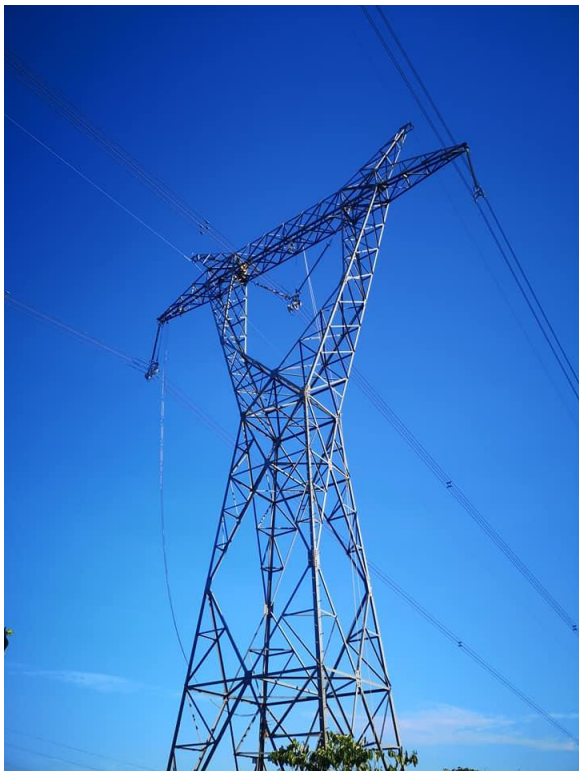


VIETNAM ELECTRICITY
NATIONAL POWER TRANSMISSION CORPORATION

RENEWABLE ENERGY ACCELERATING CHANGE (REACH)
(P516693)

ETHNIC MINORITY DEVELOPMENT PLAN
(EMDP)



SEPTEMBER 2026

GLOSSARY

Project impacts include both positive and negative effects arising from all components of the project on ethnic minority (EM) communities. Negative impacts typically result directly from land acquisition or restrictions on the use of legally designated or protected areas. Households affected by land acquisition may lose their homes, farmland, assets, businesses, or other sources of income. In essence, they may experience loss of ownership, residential rights, or use rights due to land acquisition or limitations on access.

Affected people refer to individuals, organizations, or business entities who experience direct social and economic impacts as a result of the compulsory acquisition of land and other assets for the World Bank-funded project. These impacts may include: (i) displacement or loss of shelter; (ii) loss of assets or access to assets; and (iii) loss of income sources or means of livelihood, regardless of whether the affected persons are required to relocate. Compulsory land acquisition also covers cases where land use rights are acquired with the landowner's consent, and the landowner is provided with alternative land or accommodation. In addition, affected people include those whose livelihoods are adversely impacted due to restricted access to legally designated or protected areas; however, this latter situation is generally not applicable in urban contexts. For purposes of this EMDP, affected people may also include individuals and communities experiencing project-related social impacts beyond land acquisition.

Ethnic minority groups (equivalent to the term “ethnic minorities” in Viet Nam) refer to distinct, vulnerable social and cultural communities that possess, to varying degrees, the following characteristics: (i) self-identification as members of a unique indigenous cultural group, with such identity also recognized by others; (ii) collective attachment to geographically distinct habitats or ancestral territories within the project area, as well as to the natural resources associated with those areas; (iii) customary cultural, economic, social, or political institutions that differ from those of the dominant society and culture; and (iv) an indigenous language, often different from the official language of the country or region.

Vulnerable groups refer to specific categories of people who may be disproportionately affected by resettlement impacts or face a higher risk of being further marginalized as a result of such impacts. These groups typically include: (i) female-headed households (including single, widowed, or those with disabled spouses) with dependents; (ii) persons with disabilities and elderly individuals living alone; (iii) poor households; (iv) landless households; and (v) ethnic minority groups, including those indirectly affected by the project.

Culturally appropriate means taking into account all dimensions of a community's culture and being sensitive to the ways in which these cultural practices and norms evolve and interact.

Free, prior, and informed consent (FPIC) refers to a collective consent and decision-making process through which affected Ethnic Minority People provide or withhold their consent to project activities that may affect them. Such consent is obtained without coercion, manipulation, or undue influence, prior to the approval and implementation of the project, and based on full, accurate, and culturally appropriate information.

Under ESS7, FPIC does not require unanimity of every individual within the community; rather, it represents the collective agreement of the community, expressed through legitimate and culturally appropriate representative institutions or decision-making processes.

For the Project, the applicability of FPIC has not yet been determined. The determination will be made following completion of the Social Assessment, validation consultations with affected ethnic minority communities, and assessment of the ESS7 circumstances requiring FPIC. The inclusion of FPIC terminology in this EMDP should not be interpreted as an indication that FPIC has been triggered.

Collective attachment refers to the long-standing physical presence and economic ties that a group has maintained for generations to lands and territories that they traditionally own, or customarily use or occupy, including areas of special cultural or spiritual significance such as sacred sites. The term also applies to the attachment of transhumant or nomadic groups to the territories they use on a seasonal or cyclical basis.

Customary rights to lands and resources refer to long-standing patterns of community use of land and natural resources that are governed by the customary laws, values, traditions, and practices of Ethnic Minority Peoples. These rights may include seasonal or cyclical use and are recognized based on traditional occupation and use, rather than on formal legal titles issued by the State.

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ABBREVIATIONS

CPC	: Commune People's Committee
CSC	: Construction Supervision Consultant
DOF	: Department of Finance
DOC	: Department of Construction
DOST	: Department of Science and Technology
DOHA	: Department of Home Affairs
DAE	: Department of Agriculture and Environment
EMDP	: Ethnic Minority Development Plan
EMPF	: Ethnic Minority Policy Framework
ESCP	: Environmental and Social Commitment Plan
ESF	: Environmental and Social Framework
ESIA	: Environmental and Social Impact Assessment
ESMP	: Environmental and Social Management Plan
ESS	: Environmental and Social Standards
ESS10	: Stakeholder Engagement and Information Disclosure
EVN	: Viet Nam Electricity
E&S	: Environmental and Social
GBV	: Gender-Based Violence
GOV	: Government of Viet Nam
GRM	: Grievance Redress Mechanism
LEP	: Law on Environmental Protection
LFDC	: Provincial/City Land Fund Development Centre
LMP	: Labour Management Procedures
NLDC	: National Load Dispatch Centre
NPT	: National Power Transmission Corporation
PAP	: Project Affected Person
PAPs	: Project-Affected Persons
PC	: People's Committee
PECC	: Power Engineering Consulting Joint Stock Company

P/CPC	:	Provincial/City People’s Committee
PMB	:	Project Management Board
PSDP	:	Power Sector Development Plan
ROW	:	Right of way
RP	:	Resettlement Plan
RPF	:	Resettlement Policy Framework
SEP	:	Stakeholder Engagement Plan
SPMB	:	Southern Power Projects Management Board
SS	:	Substation
REACH	:	Renewable Energy Accelerating Change
TOR	:	Terms of Reference
T/L	:	Transmission line
VRE	:	Variable renewable energy
WB	:	World Bank

I. INTRODUCTION

1.1. Project Overview

1. The Renewable Energy Accelerating Change (REACH) Project will finance the construction of the proposed 500 kV Krong Buk - Tay Ninh 1 Transmission Lines, a national priority investment aimed at strengthening Viet Nam's transmission network and supporting the integration of renewable energy into the national power system. The Project includes approximately 330 km of double-circuit 500 kV transmission lines extending from Dak Lak Province in the Central Highlands to Tay Ninh Province in the Southeast Region, together with associated bay expansion works at the proposed 500 kV Krong Buk and 500 kV Tay Ninh 1 substations. The Project has been identified as a priority investment based on power system planning studies and network analyses that identified transmission bottlenecks constraining renewable energy integration and future power sector expansion.
2. The Project is expected to improve transmission capacity between renewable energy resource areas and major demand centers, enhance power system reliability, reduce renewable energy curtailment, facilitate future renewable energy development, and strengthen regional power trade. The Project will also incorporate climate-resilient design measures to improve the long-term resilience and reliability of critical transmission infrastructure.
3. The estimated total Project cost is US\$519.07 million, including approximately US\$357 million in financing from the World Bank through a combination of IBRD and concessional resources, including the Canada Clean Energy and Forest Climate Facility (CCEFCF), and approximately US\$162 million in counterpart financing to be provided by EVNNPT. The Project will be implemented by EVNNPT through a designated Project Management Board and in coordination with relevant national and local authorities.
4. The Project will apply the World Bank Environmental and Social Framework (ESF) and comply with applicable Vietnamese legislation. The Project is currently classified as High Environmental and Social Risk. Relevant Environmental and Social Standards (ESSs) include ESS1 (Assessment and Management of Environmental and Social Risks and Impacts), ESS2 (Labor and Working Conditions), ESS3 (Resource Efficiency and Pollution Prevention and Management), ESS4 (Community Health and Safety), ESS5 (Land Acquisition, Restrictions on Land Use and Involuntary Resettlement), ESS6 (Biodiversity Conservation and Sustainable Management of Living Natural Resources), ESS7 (Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities), ESS8 (Cultural Heritage), and ESS10 (Stakeholder Engagement and Information Disclosure).
5. Preliminary screening indicates the presence of M'nong, Tay and Nung households within the Project area. Potential impacts on ethnic minority communities may include permanent land acquisition for tower foundations, restrictions on land use within the transmission line right-of-way (ROW), temporary construction-related impacts, and livelihood disruption. Accordingly, ESS7 is considered relevant and this Ethnic Minority Development Plan (EMDP) has been prepared to guide the Social Assessment process, meaningful consultation, culturally appropriate mitigation and benefit-enhancement measures, and the assessment of any potential Free, Prior and Informed Consent (FPIC) requirements under ESS7.

