are all applicable and relevant to the LLL project, except ESS 9 ('financial intermediaries'). The table 3 below includes applicable ESS for this particular sub-project.

Table 3: Overview of Applicable Environmental and Social Standards, WB

World Bank ESS	Relevance for the Sub-project
ESS 1: Assessment and management of environmental and social risks and impacts	This sub-project will support the construction of the PKK NP HQ, which will include all civil works, hiring number of workers, generate pollutions (waste, noise), therefor E&S risks and impacts by this sub-project need to be carefully assessed and managed, and therefore, ESS1 is relevant.
ESS 2: Labor and working conditions	The sub-project will be implemented by a construction company, using hired labor – their health and safety could be affected. Therefore, ESS 2 is relevant for this sub-project. The labor management procedures (LMP) developed for LLL will be adopted and applied to ensure the safety of workers/ staff in accordance with required occupational health and safety standards.
ESS 3: Resource efficiency and pollution prevention and management	The sub-project includes construction of new buildings/ facilities which could potentially pollute air, nearby waters and soil. Beside this, littering/ solid waste is of concern. Therefore, different pollution prevention and mitigation measures need to be put into place during construction activities.
ESS 4: Community health and safety	Health and safety of 2 villages could be potentially adversely impacted by the sub-project, therefore mitigation measures have to be followed.
ESS 5: Land Acquisition and Involuntary Resettlement	Not applicable as the land is owned by DoF.
ESS 6: Biodiversity conservation and sustainable management of living natural resources	Indirect minor potential adverse impacts on biodiversity are due to workers engaging in illegal wildlife hunting, fishing and consumption.
ESS 7: Indigenous peoples/Sub-Saharan African historically underserved traditional local communities	Khmu in Hatkhay village are considered as a distinct social and cultural group with self-identification, collective attachment to the land, with customary cultural and political institution and distinct language and hence is defined as IPs under the ESS7.
ESS 8: Cultural heritage	Not applicable.
ESS 10: Stakeholder engagement and information disclosure	Stakeholder engagement and disclosure of related information, as well as grievance redress is required for all sub-projects supported by the LLL project, including this one. This is guided by the Stakeholder Engagement Plan (SEP) and Community Engagement Framework (CEF).

5.2 Legislation

Based on the Constitution and international commitments a comprehensive regulatory framework including various laws, decrees, and instruction/ regulation has been established by

the Government of Lao PDR (GoL) to govern and protect the environment, the utilization and conservation of natural resources, as well as to ensure environmental and social safeguards. An overview of important national legislations relevant for this sub-project and safeguard application is provided in the table 4 below.

Table 4: Overview – Main Relevant Legislation

Applicable WB ESS	Related national legislation
ESS 1: Assessment and management of environmental and social risks and impacts	<p>Law on Disaster Management, No. 15/ NA; Law on Environment Protection, No. 29/ NA</p> <p>Decree on Environmental Impact Assessment, No. 21/ PMO; Decree on the Promulgation and Enforcement of National Environmental Standards, No. 81/ PMO</p> <p>Decision on Strategic Environmental Assessment, No. 0483/ MoNRE; ESIA Technical Guidelines, No. 2796.1/ MoNRE; Ministerial Instruction on the Conduct of ESIA for Development Projects and Activities, No. 8030/ MoNRE</p>
ESS 2: Labor and working conditions	<p>Law on Anti-Trafficking in Persons, No. 73/ NA; Law on Preventing and Combating VAWC, No. 56/ NA; Law on Labour Protection, No. 43/ NA; Law on Lao Women's Union, No. 31/ NA; Amended Law on Hygiene, Prevention and Health Promotion, NA; Law on Construction, No. 05/ NA; Law on the Protection of the Rights and Interests of Children No. 05/ NA</p> <p>Decree on Occupational Health and Safety, No. 22/ GoL; Order on Measures to Combat, Prevent, Control and Prepare to Combat COVID-19, No. 06/ PMO;</p> <p>Decision on Occupational Health and Safety at Construction Sites, No. 3006/ MLSW</p>
ESS 3: Resource efficiency and pollution prevention and management	<p>Law on Water and Water Resources, No. 23/ NA; Law on Environment Protection, No. 29/ NA; Law on Construction, No. 05/ NA;</p> <p>Decree on the Promulgation and Enforcement of National Environmental Standards, No. 81/ PMO</p> <p>Ministerial Instruction on Hazardous Waste Management, No: 0744/ MoNRE</p>
ESS 4: Community health and safety	<p>Law on Road Traffic, No. 021/ NA;</p> <p>Law on Anti-Trafficking in Persons, No. 73/ NA; Law on Preventing and Combating VAWC, No. 56/ NA; Amended Law on Hygiene, Prevention and Health Promotion, NA; Law on the Protection of the Rights and Interests of Children No. 05/ NA</p> <p>Decree on Occupational Health and Safety, No. 22/ GoL; Order on Measures to Combat, Prevent, Control and Prepare to Combat COVID-19, No. 06/ PMO;</p> <p>Decision on Occupational Health and Safety at Construction Sites, No. 3006/ MLSW</p>
ESS 6: Biodiversity conservation and sustainable management of living natural resources	<p>Amended Law on Forestry, No. 08/ NA; Law on Wildlife and Aquatic, No. 07/ NA, currently amended</p> <p>Order on Strengthening Strictness of the Management and Inspection of Prohibited Wild Fauna and Flora, No. 05/ GoL; Order on the Prevention of Harvesting and Buying-Selling of Protected Species, No. 10/ GoL</p>

Applicable WB ESS	Related national legislation
ESS 7: Indigenous peoples/Sub-Saharan African historically underserved traditional local communities	Constitution Decree on Ethnic Groups (2020) Guidelines on Consultation with Ethnic Groups affected by Public and Private Development Projects (2013) Code of Conduct for Civil Servants (2019) Amended Land Law (2019) Ministerial instruction on Customary Rights (2007)
ESS 10: Stakeholder engagement and information disclosure	Law on Environment Protection, No. 29/ NA; Decree on Environmental Impact Assessment, No. 21/ PMO; Decree on the Promulgation and Enforcement of National Environmental Standards, No. 81/ PMO; Ministerial Instruction on the Conduct of ESIA for Development Projects and Activities, No. 8030/ MoNRE ESIA Technical Guidelines, No. 2796.1/ MoNRE; Public Involvement Guidelines in ESIA Process, No. 707/ MoNRE

6 Description of Potential ES Risks and Impacts

6.1 Potential Adverse Environmental Risks and Impacts

The environmental features of the sub-project site were described in detail in Chapter 1.3. These environmental characteristics, in combination with planned activities of this sub-project determine the nature and magnitude of potential environmental risks and impacts. In summary, the sub-project site is characterized by flat terrain, mainly covered with grass, shrubs and secondary vegetation with low biodiversity value. No natural habitats, rare, endangered species or areas of environmental importance will be affected by the sub-project. However, due to required construction activities and use of machinery, minor environmental risks and impacts could potentially occur. All potential adverse environmental risks and impacts of this sub-project, which were identified during scoping and subsequent environmental assessment are summarized in table 5 below.

Table 5: Overview – Potential Adverse Environmental Risks and Impacts

Sub-project activities	Potential adverse environmental risks/ impacts	Relevant ESSs
Minor earthwork (e.g. excavating/ re-filling to fix concrete stilts) and transport of fill (e.g. sand/ gravel) and construction materials (e.g. concrete stilts, ready made concrete, sanitary equipment)	Air pollution due to dust (especially in dry season) Water pollution (Houay Heua Kham stream, Nam Mang river) due to flashing in of soil and erosion/ run-off (especially in wet season)	ESS 3
Use/ cleaning of heavy machinery (vehicles)	Air pollution due to exhaust fumes	ESS 3

Sub-project activities	Potential adverse environmental risks/ impacts	Relevant ESSs
	Soil/ water pollution due to spilling over of fluids/ hazardous substances (e.g. diesel, gasoline, lubrication/ oils) and due to waste water from washing/ cleaning of vehicles	
Material stockpiles/ concrete mixing on site	Air and water pollution due to dust and concrete mixing remains/ flashing into water (Houay Heua Kham stream, Nam Mang river)	ESS 3
Labor camp establishment and use	Soil and water pollution due to camp related waste water, untreated discharge (e.g. Houay Heua Kham stream, Nam Mang river) and solid waste	ESS 3
Onsite water use/ supply for construction work/ camp	Lowering/ pollution of groundwater due to digging wells/ pumping out water for construction work/ worker camp use	ESS 3
Use of worker camp by workers	Pollution of water/ environment due to littering, especially non-degradable waste including plastic by workers and company staff Air pollution (smoke) due to use of open fires and burning of waste by workers and company staff	ESS 3
Deploying of workers for construction work close to PKK NP	Illegal wildlife hunting/ fishing, use of illegal gear such as explosives for fishing Illegal wildlife consumption and trade Catching/ trapping and caging of wild animals/ birds Cutting of trees on site and in the vicinity for fire wood/ other needs	ESS 6

Potential ES risks and impacts due to operation will be identified prior to the completion of this sub-project.

6.2 Potential Adverse Social Risks and Impacts

As described in the Chapter 3 (table 1), the communities and residence of ethnic groups are far away from the construction site, so the potential social risk and impact are low and there is minor adverse impact to ethnic groups and communities. In summary, there is

- No land acquisition is required for the sub-project;
- No resettlement and compensation is required for the sub-project;
- No economic displacement due to the sub-project;
- No UXO in the sub-project area, confirmed by maps and local stakeholders.

However, there will have some minor potential adverse risks/impacts relate to labor and working conditions, as well as community health and safety that could be addressed throughout ESF's instruments.

The potential adverse social risks and impacts of this sub-project, which were identified during scoping and ES assessment are summarized in the table 6 below.

Table 6: Overview – Potential Adverse Social Risks and Impacts

Sub-project activities	Potential adverse social risks/ impacts	Relevant ESSs
Influx of labor and followers Accommodation in workers' camp	Increased minor risks of illicit behavior and crime Discrimination to ethnic minorities when hiring local labor	ESS2
	Increased risk of communicable diseases, including Covid-19	ESS 4
	Increase in traffic and related accidents	ESS 4
	Increase risks of GBV, GBV or Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH)	ESS 4
Community relations	Contractor does not appoint community-relation personnel Lack of commitment to properly engage with community and provide sufficient information Lack of commitment to engage with resident of ethnic group and vulnerable including people with disabilities. Lack of provision of hotline for emergencies	ESS10 ESS4 ESS7

7 Mitigation Measures

Potential adverse environmental risks and impacts are addressed (avoided, minimized) via sub-project design, as well as during civil work/ construction implementation by ensuring compliance to specific mitigation measures. The sub-project design will include the establishment of appropriate wastewater management system, stabilization of slopes (drop under training facility, fish pond using appropriate structural solutions and/ or vegetation), as well as use of appropriate materials for car parking areas to avoid sealing off larger parts of the sub-project site, causing water run-off as water cannot infiltrate.

The selected and designed measures to mitigate identified potential adverse environmental and social risks and impacts of this sub-project during civil work/ construction activities are described in detail including responsibilities and budget in Table 7 below.

Table 7: Environmental and Social Risks and Impact Management Plan Matrix

Activities	Potential Adverse Risks and Impacts	Mitigation Measures	Implementing Organization	Supervising Organization
Environment				
Minor earthwork (e.g. excavating/ re-fill to fix concrete stilts) and transport of fill (e.g. sand/ gravel) and construction materials (e.g. concrete stilts, ready made concrete, sanitary equipment).	<p>Air pollution due to dust (especially in dry season)</p> <p>Water pollution (Houay Heua Kham stream, Nam Mang river) due to flashing in of soil and erosion/ run-off (especially in wet season)</p>	<p>Prior sprinkling to earth work, all truckloads of loose materials is covered during transportation. Water spraying, sprinkling or any other methods used by the Contractor to avoid/ minimize dust during construction at work areas and adjacent areas. Reduce dust by watering of road section within Hatkhay and Houay Leuk villages when transporting construction materials (3 times/ day in dry season, during days of transport). Vehicle speed not to exceed 30 Km/h.</p> <p>Avoid earthwork during rain/ rainy season as risk is higher, avoid run-off and flashing of soil into Houay Heua Kham stream and Nam Mang river via simple protection measures (ditches).</p>	Contractor	Central/ provincial ES focal points; PCU
Use/ cleaning of heavy machinery (vehicles)	<p>Air pollution due to exhaust fumes</p> <p>Soil/ water pollution due to spilling over of fluids/ hazardous substances (e.g. diesel, gasoline, lubrication/ oils) and due to waste water from washing/ cleaning of vehicles</p> <p>Soil compaction due to heavy machinery that increases run-off/ soil erosion</p>	<p>Vehicles will be checked regularly to minimize the exhaust fume emissions</p> <p>Provide hard compacted, impervious and bounded flooring to hazardous material storage areas; Label each container indicating what is stored within.</p> <p>Ensure that no contaminated effluent is released in to the environment, by handling/ storing according to standard safety practices such as secondary containment.</p> <p>Ensure that fuels, oils, and other hazardous substances handled and stored according to standard safety practices such as secondary containment.</p>	Contractor	Central/ provincial ES focal points; PCU

Activities	Potential Adverse Risks and Impacts	Mitigation Measures	Implementing Organization	Supervising Organization
		<p>Fuel tanks should be labeled and stored in impervious lining and dykes etc.</p> <p>Ensure that vehicle refueling only in designated areas and to be planned on need basis to minimize travel and chance spills.</p> <p>Ensure that operating vehicles are checked regularly for any fuel, oil, or battery fluid leakage.</p> <p>Wash cars or machinery away from surface water sources (e.g. Houay Heua stream, Nam Mang river); Any maintenance (change of oils and filters) of cars and equipment only in authorized areas.</p>		
Material stockpiles/ onsite concrete mixing	Air and water pollution due to dust and concrete mixing remains/ flashing into water (Houay Heua stream, Nam Mang river)	Sprinkling with water prior to mixing of concrete; mixing of concrete only in authorized areas away from open water sources (at least 50 meters).	Contractor	Central/ provincial ES focal points; PCU
Labor camp establishment/ use	Soil and water pollution due to camp related wastewater and untreated discharge (e.g. into Houay Heua stream, Nam Mang river)	<p>Establish/ maintain appropriate latrines/ septic tanks (proper wastewater treatment), and sumps are built at a safe distance from water bodies (e.g. Houay Heua stream, Nam Mang river), and the sump bottom is above the groundwater level.</p> <p>Release of treated wastewater only if parameters such as BOD (60mg/l), pH value (5.5-8.5) and others is in accordance to national environmental standards (Decree on environmental standards #81, 2017).</p>	Contractor	Central/ provincial ES focal points; PCU
Onsite water use/ supply for civil works/ camp	Lowering/ pollution of groundwater due digging wells/ pumping out water for construction work/ worker camp use	<p>Digging well only if necessary after water level/ volumes are analyzed and establishment authorized by authorities.</p> <p>Pumping of groundwater to be aligned to ground water availability.</p> <p>Spilling of any fluid/ hazardous substances into the well must be avoided by establishing appropriate protection measures (e.g. use of such fluids only in designated areas, away from wells).</p>	Contractor	Central/ provincial ES focal points; PCU

Activities	Potential Adverse Risks and Impacts	Mitigation Measures	Implementing Organization	Supervising Organization
		Use of water from well and surface water (e.g. Houay Heua stream, Nam Mang river) only for construction and sanitary purposes.		
Presence of work force/ labor	<p>Pollution of water/ environment due to littering, especially non-degradable waste including plastic</p> <p>Air pollution (smoke) due to use of open burning</p>	<p>The contractor will provide adequate waste bins, containers and waste collection facilities and all construction wastes and others (e.g. from camp) will be properly collected and disposed of at specific location as agreed with the local authorities (e.g. authorized landfill in Thaphabath district).</p> <p>Recyclable waste will be separated and properly collected.</p> <p>Waste from construction site will be clean daily to ensure that waste is properly managed.</p> <p>Open burning of solid waste and disposal of any toxic and hazardous wastes is prohibited.</p>	Contractor	Central/ provincial ES focal points; PCU
Presence of work force/ labor	<p>Illegal wildlife hunting/ fishing, use of illegal gear such as explosives for fishing; illegal wildlife consumption and trade; catching/ trapping and caging of wild animals/ birds</p> <p>Cutting of trees on site and in the vicinity for fire wood/ other needs</p>	<p>All of these activities are prohibited, all workers and construction company staff have to sign/ commit to the related list of do's and don'ts (Annex 6a)</p> <p>Cutting of trees within the sub-project site is only allowed if necessary for civil works/ construction after authorization by proponent. If trees need to be cut, they need to be replaced by re-plantings.</p> <p>Cutting of trees outside the sub-project area is prohibited.</p>		Central/ provincial ES focal points; PCU
Social				
Community engagement /relations	<p>Contractor does not appoint community-relation personnel</p> <p>Lack of commitment to properly engage with community and provide sufficient information</p>	<p>Monitor the contractor compliance to the Environment, Social, Health, and Safety (ESHS) as described in the Code of Conduct (CoC)/ Contractors (Annex 7) and Labor Management Procedure (LMP)/ Annex 10.</p> <p>Raise community awareness about their rights to be informed. Contractor will assign one</p>	Contractor	Central/ provincial ES focal points; PCU

Activities	Potential Adverse Risks and Impacts	Mitigation Measures	Implementing Organization	Supervising Organization
	<p>Lack of commitment to engage with resident of ethnic group and vulnerable including people with disabilities.</p> <p>Lack of provision of hotline for emergencies and for community to report issues</p>	<p>community-relation personnel, who will be focused on engaging with the community to provide appropriate information and to be the first line of response to resolve issues of concern. Contractor will take reasonable steps to engage with residents of ethnic minority backgrounds and residents with disabilities</p> <p>will be informed in advance of works taking place, including the estimated duration</p> <p>Ensure that conflicts with local power holders and local communities are avoided and that a GRM is in place for villages to formulate and transmit grievance</p> <p>Ensure that focus group meetings are conducted with both men and women to identify any issues related to the subproject implementation.</p>	Central/ provincial ES focal points; PCU	
Influx of labor and followers	<p>Human-welfare risks, including gender-based violence and trauma, higher rates of violence, injury, alcohol and drug consumption, sexually transmitted diseases, affects community cohesion, unplanned pregnancies, crime rates may increase generally</p> <p>Risk of discrimination in hiring ethnic minority</p> <p>OHS Risks to workers (ESS2) including community workers from local villages especially the Khmu in Hatkhay village</p>	<p>Monitor the compliance with the Labor Management Procedures (LMP) to protect project workers, including vulnerable workers such as women, persons with disabilities, children and ethnic men and women, contracted workers, community workers, and primary supply workers, as appropriate.</p> <p>Workers will have to sign and commit to a Code of Conduct (CoC) (Annex 8).</p> <p>Tapping into the local workforce.</p> <p>Train local workers within a reasonable timeframe to meet sub-project implementation requirements these risks and impacts will be temporary, site-specific and manageable given the relatively small scale of the work/building (tbc) and its</p>	Contractor	Central/ provincial ES focal points; PCU