1.2. Project Risks and Impacts on Ethnic Minority Communities

6. Ethnic minority communities are present within the Project area and may be affected by land acquisition for transmission tower foundations, temporary construction impacts, restrictions on land use within the right-of-way (ROW), and disturbances associated with construction activities. The scale of physical and economic displacement affecting ethnic minority households will be confirmed through the final census, DMS and RP. Pending confirmation, affected ethnic minority households may experience impacts on residential land, agricultural land, perennial crops and livelihoods.

7. Additional risks include limited access to Project information among elderly and vulnerable ethnic minority households, inadequate participation in decision-making processes, construction-related community health and safety risks, labor influx-related social risks, including SEA/SH, and the possibility that ethnic minority households may not fully benefit from Project opportunities unless targeted measures are developed. These risks will be further assessed through the Social Assessment and managed through this EMDP and other Project instruments.

1.3. Rationale for Preparation of the EMDP

8. This EMDP has been prepared because ethnic minority communities are present in the Project area and may be affected by land acquisition, restrictions on land use within the right-of-way, construction activities, and other project-related social impacts. In accordance with ESS7, a Social Assessment is being undertaken to identify the presence and characteristics of affected ethnic minority communities, assess potential adverse and positive impacts, and determine culturally appropriate measures to avoid, minimize, mitigate, or compensate for adverse impacts and enhance Project benefits. The findings of the Social Assessment will also be used to assess whether any of the circumstances requiring Free, Prior and Informed Consent (FPIC) under ESS7 are present and to inform any additional measures that may be required during Project preparation and implementation.

9. The EMDP adopts a phased approach in which the initial framework establishes consultation, screening and assessment requirements, while specific mitigation measures and any FPIC-related actions will be refined based on the findings of the Social Assessment.

10. Preliminary screening confirms that M'ngong, Tay and Nung households are present within the Project area and may be affected by Project activities. These households will be treated as potentially affected ethnic minority communities for purposes of ESS7 due diligence pending completion of the second-stage Social Assessment. Immediately following Appraisal, the second-stage Social Assessment will verify, for each potentially affected community and relevant Project location, the four ESS7 characteristics, the nature and severity of differentiated impacts, collective attachment and customary resource use, cultural heritage relationships, legitimate representative institutions, language needs, and community views regarding the Project.

11. The second-stage Social Assessment is a detailed, site-specific continuation of the social assessment incorporated in the draft ESIA, rather than a separate or duplicative assessment. Its findings will be reconciled with the final engineering design, census, DMS and site-specific RP, disclosed and validated with affected ethnic minority communities, and used to finalize the EMDP and determine FPIC applicability before commencement of any activity that may adversely affect the relevant community.

1.4. Scope of EMDP

12. This EMDP applies to Project activities that may affect EM communities, including the 500 kV Krong Buk – Tay Ninh 1 transmission lines; feeder bays expansion works; tower foundations and

ROW restrictions; temporary access roads, storage and staging areas, worker facilities, and other ancillary construction areas; and any design changes or additional works included within the Project scope where EM households or communities are present or have collective attachment.

13. The EMDP covers the identification of affected ethnic minority communities, assessment of potential impacts, culturally appropriate mitigation and benefit enhancement measures, consultation and disclosure activities, grievance arrangements, institutional responsibilities, monitoring indicators, budget requirements, and procedures for assessing FPIC requirements under ESS7.

1.5. Objective of EMDP

14. This draft EMDP has been prepared in accordance with ESS7 and will be finalized based on the completed Social Assessment and validation consultations with affected ethnic minority communities.

15. The objectives of the EMDP are to: (i) identify and assess potential positive and adverse Project impacts on affected EM communities and establish culturally appropriate avoidance, minimization, mitigation, compensation, and benefit-enhancement measures; (ii) provide opportunities for affected EM communities to receive culturally appropriate and inclusive Project benefits; (iii) ensure meaningful, inclusive, and culturally appropriate engagement of affected EM communities in the design, implementation, and monitoring of mitigation and development measures, taking account of their social, cultural, and linguistic characteristics; (iv) Establish mechanisms for continued participation of ethnic minority communities throughout Project implementation and monitoring; (v) Ensure that vulnerable ethnic minority households, women, elderly persons and other disadvantaged groups have equitable access to Project information, consultation processes, compensation measures and Project benefits; (vi) Assess, document and disclose whether any circumstances requiring FPIC under ESS7 are present and, where applicable, establish and implement an FPIC process prior to commencement of the relevant Project activities; and (vii) Ensure that findings of the Social Assessment are disclosed and validated with affected ethnic minority communities before finalization of the EMDP.

II. LEGAL FRAMEWORK AND POLICIES ON ETHNIC MINORITIES

2.1. Methodology

16. For the purposes of ESS7, the identification of affected ethnic minority (EM) communities will be based on the presence, in varying degrees, of the characteristics described in ESS7, namely: (i) self-identification as members of a distinct social and cultural group and recognition of this identity by others; (ii) collective attachment to geographically distinct habitats, territories, or natural resources within the Project area; (iii) customary cultural, economic, social, or political institutions that are distinct from those of the dominant society and culture; and (iv) a distinct language or dialect. The Social Assessment will assess the relevance of these characteristics to potentially affected communities and inform the design of culturally appropriate consultation, mitigation measures, benefit enhancement activities, and any determination of Free, Prior and Informed Consent (FPIC) requirements.

17. The Constitution of the Socialist Republic of Viet Nam affirms equality among ethnic groups and recognizes their rights to preserve and promote their languages, cultures, customs, and traditions. These principles are reflected in a range of laws, policies, decrees, resolutions, and national programs

aimed at supporting the socio-economic development, cultural preservation, social inclusion, and well-being of ethnic minority communities.

18. The Land Law 2024 recognizes certain rights of communities sharing common customs, traditions, or lineage and provides legal provisions relating to community land use and compensation for acquired land and associated assets. Preliminary information available at the time of EMDP preparation indicates that potentially affected ethnic minority households primarily hold individually recognized land use rights. However, the Social Assessment will further assess whether collective attachment, customary use of land and natural resources, cultural heritage relationships, or other circumstances relevant to ESS7 are present within the Project area.

19. The Government of Viet Nam implements a variety of programs and policies supporting ethnic minority communities, including initiatives related to poverty reduction, livelihood development, education, health care, vocational training, cultural preservation, legal assistance, and access to information. The relevance of these programs to affected ethnic minority households will be assessed during Project implementation and reflected in the EMDP action plan, where appropriate.

20. At the national and subnational levels, government agencies responsible for ethnic minority affairs provide policy guidance, coordination, and implementation support for ethnic minority development programs. The Project will coordinate, as appropriate, with relevant authorities during the Social Assessment, stakeholder engagement, implementation, monitoring, and disclosure processes involving affected ethnic minority communities.

21. In addition, mass organizations and social support programs, including those implemented through the Women's Union, Farmers' Association, Fatherland Front, Youth Union, and social policy financing mechanisms, may provide opportunities to support affected and vulnerable households through livelihood assistance, financial inclusion, community outreach, and information dissemination activities. Opportunities to leverage relevant programs will be explored during Project implementation, where appropriate.

22. Gender equality principles are embedded within Viet Nam's legal and institutional framework, including the Constitution and the Law on Gender Equality. Consistent with ESS7 and ESS10, the Project will apply gender-responsive and inclusive approaches throughout the Social Assessment, consultation, grievance management, livelihood restoration, monitoring, and implementation processes to ensure that women, vulnerable households, and disadvantaged groups have equitable opportunities to participate in and benefit from the Project.

23. These legal and policy provisions support gender equality and women's participation in socio-economic development.

24. Government decisions on ethnic minority and gender include some key regulations as below:

-  Decree 272/2025/ND-CP, issued on October 16, 2025, stipulates the demarcation of ethnic minority and mountainous regions for the period 2026-2030.
-  Decree 96/2025/ND-CP is a government document issued on April 29, 2025, aiming to amend and supplement several articles of Decree 82/2010/ND-CP on the teaching and learning of ethnic minority languages.
-  Decree 66/2025/ND-CP stipulates special support policies for children in nurseries, students, and boarding and semi-boarding trainees from ethnic minority communities, disadvantaged areas, coastal areas, and islands.