Activities	Potential Adverse Risks and Impacts	Mitigation Measures	Implementing Organization	Supervising Organization
	<p>(16 Housholds) who may be hired by the contractor. These include safety risks anticipated from civil works, work-related accidents/incidents at the construction site, risk of discrimination and labour violations managed by LMP, unequal pay, lack of working contracts and inadequate accommodation/sanitation facilities for workers (female and male)</p> <p>CHS risks (ESS4) mainly associated with the civil work and potential labor influx (influx of external workers if hired) including communicable diseases (waste, water and air borne diseases, COVID-19 outbreak, sexually transmitted diseases, HIV/AIDS), SEA/SH, GBV and VAC and potential use of child labors under the working age (under 18 years)</p>	location isolated from local communities (the nearest village, Ban Sivilay is almost 3 km away) and could be managed through the LMP provided in annex 10 and Social Code of Conduct (CoC) provided in annex 7 and 8. Apply COVID-19 measures as of the technical note in the ESMF (Annex 16).		
	Child labor and school dropout due to increased opportunities for the host community to sell goods and services to the incoming workers	The sub-project is implemented in accordance with the SS-ESMP, ESF's instruments and other relevant contractual provisions including the Labor Management Procedures (LMP) which prescribes working conditions, Operational Health and Safety (OHS) measures, provide details about the Non-discrimination and Equal Opportunity, etc. (see Annex 10)	Contractor	Central/ provincial ES focal points; PCU
Accommodation in workers' camp	Increased minor risks of illicit behavior and crime	<p>All workers sign 'Codes of Conduct' governing behavior, and identifying sanctions</p> <p>Promote hiring local labor as much as possible in order to reduce the population in the worker's camp</p> <p>Monitor the compliance with the Labor Management Procedures (LMP) to protect project workers,</p>	Contractor	

Activities	Potential Adverse Risks and Impacts	Mitigation Measures	Implementing Organization	Supervising Organization
		including vulnerable workers such as women, persons with disabilities, children and ethnic men and women, contracted workers, community workers, and primary supply workers, as appropriate. To prevent the use of all forms of forced labor and child labor Worker's camps should have separate toilets, and sleeping facilities, for men and women.		
		Establishment and operation of an effective GRM accessible to community members Implement the GRM and act on grievances received.	Central/ provincial ES focal points; PCU	Central/ provincial ES focal points; PCU
	Increased risk of spread of communicable diseases	Training programs on HIV/AIDS, Covid-19, waste, air and water borne diseases prevention measures, implementing the Codes of Conduct Workers (Annex 8)/ camps need to have measures in place to prevent and control COVID-19 and other possible communicable diseases in line with national regulations current at the time		
	Increased risk of child abuse, GBV or Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH)	Awareness raising on GBV, gender equality and implementing the Codes of Conduct	Central/ provincial ES focal points; PCU	Central/ provincial ES focal points; PCU
	Increase in traffic and work-related accidents	Ensure compliance of the contractor responsibilities in complying with the comply with the Environment, Social, Health, and Safety (ESHS) established for the project as per prescribed in the LMP (Annex 10) and the Contractor Code of Conduct (Annex 7) to be signed by all contractor's at the end of training. Train workers on roles and responsibilities under the SS-ESMP. Submit regular reports to the Central/ provincial ES	Contractor	Central/ provincial ES focal points; PCU

Activities	Potential Adverse Risks and Impacts	Mitigation Measures	Implementing Organization	Supervising Organization
		focal points; PCU on implementation Proactively address any issues that arise.		

8 SS-ESMP Implementation, Monitoring and Supervision

After this SS-ESMP has been approved it will be incorporated into related bidding documents and contractor's contract. Agreed mitigation measures need to be implemented by the successful and contracted construction company.

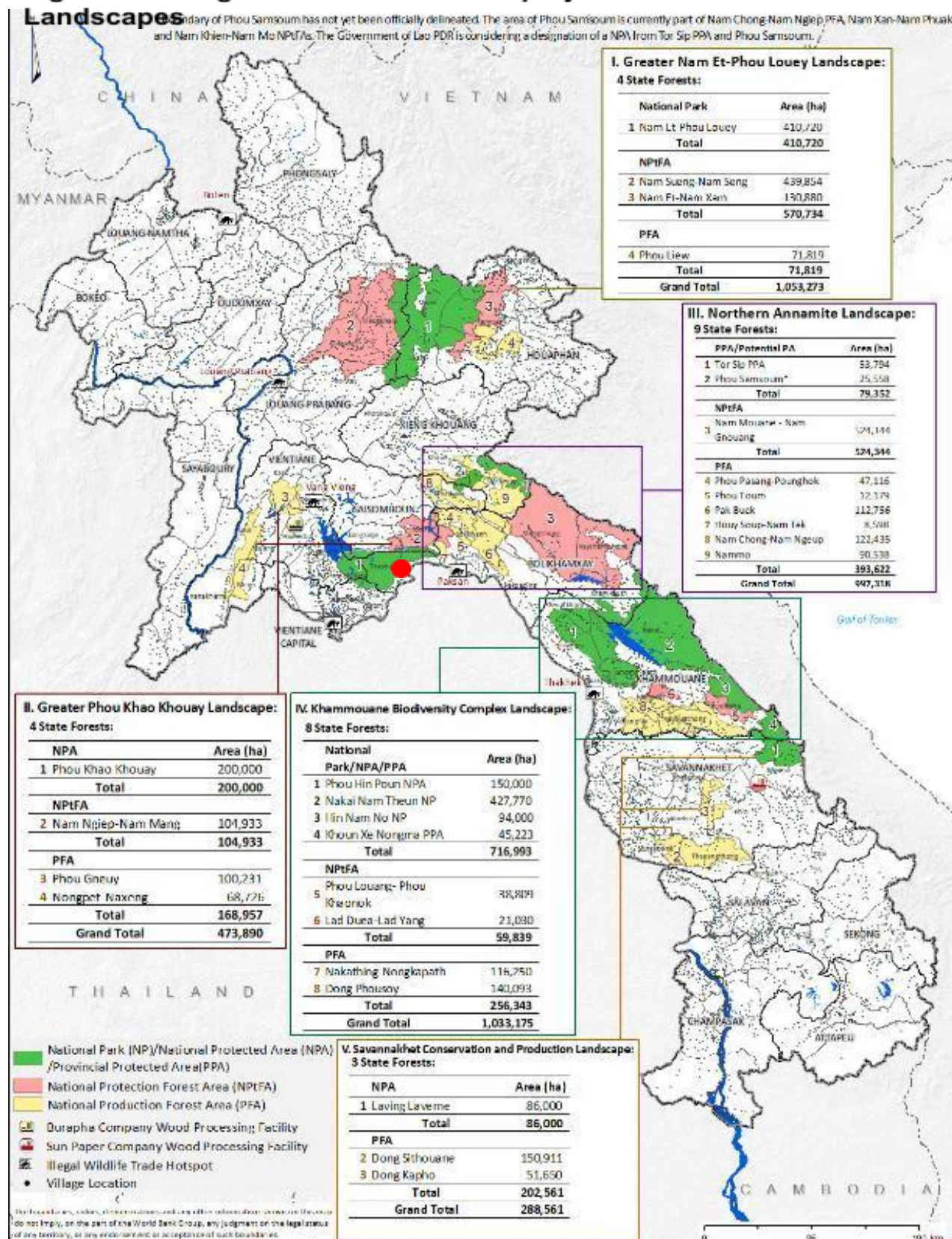
Appointed ES focal points, from provincial (PAFO, Bolikhamxay province) and central level/ DoF Production Forest Division will conduct periodic inspection and monitoring missions to the construction site to check if agreed mitigation measures as of this SS-ESMP are implemented. The field monitoring form (Annex 9) needs to be filled out by ES focal points of DPCUs during regular field missions to monitor the compliance of agreed action and mitigation measures for sub-project/ investment related SS-ESMPs in consultation of affected beneficiaries and key stakeholders. Results of these missions will be documented by using available formats, reported to project management and disclosed. An SS-ESMP for the operation phase will be developed prior to the completion of this sub-project.

Required budget to implement this SS-ESMP includes costs for (1) agreed mitigation measures to address ES risks and impacts (costs to be detailed/ finalized as part of bidding documents by the contractor – therefore are sole responsibility of the successful/ contracted constructor), and (2) for monitoring and supervision of sub-project implementation including inspection/ monitoring (total costs estimated: 1.000 US\$, to be provided as part of ESF budget to ES focal points/ PCU members to carry out periodic monitoring/ supervision mission as appropriate) whether all agreed mitigation measures as of this SS-ESMP are fully implemented.

Annexes


Annex 01: Sub-project Location within LLL Landscape

Figure SEQ Figure * ARABIC 1: Sub-project Location within LLL Landscapes



Annex 02: Proof of Land Tenure for the Sub-project Site

Annex 02a: Agreement by the District Governor, Thaphabath District



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ແຂວງ ບໍລິຄຳໄຊ
ເມືອງ ທ່າພະບາດ

ເລກທີ 529 ມອບ
ທ່າພະບາດ, ວັນທີ 24 ມີນາ 2022

ຂໍ້ຕົກລົງ
ວ່າດ້ວຍການຍົກຍົນສິດນໍາໃຊ້ທີ່ດິນປູກສ້າງໃຫ້ແກ່
ຫ້ອງການໂຫຍ ແລະ ຈຸດກວດກາປ່າໄມ້ຂອງອຸດທິຍານແຫ່ງຊາດ ພູເຂົາຄວາຍ.

- ອີງຕາມ ກົດໝາຍວ່າດ້ວຍທີ່ດິນ (ສະບັບປັບປຸງ) ເລກທີ 70 / ສສຊ, ມີງວັນທີ 21 ມິຖຸນາ 2019, ຫວດທີ 8 ການດຸ້ມຄອງການນໍາໃຊ້ທີ່ດິນປູກສ້າງ ໂບມາດາ 70 (ປັບປຸງ), 71 (ປັບປຸງ), 72 (ປັບປຸງ), 73 (ປັບປຸງ), 74 (ປັບປຸງ), 75 (ປັບປຸງ), 76 (ປັບປຸງ), 77 (ປັບປຸງ) ທີ່ດິນປູກສ້າງທີ່ປູກໄຂ, ສໍານັກງານຂອງລັດ.

- ອີງຕາມ ຫົງສະເໜີຂອງຫ້ອງການ ຊັບພະຍາກອນທຳມະຊາດ ແລະ ສິ່ງແວດລ້ອມເມືອງ ເລກທີ 095 / ຫຊສ ມີງວັນທີ 16 ມີນາ 2022.

ເຈົ້າເມືອງ ຕົກລົງ:

ມາດຕາ 1 ເປັນຕົ້ນສະເໜີນໍາໃຊ້ທີ່ດິນປູກສ້າງຫ້ອງການໂຫຍ ແລະ ຈຸດກວດກາປ່າໄມ້ຂອງອຸດທິຍານແຫ່ງຊາດ ພູເຂົາຄວາຍ ລາຍລະອຽດມີດັ່ງລຸ່ມນີ້:


1./ ຫ້ອງການໂຫຍ	ຕັ້ງຢູ່ ບ້ານ ຫວຍເລີກ (ຂວນກໍາເກົ່າປ່າໄມ້ເລກ3)	ເນື້ອທີ 2,147 ເຮັກຕາ.
2./ ຈຸດກວດກາຈຸດທີ 1	ຕັ້ງຢູ່ ບ້ານ ເລີນຫາດ (ທາງເຂົ້າບ້ານ ໂກທວາຍ)	10 x 15 ແມັດ.
3./ ຈຸດກວດກາຈຸດທີ 2	ຕັ້ງຢູ່ ບ້ານ ຫ່າບົກ (ທາງເຂົ້າຕາດມັງກອນ)	10 x 15 ແມັດ.
4./ ຈຸດກວດກາຈຸດທີ 3	ຕັ້ງຢູ່ ບ້ານ ຫວຍເລີກ	10 x 15 ແມັດ.
5./ ຈຸດກວດກາຈຸດທີ 4	ຕັ້ງຢູ່ ບ້ານ ພະບາດໂສນສິນ (ດຸ້ມນາເຂົ້າພະ)	10 x 15 ແມັດ.
6./ ຈຸດກວດກາຈຸດທີ 5	ຕັ້ງຢູ່ ບ້ານ ນາແຄນ (ຊຶ່ງໂຮງຮຽນສືບຂ່າວ301)	10 x 15 ແມັດ.
7./ ຈຸດກວດກາຈຸດທີ 6	ຕັ້ງຢູ່ ບ້ານ ນາແຄນ	10 x 15 ແມັດ.

ມາດຕາ 2 ມອບໃຫ້ຫ້ອງການຫ້ອງການກະສິກໍາ ແລະ ປ່າໄມ້ ເມືອງ ທີ່ໄດ້ຮັບສິດນໍາໃຊ້ທີ່ດິນດຸ້ມຄອງໃຫ້ຖືກຕ້ອງຕາມລະບຽບກົດໝາຍ.

ມາດຕາ 3 ມອບໃຫ້ຫ້ອງການຊັບພະຍາກອນທຳມະຊາດ ແລະ ສິ່ງແວດລ້ອມ ຫ້ອງການໂຍຫາ-ຂົນສົ່ງ ເມືອງ ທ່າພະບາດ ແລະ ທາງສ່ວນທີ່ກ່ຽວຂ້ອງ ຈົ່ງສັບຊ້ອນ ແລະ ສົ່ງມາກັບຈັດຕັ້ງປະ ຕິບັດໃຫ້ໄດ້ຮັບຕົວຕົງ.

ມາດຕາ 4 ຂໍ້ຕົກລົງສະບັບນີ້ມີຜົນສັກສິດນັບແຕ່ວັນລົງລາຍເຊັນເປັນຕົ້ນໄປ.

ເຈົ້າເມືອງ ທ່າພະບາດ



ສົມສິດ ແສງອາພອນ



Lao People's Democratic Republic
Peace Independence Democracy Unity Prosperity

Bolikhamxay Province
Thaphabad District

No. 528 TPBD
Thaphabad, dated 24 March 2022

Agreement

On the verification of the right to use the land for the Phou Khao Khouay-PA-NPA
Headquarter and the Forest Ranger Station Construction

- According to the Law on Land (Revised Version) No. 70/SPO, dated March 21, 2019, Chapter 8 Management of Construction Land Use in Articles 70 (Revised), 71 (Revised), 72 (Revised), 73 (Revised), 74 (Revised), 75 (Revised), 76 (Revised), 77 (Revised) Land to build housing, state offices.
- According to the proposal of the District Office Natural Resources and the Environment No. 095/HS, dated March 16, 2022.

The Thaphabad District Governor agreed:

Article 1. Agree to assign the right to use the land for the construction of the main office (Headquarter Office) and forest inspection point (Ranger Station) of the Phou Khao Khouay-PA-NPA. The details are as follows:

- 1./ The main office is located in Houay Leuk Village, old tree nursery, Forest No. 3, area of 2,147 hectares
- 2./ The 1st ranger station is located in Veun Thad Village (entrance to Nam Thouay Village) area of 10 x 15 meters
- 3./ The 2nd ranger station is located in Tha Bok Village (at the entrance to the Tad Mang Kone) area of 10 x 15 meters
- 4./ The 3rd ranger station is located in Houay Leuk Village, an area of 10 x 15 meters
- 5./ The 4th ranger station is located in Phabad Phonsane Village (Khoum Na Khao Pha) area of 10 x 15 meters



ສາທາລະນະລັດ ປະຊາທິປະໄຕ ປະຊາຊົນລາວ
ເອກະລາດ ປະຊາທິປະໄຕ ເອກະພາບ ວັດທະນະຖາວອນ
ສັບຊີພາບ

දුරකථන 095 / ෭෭෭෭
 ෧෬ ඔක්තෝබර් 2022

ເຝືອງ ທ່າມະບາດ

பிள்ளைகள் கல்வி

ហ៊ាមឱ្យផឹកនេះហើយ

ຮຽນ : ທ່ານເຈົ້າເມືອງ ທ່ານສະບາດ ອົງນັບຖື
ເລື່ອງ: ອອກຂໍ້ຕົກລົງປຶ້ງວິນິດສັດນຳໃຊ້ທີ່ດິນປູກສ້າງຫ້ອງການໃຫຍ່ ແລະ ຈຸດກວດກາປ່າໄມ້ຂອງ
ອຸດທິຍານແຫ່ງຊາດ ພະເຂົາຄວາຍ.

- ອັງຕານ ກົດໝາຍວ່າດ້ວຍທຳດິນ (ສະບັບປັບປຸງ) ເລກທີ 70 / ສພຊ, ລົງວັນທີ 21 ມິຖຸນາ 2019. ໝວດທີ 8 ການຄຸ້ມຄອງການນຳໃຊ້ທີ່ດິນປຸກສ້າງ ໃນມາດຕາ 70 (ປັບປຸງ), 71 (ປັບປຸງ), 72 (ປັບປຸງ), 73 (ປັບປຸງ), 74 (ປັບປຸງ), 75 (ປັບປຸງ), 76 (ປັບປຸງ), 77 (ປັບປຸງ) ທີ່ດິນປຸກສ້າງທີ່ປູອາໃສ, ສຳນັກງານຂອງລັດ.
- ອັງຕານ ໃບສະເໜີຂອງຫ້ອງການກະສິກຳ ແລະ ຝ່າຍໄມ້ ເມືອງ ເລກທີ 154 / ຫກປມ, ລົງວັນທີ 14 ມີນາ 22.