- ✚ Decree 28/2022/ND-CP dated April 26, 2022 on preferential credit policies to implement the National Target Program for socio-economic development in ethnic minority and mountains areas in the period from 2021 to 2030, phase 1: from 2021 to 2025.
- ✚ Decree No. 66/2022/ND-CP dated September 20, 2022 of the Government on the functions, tasks, responsibilities and organizational structure of the Committee for Ethnic Minorities.
- ✚ Decree No. 27/2022/ND-CP dated April 19, 2022 of the Government stipulating the management mechanism and organization of implementation of National Target Programs.
- ✚ Resolution No. 120/2020/QH14 of the National Assembly dated June 19, 2020 approves the investment policy for the National Target Program on Socio-Economic Development in Ethnic Minority and Mountainous Areas for the period 2021–2030.
- ✚ Resolution No. 88/2019/QH14 of the National Assembly dated November 18, 2019 approves the Overall Project for Socio-Economic Development in Ethnic Minority and Mountainous Areas for the period 2021–2030.
- ✚ Decree No. 05/2011/ND-CP of the Government: Detailing and guiding the implementation of several articles on ethnic affairs. This Decree is an important legal basis for developing specific policies and has been amended and supplemented by Decree No. 127/2024/ND-CP effective from December 1, 2024.
- ✚ Circular 02/2022/TT-UBDT dated June 30, 2022 guiding the implementation of a number of projects under the National Target Program for socio-economic development in ethnic minority and mountainous areas in the period of 2021 - 2030, phase I: from 2021 to 2025.
- ✚ Circular 01/2022/TT-UBDT dated May 26, 2022 regulating the process of monitoring and evaluating the implementation of the National Target Program for socio-economic development in ethnic minority and mountains areas in the period 2021-2030; Phase I: from 2021 to 2025.
- ✚ Circular 15/2022/TT-BTC dated March 4, 2022 regulating the management and use of public funds to implement the National Target Program Socio-economic development in ethnic minority and mountains areas period 2021-2030, phase I: from 2021 to 2025.
- ✚ Decision No. 39/2021/QD-TTg dated December 30, 2021 of the Prime Minister stipulating principles, criteria, norms for allocation of central budget capital and proportion of counterpart capital of local budget for implementation of National Target Program for socio-economic development in ethnic minority and mountains areas for the period 2021 - 2030, phase I: From 2021 to 2025.
- ✚ Decision 1719/QD-TTg dated October 14, 2021 Approving the National Target Program for socio-economic development in ethnic minority and mountains areas in the period 2021 - 2030, phase I: from 2021 to 2025.
- ✚ Decision 612/QD-UBDT dated September 16, 2021 approving the list of extremely difficult villages in ethnic minority and mountainous areas for the period 2021 – 2025.
- ✚ Decision 861/QD-TTg of the Prime Minister issued on June 4, 2021 approving the list of communes in Region III, Region II, Region I, belonging to ethnic minority in mountainous areas in the period 2021-2025.

2.2. World Bank's Environmental and Social Standard 7 (ESS7)

25. The objective of ESS7 is to ensure that the development process fosters full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities; avoids adverse impacts where possible; minimizes, mitigates, or compensates for unavoidable impacts; promotes sustainable development benefits and opportunities in an accessible, culturally appropriate, and inclusive manner; and establishes and maintains an ongoing relationship based on meaningful consultation throughout the Project life cycle.

26. In accordance with ESS7, project design must ensure that ethnic minority people are not disproportionately affected by adverse impacts arising from development activities. Where such impacts are unavoidable, appropriate mitigation measures must be identified and implemented. At the same time, projects are required to provide social and economic benefits to ethnic minority communities in a manner that is culturally appropriate and consistent with their needs, priorities, and ways of life.

27. ESS7 defines Indigenous Peoples (referred to in this project as ethnic minorities) as distinct social and cultural groups that may be identified in geographical areas by the presence, in varying degrees, of the following characteristics:

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

28. ESS7 requires meaningful consultation with affected EM communities and culturally appropriate measures to enable their effective participation throughout the Project life cycle. Where any of the three circumstances specified in ESS7 for FPIC are present, the Borrower will undertake and document an FPIC process before commencement of the relevant Project activities. Engagement will recognize EM communities as distinct social and cultural groups while ensuring inclusion of women, youth, vulnerable households, and persons whose views may not be fully represented through formal community leadership.

29. The main objectives of ESS7 are to:

- ❖ Ensure that ethnic minority groups are provided with meaningful opportunities to participate in the planning and implementation of project activities that may affect them;
- ❖ Ensure that ethnic minority groups receive social and economic benefits that are culturally appropriate and responsive to their needs and priorities; and
- ❖ Avoid, minimize, or mitigate adverse project impacts on ethnic minority groups, and where such impacts are unavoidable, ensure that appropriate mitigation and compensation measures are implemented.

30. In accordance with the World Bank's ESS7, projects proposed for World Bank financing that may affect Indigenous Peoples (referred to in this project as ethnic minorities) are required to follow a sequence of key steps. These include:

- ❖ Screening to determine whether ethnic minority groups are present in, or have collective attachment to, the project area;
- ❖ Where ethnic minority groups are identified, undertaking a Social Impact Assessment to identify potential positive and adverse impacts and to inform project design measures aimed at avoiding or minimizing adverse impacts and enhancing culturally appropriate benefits;
- ❖ Conducting meaningful consultations with affected ethnic minority communities, ensuring that sufficient information is provided and that participation is voluntary and inclusive, to understand and document the range of community views, including support, conditions, concerns, differing views, and unresolved issues, and to demonstrate how these views have informed Project design and mitigation measures; and
- ❖ Preparing an Ethnic Minority Development Plan (EMDP) in consultation with the affected communities, which sets out culturally appropriate benefits, measures to avoid or mitigate adverse impacts, and arrangements for information disclosure and ongoing engagement.

31. The provisions of ESS7 are intended to ensure that affected ethnic minority communities are meaningfully consulted and able to participate throughout the Project cycle; that they receive culturally appropriate benefits and opportunities; and that adverse impacts are avoided where possible, or otherwise minimized, mitigated, or compensated for in a manner consistent with their social, cultural, and economic circumstances.

32. During Project preparation and implementation, the EMDP will be implemented in conjunction with relevant Vietnamese laws and regulations, applicable World Bank Environmental and Social Standards, and other Project environmental and social instruments. This integrated approach is intended to ensure that affected ethnic minority communities are appropriately informed, meaningfully consulted, and able to participate in decisions that may affect them, while receiving culturally appropriate support, mitigation measures, and Project benefits.

33. Meaningful consultation will be undertaken throughout Project preparation and implementation regardless of whether FPIC is ultimately required. The Social Assessment, consultation process, and EMDP implementation will also assess collective attachment, customary resource use, cultural heritage relationships, and other matters relevant to ESS7. Should any of the circumstances requiring FPIC under ESS7 be identified, an FPIC process consistent with ESS7 will be undertaken prior to commencement of the relevant Project activities.

2.2.1. Free, Prior and Informed Consent (FPIC)

34. ESS7 requires the Borrower to obtain the Free, Prior and Informed Consent (FPIC) of affected Indigenous Peoples/Ethnic Minority communities in specific circumstances. FPIC does not require unanimity and may be achieved even where some individuals or groups disagree, provided that the decision-making process is culturally appropriate and reflects the collective views of the affected community.

35. Under ESS7, FPIC is required where Project activities may:

- (a) Have adverse impacts on lands and natural resources subject to traditional ownership or under customary use or occupation;
- (b) Cause relocation of ethnic minority communities from lands and natural resources subject to traditional ownership or customary use or occupation; or

- (c) Have significant impacts on cultural heritage that is material to the identity and/or cultural, ceremonial, or spiritual aspects of affected ethnic minority communities.

36. The determination of whether any of these circumstances are present will be based on the findings of the Social Assessment, meaningful consultations with affected communities, and further due diligence undertaken during Project preparation. Completion of the Social Assessment alone will not be sufficient to determine FPIC applicability. Findings of the Social Assessment will be disclosed and validated with affected ethnic minority communities before a final determination is made regarding FPIC applicability.

37. Based on preliminary screening and information available at the time of preparation of this draft EMDP, no evidence has been identified to date indicating impacts on traditionally owned or customarily used lands and natural resources or impacts on cultural heritage resources that may trigger FPIC under ESS7. The scale and nature of impacts affecting ethnic minority households, including any physical displacement, remain subject to confirmation through the ongoing census, Detailed Measurement Survey (DMS), Resettlement Plan (RP) preparation, Social Assessment, and validation consultations with affected ethnic minority communities. Accordingly, the applicability of FPIC under ESS7 has not yet been determined and will be assessed following completion of these activities.

38. Physical displacement of an ethnic minority household will be addressed under ESS5 and ESS7. It constitutes an FPIC circumstance under ESS7 where relocation is from lands and natural resources subject to traditional ownership or customary use or occupation.

2.2.2. Process for Determining FPIC Requirements

39. Following completion of the Social Assessment, the Borrower will undertake a structured assessment to determine whether FPIC is required under ESS7. The assessment will include:

- ❖ Verification of the presence and characteristics of affected ethnic minority communities;
- ❖ Assessment of collective attachment to land and natural resources;
- ❖ Assessment of customary use and occupation of natural resources;
- ❖ Identification of sacred sites, cemeteries, spiritual areas, forests, cultural landscapes, and other cultural heritage resources;
- ❖ Assessment of potential relocation impacts;
- ❖ Assessment of community views regarding Project impacts and mitigation measures.

40. The outcome of this assessment will be documented in an FPIC Screening Matrix and incorporated into the final Social Assessment and EMDP.

41. If the assessment concludes that any of the circumstances requiring FPIC under ESS7 are present, the Borrower will undertake an FPIC process consistent with ESS7 before commencement of the relevant Project activities. The EMDP, ESCP, and other relevant instruments will be updated as necessary.

42. If FPIC is required, EVNNPT/SPMB will agree with the affected community on a culturally appropriate and mutually accepted process before substantive consent-seeking begins. The agreed process will identify: (i) the affected community and rights holders; (ii) legitimate and representative decision-making institutions, as confirmed by the community; (iii) participation arrangements for women, youth, vulnerable households and persons whose views may not be represented through

formal leadership; (iv) information to be disclosed, in appropriate languages and formats; (v) the sequence, venue and timing of consultations; (vi) the method by which collective decisions, conditions, dissenting views and unresolved issues will be recorded; and (vii) arrangements for independent facilitation or technical advice where requested and appropriate.

43. The process will provide sufficient time for internal community deliberation without coercion, manipulation or undue influence. Consent will be sought and documented for the specific Project activities and impacts that trigger FPIC, together with agreed avoidance, mitigation, compensation, benefit-sharing, monitoring and grievance arrangements. FPIC does not require unanimity, but the record must demonstrate a culturally appropriate collective decision through institutions accepted by the affected community.

44. If consent is withheld, or if the process is not mutually accepted or cannot be completed in a manner consistent with ESS7, the relevant activity will not proceed as proposed. EVNNPT/SPMB will consult the affected community and the World Bank on feasible alternatives, which may include avoidance, alignment optimization, tower relocation, redesign, modification of construction methods or exclusion of the relevant activity. Any revised option will be subject to updated assessment, disclosure and consultation, and where the FPIC circumstance remains, a renewed FPIC process.

2.2.3. Documentation of Meaningful Consultation

45. The outcomes of meaningful consultation will be documented through culturally appropriate engagement, validation of Social Assessment findings, documentation of key concerns and agreements, and continued engagement throughout Project preparation and implementation. Consultation records will document the range of community views, including support, conditions, concerns, differing views and unresolved issues, agreed actions, and how feedback was incorporated into the final EMDP.

2.3. Consistency of National Legal Framework with WB ESS7

46. A key distinction lies in terminology. Under World Bank ESS7, the term used is “Indigenous Peoples,” whereas the Government of Viet Nam generally uses the term “ethnic minorities” to refer, in a broad sense, to distinct, vulnerable social and cultural groups that may exhibit the following characteristics to varying degrees:

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

47. Based on preliminary consultations undertaken to date, no customary or communal land tenure systems have been identified within the Project area. However, this finding remains subject to confirmation through the Social Assessment and additional consultations with affected ethnic minority communities. Any implications for ESS7 implementation, including FPIC determination, will be assessed following completion of these activities.

48. Table 1 summarizes the principal differences between the national legal framework and ESS7 and identifies Project-specific measures to address material gaps. Where national requirements differ from ESS7, the Project will apply measures consistent with ESS7 and the ESCP.

Table 1. Reconciliation of Viet Nam's Policies and WB ESS7 on Ethnic Minority

Issue	Viet Nam policy	WB ESS7	Gaps Identified	Policy applied for the project
Social Assessment (SA)	Decision No. 33/2020/QĐ-TTg dated November 12, 2020 of the Prime Minister on criteria to delineate ethnic minority and mountainous areas by development level (2021–2025); Decision No. 12/2018/QĐ-TTg dated March 6, 2018 on recognition and support for reputable persons among ethnic minorities	Screen early to determine (i) whether Indigenous Peoples/ethnic minority communities are present in, or have collective attachment to, the Project area; and (ii) whether Project impacts on such communities are likely. Undertake a culturally appropriate and gender-sensitive Social Assessment, identify potential positive and adverse impacts, and consider affected communities' preferences for Project benefits and mitigation measures.	Viet Nam policy does not require a formal SA for projects affecting ethnic minorities; EMDP approach is not specified	Preliminary screening has confirmed the presence of ethnic minority households in the Project area and the potential for Project-related impacts. The Social Assessment, impact inventory, census, DMS and validation consultations will confirm the affected communities, differentiate impacts and required measures. EVNNPT/SPMB has prepared this draft EMDP with consultant support. The EMDP will be finalized following completion and community validation of the Social Assessment and updated as necessary during implementation.
Meaningful Consultation with EMCs	Building information systems to ensure EM access to information; improving use of ethnic languages in media; free legal aid; dissemination of State policies, socio-economic plans, and program implementation results (Articles 17-18, Decree 05/2011/ND-CP; Decision 12/2018/QĐ-TTg)	Undertake meaningful consultations with affected Indigenous Peoples communities to solicit participation in (i) design, implementation, and monitoring of mitigation measures; (ii) tailoring project benefits; provide culturally appropriate, gender-inclusive capacity development; establish culturally appropriate grievance mechanisms.	Viet Nam policy focuses on information provision but does not require participatory consultation or culturally tailored engagement.	The Project will undertake meaningful, inclusive and culturally appropriate consultation throughout preparation and implementation, with targeted engagement of directly affected households, women and vulnerable persons. Preliminary findings on customary ownership and traditional tenure will be verified through the Social Assessment and community validation consultations.
Action Planning / EMDP	No specific requirement for preparation of an Indigenous Peoples plan (IPP) or equivalent	Prepare an EMDP based on SA, in consultation with affected communities; specify measures to ensure culturally appropriate benefits, mitigate adverse impacts, establish grievance mechanisms, monitor, and allocate budget and time-bound actions.	Viet Nam legislation lacks explicit EMDP requirements	This draft EMDP has been prepared during Project preparation and will be finalized following completion and validation of the Social Assessment. EVNNPT/SPMB will implement and monitor the approved EMDP with qualified consultant support.
Disclosure of EMDP	Full disclosure of compensation plans to affected persons (Land Law, Article 69)	Disclose draft EMDP including consultation process and SIA results before project appraisal in accessible locations and languages; disclose final	Viet Nam law requires disclosure of compensation	Draft and final EMDP will be disclosed in accordance with the timing and disclosure arrangements agreed with the World Bank

Issue	Viet Nam policy	WB ESS7	Gaps Identified	Policy applied for the project
		EMDP and updates to affected communities and stakeholders	plans but not EMDP or consultation results	and prior to commencement of Project activities that may adversely affect ethnic minority communities.
Recognition of Customary Rights	Community use of land for cultural, religious, or agricultural purposes; compensation for households using land stably before July 1, 2004, even if not formally titled (Land Law 2024, Clause 5, Article 5, Decree 88/2024/ND-CP)	Prepare action plan for legal recognition of customary rights where project involves: (i) establishing legally recognized rights to traditionally owned or used lands; or (ii) involuntary acquisition of such lands	Viet Nam policy recognizes certain customary land uses but does not provide structured action plans for legal recognition in project context	No customary land has been identified through preliminary screening. This finding will be further verified through Social Assessment and consultations with affected ethnic minority communities.
FPIC	No equivalent requirement	FPIC required under specific circumstances	Significant gap	FPIC screening will be undertaken following completion of the Social Assessment. If triggered, FPIC process will be conducted before commencement of relevant activities
Documentation of Community Views	Not explicitly required	Not framed as a separate ESS7 requirement; consultation outcomes and community views must be documented	Gap	Consultation results and validation meetings will document the range of community views, agreements, conditions, concerns, and unresolved issues
Monitoring	Citizens can supervise and report land use breaches, compensation, resettlement (Article 231, Land Law 2024)	Monitor EMDP implementation using qualified experts, participatory approaches where possible, assess achievement of objectives, disclose monitoring reports	Viet Nam legislation provides general citizen supervision but no structured monitoring framework for EMDP	The Implementing Agency must undertake internal monitoring, and an external monitoring consultant will be engaged to conduct monitoring and review the internal monitoring report.

2.4. Assessment of FPIC Requirements

49. In accordance with ESS7, a preliminary screening was undertaken to assess whether any of the circumstances requiring Free, Prior and Informed Consent (FPIC) may be present. The screening considered potential Project impacts on: (i) lands and natural resources subject to traditional ownership or customary use or occupation; (ii) physical relocation from such lands and natural resources; and (iii) cultural heritage that is material to the identity, cultural, ceremonial, or spiritual aspects of affected ethnic minority communities.

50. Based on information available at the time of preparation of this draft EMDP, no evidence has been identified to date suggesting impacts on traditionally owned or customarily used lands and natural resources, or significant impacts on cultural heritage that may trigger FPIC under ESS7. However, the assessment remains preliminary and subject to further verification through the Social Assessment, census and detailed measurement survey (DMS), validation consultations, and additional field investigations.

51. Preliminary consultations have not identified customary tenure arrangements within the Project area. Available information further indicates that potentially affected Tay and Nung households are predominantly long-term migrant communities whose land use is primarily based on individually recognized land use rights. Nevertheless, further assessment will be undertaken to determine whether affected ethnic minority communities maintain collective attachment to land and natural resources, customary resource use, cultural heritage relationships, or other characteristics relevant to ESS7 and FPIC determination. Particular attention will be given to potentially affected M'ngong communities due to their historical association with the Central Highlands and the possibility of continued cultural, spiritual, or resource-based attachment to specific locations within the broader Project area.

52. The applicability of FPIC under ESS7 will be determined following completion of the Social Assessment, validation of findings with affected ethnic minority communities, and further due diligence undertaken during Project preparation. If any of the circumstances requiring FPIC under ESS7 are identified, the Borrower will undertake an FPIC process consistent with ESS7 prior to commencement of the relevant Project activities, and the EMDP, ESCP, and other relevant Project instruments will be updated accordingly.

53. Pending completion of the FPIC determination process, ESS7 implementation will focus on meaningful and culturally appropriate consultation, inclusive participation, assessment of differentiated impacts and community priorities, and identification of measures to avoid, minimize, mitigate, or compensate for adverse impacts while enhancing culturally appropriate Project benefits.

III. SOCIAL ASSESSMENT

3.1. Objectives and Methods of Social Impact Assessment

3.1.1. Objectives

54. The Social Assessment aims to identify, analyze, and understand the potential social risks and impacts associated with the project, with particular attention to vulnerable groups, including ethnic minority communities. The assessment seeks to: (i) evaluate both positive and adverse impacts on livelihoods, and access to services; (ii) assess community needs, preferences, and levels of project acceptance; (iii) identify opportunities to enhance project benefits; and (iv) propose appropriate

mitigation measures to ensure that project implementation is socially inclusive, culturally appropriate, and aligned with the World Bank's Environmental and Social Framework (ESF).

55. The Socio-Economic Survey (SES) aims to collect information on affected ethnic minority households, such as: (a) Demographic characteristics; (b) Occupation; (c) Living standards (income, expenditure, loans, health status, environmental sanitation, etc., and the participation of affected people); (d) Affected households belonging to vulnerable groups; (e) Project impacts on households' assets; (f) Consultation with Project Affected Persons (PAPs) regarding potential impacts and mitigation measures; (g) Livelihood resilience; (h) Project implementation support.