ຫ້ອງການຊຸບພະຍາກອນທຳມະຊາດ ແລະ ສິ່ງແວດລ້ອມເມືອງ ທຳພະບາດ ຂໍຖືເປັນກຽດ ຮຽນສະເໜີມາຍັງ
ທ່ານ ເຈົ້າເມືອງ ທຳພະບາດ ເພື່ອອກຂໍ້ຕົກລົງ ວ່າດ້ວຍການມອບສິດນຳໃຊ້ທີ່ດິນປູກສ້າງ ຫ້ອງການໃຫຍ່ ແລະ ຈຸດກວດ
ກາປ່າໄມ້ຂອງຊາດທີ່ຍານແຫ່ງຊາດ ພູເຂົາຄວາຍ ຈຳນວນ 07 ຕອນ ຕາມການລົງສຳຫຼວດ ຂອງຄະນະກຳມະການຂັ້ນເມືອງ
ສົມທົບອຳນາດການປົກຄອງບ້ານ ໂດຍຂີງໃສ່ກົດໝາຍທີ່ດິນ ໝວດທີ 8 ການຄຸ້ມຄອງການນຳໃຊ້ທີ່ດິນປູກສ້າງ ໃນມາດ
ຕາ 70 (ປັບປຸງ). 71 (ປັບປຸງ). 72 (ປັບປຸງ). 73 (ປັບປຸງ). 74 (ປັບປຸງ). 75 (ປັບປຸງ). 76 (ປັບປຸງ). 77 (ປັບປຸງ)
ທີ່ດິນປູກສ້າງທີ່ຢູ່ອາໄສ. ສຳນັກງານຂອງລັດ ແລ້ວເຫັນສົມຄວນມອບສິດນຳໃຊ້ໃຫ້ຖືກຕ້ອງຕາມລະບຽບ-ກົດໝາຍທີ່ດິນ.
ດັ່ງນັ້ນ. ຈຶ່ງຮຽນສະເໜີມາຍັງທ່ານເພື່ອພິຈາລະນາຕາມຄວາມເໝາະສົມດ້ວຍ. (ຮຽນມາດ້ວຍຄວາມນັບຖືຢ່າງສູງ)

໔໑) ຫົວໜ້າຫ້ອງການ
ຊັບພະຍາກອນທຳມະຊາດ ແລະ ສິ່ງແວດລ້ອມເມືອງ





Lao People's Democratic Republic
Peace, independence, democracy, Unity, Prosperity

Thaphabad District
District of Natural Resources and Environment

No.095/DAFO
Thaphabad, dated 16 March 2022

Proposal

To: H.E. Thaphabad District Governor

Subject: Issuing an agreement confirming the right to use the land for the construction of the main office and forest inspection points of the Phou Khao Khouay-PA-NPA

- According to the Law on Land (Revised Version) No. 70/SPO, dated March 21, 2019, Chapter 8 Management of Construction Land Use in Articles 70 (Revised), 71 (Revised), 72 (Revised), 73 (Revised), 74 (Revised), 75 (Revised), 76 (Revised), 77 (Revised) Land to build housing, state offices.
- According to the proposal letter of the District Agriculture and Forestry Office No. 154/DAFO, dated March 14, 2022

The District of Natural Resources and Environment would like to have the honor to present to the Excellency Thaphabat District Governor to issue an agreement regarding the granting of the right to use the land to build the main office and forest inspection points of the Phou Khao Khouay-PA-NPA in the number of 07 plots according to the survey of the district committee in conjunction with the village authorities which based on the Land Law (Revised Version) No. 70/SPO, dated March 21, 2019, Chapter 8 Management of Construction Land Use in Articles 70 (Revised), 71 (Revised), 72 (Revised), 73 (Revised), 74 (Revised), 75 (Revised), 76 (Revised), 77 (Revised) Land to build housing, state offices then deemed appropriate to grant the right to use it in accordance with the land law.

Therefore, it is proposed to you for consideration as appropriate.

With great respect

Deputy Director of the District of Natural Resources and Environment

Signature and seal

Lounny KEOPASEUT

Annex 03: Detailed Maps and Civil Work Design Details

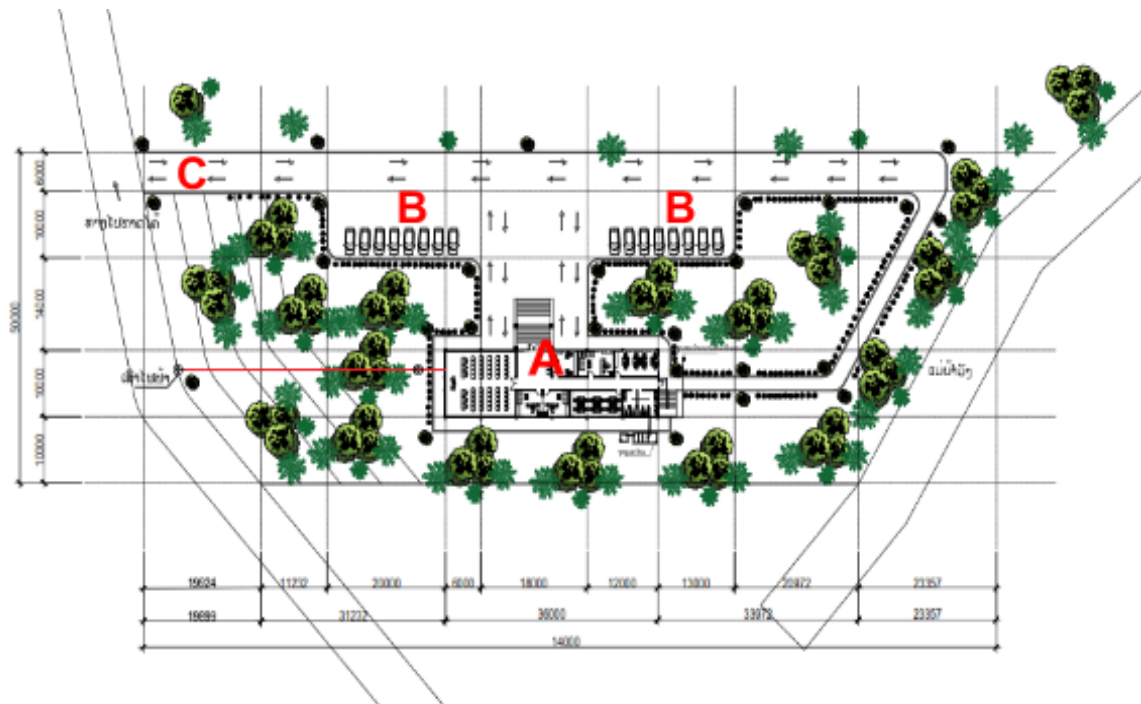
Annex 03a: Location of Sub-project Area



Annex 03b: Sub-project Area, Land Cover

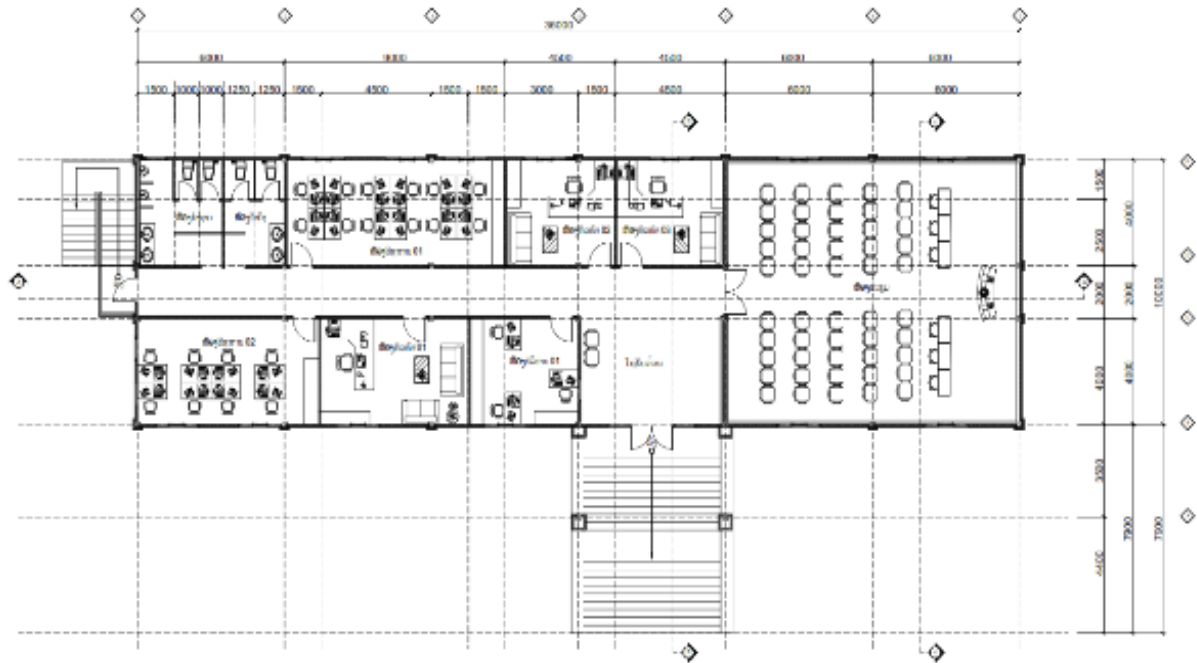


Annex 03c: Sub-project Master Plan



Legend: A: PKK NP Headquarter building, B: car parks, C: entry road

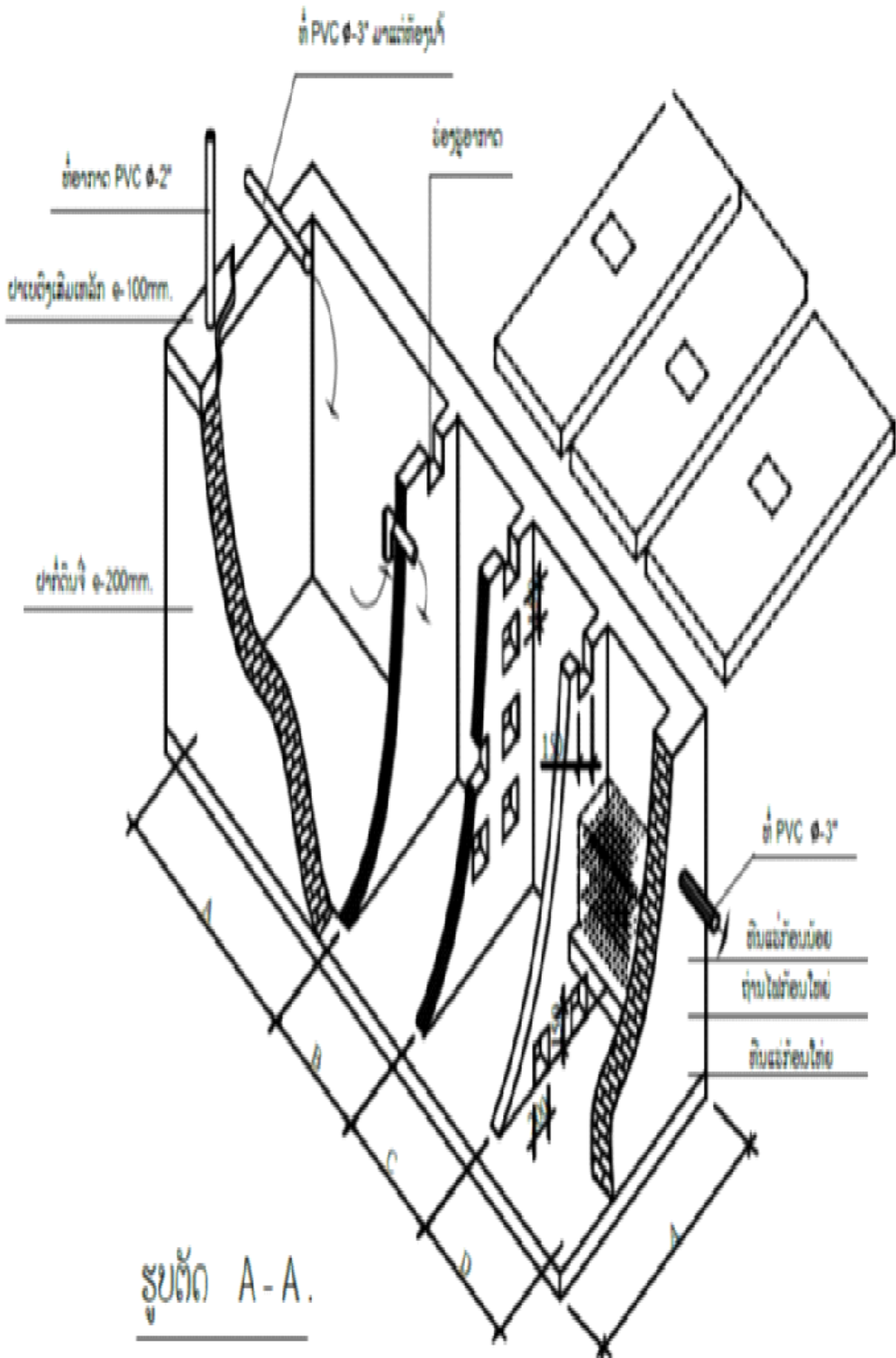
Annex 03d: New PKK NP Headquarter, Building Layout



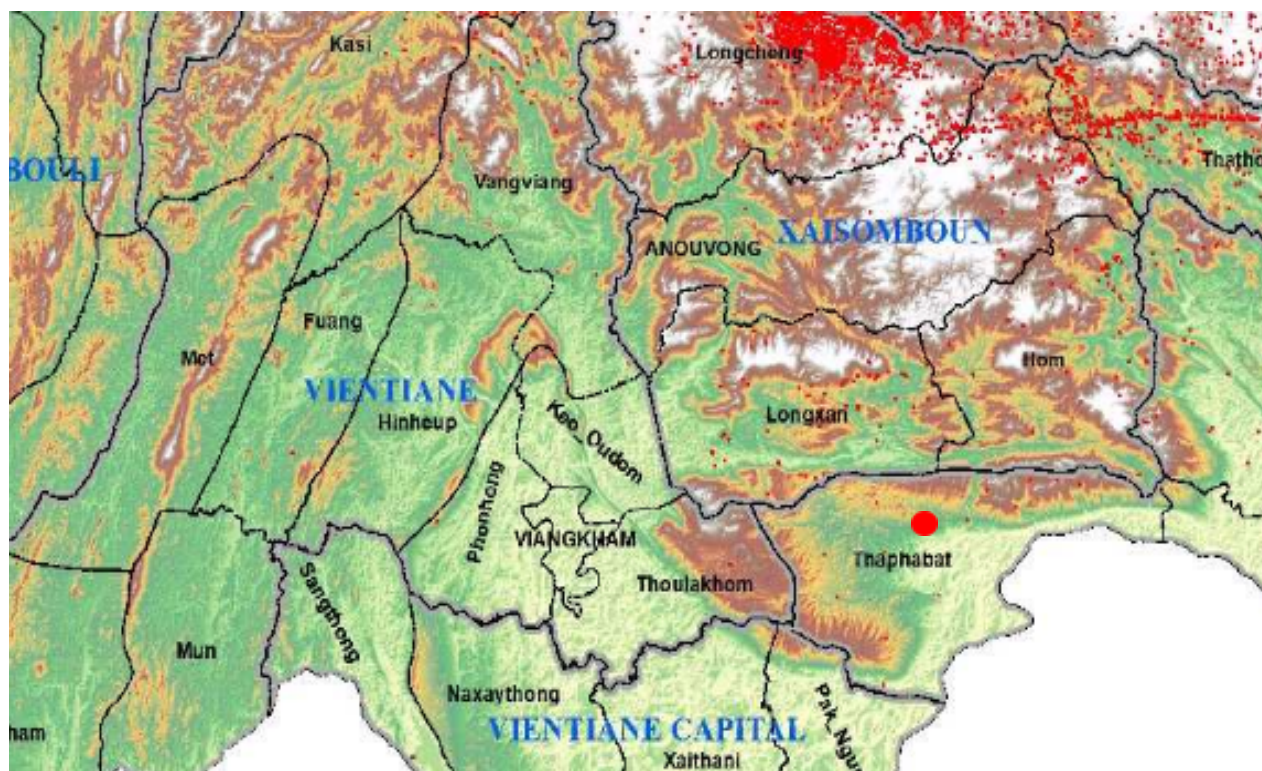
Annex 03e: New PKK NP Headquarter Building Design Views



Annex 03f: New PKK NP Headquarter, Waste Water Treatment System Design



Annex 03g: UXO Map⁴ of Greater PKK Landscape and Location of Sub-project Site



● Location of the sub-project

⁴ UXO Sector Annual Report 2020, National Regulatory Authority (NRA), 2021

Annex 04: Results of Screening, Scoping and ES Assessment

Annex 04a: Eligibility Screening 'Negative Checklist'

Eligibility Screening, 'Negative Checklist'

Sub-project: Phou Khao Khouay (PKK) NPA PA Headquarters Construction'

This 'negative checklist' is part of ESMF/ Annex 02, referenced in Chapter 5.1, especially in Table 04 (step 1 of the ES Process for Sub-projects and Investments). It includes not acceptable/ prohibited action, investments, and impacts in the context of the LLL project. All sub-projects, activities, and investments funded by the LLL project will be screened by appointed ES FPs against this list, and such can result in the following 2 cases (see also ESMF, Sub-chapter 5.1/ table 4):

- Case 1: No match has been determined. In this case the sub-project proposal can pass on to the next step of the ES Process for Sub-projects and Investments (step 2 'Scoping');
- Case 2: One or more matches with noneligible items. In this case the sub-project proposal will be discarded or refined by the proponent by removing them from the proposal, and refine it accordingly. After this, the proposal will need to be re-submitted.

Table 1 Negative Checklist

No.	Description of Items	Yes	No
1	New settlements or expansion of existing settlements inside natural forest habitats and within existing or proposed protected areas. Villages that have been physically resettled during the last 5 years and planned to be physically resettled during the next 5 years (5+5 policy only applied under physical consolidation and resettlement of households and villages).		X
2	New feeder/ access roads, or rehabilitation of existing ones or track upgrading of any kind inside natural habitats and in TPZ of existing or proposed protected areas.		X
4	Village forestry operations, including harvesting of timber and NTFP's without an approved management plan.		X
5	Forestry operations, including logging, harvesting or processing of timber on land or in watersheds in a manner is likely to contribute to a village's increased vulnerability to natural disasters.		X
6	Village forestry related operations, including harvesting, or processing of timber and non timber products in or from land that is known as critical habitat for endangered plant or animal species.		X
7	Conversion or degradation of natural habitat and any unsustainable exploitation of natural resources including NTFPs.		X
8	Purchase of guns, destructive hunting and fishing gears, chain saws, dynamite, banned chemicals, asbestos, and other investments detrimental to the environment, and the general purchase of goods intended for military use or luxury consumption.		X
9	Purchase of pesticides, insecticides, herbicides, and other dangerous chemicals exceeding the amount required to treat efficiently the infected area and which are banned in Lao PDR and by WHO regulations.		X
10	Introduction of non-native species, unless these are already present in the vicinity or known from similar settings to be non-invasive, and introduction of genetically modified plant varieties into a designated project area.		X
11	Production or trade of wildlife and wildlife products or other products or activity deemed illegal under Lao PDR laws, regulations, or international conventions and agreements, or subject to international bans.		X
12	The production, processing, handling, storage, or sale of tobacco/ opium or products containing tobacco/ opium.		X

No.	Description of Items	Yes	No
13	Irrigation over 10 hectares and a water supply capacity of over 50 liters per second.		X
14	Physical relocation and/or demolition of residential structures of households.		X
15	Creation of adverse significant impacts on local people including ethnic groups that are not acceptable to them, even with the mitigation measures developed in their participation.		X
16	Use of subprojects or activities as an incentive and/or a tool to support and/or implement involuntary resettlement of local people and village physical consolidation. Project finance and resources cannot be used in villages that were physically consolidated during the last 5 years and is planned to be physically consolidated or resettled during the next 5 years.		X
17	Moderate to significant damage or loss to cultural property, including sites having archaeological (prehistoric), paleontological, historical, religious, cultural, and unique natural values.		X
18	Trade-in any products with businesses engaged in exploitive environmental or social behavior; or engaged in any unauthorized activities especially those related to natural resources.		X
19	Sub-projects need an IEE and/or EIA.		X
20	Labor and working conditions involving harmful, exploitative, involuntary or compulsory forms of labor, forced labor, child labor or significant occupational health and safety issues.		X

Signature by sub-project proponent:

Position:

Date:

Signature by environmental focal point in charge:

Position:

Date:

Signature by social focal point in charge:

Position:

Date:

Signature by PCU:

Position:

Date:

Annex 04b: Scoping of ES Risks and Impacts

Scoping of ES Risks and Impacts

Sub-project: 'Phou Khao Khouay (PKK) NPA PA Headquarters Construction'

This Scoping Form (ESMF, Annex 03) is referenced in Chapter 5.1 of the ESMF, especially in Table 04 (step 2 of the ES Process for Sub-projects and Investments).

It includes the ES Scoping Form that will be used by appointed ES focal points (SFP) within the Project Coordination Units (PCU) to detect/ scope out potential adverse environmental and social risks and impacts of proposed sub-projects/ activities and investments. It will help to identify relevant Environmental and Social Standards (ESS), establish E&S risk rating (for explanations see Sub-chapter 5.1 and Table 5), and specify further environmental and social assessments and specific instruments. Besides this, it allows to scope out mitigation measure. The completed ESS screening form will be signed by persons in charge; and will be filed at PCUs Project.

Table 1: ES Scoping Form

Name of sub-project	'Phou Khao Khouay (PKK) NPA PA Headquarters Construction'			
Location (village, district, province)	Houay Leuk village, Thaphabath district, Bolikhamxay province			
Proponent	Department of Forestry/ Phou Khao Khouay (PKK) NPA PA Headquarters			
Estimated budget	120.000 US\$			
Start/ completion date	2 nd quarter 2023, first quarter 2024			
Questions	Answer		ESS	Actions/ instruments to be applied
	Yes	No		
Does the sub-project involve civil works including new construction, expansion, upgrading, or rehabilitation of buildings?	X		ESS1	SS-ESMP
Does the sub-project involve the recruitment of workers including direct, contracted, primary supply, and/or community workers?	X		ESS2	CoC. LMP
Does the sub-project require the procurement/ application of agro-chemicals including pesticides in larger amounts (beyond average/ suggested use intensity)?		X	ESS3	
Is there a sound capacity in place to control/ monitor the proper application of agro-chemicals, including pesticides?		X	ESS3	

Does the sub-project is located in UXO contaminated areas, and poses considerable risks towards community health and safety?		X	ESS4	
Does the project area present considerable Gender-Based Violence (GBV) and Sexual Exploitation and Abuse (SEA) risk?		X	ESS4	
Does the sub-project involve security or military personnel in construction, operation, and activities?		X	ESS4	
Does the sub-project require land acquisition?		X	ESS5	
Does the sub-project cause temporary or permanent loss of land, or access to land and other resources?		X	ESS5	
Is the sub-project located within or in the vicinity (within 50 m) of any natural habitat?		X	ESS6	
Will the sub-project modify natural habitats?		X	ESS6	If yes, no sub-project
Will the sub-project have negative effects on wildlife, especially endangered species?		X	ESS6	If yes, no sub-project
Will the sub-project use or promote non-native invasive species?		X	ESS6	If yes, no sub-project
Are there indigenous people (ethnic minority groups) present in the sub-project area and are they likely to be affected negatively?		X	ESS7	
Is the sub-project located within or in the vicinity of any known cultural heritage sites?		X	ESS8	
Will the sub-project negatively affect scenic vistas and areas with high tourism potential?		X	ESS8	
Does the sub-project pose risks of creating social conflicts?		X	ESS10	

Conclusions:

1. Require EIA and or IEE. Provide Justifications.

The sub-project does not require IEE nor EIA.

2. Proposed Follow-up, specific ES instruments:

Formulate SS-ESMP

Remarks.

3. Eligibility: I confirm that the proposed sub-project is eligible for funding by LLL project and requirements.

Signature by subproject/ activities proponent:

Position: Date: 19/12/2022

Signature by environmental focal point in charge:

Position: Date: 08/12/2022

Signature by social focal point in charge:

Position: Date: 08/12/2022

Signature by PCU: **Lattana THAMMAVONGSA**

Position: **NPC** Date: **27 DEC 2022**

Annex 04c: Assessment of Environmental Risks and Impacts

'Assessment of Environmental Risks and Impacts

Sub-project: Phou Khao Khouay (PKK) NPA PA Headquarters Construction'

This assessment matrix was filled out for this sub-project by the environmental and social focal points in cooperation/ consultation of affected beneficiaries and key stakeholders. The purpose is to assess potential negative environmental and social impacts, in more details, as well as confirm their significance and identify mitigation measures.

Table 1: Assessment Matrix - Environmental Risks and Impacts

Sub-project/ activity name:Phou Khao Khouay (PKK) NPA PA Headquarters Construction'	Province:Bolikhamxay province
Proponent:Phou Khao Khouay (PKK) NPA PA Headquarters, DoF	District:Thaphabath
Total budget:120.000 US\$	Village(s):Houay Leuk

Screening Categories/ Questions	Yes	No	Comments/ suggestions
A Location: Is the sub-project/ investment within or adjacent to any of the following (if within, estimate size that is affected):			
• Protected Areas (TPC, CUZ, BZ)		X	
• Production Forests (HCVF, others)		X	
• Protection Forests		X	
• Natural habitats		X	
• Well stocked natural forests		X	
• Secondary/ degraded forests	X		Only small patches of young secondary forest mixed with grasses/brushes
• Wetlands		X	
• Rivers, waterways		X	
• Important biodiversity, rare species		X	
• Other important environmental feature	X		Near to Nam Mang River and Houay Heu Kham Stream
B Investment specific Potential Environmental Impacts			
B1: Road/ trails specific questions			
B2: Irrigation specific questions			
B3: Civil work/ buildings specific questions			

Screening Categories/ Questions	Yes	No	Comments/ suggestions
1. Eventual degradation of water bodies due to the discharge of wastes and other effluents from facility (water pollution, use of hazardous fluids/ chemicals)?	X		Possibly into nearby Nam Mang River and Houay Heu Kham Stream during the construction phase due to use washing machinery/vehicles, spilling of lubricants, diesel and non-degradable solid waste due to workers
2. Serious contamination of soil and groundwater?		X	Potentially minor/moderate contamination/pollution of soil and ground water possible due to use/spilling of diesel and hazardous substances due to use of machinery/vehicles: establishment of wells for water supply
3. Aggravation of solid waste problems in the area, or inadequate waste disposal?	X		Potentially minor/moderate impacts on water/environment due to littering of non-degradable solid waste and inadequate disposal
4. Short-term construction impacts (e.g., soil erosion, deterioration of water and air quality, dust in sensitive areas from construction equipment)?	X		Potentially minor due to use of machinery, mixing of concrete, transport/storage of minerals, dust especially during dry season
5. Environmental degradation (e.g. erosion, soil and water contamination, loss of soil fertility, disruption of wildlife habitat) or other effects?	X		Potentially minor, only local soil erosion and pollution of Nam Mang River and Houay Heu Kham stream no wildlife habitats affected
6. Accidental release of potentially hazardous solvents, acidic and alkaline materials?	X		Potentially minor, but possible if suggested mitigation measures are not implemented
7. Is cutting of vegetation/ trees required? Extend.	X		Minor only in case trees need to be cut to construct new facility to be proposed/approved by proponent
8. Is the construction site characterized by steep slopes/ high risk of erosion (cover/ soil type, vicinity, soil 'closure'/ concrete)?		X	
9. Is an extensive amount of earthwork required? Extend.		X	
10. Compaction of soil due to use of heavy machinery/ extend (soil type, machinery types/ weight, working hours)?	X		Potentially minor/very locally the subproject site was filled partially with lateritic material limited use of heavy machinery (excavator/weight lift).
11. Is water pollution likely due to e.g., earthwork (earthwork, slope, vicinity to water)?	X		Potentially minor, soil from earthwork could be washed into the nearby Nam Mang River or Houay Heu kham stream especially during rainy season.
12. Negative impacts on wildlife (e.g., wildlife consumption/ buying by workers)	X		Potentially minor/moderate due to illegal hunting, fishing (e.g Nam Mang River and Houay Heu Kham Stream, consumption of wildlife/parts

Screening Categories/ Questions	Yes	No	Comments/ suggestions
13. Extensive air pollution during site preparation/ construction work (dust, emission of fumes/ hazardous substances)?		X	Partially only minor risks/impacts
14. Introduction/ use or promotion of invasive species?		X	Promote the planting of fruit trees and fast-growing tree species within the project area
15. Reduction of ground water/ other impacts on ground water bodies?	X		Potentially minor if wells for local water use/supply are established
16. Alteration of flow of rivers/ streamflow?		X	In the sub-project area, there is no plan to change the water flow which is the main river for living and development in this area.
17. Risks of landslides/ flooding of construction site		X	In the construction area of the office, there is no flood and soil erosion because this area is on a plateau and there are abundant forests around.
B4: Agricultural production specific questions			
Part C			
Was consultation conducted with beneficiaries?	X		All relevant stakeholders involved including proponent, central/local authorities and relevant villages (Nam Leuk and Hat khay villages)

Conclusions:

Confirm IEE and EIA is required. Provide Justifications.

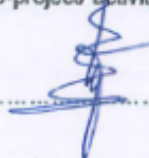
- * No IEE nor EIA is required.

Proposed Follow-up, specific ESMP/ ES instruments:

Formulate SS-ESMP

Confirm eligibility: I confirm that the proposed sub-project/ activity/ investment is eligible for funding by LLL project and requirements.

Signature by subproject/ activities proponent:

 49/12/2022

Position: 

Date: 49/12/2022

Signature by environmental focal point in charge:

 08/12/2022

Position: 

Date: 08/12/2022

Signature by PCU: 

Lattana THAMMAVONGSA

Position: 

Date: 27 DEC 2022

Annex 04d: Assessment of Ethnic Minority Groups

Assessment Matrix – Ethnic Minority Groups

This assessment matrix should be filled out for each proposed sub-project/ activity/ investment by the ES focal points in cooperation/ consultation of affected beneficiaries and key stakeholders. The purpose is to assess potential adverse social impacts, especially related to indigenous people concerns (ESS 07), to confirm their significance, identify mitigation measures and required follow up.

Table: Assessment Matrix – Ethnic Minority Groups

General information			
Sub-project/ investment: "Phou Khao Khoi NPA Headquarter Office Construction"		Province: Bolikhamsay	
Proponent: Department of Forestry / PKK NPA Headquarter		District: Thaphabath	
Total budget: 120,000 US\$		Village (s): Hatkhay and Houyleuk	
Brief description of activities and project area: Proposed activities, number of villages/ households affected, describe socio-economics of communities to be affected. The sub-project site is located within the territory of the Houyleuk village, middle between Houy leuk and Hatkhay villages, in an area of former Forest Nursery Garden of State-Enterprise No. 3, around 7 km away from Tha Pha Bath district capital. The sub-project is located around 2 km away from the Houyleuk village settlement, about 1.5 Km away from the Hakhay village settlement and about 50 m away from the Houy Heua Kham stream. Details see Annex)			
Assessment Questions	Yes	No	Comments/ suggestions
<ul style="list-style-type: none">Are there ethnic minority groups present in the project area?If yes, how many different groups?		x	
<ul style="list-style-type: none">Do they live in mixed communities with non-ethnic minority people?	x		Kmou ethnic group live in mixed communities with non-ethnic minority people.
<ul style="list-style-type: none">Do they maintain distinctive customs or economic activities?	x		Their customs or economic activities are adapted according to real situation and non-ethnic minority people. But, they maintain distinct language.
<ul style="list-style-type: none">If yes, do any of these customs or economic activities may make them vulnerable to hardship?		x	
<ul style="list-style-type: none">Will the project restrict their economic or social activity?		x	
<ul style="list-style-type: none">Will the project affect or change their socio-economic and cultural integrity?		x	
<ul style="list-style-type: none">Will the project disrupt their community life?		x	
<ul style="list-style-type: none">Will the project positively affect their health, education, social activity, livelihoods or security?		x	
<ul style="list-style-type: none">Will the project alter or undermine the recognition of their knowledge?		x	
<ul style="list-style-type: none">Will the project preclude customary behaviour or undermine customary institutions?		x	
<ul style="list-style-type: none">If impacts on ethnic minority groups are expected:		x	
<ul style="list-style-type: none">- Are there sufficient skilled staff in the Executing Agency for preparing an assessment and identifying suitable mitigation measures (preparing an ethnic minority development plan [EMDP]?)			Not applicable

- Are training and capacity-building interventions required prior to EMDP preparation and implementation?			
In case of no disruption to ethnic minority community life as a whole, will there be loss of housing, land, crops, trees or access to resources owned, controlled or used by ethnic minority households?			Not applicable
Potential impacts on ethnic minority people			
Project activity	Anticipated positive effect	Anticipated negative effect	
See additional sheet			

Categorization of significance of impacts	
<input type="checkbox"/> Require IEE and or EIA – reject/ redesign the sub-project/ investment	
<input type="checkbox"/> Identify/ specific action in context of developing Ethnic Minority Development Plan	
<input type="checkbox"/> Include mitigation actions into ESMP	
Assessment matrix compiled by:	
Name: Souphan Phetthavong	Signature: 
Designation: Social staff of Thaphabath DAFO	
Date: 12/11/2022	
Assessment matrix verified by:	
Name: Somsanith pasoutsith	Signature: 
Designation: Deputy head of DAFO	
Date: 12/11/2022	



ສົມສະຫິດ ປະເສີດສິດ
Mr. Somsanith PASEUTHSITH

Annex 04e: Assessment of Land Acquisition

Annex 05: Stakeholder Consultation Details

Annex 05a: Kick-off Stakeholder Meeting at Department of Forestry

Lao Landscapes and Livelihoods Project

MEETING NOTE

Department of Forestry

TIME: 9:00 – 12:00 a.m.
DATE: 14 November 2022 (Monday)
LOCATION: Department of Forestry, Vientiane Capital

Participants: (Attachment)

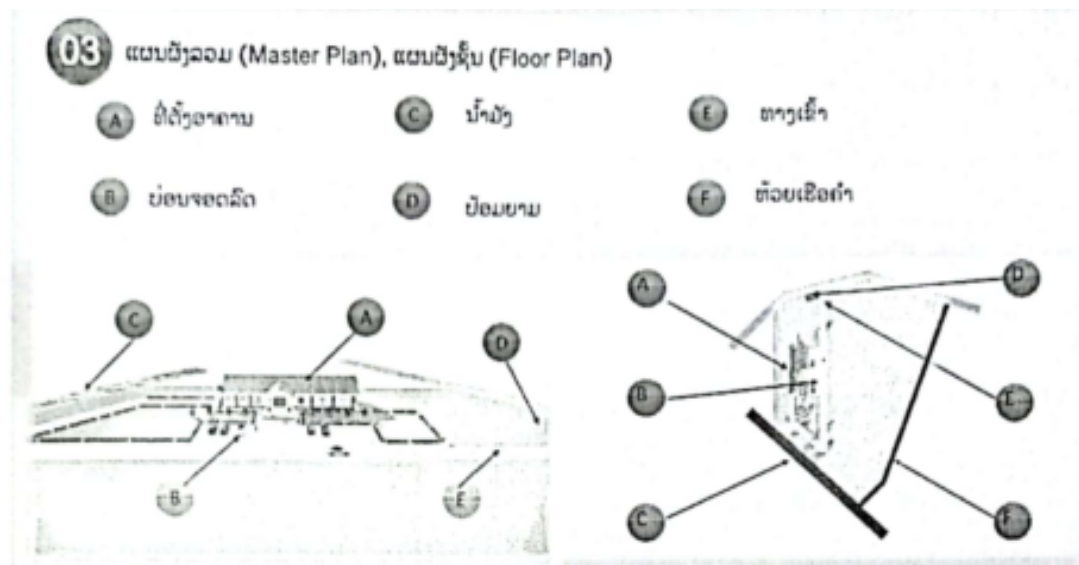
Meeting topics:

- Explore the design of sub-projects: 'Phou Khao Khouay-NPA PA Headquarters Construction'

This meeting was held on November 14, 2022 at the Department of Forestry under the chairmanship of Mr. Bounpone Sengthong, Deputy Director General of the Department of Forestry, with the participation of delegations from the Department of Forestry, Forest Conservation Division/Forestry Department, Lao Landscape and Livelihood Project (LLL), Vientiane Capital PAFO, Vientiane PAFO, Xaysomboun PAFO, Bolikhamxay PAFO together with a representative from a design consulting company Koonsuwan Design Survey Construction Renovation and Consulting Sole Co.,Ltd, a total of 29 men and 5 women participated in this meeting.

On this occasion, Mr. Bounpone Sengthong, Deputy Director General of the Department of Forestry, expressed his welcome and thanks to the delegates who attended the meeting to discuss and explore the design of the sub-project: 'Phou Khao Khouay-NPA PA Headquarters Construction' representative of design consulting company Koonsuwan Design Survey Construction Renovation and Consulting Sole Co.,Ltd has been reported sub-project design survey: 'Phou Khao Khouay-NPA PA Headquarters Construction' The design method, the main office and the forest ranger station, the budget used for the main office construction is 120,000 US dollars.

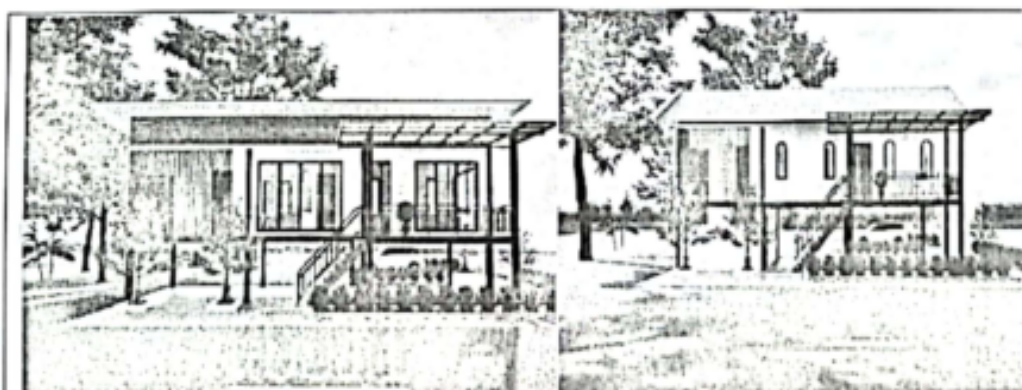
For the location of the sub-project: 'Phou Khao Khouay-NPA PA Headquarters Construction' is located between the latitude coordinates 18°24'17"N and longitude coordinates 103°09'23"E, Height above sea level (EL161 meters).