3.1.2. Survey Method

56. A combined qualitative and quantitative method was used for SES, which was undertaken within the framework of the Resettlement (RAP). The methods included in-depth interviews, focus group discussions, rapid assessment, and a sample survey. In addition, document review and field observations were also used to collect data and information.

3.1.2.1. Desk Study

57. Relevant documents have been collected, reviewed, studied, and analyzed/evaluated, including: the project proposal report, the project feasibility study report; cadastral maps, land acquisition reports prepared by land acquisition implementation units, socio-economic reports, the World Bank's Environmental and Social Framework (ESF) and guidelines, the Land Law 2024 and related decrees and circulars.

3.1.2.2. Qualitative Methods

58. Qualitative data collection includes key informant interviews, community meetings, and separate or small-group discussions with affected EM households, women, vulnerable persons, village leaders, reputable persons, and relevant local authorities. The final Social Assessment will distinguish findings derived from field consultations from secondary-source information.

- ❖ Group discussions with People's Committees of communes, In-depth interviews with design consultants and EVNNPT/SPMB
- ❖ In-depth interviews with leaders of Commune People's Committees
- ❖ Collecting secondary documents

59. During the preparation of this Ethnic Minority Development Plan (EMDP), EVNNPT/SPMB with the support of consultant coordinated with local authorities to organize consultation and information dissemination activities on the project during 2025-2026, including aspects such as: Preliminary design of the project, expected impacts, compensation and support policy of the project (including WB ESS5 requirements on involuntary resettlement and ESS7 requirements on Indigenous people), compensation and support entitlements, relocation and resettlement options, income restoration activities and grievance mechanisms, etc. Information on consultation activities are as follows:

3.1.3. Quantitative Methods

60. Quantitative methods include:

- ❖ Integrating the technical design map with the cadastral map to identify households within the site clearance area of the subproject.
- ❖ Interviewing ethnic minority households using the Socio-Economic Survey (SES) questionnaire.

- ❖ Quantitative data analysis using appropriate statistical software, with findings disaggregated by ethnic group, sex, vulnerability, location, and type and severity of impact.

3.2. General Information About EM People in the Project Area

3.2.1. Preliminary Social Assessment Findings

3.2.1.1. Cultural Characteristics of M'ong People

61. The M'ong are one of the indigenous ethnic groups of the Central Highlands and constitute an important ethnic minority population within the broader Project region. According to the 2019 Population and Housing Census, the M'ong population was approximately 127,334 people nationwide, with significant populations residing in Đắk Lắk Province. Available information indicates that many M'ong communities maintain distinct cultural identities, community institutions, and social practices that continue to contribute to community cohesion.

62. The M'ong language belongs to the South Bahnaric branch of the Austroasiatic language family and remains an important element of cultural identity in many communities, although Vietnamese is increasingly used in education, government administration, and daily interactions. The Social Assessment will further assess language preferences and any requirements for culturally appropriate communication, interpretation, or consultation support.

63. Traditionally, M'ong livelihoods have been associated with agriculture, forest resources, and other natural resource-based activities. While many households have transitioned toward settled agriculture and cultivation of perennial cash crops such as coffee and rubber, livelihoods in some communities continue to remain closely linked to land and natural resources. These characteristics may be relevant in assessing potential Project impacts, including impacts associated with land acquisition, restrictions on land use, and access to natural resources.

64. Community life is commonly organized around buôn (villages), where village leaders, elders, and other respected persons continue to play important roles in community governance, dispute resolution, information dissemination, and decision-making. These institutions may serve as important entry points for culturally appropriate consultation, stakeholder engagement, disclosure, and grievance management during Project preparation and implementation.

65. M'ong communities maintain distinct social and cultural traditions, including customary practices, community institutions, and spiritual beliefs that may continue to influence community life and decision-making. Secondary sources also indicate that some M'ong communities maintain cultural, spiritual, or historical relationships with forests, sacred sites, cultural landscapes, and other places of significance. The presence, location, and relevance of any such resources within the Project area, and any implications for ESS7 implementation, will be further assessed through the Social Assessment, field verification, and consultations with affected communities.

66. Preliminary information indicates that potentially affected M'ong households maintain community networks, traditional institutions, and cultural practices that may be relevant to ESS7 implementation. The Social Assessment will further assess whether affected communities maintain collective attachment to land and natural resources, customary resource use, cultural heritage relationships, or other characteristics relevant to ESS7 and the determination of any Free, Prior and Informed Consent (FPIC) requirements.

3.2.1.2. Cultural Characteristics of Tay People

67. The Tay are one of the largest ethnic minority groups in Viet Nam. Unlike indigenous ethnic groups of the Central Highlands, many Tay communities in the Project region migrated from northern

mountainous provinces through government-sponsored resettlement programs, economic migration, and family-based migration over several decades. Available information indicates that Tay households in the Project area are generally integrated with other ethnic groups while maintaining distinct cultural identities, traditions, and community networks.

68. The Tay language belongs to the Tay-Thai language group within the Kra-Dai language family and is closely related to the Nung language. While Vietnamese is widely used in education, administration, and daily interactions, the Tay language continues to be used within many households and communities and remains an important element of cultural identity.

69. Traditionally, Tay livelihoods have been associated with agriculture, livestock raising, and the management of household production systems. Following migration to the Central Highlands, many Tay households adapted to local agricultural conditions, including cultivation of perennial crops and other commercial agricultural activities. These livelihood characteristics may be relevant to the assessment of Project impacts where affected households depend on agricultural land, perennial crops, or natural resources.

70. Community life continues to be influenced by family networks, community relationships, and traditional cultural practices. Village leaders, respected persons, and community representatives may play important roles in information dissemination, consultation, and engagement processes. These institutions may serve as important entry points for culturally appropriate consultation, information disclosure, and grievance management during Project preparation and implementation.

71. Traditional beliefs, ancestor worship, cultural festivals, and other community practices continue to be observed within some Tay communities alongside other religious affiliations. The Social Assessment will further assess whether any cultural heritage resources, places of cultural significance, customary practices, or other ESS7-relevant characteristics are present within potentially affected communities.

72. Preliminary information indicates that potentially affected Tay households maintain community networks and cultural practices that may be relevant to ESS7 implementation. The Social Assessment will further assess whether affected communities maintain collective attachment to land and natural resources, customary resource use, cultural heritage relationships, community governance structures, or other characteristics relevant to ESS7 and the determination of any Free, Prior and Informed Consent (FPIC) requirements.

3.2.1.3. Characteristics of the Nung People

73. The Nung are one of the major ethnic minority groups in Viet Nam and are present in parts of the Project region through migration from northern mountainous provinces over several decades. Available information indicates that many Nung households maintain distinct cultural identities, family and community networks, and traditional social practices that continue to contribute to community cohesion and cultural continuity.

74. The Nung language belongs to the Tay-Thai language group within the Kra-Dai language family and remains an important element of cultural identity in many communities. While Vietnamese is increasingly used in education, government administration, and daily interactions, the Nung language continues to be used within households and communities to varying degrees. The Social Assessment will further evaluate language preferences and any requirements for culturally appropriate communication and consultation support.

75. Traditionally, Nung livelihoods have been associated with agriculture, livestock raising, and household-based production systems. Following migration to the Central Highlands, many Nung

households adapted to local agricultural conditions and diversified their livelihood activities, including cultivation of perennial and commercial crops. These livelihood characteristics may be relevant to the assessment of Project impacts where affected households depend on agricultural land, perennial crops, or natural resources.

76. Community life continues to be influenced by family networks, traditional institutions, and community relationships. Village leaders, respected persons, and other community representatives may play important roles in information dissemination, consultation, dispute resolution, and community engagement. These institutions may serve as important entry points for culturally appropriate consultation, stakeholder engagement, information disclosure, and grievance management during Project preparation and implementation.

77. Traditional beliefs, ancestor worship, cultural festivals, and customary practices continue to be maintained within some Nung communities alongside other religious affiliations. Secondary sources indicate that Nung communities maintain cultural traditions, ceremonial practices, and community institutions that remain important elements of cultural identity. The presence and relevance of any cultural heritage resources, places of cultural significance, or other ESS7-relevant characteristics within the Project area will be further assessed through the Social Assessment, field verification, and consultations with affected communities.

78. Preliminary information indicates that potentially affected Nung households maintain community networks, traditional institutions, and cultural practices that may be relevant to ESS7 implementation. The Social Assessment will further assess whether affected communities maintain collective attachment to land and natural resources, customary resource use, cultural heritage relationships, community governance structures, or other characteristics relevant to ESS7 and the determination of any Free, Prior and Informed Consent (FPIC) requirements.

3.2.2. Community Decision-Making and Representative Institutions

79. Preliminary assessment indicates that village leaders, elders, reputable persons, religious leaders, women's representatives, and other community-based institutions may play important roles in information dissemination, community engagement, consultation, and local decision-making processes within affected ethnic minority communities. The Social Assessment will further identify representative institutions and decision-making structures that are considered legitimate and appropriate by affected communities and assess their relevance to stakeholder engagement, grievance management, and any FPIC-related process that may be required under ESS7.

80. Traditional and community-based institutions may support the Project by facilitating communication between affected communities and Project authorities, providing culturally appropriate channels for consultation and information disclosure, assisting in the identification of community concerns and priorities, supporting access to grievance mechanisms, and helping ensure that vulnerable groups, including women, elderly persons, and disadvantaged households, are able to participate effectively in Project-related processes.