According to the consultation, there is a consensus on the location of the office space and on the overall single floor design and agreed to propose to the company that designed this to raise the floor of the office so that there is a space to support more facilities such as can be used as a parking place and an office area for the staff of the Forestry Inspectorate of the Phou Khao Khouay NPA

The meeting agreed to the following:

1. The design of the main office is agreed and to be designed to raise the floor so that there is a space to support more facilities such as can be used as a parking place and an office space for employees;
2. Unanimously agree to the location of the main office of the National Forestry Inspectorate in Phou Khao Khouay NPA;
3. There are two types of forest ranger stations design shown below. The meeting delegates agreed to choose the 1st model. For the walls of the house, change from the use of glass sheets to strong, stable walls and for safety at the inspection points. In addition, the distance of the forest ranger station measured from the road to the fort to be about 10-20 meters away;

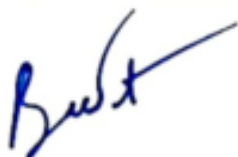


4. Location of forest ranger station (checkpoints):

- 4.1 Bolikhamxay Province has not yet received a decision and answer from the PAFO;
- 4.2 Vientiane province has agreed to have 2 points such as Nam Pot reservoir area (Nam Pot camp);
- 4.3 Vientiane Capital has chosen a vulnerable place in the village of Nakhouay (will be discussed and considered first);
- 4.4 Xaysomboun province has chosen the checkpoint where the intersection of Phou Phaman and Khonwat Namkui meet.

At the end, Mr. Bounpone Sengthong, Deputy Director General of the Department of Forestry, thanked all the participants for their good health to continue participating in the successful implementation of the Lao Landscape and Livelihood Project, Vientiane Capital PAFO, Vientiane PAFO, Xaysomboun PAFO and Bolikhamxay PAFO together with a representative from a design consulting company Koonsuwan Design Survey Construction Renovation and Consulting Sole Co.,Ltd, to also continue to participate in field work on environmental and social natural resources assessment at the Phou Khao Khouay NPA Headquarter construction site in Thaphabath District, Bolikhamxay Province which will be held on November 15-18, 2022.

Chairman of the meeting



Bounpone SENGTHONG

Meeting Notes



Bounheuang Phanthasith

Lists of Participants

Annex: List of Participants (Meeting at the Department of Forestry)

ព្រះរាជាណាចក្រកម្ពុជា
 ជាតិ សាសនា ព្រះមហាក្សត្រ
 អង្គភាពព្រៃឈើ ដូចជា អង្គភាពព្រៃឈើ

ក្នុងនាមជាមេត្តា
 ខ្ញុំបាទ ឯង អញ្ជើញអ្នកចូលរួមក្នុងកិច្ចប្រជុំ
 ថ្ងៃទី ១៤ ខែ វិច្ឆិកា ឆ្នាំ ២០១២

ល.រ	ឈ្មោះ ឈ្មោះត្រកូល	តំណែង/ឋានៈ	ស្ថាប័ន	លេខទូរស័ព្ទ	ហត្ថលេខា
NO	Name and Surname	Position	Organisation	Tel	Signature
1	ឈ. វណ្ណៈ ឌី	នាយក	អ/ស. រក្សា	09558085	ឈ. វណ្ណៈ ឌី
2	ឈ. វណ្ណៈ ឌី	នាយក	អ/ស. រក្សា	09558085	ឈ. វណ្ណៈ ឌី
3	ឈ. វណ្ណៈ ឌី	Social Consultant	LLC	94461595	ឈ. វណ្ណៈ ឌី
4	ឈ. វណ្ណៈ ឌី	អ/ស. រក្សា	រក្សា	9165655	ឈ. វណ្ណៈ ឌី
5	ឈ. វណ្ណៈ ឌី	អ/ស. រក្សា	LLC	22421002	ឈ. វណ្ណៈ ឌី
6	ឈ. វណ្ណៈ ឌី	អ/ស. រក្សា	រក្សា	55444260	ឈ. វណ្ណៈ ឌី
7	ឈ. វណ្ណៈ ឌី	អ/ស. រក្សា	LLC	22184913	ឈ. វណ្ណៈ ឌី
8	ឈ. វណ្ណៈ ឌី	អ/ស. រក្សា	LLC	9998599	ឈ. វណ្ណៈ ឌី
9	ឈ. វណ្ណៈ ឌី	អ/ស. រក្សា	LLC	5555555	ឈ. វណ្ណៈ ឌី
10	ឈ. វណ្ណៈ ឌី	អ/ស. រក្សា	រក្សា	2211466	ឈ. វណ្ណៈ ឌី
11	ឈ. វណ្ណៈ ឌី	អ/ស. រក្សា	រក្សា	29237227	ឈ. វណ្ណៈ ឌី
12	ឈ. វណ្ណៈ ឌី	អ/ស. រក្សា	រក្សា	55491819	ឈ. វណ្ណៈ ឌី
13	ឈ. វណ្ណៈ ឌី	អ/ស. រក្សា	រក្សា	22212334	ឈ. វណ្ណៈ ឌី
14	ឈ. វណ្ណៈ ឌី	អ/ស. រក្សា	LLC	5533333	ឈ. វណ្ណៈ ឌី
15	ឈ. វណ្ណៈ ឌី	អ/ស. រក្សា	រក្សា	54488999	ឈ. វណ្ណៈ ឌី

Annex 05b: Consultation with Hath Khay Village



ສາທາລະນະລັດ ປະຊາທິປະໄຕ ປະຊາຊົນລາວ

ສັນຕິພາບ ເອກະລາດ ປະຊາທິປະໄຕ ເອກະພາບ ວັດທະນາຖາວອນ

ແຂວງ: ນະຄອນຫຼວງວຽງຈັນ
ເມືອງ: ຫົວພະນາ
ບ້ານ: ຫາດໄຊ

ບົດບັນທຶກກອງປະຊຸມ

ສຳລັບໂຄງການ ພູມິທັດ ແລະ ຊີວິດການເປັນຢູ່ ໃນ ສປປ ລາວ (LLL)

ໃນວັນທີ 16/11/2022 ໂຄງການ LLL ໄດ້ຈັດກອງປະຊຸມ ປຶກສາຫາລື ກ່ຽວກັບ ການເປັນຜູ້ເປັນພາບລາວ
ກ່ຽວກັບໂຄງການພູມິທັດ ແລະ ຊີວິດການເປັນຢູ່ ໃນການເປັນປະທານ
ຂອງທ່ານ ສົມສະພັດ ປ. ໂສດລັດ ຕຳແໜ່ງ ຮອງຫົວໜ້າໜີ້ສຸກພາກ ກ-ປ. ຫາດໄຊ

- ກອງປະຊຸມບ້ານ ໄດ້ດຳເນີນການຖືກຕ້ອງກັບເງື່ອນໄຂຂອງການເຂົ້າຮ່ວມຄົບຖ້ວນ ແລະ ທຸກພາກສ່ວນພາຍໃນບ້ານ
ໄດ້ເຂົ້າຮ່ວມໃນກອງປະຊຸມ
- ທີມງານຂອງເມືອງ ໄດ້ນຳໃຊ້ພາສາ/ການສື່ສານ ເຊິ່ງສາມາດເຮັດໃຫ້ຜູ້ເຂົ້າຮ່ວມເຂົ້າໃຈດີ ກ່ຽວກັບຂະບວນການ ແລະ
ຜົນຮັບຂອງການປຶກສາຫາລື
- ບັນຫາ ແລະ ຄວາມກັງວົນໃຈ ທີ່ຊາວບ້ານໄດ້ນຳສະເໜີຕໍ່ທີມງານໂຄງການມີ ແມ່ນໄດ້ຮັບຄຳຕອບຢ່າງເພິ່ງໃຈ
- ຊຸມຊົນ ບໍ່ໄດ້ຖືກບັງຄັບກົດດັນໃຫ້ເຂົ້າຮ່ວມກອງປະຊຸມ, ເຂົາເຈົ້າເຂົ້າຮ່ວມໂຄງການດ້ວຍຄວາມສະມັກໃຈ.

ຊາວບ້ານເຂົ້າໃຈເນື້ອໃນ ແລະ ບັນຫາ ທີ່ໄດ້ປຶກສາຫາລືກັນ ໃນຂະບວນການ “ເຂົ້າຮ່ວມດ້ວຍຄວາມສະມັກໃຈ, ໄດ້ຮັບຂໍ້ມູນ
ຄົບຖ້ວນ ກ່ອນການດຳເນີນວຽກງານໂຄງການ, ມີສິດປະຕິເສດ ຫຼື ຕົກລົງເຂົ້າຮ່ວມໂຄງການ FPIC” ແລະ ຕົກລົງສ້າງ
ໃບຢັ້ງຢືນສະບັບນີ້ ເຊິ່ງມີເນື້ອໃນລະອຽດດັ່ງ:

- ຊາວບ້ານເຂົ້າໃຈວ່າ:
 - ໂຄງການມີຈຸດປະສົງ ສົ່ງເສີມການຄຸ້ມຄອງປ່າໄມ້ແບບຍືນຍານ, ປັບປຸງຍົກລະດັບການຄຸ້ມຄອງປ່າປ້ອງກັນ, ເພີ່ມ
ພູນໂອກາດປັບປຸງຊີວິດການເປັນຢູ່ ໃນເຂດພູມິທັດ ທີ່ໂຄງການໄດ້ຕັດເລືອກຢູ່ໃນ ສປປ ລາວ
 - ໂຄງການຈະດຳເນີນວຽກງານໃນເວລາ 6 ປີ (ແຕ່ປີ 2021-2027)
 - ໃນກໍລະນີ ເກີດມີການຂ້ອງທຸກ ທີ່ກ່ຽວຂ້ອງກັບໂຄງການ ໃຫ້ດຳເນີນແກ້ໄຂ ຜ່ານກົນໄກແກ້ໄຂຄຳຂ້ອງທຸກ ເຊິ່ງ
ເລີ່ມຈາກ ຄະນະແກ້ໄຂຂັ້ນຕ່ຳຂຶ້ນບ້ານ. ຖ້າຜູ້ຂ້ອງທຸກບໍ່ພໍໃຈກັບຜົນການຕັດ ຂຶ້ນ, ຜູ້ຂ້ອງທຸກສາມາດຂ້ອງທຸກ
ເຖິງ ຫ້ອງການບໍລິຫານໂຄງການຂັ້ນເມືອງ/ແຂວງ. ຖ້າຍັງບໍ່ພໍໃຈ ຜູ້ຂ້ອງທຸກສາມາດບັນຄຳຂ້ອງທຸກຕາມຊ່ອງທາງ
ຂ້ອງທຸກຂອງລັດ ທີ່ມີ.

ພາຍຫຼັງທີ່ມີການ ສົ່ງແອດລ້ອມ ແລະ ສັງຄົມ ໄດ້ເຕີຍແຜ່ຂໍ້ມູນໂຄງການ ໃນເວລາ ຈັດກອງປະຊຸມບ້ານຄັ້ງທຳອິດ. ຜູ້ເຂົ້າຮ່ວມ
ມີ ຄຳຖາມ, ຄວາມກັງວົນໃຈ ແລະ ຄວາມຄິດເຫັນ (ການສະເໜີສະຫ້ອນກັບ).

1. ພາຍໃນບ້ານ ຈະມີການປັບປຸງປ່າໄມ້ 15 ຄົນ ທີ່ມີສິດສິ່ງຂ້ອງເປັນຜູ້ເປັນພາບລາວ
ເພື່ອ ສືບຕໍ່ ຈະມີການປັບປຸງປ່າໄມ້ 15 ຄົນ ທີ່ມີສິດສິ່ງຂ້ອງເປັນຜູ້ເປັນພາບລາວ
2. ປ້ອງວັດປ່າໄມ້ - ປ້ອງວັດປ່າໄມ້, ປ້ອງວັດປ່າໄມ້ ປ້ອງວັດປ່າໄມ້ ປ້ອງວັດປ່າໄມ້
3. ຕົກລົງ ມີການຕັດ ປັບປຸງປ່າໄມ້ 10 ຄົນ ຕາມຄວາມຕ້ອງການ
4. ລະດັບ ຂອງ ປັບປຸງປ່າໄມ້ 9 ຄົນ ລະດັບ ປັບປຸງປ່າໄມ້ 10 ຄົນ ລະດັບ ປັບປຸງປ່າໄມ້ 10 ຄົນ

5. ກຸ່ມບັນເທົາ 11 ລະ: ສະມາຊິກ ບາງ ກຸ່ມ, ກິດ
 ດ: ກິດ ກຸ່ມ ບາງ ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ
 6. ນີ້ ມີ ອາດ ຕັດ 29 ລະ: ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ
 ການອະທິບາຍຕໍ່ ຄຳຖາມ, ຄວາມກັງວົນໃຈ ແລະ ຄວາມຕື່ນເຕັ້ນ (ການສະເໜີສະຫຼຸບ) ລະ: ສະມາຊິກ
 ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ
 ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ ກຸ່ມ

• ສະມາຊິກ ສະມາຊິກ ລະ: ສະມາຊິກ ສະມາຊິກ ສະມາຊິກ ສະມາຊິກ
 ສະມາຊິກ ສະມາຊິກ ສະມາຊິກ ສະມາຊິກ ສະມາຊິກ ສະມາຊິກ
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ວັນທີ 16.11.2022
 ນາຍົກ ນາຍົກ ນາຍົກ ນາຍົກ
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ວັນທີ 16 ພະຈິກ 2022
 ຜົນໜ້າ ຜົນໜ້າ
 ຜົນໜ້າ ຜົນໜ້າ
 ຜົນໜ້າ ຜົນໜ້າ
 ຜົນໜ້າ ຜົນໜ້າ
 ຜົນໜ້າ ຜົນໜ້າ

List of Participants

ກະຊວງກະສິກໍາ ແລະ ປ່າໄມ້

ກົມປ່າໄມ້

ໂຄງການ ພູມີທັດ ແລະ ຊີວິດການເປັນຢູ່ ໃນ ສປປ ລາວ (LLL)

ໃບລິខະບຽນຜູ້ເຂົ້າຮ່ວມ

ກຸ່ມປະຊຸມປະສານງານລະຫວ່າງປະທານກະຊວງກະສິກໍາ ແລະ ປ່າໄມ້ ກັບ ທ່ານ ສົມບູລີ ສິນທິພອນ ສິງ ແດກ
ເຈົ້າແຂວງຫາດໄກ້ ເມື່ອວັນທີ 16/11/2022

ລດ	ຊື່ແລະນາມສະກຸນ	ຕຳແໜ່ງ	ຊົນເຜົ່າ	ເບີໂທລະສັບ	ລາຍເຊັນ
01	ທ. ໂສນ ສຸງໃຈ	ອົງ. ປ. ກສ	ລາວ	77738705	ທ. ໂສນ
02	ທ. ສິງ ສິນທິ	ປ/ກ	ລາວ	03015156788	ທ. ສິງ
03	ທ. ສິນທິ	ອະມະຕີ	ລາວ	0304821987	ທ. ສິນທິ
04	ທ. ສິນທິ	ປ/ກ	ລາວ	55260962	ທ. ສິນທິ
05	ທ. ສິນທິ	ປ/ກ	ລາວ	0309079323	Samy -
06	ທ. ເສົາ ແອວອຸດົມ	ປ/ກ	ລາວ		ທ. ເສົາ
07	ທ. ສິນທິ	ປ/ກ	ລາວ		ທ. ສິນທິ
08	ທ. ສິນທິ	ປ/ກ	ລາວ		ທ. ສິນທິ
09	ທ. ສິນທິ	ປ/ກ	ລາວ	-	ທ. ສິນທິ
10	ທ. ສິນທິ	ປ/ກ	ລາວ	-	ທ. ສິນທິ
11	ທ. ສິນທິ	ປ/ກ	ລາວ	-	ທ. ສິນທິ
12	ທ. ສິນທິ	ປ/ກ	ລາວ	-	ທ. ສິນທິ
13	ທ. ສິນທິ	ປ/ກ	ລາວ		ທ. ສິນທິ
14	ທ. ສິນທິ	ປ/ກ	ລາວ		ທ. ສິນທິ

ໂຄງການ ພູມີທັດ ແລະ ຊີວິດການເປັນຢູ່ ໃນ ສປປ ລາວ (LLL)

๑๖/๑๑/๒๕๖๓

ລດ	ຊື່ແລະນາມສະກຸນ	ຕຳແໜ່ງ	ຊົນເຜົ່າ	ເບີໂທລະສັບ	ລາຍເຊັນ
1.	ນ. ບຸນ		ລາວ	09096520944	
2.	ນ. ນິສິ		ລາວ	02099772223	
3.	ນ. ສິນທິ		ລາວ	02054464821	
4.	ນ. ມະນີ		ລາວ	0309194751	
5.	ນ. ລາ		ລາວ	02098247062	
6.	ນ. ພິມ				
7.	ນ. ສິວ		ລາວ	02991438	
8.	ນ. ອິນ		ລາວ	54175535	
9.	ນ. ກຸ້ວ		ລາວ		

ໂຄງການ ພູມີທັດ ແລະ ສິວິດການເປັນຢູ່ ໃນ ສປປ ລາວ (LLL)

๓๓. ใบปลิวทางระบบตู้เข้าซ่อม
 ๓๓.๑. ใบปลิวทางระบบตู้เข้าซ่อม - ๑๖/๑๑/๒๕
 ๓๓.๒. ใบปลิวทางระบบตู้เข้าซ่อม - ๑๖/๑๑/๒๕

ລດ	ຊື່ລະນາມສະກຸນ	ຕຳແໜ່ງ	ຊື່ນາຍ	ເບີໂທລະສັບ	ລາຍເຊັນ
1	ທ. ດົມວົງ ວົງພະລາດ	ນາຍ ພາລີ	ລາວ	02296833	
2	ທ່ານ ສຸ	ປ/ຊາຊົນ	ລາວ		
03	ທ. ຄຳມ່ວນ ວົງພະລາດ	ນາຍ ພາລີ	ລາວ	0225515699	
4	ທ. ສວນ ທ່ານ ພາລີ	ປ/ຊ	ລາວ	0304160241	
5	ນ. ວອນ ພະລາດ	ປ/ຊ	ລາວ	0309150331	
6	ທ. ສົມບູລີ ວົງພະລາດ	ປ/ຊ	ລາວ	030909323	
7	ນ. ຄຳ	ປ/ຊ	ລາວ		
8	ນ. ສິງ	ປ/ຊ	ລາວ		
9	ນ. ສົມບູລີ	ປ/ຊ	ລາວ	52259491	
10	ນ. ສິງ	ປ/ຊ	ລາວ		
11	ນ. ສົມບູລີ	ປ/ຊ	ລາວ		
12	ນ. ສົມບູລີ	ປ/ຊ	ລາວ		

Detailed Village Meeting Notes

Location and Area

Hatkhay village is located in Thaphabath district, about 15 Km far from Thaphabath district town and 66 Km from the provincial capital. The village is accessible to Thaphabath district town and provincial center through earth/ gravel and asphalt road (Southern Road No. 13).

Demography

Hat Kay village has a total of 127 households (HH) are currently residing in the village, with a total population of 608 people composed of 288 females and 320 males. Lao is dominant composed of 74% (111 HH) of total HH and Khmou is 26% (16 HH).

Socio-Economic Situation

The economy of the Hatkhay village depends on cash crops (vegetables), fruit trees (star fruit, cassava, bananas, pineapple), big animal raising (cattle, buffaloes), labor and retail shops. The main income-generation activities are cash crops, cattle, buffaloes sale and retail shop business. Agricultural crop production and livestock are the source of livelihood of total households in the Hatkhay village. Kmou ethnic group adapted their livelihoods according to mixed communities with non-ethnic minority people. Based on the village authority's information, the Hatkhay village was released from the list of poor village, hence there is no vulnerable/poor household. The village has no piped water supply. The villagers use water from boreholes for their consumption. The hygiene in village is acceptable, all households have latrines. The health condition of the people is not serious there is incidence of influenza, dengue fever and diarrhea. The village shares health post (dispensary) with Houy Leuk, Thaphon Ngam villages. The nearest hospital is located in Thaphabath district about 15 Km far from the village. All households have electricity.

Village and Community Organization

The village is administrated by a village authority headed by a Chief of Village (Nai Ban) and two deputies (one ethnic men). The village is also divided into several administrative units (or Nouy) depending on size and number of population. The chief of Nouy is assisting the Chief of village in administrating the village unit. The village authority is comprised of 4 formal mass organizations that are operating as non-profit organizations and assisting the village authority in grouping people for specific work. The four organizations are the Lao Women Union (LWU), the Lao Front for National Development, Security/ Defense and the Youth Organization. A woman is member of Grievance Resolution Committee.

Gender

During the consultation meeting and interview of village authority, it's noted that the leadership (heads/chiefs) of the village administration committees/organizations of the village include, the Lao National Front for Development (LNFD), the Lao Youth Union (LYU), the Lao Women's Union (LWU), Village Security and Army Units, are all dominated by men except the Lao Women Union being an organization for women. Based on the results of the village authority and Mass Organization interviews, they told that household work distribution, women usually perform the responsibilities on: a) financial budgeting and management; b) keeping the household money; b) marketing; c) child rearing; d) cooking; e) washing clothes and dishwashing; and f) housekeeping. Men perform house repair/construction which is considered "muscle" work. Responsibilities such as: a) financial budgeting and management; and c) fuel wood gathering. Earning money for the household are seen to be shared responsibilities of men and women. On work distribution for agriculture production, works dominated by men are those that are considered "muscle" work such as: a) land preparation; b) pesticide/herbicide

application; and d) hauling/transport. Performed by both men and women are: a) buying inputs, b) seed sowing/nursery; c) pulling seedlings, d) weeding, e) fertilizer application; f) harvesting; g) threshing; h) drying; i) milling; j) livestock management; k) poultry management; and l) fish pond management. Women perform assistance to men on all the works cited and is mainly responsible for: a) selling production; and b) small business (store, buy and sell, trading, etc.).

Land Use

The participatory land use planning, land demarcation and allocation were completed in 1999 – 2002, but the village map was not available. Crops are good source of income of the farmers such as different cash crops.

Livestock Production

Animals are reared mainly as supplementary source of income and/or source of food. Large animals notably cattle and buffaloes are significant in the village. Swine, chicken and duck are generally reared as the most immediate source of food and household income. The quantity of small animals and poultry/fowls raised is small in all households. Vaccination is practiced in the area. Anthrax, cholera and foot and mouth are the main diseases of large animals and occur some years. Poultry have experienced many serious outbreaks of Newcastle and fowl cholera diseases. Pigs are faced by swine fever. Outbreaks can occur one or twice a year causing some mortality among the animals.

Rural Infrastructure Investment

The existing irrigation system was unusable for years in the village. There are feeder roads linking the village to the district town Thaphabath is made of earth and asphalt and is practicable in all seasons. The village has no pipe water system. The villagers are using water from borehole with water tank for village water system. The village has electricity for all households.

Objectives of Consultation and Participation

Implementation of consultation with the village authority will reduce the conflicts and minimize delay of the subproject implementation. Base on this, it enables the subproject to update the implementing work plan which is compliance with the LLL's needs and benefit of the local community.

The objectives of the consultation with village authority and participation of local people include: (i) ensuring the participation of village authority and local community into the progress of design, preparation and making decision of subproject; (ii) disseminating all the existing information, activities related to the project and its subproject to local community; (iii) collecting the idea, concern, need or priority of local people; (iv) ensuring that all the local authority notified all the decision which is related to their income and living standard; and (v) ensuring the transparency in implementation of sub-project.

Information disclosure and Public consultation

During environmental and social impact scope, ESF team together with PCU and its stakeholders (PAFO/DAFO, LWU, LNFD) have worked directly with village authority and mass-organizations of the village for providing information to and conducting of consultations with all relevant representatives of mass organization, on potential impacts of environmental and social aspects induced by the implementation of PKK NP Headquarter subproject. The consultation meetings were held by ESF team together with PCU and its stakeholder in November 16 2022 with participation of village leaders and representatives of mass organizations before the details of design commenced. The issues were discussed, included (i) the potential impact to environmental and social aspects in villages; (ii) impact to land and assets; (iii) participation of local authority in the sub-project implementation process; (iv)

information disclosure and consultation meeting. A total of 41 persons attended in this village meetings, of which 17 persons are female.

The table below summarizes the suggestions and opinions of village leaders, and representatives of mass-organizations on the ES related issues of the PKK NP Headquarter construction sub-project during the consultation meeting and how these suggestions and opinions have been addressed and incorporated in the subproject implementation plan. Consultation activities will be continued when this subproject implementation plan and final design get approved and thought the implementation and monitoring of the subproject implementation plan.

Issues discussed	Options and suggestion of participants
<ul style="list-style-type: none"> • Briefing LLL project information disclosure and consultation meeting • Introduction on the subproject • Potential impacts on ES aspects, land and assets by the sub-project • Grievance redresses mechanism. 	<ul style="list-style-type: none"> • Requesting subproject to recruit community labor that create households' income and employment • In the full/end moon days, construction works should be suspended due to local superstition • The wieght of trucks more than 10 tonns is not allowed to pass the bridge • Requesting subproject to repair feeder road and sprinkle it with water • Villagers agree and support LLL activities and implementation of PKK headquarter construction • Villagers have no concerns and worries about environmental and social risks/impacts

Annex 05c: Consultation with Houay Leuk Village



ສາທາລະນະລັດ ປະຊາທິປະໄຕ ປະຊາຊົນລາວ

ສັນຕິພາບ ເອກະລາດ ປະຊາທິປະໄຕ ເອກະພາບ ວັດທະນາຖາວອນ

ແຂວງ: ນີ້ອີ່ຫໍ້ ໓
ເມືອງ: ຫາພະບາດ
ບ້ານ: ຫາຍໄຊ

ບົດບັນທຶກກອງປະຊຸມ

ສຳລັບໂຄງການ ພູມີທັດ ແລະ ຊີວິດການເປັນຢູ່ ໃນ ສປປ ລາວ (LLL)

ໃນວັນທີ 14/11/2022 ໂຄງການ LLL ໄດ້ຈັດກອງປະຊຸມ ປຶກສາຫາລື ກ່ຽວກັບ ການເຊື່ອມຕໍ່ຂະບວນການ
ໂຄງການລວມປະຕິບັດການກໍ່ສ້າງ ແລະ ການກໍ່ສ້າງສາມາດຊຸມຄອງປ່າ ສະບາຍ ໂດຍການເປັນປະທານ
ຂອງທ່ານ ສິນ ສະ ລິນ ປະເສີດລິດ ຕຳແໜ່ງ ຮອງຫົວໜ້າໂຄງການ ລັດ-ປະຊາ-ນິຕິ ທາພະ
ບາດ

- ກອງປະຊຸມບ້ານ ໄດ້ດຳເນີນການຖືກຕ້ອງກັນເງື່ອນໄຂຂອງການເຂົ້າຮ່ວມຄົບຖ້ວນ ແລະ ທຸກພາກສ່ວນພາບໃນບ້ານ
ໄດ້ເຂົ້າຮ່ວມໃນກອງປະຊຸມ
- ທີມງານຂອງເມືອງ ໄດ້ນຳໃຊ້ພາສາ/ການສື່ສານ ເຊິ່ງສາມາດເຮັດໃຫ້ຜູ້ເຂົ້າຮ່ວມເຂົ້າໃຈດີ ກ່ຽວກັບຂະບວນການ ແລະ
ຜົນຮັບຂອງການປຶກສາຫາລື
- ບັນຫາ ແລະ ຄວາມກັງວົນໃຈ ທີ່ຊາວບ້ານໄດ້ນຳສະເໜີຕໍ່ທີມງານໂຄງການນັ້ນ ແມ່ນໄດ້ຮັບຄຳຕອບຢ່າງເພິ່ງພໍໃຈ
- ຊຸມຊົນ ບໍ່ໄດ້ຖືກບັງຄັບກົດດັນໃຫ້ເຂົ້າຮ່ວມກອງປະຊຸມ, ເຂົາເຈົ້າເຂົ້າຮ່ວມໂຄງການດ້ວຍຄວາມສະມັກໃຈ.

ຊາວບ້ານເຂົ້າໃຈເນື້ອໃນ ແລະ ບັນຫາ ທີ່ໄດ້ປຶກສາຫາລືກັນ ໃນຂະບວນການ “ເຂົ້າຮ່ວມດ້ວຍຄວາມສະມັກໃຈ, ໄດ້ຮັບຂໍ້ມູນ
ຄົບຖ້ວນ ກ່ອນການດຳເນີນວຽກງານໂຄງການ, ມີສື່ສານຕິດຕໍ່ ຫຼື ຕິດຕໍ່ເຂົ້າຮ່ວມໂຄງການ FPIC” ແລະ ຕິດຕໍ່ສຳຮັດ
ໂບຍັງຢືນສະບັບນີ້ ເຊິ່ງມີເນື້ອໃນລະອຽດດັ່ງ:

- ຊາວບ້ານເຂົ້າໃຈວ່າ:
 - ໂຄງການມີຈຸດປະສົງ ສົ່ງເສີມການຄຸ້ມຄອງປ່າໄມ້ແບບຍືນຍານ, ປັບປຸງຜົນກະດັບການຄຸ້ມຄອງປ່າປ້ອງກັນ, ເພີ່ມ
ພູນໂອກາດປັບປຸງຊີວິດການເປັນຢູ່ ໃນເຂດພູມີທັດ ທີ່ໂຄງການໄດ້ຕັດເລືອກຢູ່ໃນ ສປປ ລາວ
 - ໂຄງການຈະດຳເນີນວຽກງານໃນເວລາ 6 ປີ (ແຕ່ປີ 2021-2027)
 - ໃນກໍລະນີ ເກີດມີການຮ້ອງທຸກ ທີ່ກ່ຽວຂ້ອງກັບໂຄງການ ໃຫ້ດຳເນີນແກ້ໄຂ ຜ່ານກົນໄກແກ້ໄຂຄຳຮ້ອງທຸກ ເຊິ່ງ
ເລີ່ມຈາກ ຕະນະແກ້ໄຂຂັ້ນຕ່ຳຂຶ້ນ. ຖ້າຜູ້ຮ້ອງທຸກບໍ່ພໍໃຈກັບຜົນການຕັດ ສິນ, ຜູ້ຮ້ອງທຸກສາມາດຮ້ອງທຸກ
ເຖິງ ຫ້ອງການບໍລິຫານໂຄງການຂັ້ນເມືອງ/ແຂວງ. ຖ້າຍັງບໍ່ພໍໃຈ ຜູ້ຮ້ອງທຸກສາມາດຍື່ນຄຳຮ້ອງທຸກຕາມຊ່ອງທາງ
ຮ້ອງທຸກຂອງລັດ ທີ່ມີ.

ພາບຫຼັງທີມງານ ສົ່ງແຈດລ້ອມ ແລະ ລົງຄືມ ໄດ້ເຜີຍແຜ່ຂໍ້ມູນໂຄງການ ໃນເວລາ ຈັດກອງປະຊຸມບ້ານຄັ້ງທຳອິດ. ຜູ້ເຂົ້າຮ່ວມ
ມີ ຄຳຖາມ, ຄວາມກັງວົນໃຈ ແລະ ຄວາມຄິດເຫັນ (ການສະເໜີສະເຫຼີມສະຫຼອງ)

1. ພໍ່ ອາວຸໂສ ກ່ຽວກັບການເຊື່ອມຕໍ່ຂະບວນການກໍ່ສ້າງ ກ່ຽວກັບການລົດຂອງສິ່ງ
ແວດລ້ອມສະ ອາດ ພາດຊົນ ມາເຊີນ ສິ່ງ ສະ ລິນ ປະເສີດລິດ ທາພະບາດ.
2. ຊື່ ຊາວບ້ານ ທາພະບາດ ທີ່ມີ ທາພະບາດ ໃນເວລາ ສົ່ງ ສະ ລິນ ປະເສີດລິດ ທາພະບາດ.
3. ຊື່ ຊາວບ້ານ ທາພະບາດ ທີ່ມີ ທາພະບາດ ໃນເວລາ ສົ່ງ ສະ ລິນ ປະເສີດລິດ ທາພະບາດ.

Detailed Village Meeting Notes

Location and Area

Houy Leuk is located in Thaphabath district, about 7 Km far from Thaphabath district town and 60 Km from the provincial capital. Houyleuk village is accessible to Thaphabath district town and provincial center through the earth and asphalt roads (Southern Road No. 13).

Demography

Houy Leuk village has a total of 240 households (HH) are currently residing in the village, with a total population of 1,378 people composed of 670 females and 708 males. All populations are Lao.

Socio-Economic Situation

The economy of the Houy Leuk village depends on rubber tree plantation, cash crop (vegetables, cucumbers, chilly) plantation and big animal (cattle, buffaloes) raising. Many households have animal husbandry such as poultry/fowls and goats. Agricultural crop production and livestock are the source of livelihood of total households in the Houyleuk village. Based on the village authority's information, households in the village are generally of the medium income level, there is no vulnerable/poor household, the village was released from the list of poor villages. The village has no piped water supply. The villagers use water from boreholes for their consumption. The hygiene of village is acceptable, all households have latrines. The health condition of the people is not serious there are incidence of influenza, dengue fever and diarrhea. The village has a health post. The nearest hospital is located in Thaphabath district about 7 Km far from the village. All households have electricity.

Village and Community Organization

The village is administrated by a village authority headed by a Chief of Village (Nai Ban) and two deputies (three ethnic men). The village is also divided into several administrative units (or Nouy) depending on size and number of population. The chief of Nouy is assisting the Chief of village in administrating the village unit. The village authority comprise of 4 formal mass organizations that are operating as non-profit organizations and assisting the village authority in grouping people for specific work. The four organizations are the Lao Women Union (LWU), the Lao Front for National Construction, Security/Defense and the Youth Organization. A parent and teacher association is established as a council for the pupils' parents association.

Gender

During the consultation meeting and interview of village authority, it's noted that the leadership (heads/chiefs) of the village administration committees/organizations of the village include, the Lao National Front for Construction (LNFC), the Lao Youth Union (LYU), the Lao Women's Union (LWU), Village Security and Army Units, are all dominated by men except the Lao Women Union being an organization for women. However, there are three females who are members of Grievance Solution Committee. Based on the results of the village authority and mass organization interviews, they told that household work distribution, women usually perform the responsibilities on: a) financial budgeting and management; b) keeping the household money; b) marketing; c) child rearing; d) cooking; e) washing clothes and dishwashing; and f) housekeeping. Men perform house repair/construction which is considered "muscle" work. Earning money for the household are seen to be shared responsibilities of men and women.

On work distribution for agriculture production, works dominated by men are those that are considered "muscle" work such as: a) land preparation; b) pesticide/herbicide application; and d) hauling/transport. Performed by both men and women are: a) buying inputs, b) seed

sowing/nursery; c) pulling seedlings, d) weeding, e) fertilizer application; f) harvesting; g) threshing; h) drying; i) milling; j) livestock management; k) poultry management; and l) fish pond management. Women perform assistance to men on all the works cited and is mainly responsible for: a) selling production; and b) small business (store, buy and sell, trading, etc.).

Land Use and Land Allocation

The participatory land use planning, land demarcation and allocation are completed in 1999-2000, but the map is not available. There are 34 ha. of construction land, 64 ha. of paddy-field land, 40 ha. of community land and more than 400 ha of forest land.

Livestock Production

Animals are reared mainly as supplementary source of income and/or source of food. Large animals notably cattle and buffaloes are significant in the village. Chicken and duck are generally reared as the most immediate source of food and household income. The quantity of small animals and poultry/fowls raised is small in all households.

Vaccination is practiced in the area. Anthrax, cholera and foot and mouth are the main diseases of large animals and occur some years. Poultry have experienced many serious outbreaks of Newcastle and fowl cholera diseases.

Rural Infrastructure Investment

No irrigation system in the village. There is good road linking the village to the district town Thaphabath is made of asphalt and is practicable in all seasons. The village has no pipe water system. The villagers are using water from boreholes, dug wells. The village has electricity for all households.

Objectives of Consultation and Participation

Implementation of consultation with the village authority will reduce the conflicts and minimize delay of the subproject implementation. Base on this, it enables the subproject to update the implementing work plan which is compliance with the LLL's needs and benefit of the local community.

The objectives of the consultation with village authority and participation of local people include: (i) ensuring the participation of village authority and local community into the progress of design, preparation and making decision of subproject; (ii) disseminating all the existing information, activities related to the project and its subproject to local community; (iii) collecting the idea, concern, need or priority of local people; (iv) ensuring that all the local authority notified all the decision which is related to their income and living standard; and (v) ensuring the transparency in implementation of sub-project.