81. Village leaders, elders, reputable persons, religious leaders, women's representatives, and other community representatives may also contribute to the identification of culturally significant resources, customary practices, community concerns, and potential social risks relevant to Project design and implementation. Where appropriate, these institutions may serve as key entry points for culturally appropriate consultation, validation of Social Assessment findings, dissemination of Project information, and ongoing engagement with affected ethnic minority communities throughout the Project cycle.

82. The Social Assessment will further assess how collective decisions are made within affected ethnic minority communities, including the role of formal and informal community institutions, traditional leadership structures, women's groups, and other representative bodies. Findings from this assessment will inform the design of consultation approaches, stakeholder engagement activities, benefit-sharing measures, grievance arrangements, and any FPIC-related process that may be required under ESS7.

3.2.3. Gender and Vulnerability Assessment

83. Preliminary consultations indicate that ethnic minority women actively contribute to household livelihoods and community life but may face barriers to accessing Project information, participating in consultation processes, and benefiting from Project opportunities. Such barriers may include time constraints associated with household responsibilities, limited access to information, language barriers, lower participation in community decision-making processes, and unequal access to livelihood support and financial resources. The Social Assessment will further assess the specific needs, vulnerabilities, and priorities of affected ethnic minority women and female-headed households.

84. The Project will seek to ensure that ethnic minority women are able to participate meaningfully in consultation, disclosure, livelihood restoration, grievance management, monitoring, and other Project-related activities. Consultation approaches will take account of barriers to participation identified through the Social Assessment and may include targeted outreach, separate discussions where appropriate, culturally appropriate facilitation methods, accessible venues and schedules, and additional support for vulnerable households.

85. Particular attention will be given to ensuring that women have equitable access to Project information, compensation-related consultations, livelihood restoration measures, employment opportunities, and grievance mechanisms. Consultation and monitoring activities will seek to capture women's views and concerns, including those of vulnerable households, and consider them in Project decision-making and implementation processes.

86. The Project will also assess and manage gender-related risks, including risks associated with labor influx, Gender-Based Violence (GBV), Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH), trafficking, and other forms of vulnerability. Relevant prevention, mitigation, reporting, referral, and response measures will be implemented in accordance with the ESMP, Labor Management Procedures (LMP), SEA/SH Action Plan, and other applicable Project instruments.

87. To support inclusive implementation, the Project will work, where appropriate, with local authorities, the Women's Union, community representatives, and other relevant organizations to facilitate outreach, information dissemination, participation, livelihood support, and access to grievance mechanisms for affected ethnic minority women and vulnerable households.

3.2.4. Assessment of Collective Attachment, Customary Resource Use and Cultural Heritage

88. The Social Assessment will assess whether affected ethnic minority communities maintain collective attachment to land, natural resources, cultural landscapes, or other locations of social, cultural, spiritual, or historical significance within the Project area. The assessment will also examine customary resource use, traditional livelihood practices, community governance structures, and tangible and intangible cultural heritage that may be affected by Project activities.

89. Particular attention will be given to potentially affected M'nong communities due to their historical association with the Central Highlands and the possibility that relationships with land,

natural resources, cultural heritage, or culturally significant places may be relevant to ESS7 considerations.

90. The findings of the assessment will inform the design of culturally appropriate consultation, mitigation, and benefit-enhancement measures and will be used to determine whether any of the circumstances requiring Free, Prior and Informed Consent (FPIC) under ESS7 are present.

91. The second-stage Social Assessment will be undertaken jointly with the census, DMS and site-specific RP process to identify any customary, communal or collective land and natural-resource use, undocumented use, overlapping claims, historical restrictions, unresolved compensation matters or other legacy issues affecting ethnic minority households or communities. The applicable compensation principles, eligibility, valuation, livelihood restoration and assistance will remain consistent with the RP and ESS5. Where ethnic minority households or communities experience differentiated impacts, face culturally specific barriers to accessing RP entitlements, or hold customary interests relevant to ESS7, the EMDP will specify additional culturally appropriate implementation support and, where required, measures to address ESS7 requirements. No EMDP provision will reduce or replace an entitlement established under the RP.

Table 2. FPIC Screening Assessment Matrix

ESS7 Requirement	Key Questions	Findings from SA	Final Determination	Follow-up Action	Responsible Party
Collective attachment	Do affected ethnic minority communities maintain collective attachment to lands, territories, natural resources, or culturally significant landscapes within the Project area?	Preliminary screening indicates the presence of M'nong, Tay and Nung households within the Project area. Tay and Nung households appear to be predominantly long-term migrant communities with individually recognized land use rights. M'nong communities may maintain cultural, spiritual, or resource-based relationships with specific locations in the Central Highlands. Available information is insufficient to determine whether collective attachment, as defined under ESS7, exists within areas potentially affected by the Project.	To be confirmed through Social Assessment and validation consultations.	Undertake detailed assessment of settlement history, land and natural resource use, community mapping, and cultural relationships. Validate findings through consultations with affected communities, village leaders, elders, and reputable persons.	Social Assessment Consultant, EVNNPT/SPMB
Customary Use or Occupation of Land and Natural Resources	Do affected EM communities maintain customary use, occupation, management, or access rights that could be affected by Project activities?	Preliminary consultations have not identified customary land tenure arrangements or communal ownership systems within the Project footprint. Existing information suggests that affected households primarily hold individually recognized land use rights. However, information remains preliminary and further verification is required, particularly in areas inhabited by M'nong communities.	No evidence identified at this stage; confirmation required through SA.	Conduct field verification, household interviews, and community consultations to assess customary use of land, forests, water resources, and communal areas. Document findings and assess implications under ESS7.	Social Assessment Consultant, CPC, EVNNPT/SPMB
Cultural Heritage and Sacred Sites	Are there sacred sites, cemeteries, spiritual forests, ritual areas, cultural landscapes, or other tangible or intangible cultural heritage resources that may be affected?	No cultural heritage resources or sacred sites potentially affected by the Project have been identified during preliminary screening. However, detailed assessment has not yet been completed. Traditional cultural practices, beliefs, and social institutions continue to be present among affected ethnic groups, particularly M'nong communities.	No impacts identified to date; assessment remains incomplete.	Include cultural heritage screening within the Social Assessment. Consult elders, religious leaders, and community representatives. Verify the presence of sacred sites, cemeteries, ritual locations, spiritual forests, and areas of cultural significance.	Social Assessment Consultant, DOERA, EVNNPT/SPMB
Physical Relocation of EM Communities	Will Project activities result in physical displacement or relocation of ethnic minority households or communities?	Preliminary Project information indicates that impacts are expected to arise primarily from tower foundations, ROW restrictions, and temporary construction activities. While previous screening has not identified relocation of ethnic minority communities, impact inventories and RP preparation are still ongoing and final displacement data are not yet available.	To be confirmed through RP and DMS.	Reconcile EMDP findings with RP census, DMS results, and final impact inventory. Confirm whether any EM households will experience physical displacement.	RP Consultant, Social Assessment Consultant, EVNNPT/SPMB

ESS7 Requirement	Key Questions	Findings from SA	Final Determination	Follow-up Action	Responsible Party
Adverse Impacts on Traditionally Owned or Customarily Used Lands and Natural Resources	Could Project activities adversely affect lands or natural resources that are traditionally owned, occupied, used, or claimed by EM communities?	No evidence has yet been identified suggesting impacts on traditionally owned or customarily used communal lands or natural resources. However, assessment remains incomplete and further field verification is required, particularly for affected M'nong communities.	No trigger identified at present; subject to verification.	Assess Project impacts on natural resources, agricultural land, forests, water sources, and community-use areas through the Social Assessment and design reviews.	Social Assessment Consultant, EVNNPT/SPMB
Significant Impacts on Cultural Heritage Material to EM Identity	Could the Project significantly affect cultural heritage that is material to the identity, spiritual practices, traditions, or cultural continuity of affected EM communities?	Preliminary screening has not identified significant impacts on cultural heritage resources, traditional institutions, spiritual practices, or cultural identity. No known sacred sites or areas of special cultural significance have been identified within the Project footprint at this stage.	No trigger identified at present; subject to confirmation.	Verify findings through consultations and field assessments. Apply Chance Finds Procedures and update EMDP if cultural heritage risks are identified.	Social Assessment Consultant, DOERA, EVNNPT/SPMB
FPIC Requirement under ESS7	Based on the available evidence, do any of the three ESS7 circumstances requiring FPIC appear to be present?	Based on currently available information, no evidence has been identified suggesting: (i) impacts on traditionally owned or customarily used lands and natural resources; (ii) relocation from lands subject to traditional ownership or customary use; or (iii) significant impacts on cultural heritage material to EM identity. However, Social Assessment activities remain ongoing and available information is not yet sufficient for final determination.	FPIC applicability will be determined following completion of the Social Assessment, validation consultations, and World Bank review.	Complete SA, validate findings with affected communities, document rationale for determination, disclose results, and update the EMDP, ESCP, and other Project instruments as necessary.	EVNNPT/SPMB, supported by the Social Assessment Consultant; World Bank review as part of Project due diligence

IV. IMPACTS OF THE PROJECT ON ETHNIC MINORITIES AND MITIGATION MEASURES

4.1. Impacts of the Project on Ethnic Minorities

4.1.1. Positive Impacts

92. The Project is expected to generate a range of national, regional, and local benefits. At the national level, the Project will strengthen transmission capacity, enhance the reliability and resilience of the power system, facilitate the integration of renewable energy resources, support energy security objectives, and contribute to Viet Nam's low-carbon development and climate commitments. The Project is also expected to improve the efficiency of power transmission between generation and demand centers and support future renewable energy investments.