Information disclosure and Public consultation

During environmental and social impact scope, ESF team together with PCU and its stakeholders (PAFO/DAFO, LWU, LNFD) have worked directly with village authority and mass-organizations of the village for providing information to and conducting of consultations with all relevant representatives of mass organization, on potential impacts of environmental and social aspects induced by the implementation of the PKK NP Headquarter construction subproject. The consultation meetings were held by ESF team together with PCU and its stakeholder in 17. November 2022 with participation of village leaders and representatives of mass organizations before the details of design commenced. The issues were discussed, included (i) the potential impact to environmental and social aspects in villages; (ii) impact to land and assets; (iii) participation of local authority in the sub-project implementation process; (iv) information disclosure and consultation meeting. A total of 26 persons (14 women) attended in this village meeting, represents of the VLWU were absent.

The table below summarizes the suggestions and opinions of village leaders, and representatives of mass-organizations on the ES related issues of the PKK NP Headquarter

construction subproject during the consultation meeting and how these suggestions and opinions have been addressed and incorporated in the subproject implementation plan. Consultation activities will be continued when this subproject implementation plan and final design get approved and thought the implementation and monitoring of the subproject implementation plan.

Issues discussed	Options and suggestion of participants
<ul style="list-style-type: none"> • Briefing LLL project information disclosure and consultation meeting • Introduction on the subproject • Potential impacts on ES aspects, land and assets by the sub-project • Grievance redresses mechanism. 	<ul style="list-style-type: none"> • Expressing concern and worries about usage of water during construction period. If failure of water management there will have contaminated and polluted water discharging to stream and downstream • Requesting subproject to sprinkle road with water and impose speed limit • Requesting contractor to manage outside labor to avoid social and risks and impacts • Request contractor to recruit community labor to increase villagers' employment/incomes • Requesting contractor to respect local tradition such as the full/end moon days (construction works should be suspended) • Villagers and village authority support LLL's activity implementation

[illegible]

Abstract The aim of this study was to determine the effect of a 6-week training program on the physical fitness of young women. Twenty-four female students were randomly selected from a university in Ankara, Turkey. They were divided into two groups: control group ($n = 12$) and experimental group ($n = 12$). The experimental group performed a 6-week training program consisting of aerobic, strength, and flexibility exercises. Physical fitness parameters were measured before and after the training period. Results showed significant improvements in cardiovascular endurance, muscular strength, and flexibility in the experimental group compared to the control group.

ပြေငြိမ်းစေပါ။

ಕ್ರ. ಸಂ. NO	ಹೆಸರು ಮತ್ತು ಹುದ್ದೆ Name and Burdize	ದೃಢೀಕರಣ Position	ಮಂಡಳಿ Organisation	ಹೆಸರು In	ಸಹಿ Signature
1	ಮ. ಕುಟುಂಬ ಮತ್ತು ವಸತಿ ಮ. ಕುಟುಂಬ ಮತ್ತು ವಸತಿ	ಸ್ಪಂಸರ್	ಮ. ಸಿ. ಸಿ.	22336125	ಸಹಿ
2	ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ	ಕಾರ್ಯದರ್ಶಿ	ಮ. ಸಿ. ಸಿ.	22336125	ಸಹಿ
3	ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ	ಕಾರ್ಯದರ್ಶಿ	ಮ. ಸಿ. ಸಿ.	22336125	ಸಹಿ
4	ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ	ಕಾರ್ಯದರ್ಶಿ	ಮ. ಸಿ. ಸಿ.	22336125	ಸಹಿ
5	ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ	ಕಾರ್ಯದರ್ಶಿ	ಮ. ಸಿ. ಸಿ.	22336125	ಸಹಿ
6	ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ	ಕಾರ್ಯದರ್ಶಿ	ಮ. ಸಿ. ಸಿ.	22336125	ಸಹಿ
7	ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ	ಕಾರ್ಯದರ್ಶಿ	ಮ. ಸಿ. ಸಿ.	22336125	ಸಹಿ
8	ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ	ಕಾರ್ಯದರ್ಶಿ	ಮ. ಸಿ. ಸಿ.	22336125	ಸಹಿ
9	ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ	ಕಾರ್ಯದರ್ಶಿ	ಮ. ಸಿ. ಸಿ.	22336125	ಸಹಿ
10	ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ	ಕಾರ್ಯದರ್ಶಿ	ಮ. ಸಿ. ಸಿ.	22336125	ಸಹಿ
11	ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ	ಕಾರ್ಯದರ್ಶಿ	ಮ. ಸಿ. ಸಿ.	22336125	ಸಹಿ
12	ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ	ಕಾರ್ಯದರ್ಶಿ	ಮ. ಸಿ. ಸಿ.	22336125	ಸಹಿ
13	ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ	ಕಾರ್ಯದರ್ಶಿ	ಮ. ಸಿ. ಸಿ.	22336125	ಸಹಿ
14	ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ	ಕಾರ್ಯದರ್ಶಿ	ಮ. ಸಿ. ಸಿ.	22336125	ಸಹಿ
15	ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ ಮ. ಸಾರ್ವಜನಿಕ ಕಾರ್ಯದರ್ಶಿ	ಕಾರ್ಯದರ್ಶಿ	ಮ. ಸಿ. ಸಿ.	22336125	ಸಹಿ

**Annex 05d: Consultation meeting District Administration Office, Thaphabath District
Minutes**

Lao Landscapes and Livelihoods Project

MEETING NOTE

District Administration Office, Thaphabath District, Bolikhamxay Province

TIME: 13:30 – 16:00 p.m.
DATE: 15 November 2022 (Tuesday)
LOCATION: District Administration Office, Thaphabath District, Bolikhamxay Province

Participants: (Attachments)

Meeting topics:

- Scope of environmental and social risk assessment and impact of sub-projects: 'Phou Khao Khouay-NPA PA Headquarters Construction'

The meeting was held on November 15, 2022 under the chairmanship of Mr. Bounpon Sengthong, Deputy Director General of the Department of Forestry, with the participation of a delegation from the Department of Forestry, Forest Conservation Division/Department of Forestry, Lao Landscapes and Livelihood Project (LLL), Vientiane Capital Agriculture and Forestry, Vientiane PAFO, Xaysomboun PAFO and Bolikhamxay PAFO, Thaphabath DAFO, and Thaphabath DoNRE. A total of 30 men, 4 women participated.

National LLL project consultant, Environment and Social Framework (ESF) Mr. Bounheuang Phanthisith expert in environmental management and Mr. Bounhom Phothimath expert in social management reported the detailed tasks to the meeting to carry out environmental and social survey work in the field of the sub-project to Phou Khao Khouay-NPA PA Headquarters Construction. For the social impact assessment work, Mr. Bounhom Phothimath will work with the community in two villages located near the sub-project such as Houay Leuk and Hath Khay Villages.

Social Risk and sustainability consultant presented details as follows

- Draft agenda for village consultation
- ES formats: (1) Eligibility screening "Negative list", (2) Scoping of ES Risks and Impacts, (3) E&S assessment, (4) Assessment of ethnic minority group, (5) Assessment land acquisition, (6) Minute of meeting + Registration list, (7) Minute of village consultation meeting + registration list, (8) Brief socio-economic data collection, (8) Photo villagers
- Discussion about possibility of dividing ESF team into two small groups (Social group # Environmental group) and allocating tasks
 - Environmental group will visit the renovation site
 - Social group will conduct village consultation

The sub-project construction area is located at a height of about 261 meters above sea level area. Determining the design and construction area of the sub-project is clear, as managed by the government, which covers an area of approximately 2.21 hectare. The project area is covered with young deciduous forest or unstocked forest types such as bamboo forest, and some of remaining standing trees planted by the private company. Biodiversity value is low, there are no rare or endangered plants for animals (this area is within the boundaries of Houay Leuk Village and is a state. There is a Houay Heua Kham Stream and Nam Mang River running

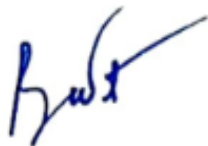
through the side edges of the sub-project area. As for the environmental and social impact, it is very small and can be determined by remedial measures.

Mr. Bounheuang Phanthasith, the consultant in environmental management has expressed his opinion on the scope/initial assessment of environmental risks and the assessment of the impact of sub-projects, such as during the construction phase of sub-projects, such as: The risk of soil erosion, water pollution and stream flow, various wastes caused by construction activities including air pollution and what are the mitigation measures.

Mr. Vilayphone Tounalom, Deputy Head of Unit of the Thaphabath District Natural Resources and Environment, made further comments, such as the area of Phou Khao Khouay-NPA PA Headquarters Construction is already clear, It is an area managed by the state and in this area there are no unexploded UXO explosives. He also confirmed that the negative environmental risks are seen to be minimal - because potential pollutants in the vicinity are also minimal.

Lastly of the consultation meeting, Mr. Bounpone Sengthong, Deputy Director General of the Forestry Department, as the chairman of this event, thanked all the participants and wished the delegation good health and success in the implementation of the LLL project to be successful.

Chairman of the meeting



Bounpone SENGTHONG

Recorder



Bounheuang Phanthasith

ស៊ីម៉ង់ត៍ ទ្រោមឆាត ឬឧស្ម័នប្រៃ ទ្រោមឆាត ប្រភេទប្រៃប្រាសាទ

[illegible]

ລ/ດ	ຊື່ ແລະ ນາມສະກຸນ	ຕຳແໜ່ງ	ບັນດາ	ເບີໂທ	ລາຍຊື່
NO	Name and Surname	Position	Organisation	Tel	Signature
1	ທ. ບຸນລັກ ບຸນທອງ	ຜູ້ບັນທຶກ	ໂຮງໝໍ	98059915	
2	ປ. ສິນທິລາ ພອນສິນ	ຮອງຫົວໜ້າ	ໂຮງໝໍ	28227153	
3	ທ. ສິນທິລາ ພອນສິນ	ຜູ້ບັນທຶກ	LL	56478824	
4	ທ. ສິນທິ ພອນສິນ	ຜູ້ບັນທຶກ	LL	55977773	
5	ທ. ສິນທິ ພອນສິນ	ຜູ້ບັນທຶກ	LL	76675299	
6	ທ. ສິນທິ ພອນສິນ	ຜູ້ບັນທຶກ	LL	99870687	
7	ທ. ສິນທິ ພອນສິນ	ຜູ້ບັນທຶກ	LL	55955182	
8	ທ. ສິນທິ ພອນສິນ	ຜູ້ບັນທຶກ	LL	21576009	
9	ທ. ສິນທິ ພອນສິນ	ຜູ້ບັນທຶກ	LL	22244198	
10	ທ. ສິນທິ ພອນສິນ	ຜູ້ບັນທຶກ	LL	99802802	
11	ທ. ສິນທິ ພອນສິນ	ຜູ້ບັນທຶກ	LL	55444220	
12	ທ. ສິນທິ ພອນສິນ	ຜູ້ບັນທຶກ	LL	5522459	
13	ທ. ສິນທິ ພອນສິນ	ຜູ້ບັນທຶກ	LL	94461515	
14	ທ. ສິນທິ ພອນສິນ	ຜູ້ບັນທຶກ	LL	22184913	
15	ທ. ສິນທິ ພອນສິນ	ຜູ້ບັນທຶກ	LL		

Annex 06: Lists Do's and Don'ts

Annex 06a: Wildlife Consumption and Trade

This list of Do's and Don'ts on wildlife trade and consumption intends to avoid and minimize impacts and risks towards biodiversity within the LLL priority landscapes, and relates to Sub-chapter 5.7. Such risks and impacts may occur due to duty mission by project staff, consultants and other personnel to the priority landscapes and villages, who may consume or trade wildlife or parts, or be involved in such activities. This would create additional market opportunity and potentially increases poaching/ hunting, finally resulting in reduced wildlife/ negative impacts on biodiversity. The trade of wildlife and parts, as well as consumption of wildlife is prohibited except for household consumption of manageable species in accordance to the Law on Wildlife and Aquatic Animals and other related regulation. This list should prevent project staff, consultants and other project personnel becoming involved in wildlife consumption and trade related activities during duty missions to priority landscapes, and supported villages. The list will be handed out and explained to all project staff, consultants and others, and is expected to be signed to acknowledge/ commit to it.

Don'ts

- Do not buy and/ or sale wildlife, wildlife parts or products in markets, or directly from villagers;
- Do not encourage, support or tolerate other colleagues or team members to buy and/ or sale wildlife, wildlife parts or products in markets, or directly from villagers or traders;
- Do not consume wildlife meat or other edible wildlife parts in restaurants or in villages;
- Do not invite, encourage or tolerate other colleagues or team members to consume wildlife meat or other edible wildlife parts in restaurants or in villages;
- Do not be a middle man, or otherwise be involved, support or promote the sale wildlife, wildlife parts or meat;
- Do not encourage and tolerate other colleagues or team members being a middle man, or otherwise be involved, support or promote the sale wildlife, wildlife parts or meat;
- Do not take part or support poaching and hunting of wildlife;
- Do not encourage and tolerate other colleagues or team members being involved and/ or supportive to poaching and hunting wildlife.
- Do not take part in storage and processing of wildlife parts;
- Do not encourage and tolerate other colleagues or team members being involved and/ or supportive to storage and processing of wildlife parts.

Do's

- Inform yourself about laws and regulations related to wildlife conservation and protection;
- Inform yourself about health and other risks due to the consumption of wildlife, edible parts and meat;
- Promote conserving wildlife by informing other colleagues or team members about laws and regulations related to wildlife conservation and protection;
- Promote conserving wildlife by informing other colleagues or team members about the health and other risks the consumption of wildlife, edible parts and meat;

- Inform PCU and/ or relevant authorities if you become aware that wildlife, wildlife parts or meat is sold in markets, or on the road by villagers and traders;
- Inform PCU and/ or relevant authorities if you become aware that wildlife, wildlife parts or meat is transported;
- Inform PCU and/ or relevant authorities if you become aware that wildlife is kept alive in cages or other facilities, such as in restaurants, guesthouses or in villages;
- Inform PCU and/ or relevant authorities if you become aware about poaching and hunting activities;
- Inform PCU and/ or relevant authorities if you become aware about wildlife parts being stored and/ or processed.

Annex 06b: Littering and None-degradable Solid Waste

This list of Do's and Don't's on littering and none-degradable solid waste intends to avoid and minimize the use of non-degradable materials such as made from plastic and related littering within the priority landscapes, and related pollution risks and impacts. It relates to Sub-chapter 5.8. Such risks and impacts may occur due to duty mission by project staff, consultants and other personnel, as well as events organized by the project in the priority landscapes and villages. This list should reduce the use of non-degradable materials and related littering by project staff, consultants and other project personnel, as well as participants of events organized by the LLL project. The list will be handed out and explained to all project staff, consultants and others, and is expected to be signed to acknowledge/ commit to it.

Don't's

- Do not litter waste in the nature or anywhere else (e.g. throwing plastic bags/ food packages out of car windows, or dropping when walking in towns/ villages);
- Do not dispose collected garbage in the nature or anywhere else (e.g. garbage from meetings and other events);
- Do not burn or bury waste in the landscape or in town/ villages;
- Do not allow animals (e.g. dogs, cats, pigs) to scavenge on waste.

Do's

- Inform yourself about non-degradable waste and impacts on the environment;
- Always try to follow the principle of avoiding, reducing and recycling of any kind of solid waste;
- Reduce/ minimize your use articles such as packages made out of non-degradable materials such as plastic (e.g. plastic bags, straws, plastic spoons/ forks/ knives);
- Use as much as possible articles such as packages made from degradable materials (e.g. traditional wrapped sweets in banana leaves);
- Encourage colleagues and other team members to use of packages made from degradable materials (e.g. traditional wrapped sweets in banana leaves);
- Minimize the use of articles made of non-degradable materials during events, meetings and others (e.g. plastic spoons/ forks, knives, plates, cups);
- Provide waste disposal bins, and ensure that waste from events/ meetings is collected and separated into degradable/ non-degradable as well as items to be recycled, and after this dispose them properly;

- Drink coffee, juice and other beverages in restaurants, coffee shops from ceramic cups and glasses (e.g. reject drinking beverages out of plastic cups when consuming drinks in restaurants);
- Avoid drinking water in small plastic bottles, such as for events/ meetings or during field missions, instead use water out of large bottles and refillable containers;
- Inform PCU and/ or relevant authorities if you become aware of serious cases of waste disposal in landscapes and villages.

Name: _____

Signature: _____

Title: _____

Date: _____

Annex 07: Code of Conduct, Contractors

The purpose of this Code of Conduct (CoC) is to provide advice on the standards of behavior that are required of contractors and their workers to protect project participants and communities from sexual exploitation and abuse and child abuse. It provides guidance, promotes ethical behavior and sets expectations across all project locations.

Contractors and their workers must uphold and promote the highest standards of ethical and professional conduct and abide by this Code of Conduct. All contractors and their workers will be required to read, understand, sign and commit to this Code of Conduct.

Instructions:

This Social Code of Conduct (COC) should be included in bidding documents for the civil works contractor(s) and in their contracts once hired.

Manager's Code of Conduct

1. The contractor is committed to ensuring that the project is implemented in such a way which minimizes any negative impacts on the local environment, communities, and its workers. This will be done by respecting the environmental, social, health and safety (ESHS) standards, and ensuring appropriate Occupational Health and Safety (OHS) standards are met.
2. The contractor is also committed to creating and maintaining an environment where children under the age of 18 will be protected, and where sexual abuse and sexual harassment have no place. Improper actions towards children, Violence Against Children (VAC), sexual abuse/harassment, and/or acts of Gender-Based Violence (GBV) will not be tolerated.
3. Workers at all levels have a responsibility to uphold the contractor's commitment and must adhere sign the Code of Conduct (COC). The COC abide to the Cultural Heritage Framework (CHF), the Labor Management Process (LMP), the Community Health and Safety Plan (CHSP) embedded in the ESMF and Community Engagement Framework.