93. At the local level, the Project may contribute to socio-economic development through improved electricity system reliability, increased infrastructure investment, and temporary employment opportunities during construction. Communities located along the Project corridor may also benefit from improved awareness of electrical safety, road safety, environmental and social management measures, and enhanced engagement with local authorities and Project implementing agencies.

94. Affected ethnic minority communities may benefit from increased access to Project information, participation in consultation and decision-making processes, enhanced engagement with local institutions, and opportunities to participate in community development, livelihood support, training, and other benefit-enhancement activities identified through the Social Assessment and stakeholder consultations. Where feasible and appropriate, the Project will seek to ensure that ethnic minority communities receive culturally appropriate benefits and opportunities consistent with the objectives of ESS7.

95. In addition, the consultation process may identify community priorities and development opportunities that can be supported through the EMDP, including measures related to information access, livelihood restoration, community safety, capacity building, and inclusion of vulnerable groups. The final package of benefit-enhancement measures will be informed by the findings of the Social Assessment and ongoing engagement with affected ethnic minority communities.

4.1.2. Negative Impacts

96. Potential adverse impacts on affected ethnic minority communities may include:

- ❖ **Land acquisition, physical displacement, and livelihood impacts.** Project activities may result in permanent acquisition of land for tower foundations and associated facilities, as well as temporary land use during construction. Affected ethnic minority households may experience loss of residential land, agricultural land, crops, trees, structures, or other productive assets. Households subject to physical displacement may also experience disruption to social networks, access to livelihood resources, and community support systems. The scale and severity of these impacts will be confirmed through the census, Detailed Measurement Survey (DMS), Social Assessment, and Resettlement Plan (RP).
- ❖ **Restrictions on land use within the right-of-way (ROW).** Households cultivating perennial crops or maintaining structures within the transmission line safety corridor may be subject to restrictions on future land use. The magnitude of impacts will depend on the

extent of affected land, crop types, and household dependence on agricultural production. Such restrictions may affect household income, agricultural practices, and livelihood sustainability.

- ❖ **Temporary construction-related impacts.** Construction activities may temporarily disrupt agricultural production, local access, transportation routes, and commercial activities. Temporary occupation of land for access roads, storage areas, worker facilities, and construction activities may also result in short-term income loss or reduced access to productive resources.
- ❖ **Community health and safety risks.** Construction activities may generate dust, noise, traffic hazards, and other disturbances affecting nearby communities. Increased movement of heavy vehicles and machinery may create risks for local road users and reduce access to community services or agricultural areas. Community concerns related to transmission infrastructure and electrical safety may also arise and will require ongoing communication and stakeholder engagement.
- ❖ **Labor influx and worker-community interaction risks.** The presence of an external workforce may increase risks of social tension, community disruption, communicable disease transmission, cultural misunderstandings, and conflicts between workers and local communities if not appropriately managed. Such risks may be particularly relevant where construction activities occur in or near ethnic minority communities.
- ❖ **SEA/SH and gender-related risks.** Interactions between workers and local communities may increase risks related to Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH), Gender-Based Violence (GBV), trafficking, and other forms of vulnerability. Ethnic minority women, female-headed households, young people, persons with disabilities, and other vulnerable groups may face differentiated risks and barriers to accessing information, grievance mechanisms, and support services.
- ❖ **Risks of exclusion from Project information and benefits.** Some ethnic minority households may face barriers to accessing Project information, understanding entitlements, participating in consultations, or utilizing grievance mechanisms due to language, literacy, geographic, social, or economic factors. Without targeted engagement measures, affected households may not fully benefit from Project opportunities and support programs.
- ❖ **Disproportionate impacts on vulnerable households.** Poor households, elderly persons, female-headed households, persons with disabilities, and other vulnerable ethnic minority households may experience greater difficulties in restoring livelihoods, adapting to land use restrictions, accessing employment opportunities, and participating in Project-related processes. These households may therefore require additional attention during Project planning and implementation.

97. Potential impacts on collective attachment to land and natural resources, customary resource use, cultural heritage, or other matters relevant to ESS7 remain under assessment. The Social Assessment will further examine these issues and determine whether any of the circumstances requiring Free, Prior and Informed Consent (FPIC) under ESS7 are present. Findings will inform the final EMDP, RP, ESCP, and other relevant Project instruments as appropriate.

4.1.3. Needs Assessment of Ethnic Minorities in the Project Area

98. Consultations undertaken with potentially affected ethnic minority communities indicate that households place particular importance on transparent information disclosure, adequate

compensation and livelihood restoration support, management of construction-related impacts, local employment opportunities, community health and safety, and continued engagement throughout Project implementation. The consultation process also identified specific concerns and priorities that should be considered in the design and implementation of the EMDP and other relevant Project instruments.

4.1.3.1. Community Priorities

99. Affected ethnic minority communities expressed concerns regarding potential impacts on livelihoods, agricultural production, local infrastructure, community safety, and social well-being during construction. Key concerns included dust, noise, traffic disruptions, temporary impacts on agricultural land and irrigation systems, damage to local roads and access routes, and disruptions to daily economic and community activities.

100. Participants emphasized the importance of effective measures to avoid, minimize, and mitigate construction-related impacts, including timely restoration of temporarily affected land, repair of damaged infrastructure, maintenance of safe access to agricultural areas and community facilities, and prompt response to community concerns arising during construction.

101. Consultations also highlighted concerns regarding labor influx and worker-community interactions, including risks related to social tensions, communicable diseases, cultural misunderstandings, Gender-Based Violence (GBV), Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH), and other community health and safety issues. Community members emphasized the importance of effective contractor management, worker Codes of Conduct, and close coordination between contractors, local authorities, and affected communities.

4.1.3.2. Livelihood Priorities

102. Affected households emphasized the importance of adequate compensation and assistance for affected land, crops, trees, structures, and other assets. Participants expressed expectations that compensation and livelihood restoration measures would be implemented in a transparent, timely, and accessible manner and would support the restoration of livelihoods and living standards consistent with the objectives of the Resettlement Plan (RP).

103. Community members also identified the need for livelihood restoration support, particularly where land acquisition or restrictions within the transmission line right-of-way (ROW) may affect agricultural production and household income. Consultation participants expressed interest in agricultural extension services, technical training, livelihood diversification opportunities, and improved access to relevant government support programs and financial inclusion initiatives that may assist affected households in restoring and strengthening their livelihoods.

104. Particular attention was requested for households that may experience more severe livelihood impacts, including households with significant dependence on agriculture, poor and near-poor households, female-headed households, elderly persons, persons with disabilities, and other vulnerable groups.

4.1.3.3. Information and Participation Needs

105. Participants emphasized the importance of early, accurate, and culturally appropriate disclosure of Project information, including information on Project design, implementation schedules, land acquisition, compensation and assistance arrangements, livelihood restoration measures, safety requirements, and grievance procedures.

106. Consultation findings highlighted the need to ensure that Project information is accessible to all affected persons, including ethnic minority women, elderly persons, vulnerable households, and individuals who may face language, literacy, mobility, or other participation barriers. Where necessary, consultation and disclosure approaches should incorporate culturally appropriate communication methods and language support to facilitate meaningful participation.

107. Communities also emphasized the importance of maintaining accessible, transparent, and responsive grievance arrangements throughout Project implementation, including appropriate mechanisms for receiving, recording, and responding to concerns raised by ethnic minority communities.

4.1.3.4. Employment Expectations

108. Affected households expressed interest in temporary employment opportunities during Project construction and requested that local workers be considered for suitable employment opportunities where skills and availability permit.

109. Participants emphasized the importance of fair and transparent recruitment practices, equal pay for equal work, non-discrimination, safe working conditions, occupational health and safety measures, and timely payment of wages. Community members also expressed interest in opportunities for skills development and participation in Project-related training activities where appropriate.

4.1.3.5. Vulnerable Household Needs

110. Consultations indicated that vulnerable ethnic minority households, including poor and near-poor households, female-headed households, elderly persons, persons with disabilities, and other disadvantaged groups, may face greater challenges in restoring livelihoods and adapting to Project-related changes.

111. Participants highlighted the need for additional outreach, targeted support, capacity building, and continued engagement to ensure that vulnerable households can effectively access Project information, participate in consultation processes, understand compensation and assistance arrangements, and benefit from livelihood restoration and development opportunities.

112. Consultation findings also highlighted the importance of providing adequate support to vulnerable households throughout implementation, including assistance in accessing information, grievance mechanisms, livelihood restoration measures, and relevant government support programs where appropriate.

4.1.3.6. Implications for EMDP Implementation

113. The priorities, concerns, and development needs identified through consultations have informed the design of the EMDP and will continue to guide Project implementation. These issues will be addressed through a combination of measures under the EMDP and other relevant Project instruments, including the Resettlement Plan (RP), Environmental and Social Management Plan (ESMP), Stakeholder Engagement Plan (SEP), Labor Management Procedures (LMP), SEA/SH Action Plan, and Project Grievance Redress Mechanism (GRM).

114. Particular attention will be given to culturally appropriate consultation and engagement, equitable access to Project information and benefits, livelihood restoration, community health and safety, management of labor influx and SEA/SH risks, protection of vulnerable groups, and ongoing monitoring of outcomes for affected ethnic minority communities. Findings from the Social

Assessment and subsequent consultations will continue to inform the refinement of EMDP measures throughout Project preparation and implementation.