Implementation

4. As follows:
 - a. To ensure maximum effectiveness of the COC:
 - (i) Prominently displaying the COC in clear view at workers' camps, offices, and in public areas of the workspace. Examples of areas include waiting, rest and lobby areas of sites, canteen areas and health clinics.
 - (ii) Ensuring all posted and distributed copies of the COC are translated into the appropriate language of use in the work site areas as well as for any international staff in their native language.
 - b. Verbally and in writing explain the COC to all staff, including in an initial training session.
 - c. Ensure that:
 - (i) All staff sign the 'Individual Code of Conduct', including acknowledgment that they have read and agree with the COC.
 - (ii) Staff lists and signed copies of the Individual Code of Conduct are provided to the OHS Manager and the MOH Focal Point.
 - (iii) Participate in training and ensure that staff also participate as outlined below.
 - (iv) Put in place a mechanism for staff to:
 - report concerns on ESHS or OHS compliance; and,

- confidentially report GBV incidents through the Grievance Redress Mechanism (GRM)
- (v) Staff are encouraged to report suspected or actual ESHS, OHS, GBV, VAC issues, emphasizing the staff's responsibility in compliance with applicable laws and to the best of your abilities, prevent perpetrators of sexual exploitation and abuse from being hired, re-hired or deployed. Use background and criminal reference checks for all employees nor ordinarily resident in the country where the works are taking place.
- d. Ensure that when engaging in partnership, sub-contractor, supplier or similar agreements, these agreements:
 - (i) Incorporate the ESHS, OHS, GBV, VAC Codes of Conduct as an attachment.
 - (ii) Include the appropriate language requiring such contracting entities and individuals, and their employees and volunteers, to comply with the Individual Codes of Conduct.
 - (iii) Expressly state that the failure of those entities or individuals, as appropriate, to ensure compliance with the ESHS and OHS standards, take preventive measures against GBV and VAC, investigation of allegations to be conducted by responsible agencies or authorities thereof, or corrective actions taken when GBV or VAC has occurred. These shall not only constitute grounds for sanctions and penalties in accordance with the Individual Codes of Conduct but also termination of agreements to work on or supply the project.
- e. Provide support and resources to create and disseminate staff training and awareness-raising strategy on GBV, VAC and other issues highlighted in the ESMF.
- f. Ensure that any GBV or VAC complaint warranting Police action is reported to the Police, MOH and the World Bank immediately.
- g. Report and act in accordance with the agreed response protocol any suspected or actual acts of GBV or VAC.
- h. Ensure that any major ESHS or OHS incidents are reported to MOH and the supervision engineer immediately, non-major issues in accordance with the agreed reporting protocol.
- i. Ensure that children under the age of 18 are not engaged in any hazardous activities or otherwise employed.

Training

- j. The contractors are responsible to:
 - (i) Ensure that staff have a suitable understanding of the ESMF, in particular OHS aspects, as well as GBV and VAC and are trained as appropriate.

Response

- k. Managers will be required to take appropriate actions to address any ESHS or OHS incidents.
- l. Regarding GBV:
 - (i) Maintain the confidentiality of all employees who report or (allegedly) perpetrate incidences of GBV (unless a breach of confidentiality is required to protect persons or property from serious harm or where required by law).
 - (ii) If a manager develops concerns or suspicions regarding any form of GBV by one of his/her direct reports, or by an employee working for another contractor on the same work site, s/he is required to report the case using the GRM.

- (iii) Once a sanction has been determined by the GRM, the relevant manager(s) is/are expected to be personally responsible for ensuring that the measure is effectively enforced, within a maximum timeframe of 14 days from the date on which the decision to sanction was made by the GRM.
- (iv) If a Manager has a conflict of interest due to personal or familial relationships with the survivor and/or perpetrator, he/she must notify the Company and the GRM. The Company will be required to appoint another manager without a conflict of interest to respond to complaints.
- (v) Ensure that any GBV issue warranting Police action is reported to the Police, MOH and the World Bank immediately
- m. Managers failing address ESHS or OHS incidents or failing to report or comply with the GBV provisions may be subject to disciplinary measures, to be determined and enacted by the Company. Those measures may include:
 - (i) Informal warning;
 - (ii) Formal warning;
 - (iii) Additional Training;
 - (iv) Loss of up to one week's salary;
 - (v) Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months;
 - (vi) Termination of employment.
- n. Ultimately, failure to effectively respond to ESHS, OHS, VAC and GBV cases on the work site by the company's managers may provide grounds for legal actions by authorities.

I do hereby acknowledge that I have read the Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to ESHS, OHS, VAC and GBV requirements. I understand that any action inconsistent with this Code of Conduct or failure to act mandated by this Code of Conduct may result in disciplinary action.

Name: _____

Signature: _____

Title: _____

Date: _____

Annex 08: Code of Conduct, Workers

Instructions: This Individual Code of Conduct should be included in bidding documents for the civil works contractor(s) and in their contracts once hired.

I, _____, acknowledge that adhering to environmental, social, health and safety (ESHS) standards, following the project's occupational health and safety (OHS) requirements, and preventing Violence Against Children (VAC) and Gender-Based Violence (GBV) is important.

The Contractor considers that failure to follow ESHS and OHS standards, or to partake in activities constituting VAC or GBV—be it on the work site, the work site surroundings, at workers' camps, or the surrounding communities—constitute acts of gross misconduct and are therefore grounds for sanctions, penalties or potential termination of employment. Prosecution by the Police of those who commit GBV or VAC may be pursued if appropriate.

I agree that while working on the project I will:

- a. Attend and actively partake in training courses related to ESHS, OHS, VAC and GBV as requested by my employer.
- b. Take all practical steps to implement the environmental and social management framework (ESMF) and the Community Engagement Framework (CEF).
- c. Will comply with any and all OHS measures and security instructions and guidelines and adhere to legal and organizational health, safety and environment requirements in force at the location of my work; and
- d. Will conduct myself in such a way as to avoid any unnecessary risk to the safety, security, health and welfare of myself and others, including personnel of partner organizations and stakeholders and communities.
- e. Adhere to a zero-alcohol policy during work activities, and refrain from the use of narcotics or other substances which can impair faculties at all times.
- f. Treat women, children (persons under the age of 18), and men with respect regardless of race, color, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
- g. Not use language or behavior towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- h. Not sexually exploit or abuse project beneficiaries and members of the surrounding communities.
- i. Not engage in sexual harassment of work personnel and staff—for instance, making unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature is prohibited: i.e. looking somebody up and down; kissing, howling or smacking sounds; hanging around somebody; whistling and catcalls; in some instances, giving personal gifts.
- j. Not engage in sexual favors—for instance, making promises of favorable treatment (i.e. promotion), threats of unfavorable treatment (i.e. loss of job) or payments in kind or in cash, dependent on sexual acts—or other forms of humiliating, degrading or exploitative behavior.
- k. Not use prostitution in any form at any time.
- l. Not participate in sexual contact or activity with children under the age of 18—including grooming or contact through digital media. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense or excuse.

- m. Unless there is the full consent by all parties involved, I will not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex (including prostitution). Such sexual activity is considered “non-consensual” within the scope of this Code.
- n. Avoid involvement in any criminal activities, activities that contravene human rights and will not participate in any forms of illegal activity
- o. Perform my duties in a manner that avoids foreseeable conflict of interest and will conduct all official duties with integrity, free from any taint of dishonesty or corruption, including not engaging in any act of favoritism, nepotism, cronyism, or bribery.
- p. Must not disclose or use anything which could be considered intellectual property, other property, or confidential information belonging to the project without prior permission from the project or as required by law. It is unacceptable for me to make unauthorized use or disclosure of information to which I have had access
- q. Ensure minimum environment impact and will avoid purchasing wild game or endangered animal species or go hunting and will avoid littering (throwing away plastic bottles, shampoo recipient, plastic bags, etc.).
- r. Will not discriminate against anyone on the basis of race, color, gender, disability, ethnic or national origin, age, religion, sexual orientation, marital or family status, civil status, pregnancy or other grounds
- s. Engage with communities based upon mutual trust and respect cultural practices, position of authorities, customary law and practices, rituals and culturally significant areas.
- t. Will not remove, acquire or trade any national cultural, historical and natural heritage (immovable or movable, tangible or intangible) from the project target areas.
- u. Consider reporting through the GRM or to my manager any suspected or actual GBV by a fellow worker, whether employed by my company or not, or any breaches of this Code of Conduct.

With respect to children under the age of 18:

- a. Bring to the attention of my manager the presence of any children on the construction site or engaged in hazardous activities.
- b. Wherever possible, ensure that another adult is present when working in the proximity of children.
- c. Not invite unaccompanied children unrelated to my family into my home, unless they are at immediate risk of injury or in physical danger.
- d. Not use any computers, mobile phones, video and digital cameras or any other medium to exploit or harass children or to access child pornography.
- e. Refrain from physical punishment or discipline of children.
- f. No hiring of children for any project activity (no persons under the age of 18).
- g. Must refrain from sexual activity with any person under the age of 18, regardless of the local age of consent, i.e. the local or national laws. Ignorance or mistaken belief of the child’s age is not a defense. Failure to report such a relationship may lead to disciplinary action pursuant national laws and regulations;
- h. Will not support or take part in any form of sexual exploitative or abusive activities, including, for example, child pornography or trafficking of human beings;

- i. Will treat all children with respect and not use language or behavior towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
- j. Will protect, manage and utilize project human, financial and material resources appropriately and will never use the project resources, including the use of computers, cameras, mobile phones or social media, to exploit or harass participants of the project, children or others in the communities in which the project works
- k. Will prevent, oppose and combat all exploitation and abuse of children
- l. Sensitive information related to incidents of sexual exploitation and abuse or child abuse whether involving colleagues, project participants or others in the communities in which the project works shall be shared only with the relevant authorities

Sanctions

I understand that if I breach this Individual Code of Conduct, my employer will take disciplinary action which could include:

- a. Informal warning;
- b. Formal warning;
- c. Additional Training;
- d. Loss of up to one week's salary;
- e. Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months;
- f. Termination of employment;
- g. Report to the Police if warranted.

I understand that it is my responsibility to ensure that the environmental, social, health and safety standards are met. That I will adhere to the occupational health and safety management plan. That I will avoid actions or behaviors that could be construed as VAC or GBV. Any such actions will be a breach this Individual Code of Conduct. I do hereby acknowledge that I have read the foregoing Individual Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to ESHS, OHS, VAC and GBV issues. I understand that any action inconsistent with this Individual Code of Conduct or failure to act mandated by this Individual Code of Conduct may result in disciplinary action and may affect my ongoing employment.

Signature: _____

Printed Name: _____

Title: _____

Date: _____

Annex 09: Sub-project ES Field Monitoring Form

Province:		District:		Location – sketch map attached	
				YES	NO
Village:		Sub-project:			
Type of Monitoring:					
Monthly				Bi-annually	
Quarterly				Annual	
Others:					
No	Description/ measures according to ESMP	G o o d	S a t i s f a c t o r y	P o o r	Comments
Detailed description of observations and comments (add sheets if required)					

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Distributed to	Yes	No	Date
PCU			
DAFO			
DoNRE			
Others (list below)			
Monitoring form compiled by:			
Name:		Signature:	
Designation:			
Date:			
Monitoring Form verified by:			
Name:		Signature:	
Designation:			
Date:			

Annex 10: Labor Management Procedures

The ESS2 recognizes the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. The Labor Management Procedures for the LLL Project are consistent with principles, regulations, measures provisions of:

- Labor Law of Lao PDR No.43/NA/24 December 2013
- Law on the Development and Protection of Women, NA/08/ 2004
- Law on Civil servant, NA/74/18/12/2015
- Decree on COC for public servants The Decree 184/26/06/2019
- ILO Convention of which Lao PDR is a signatory
- Principle 4 on “Community Relations and Worker’s Rights” of the Forest Stewardship Council, specifically Criterion 4.2 of Principle 4 and is in line with the ESS2 on Labor and Working Conditions.

Objective of the LMP

- To promote safety and health at work.
- To promote the fair treatment, non-discrimination, and equal opportunity of project workers.
- To protect project workers, including vulnerable workers such as women, persons with disabilities, children and ethnic men and women, contracted workers, community workers, and primary supply workers, as appropriate.
- To prevent the use of all forms of forced labor and child labor.
- To support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law.
- To provide project workers with accessible means to raise workplace concerns.

Applicability

The scope of application of the LMP depends on the type of employment relationship between the Borrower and the project workers. It applies to project workers including full-time, part-time, temporary, seasonal and migrant workers in project operations in PFAs, Pas or PtFAs.

The term “project worker” refers to:

- (a) **Direct workers:** people employed or engaged directly by the project (including the project proponent and the project implementing agencies) to work specifically in relation to the project;
- (b) **Contracted workers:** people employed or engaged through third parties (contractors, subcontractors, etc.) to perform work related to core functions of the project, regardless of location;
- (c) **Primary supply workers:** people employed or engaged by the Borrower’s primary suppliers;
- (d) **Community workers:** people employed or engaged in providing community labor.

Working Conditions and Management of Worker Relationships

- The project shall implement a program of worker safety, such as but not limited to training of participating villagers in the proper conduct of project operations, to avoid or reduce the risk of accident and to respond properly and expediently to accident, if it occurs.

- The information collected within the project including socioeconomic or natural resource survey shall remain confidential

Wages and other benefits

- When providing wages for government staff and villagers in project operations, the project shall ensure that the wages are consistent with prevailing government standards without unauthorized deductions.
- The Project shall include contract provisions with private actors on worker wages and other benefits and related compensation that are fair and consistent with prevailing local standards.

Operational Health and Safety (OHS) measures

- a. The district office or private contractor, as the case may be, shall install appropriate measures to ensure workplace health and safety of workers in project operations.
- b. Machinery, equipment, and procedures shall be safe and do not pose a danger to the health of forest workers.
- c. Regular inspection of first aid and other safety kits and providing improvements to those that are inappropriate or replacement to those already consumed.
- d. Assess risk to villagers' and forest workers' health and safety in project operations incorporating these in relevant training or reports.
- e. Provide training and supply information so that villagers and forest workers may undertake their work safely.
- f. For this project, the minimum age will be 18 years. This rule will apply for both national and international workers. Workers will be required to provide proof of their identify and age before commencing any works on site
- g. Young children (< 12 years) shall not be present in the work area. If they accompany their parents to work, they shall be provided a separate area outside the work area where they are looked after by an adult (< 18 years)
- h. Prohibit the use of addictive substances or drink, or any mind-altering substances in and around the workplace.
- i. Appoint staff responsible for labor health and safety in project operations.
- j. In case of injury in labor accident or occupational disease, the district of private contractor shall take the responsibility for the cost of the treatment as determined in the Law on Social Insurance.
- k. The project will provide Occupational Health and Safety (OHS) training that will cover relevant aspects of OHS associated with daily work and emergency arrangements
- l. The project will establish procedures for managing and monitoring the performance of such third parties in relation to the requirements of the ESS4 and will incorporate the requirements of the ESS4 into contractual agreements with third parties, together with appropriate noncompliance remedies
- m. The project will ensure working hours are in accordance with local regulation and industry practice and voluntary overtime is at manageable levels
- n. The project will provide clear and uniformly applied disciplinary practices and grievance procedures that include provisions prohibiting mental, physical or verbal abuse

Non-discrimination and Equal Opportunity

- The employment of project workers will be based on equal opportunity and fair treatment, and there will be no discrimination with respect to any aspects of the employment relationship, such as recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment based on gender, ethnicity, etc.
- The project will promote gender and ethnic equality in hiring, providing opportunity for training, study tour, capacity building opportunities according to the article 12 and 18 of the Labor Law.

Article 12. Professional and Skills Development: Professional and skills development focuses on creating conditions for women to receive professional training, to acquire skills and experience, and to have employment discipline so that women can have the same employment [opportunities] in society as men.

Article 19. Rights and Interests in Employment: Women have rights and interests in the context of employment, such as [the rights] to work in safe conditions and environments, to social security, and to remuneration and other benefits as provided by laws and regulations.

Resolution of Labor Disputes

Labor disputes arise when an employer and its employees cannot reach consensus on a labor issue. Labor disputes are divided into two types: (1) Disputes concerning the implementation of the Labor Law, internal regulations of the labor unit, labor regulations, employment contracts, or other legislation relating to labor; (2) Disputes relating to benefits, which refers to disputes relating to claims by employees for new rights and benefits which they request their employer to resolve.

Resolution of labor disputes will be undertaken according to the methods prescribed in the Article 148, 149, 150, 151, 152 and 153 of the Amended Labor Law, No.43/NA/24 December 2013 and consisting in: compromise, administrative resolutions, resolution by the committee for labor dispute resolution, court rulings or dispute resolution consistent with international protocols.

Emergency Preparedness and Response (ERP)

Emergency event is an unanticipated incident, arising from both natural and man-made hazards. In case of emergency events which may occur for a variety of different reasons, including failure to implement operating procedures that are designed to prevent their occurrence.

Where possible, ERP actions foresee emergencies that are likely to occur and pre-plan key components of a response. Though plans will need to be revised if the event happens, preparedness makes it possible to respond faster, more appropriately and efficiently, and to make decisions on the basis of more reliable information.

Staff at every level are likely to respond more effectively if training, analysis, planning, pre-positioning, and information collection have occurred, coordination mechanisms have been established, and simulation exercises held.

When an emergency occurs, the first priority is always life safety. The second priority is the stabilization of the incident. There are many actions that can be taken to stabilize an incident and minimize potential damage.

The project will abide to regulation formulated by the National Disaster Prevention and Control Committee (NDPCC) responsible for disaster preparedness and management as a center of coordination in national disaster management. The project will enforce regulations and disseminate information advertised by the National Flood and Drought Committee, and concerning communicable diseases, the project will follow the lead of the National Committee on Communicable Disease Control (NCCDC).

The project will acquire and share risk profiles of hazards and their impacts at national and provincial levels, which allows the assessment of exposure and vulnerability of areas to enable effective emergency and response plans and strategies.

- All **work sites** will identify potential hazards and actions to be taken in case of emergency
- Workplace processes will be put in place for project workers to **report** work situations that they believe are not safe or healthy, and to remove themselves from a work situation which they have reasonable justification to believe presents an imminent and serious danger to their life or health
- **Weather.** Some severe weather events can be forecast hours before they arrive, providing valuable time to prepare. The project will inform all staff in case a major weather event is known in order for the field staff to avoid going out to the field or come back to from the field if possible.
- **Fire.** In case of a local fire, all people shall cease all other activities in a safe manner immediately and take actions to extinguish the fire with the available firefighting equipment. If the people are unable to extinguish the fire, they should call the competent authorities for assistance, while taking actions to secure the access ways to the burning site and prevent spreading of the fire inside and outside the site. In case of fire outbreak in buildings, fire extinguisher should be available and each exit must be clearly visible and marked by a sign reading "Exit."
- **Disease outbreak.** In case of disease outbreak or pandemic (such as Covid 19), the project will contact each stakeholder and provide directives in line with National protocol. Notification measure include phone, what's app, messenger, project website, official letter (zhengkan).
- The project safeguard team at each level will be in charge of providing training, coordinating EPR implementation and monitoring.
- A system for regular **review** of occupational safety and health performance and the working environment will be put in place and include identification of safety and health hazards and risks, implementation of effective methods for responding to identified hazards and risks, setting priorities for taking action, and evaluation of results.
- The project will develop a **list of contact** information for all internal and external resources and personnel to contact in case of various emergency scenarios. The list should include the name, description, location, and contact details (telephone, email) for each of the resources, and be maintained annually.
- Environment Protection Law No, 29, NA, 18/12 /2012. Disaster management plan or law article 62 natural disaster, 63 mitigations and 64 prevention through raising awareness to grassroots and under the leadership of national disaster preparedness under MONRE.