Table 3. Summary Matrix of Impact Issues, Associated Actions and Resources

Impacts/Issues	Action	Expected outcome for EM people	Key responsible agencies	Resources	Related plans
FPIC Screening and ESS7 Due Diligence	Complete Social Assessment; assess collective attachment, customary resource use, cultural heritage and relocation impacts; disclose findings; conduct validation consultations; prepare FPIC Screening Matrix; document evidence and determination; update EMDP, ESCP and other instruments if required.	Transparent and evidence-based determination of FPIC applicability; protection of EM rights, cultural identity and traditional institutions consistent with ESS7.	EVNNPT/SPMB, SA Consultant, CPCs, DOERA, Village Leaders	EMDP Budget	SA, EMDP, ESCP, SEP
Validation of Social Assessment Findings	Present SA findings to affected EM communities; organize commune- and village-level validation meetings; document comments and concerns; revise findings where necessary; disclose final SA conclusions.	Social Assessment findings are verified, understood and validated by affected EM communities; community views are incorporated into Project design and mitigation measures.	EVNNPT/SPMB, Consultant, CPCs	EMDP Budget	SA, SEP
Meaningful Consultation and Information Disclosure	Conduct regular consultations during preparation and implementation; disclose Project information in culturally appropriate and accessible formats; provide interpretation support where needed; maintain consultation records and feedback tracking.	EM communities have timely access to Project information and can participate meaningfully in decisions that affect them.	EVNNPT/SPMB, Consultant, CPCs, Village Heads, Reputable Persons	EMDP Budget	SEP, EMDP
Permanent Land Acquisition and ROW Restrictions	Coordinate implementation with RP; disclose compensation entitlements; provide consultation on ROW restrictions; deliver livelihood restoration support for affected households; monitor restoration outcomes.	Adverse impacts from land acquisition and ROW restrictions are minimized and affected households restore or improve pre-project living standards.	EVNNPT/SPMB, LFDC, CPCs, RP Consultant	RP Budget and EMDP Budget	RP, EMDP, SEP
Support for Vulnerable Households	Establish vulnerability registry; identify elderly, poor, female-headed households, persons with disabilities and severely affected households; conduct targeted home visits and follow-up support; monitor access to compensation, livelihood restoration and Project benefits.	Vulnerable EM households receive targeted support and are not disproportionately affected by Project impacts.	EVNNPT/SPMB, CPCs, Women's Union, Fatherland Front	EMDP Budget	RP, SEP, EMDP
Local Employment and Economic Opportunities	Inform communities of employment opportunities; encourage contractors to recruit qualified local workers where available; monitor local labor participation, equal pay and working conditions; provide information on vocational training and livelihood support programs.	Increased access to temporary employment and Project-related economic opportunities for affected EM households.	Contractors, EVNNPT/SPMB, CPCs	Contractor Budget / EMDP Budget	LMP, ESMP, EMDP

Impacts/Issues	Action	Expected outcome for EM people	Key responsible agencies	Resources	Related plans
Culturally Appropriate GRM and GRM Awareness	Disseminate GRM procedures; establish multiple grievance entry points; involve village leaders, reputable persons and mass organizations; maintain grievance database; provide responses within agreed service standards.	EM households understand and can access grievance channels; grievances are resolved in a timely, transparent and culturally appropriate manner.	EVNNPT/SPMB, CPCs, Village Leaders, Women's Union	EMDP Budget	SEP, RP, EMDP
Community Health and Safety Risks	Conduct awareness programs on road safety, construction safety, electrical safety, communicable diseases and emergency response; disclose construction schedules; coordinate with local authorities and communities.	Reduced health and safety risks associated with Project construction and operation.	Contractors, EVNNPT/SPMB, CPCs	Contractor Budget / EMDP Budget	ESMP, SEP, EMDP
Labor Influx and Worker-Community Interaction Risks	Implement Worker Code of Conduct; conduct induction training; monitor worker behavior; establish incident reporting and response procedures; coordinate worker management with local authorities.	Reduced risk of social conflict, community disturbances and inappropriate worker behavior.	Contractors, EVNNPT/SPMB, CSC, CPCs	Contractor Budget	LMP, ESMP, EMDP
SEA/SH Risk Prevention and Response	Deliver community awareness programs; train workers and contractors; establish confidential reporting channels; ensure survivor-centered referral pathways; monitor SEA/SH compliance.	Improved awareness of SEA/SH risks; accessible reporting mechanisms and support for affected persons.	EVNNPT/SPMB, Contractors, Women's Union, Service Providers	ESMP Budget / EMDP Budget	SEA/SH Action Plan, ESMP, SEP
Protection of Cultural Heritage and Traditional Practices	Screen for sacred sites, cemeteries, ritual areas and cultural resources; consult elders and traditional leaders; incorporate avoidance measures where feasible; implement Chance Finds Procedure.	Cultural heritage and traditional practices are respected and protected throughout Project implementation.	EVNNPT/SPMB, Contractors, DOERA, CPCs	EMDP Budget	ESMP, EMDP, SA
Monitoring and Adaptive Management	Conduct quarterly internal monitoring and semi-annual independent monitoring; track consultation outcomes, grievances, livelihood restoration, vulnerable households, local employment and emerging risks; implement corrective actions where needed.	Effective implementation of EMDP commitments and timely management of emerging social risks.	EVNNPT/SPMB, Independent Monitoring Consultant	EMDP Budget	EMDP, ESCP, SEP
Linkages with National Target Programs and Government Support Schemes	Facilitate access to relevant government programs, vocational training, livelihood assistance, poverty reduction schemes, micro-credit and social protection programs available to affected EM households.	Enhanced access to long-term livelihood and development opportunities beyond Project implementation.	CPCs, DOERA, Women's Union, EVNNPT/SPMB	Government Programs / EMDP Budget	EMDP, National Target Program

Impacts/Issues	Action	Expected outcome for EM people	Key responsible agencies	Resources	Related plans
Capacity Building for EM Communities and Local Institutions	Provide training on ESS7, consultation, grievance management, monitoring, livelihood restoration, community safety and inclusion of women and vulnerable groups; strengthen participation of local institutions and traditional leaders.	Improved capacity of EM communities and local institutions to participate effectively in and monitor Project implementation.	EVNNPT/SPMB, Consultants, DOERA, CPCs	EMDP Budget	Capacity Building Program, EMDP

V. INFORMATION DISCLOSURE, CONSULTATION AND PARTICIPATION

5.1. Information Disclosure, Consultation and Participation Requirements

115. Meaningful consultation is a process that: (i) begins early in the project preparation stage and continues throughout the project cycle; (ii) provides timely disclosure of relevant and adequate information that is understandable and readily accessible to affected people; (iii) is conducted in an environment free from intimidation or coercion; (iv) is gender-inclusive and responsive, tailored to the needs of disadvantaged and vulnerable groups; and (v) is two-way, enabling the incorporation of all relevant views from affected people and other stakeholders into decision-making on project design, mitigation measures, distribution of development benefits and opportunities, and implementation matters.

116. Information disclosure and continued engagement are intended to enable affected ethnic minority communities to understand the Project, its potential risks and impacts, proposed mitigation measures, available benefits and opportunities, compensation and livelihood restoration arrangements, and grievance procedures. The process will also support early identification and resolution of concerns, reduce the risk of misunderstanding or conflict, and ensure that the EMDP and related environmental and social instruments remain responsive to the circumstances and priorities of affected communities.

117. During preparation of the draft EMDP, consultations were initiated with potentially affected ethnic minority communities to: (i) provide information on the Project scope, proposed activities, and potential positive and adverse impacts; (ii) obtain community views on land acquisition, right-of-way restrictions, construction impacts, livelihood risks, community health and safety, labor influx, and other social concerns; (iii) identify barriers to participation and access to Project information, benefits, and grievance mechanisms; and (iv) seek community input on culturally appropriate mitigation, livelihood restoration, engagement, and benefit-enhancement measures.

5.2. Methods of Consultation

118. A combination of qualitative and quantitative methods has been, and will continue to be, used to identify affected ethnic minority communities, understand their social and cultural characteristics, assess potential Project impacts, and obtain their views on proposed mitigation and benefit-enhancement measures. The methods include ethnic minority screening, community meetings, focus group discussions, key informant interviews, household interviews, socio-economic surveys, field observations, and validation consultations. The scope and intensity of engagement will be proportionate to the nature and significance of Project risks and impacts and responsive to the circumstances of each affected community.

119. **Ethnic Minority Screening.** Screening was undertaken to identify ethnic minority communities that are present in, or may have collective attachment to, the Project area and to determine whether Project activities may affect them. The screening considered the location of ethnic minority households and communities, their social and cultural characteristics, livelihood patterns, language preferences, community institutions, relationships with land and natural resources, and potential exposure to land acquisition, right-of-way restrictions, and construction-related impacts. Screening findings will be verified and updated through the Social Assessment, census, Detailed Measurement Survey, and further consultations.

120. **Community Meetings and Focus Group Discussions.** Community meetings and focus group discussions are used to disclose Project information and obtain community views on potential impacts, mitigation measures, livelihood restoration, community health and safety, employment opportunities, information needs, and grievance arrangements. Separate or small-group discussions will be organized where appropriate to facilitate the participation of women, vulnerable households, elderly persons, directly affected households, and participants whose views may not be adequately represented in larger meetings.

121. **Key Informant and Household Interviews.** Interviews with potentially affected households, village leaders, elders, reputable persons, women's representatives, local authorities, and other relevant stakeholders are used to supplement community-level consultations and obtain more detailed information on household circumstances, livelihood dependency, vulnerability, community decision-making, cultural practices, and potential barriers to participation. Structured household surveys may also be used to collect socio-economic and impact-related information. Household interviews will distinguish between households directly affected by land acquisition or right-of-way restrictions and other community members who may experience indirect Project impacts.

122. **Language and Facilitation.** Project information will be communicated in clear, concise, and non-technical language. Language preferences and communication needs will be assessed for each affected community. Interpretation, oral explanation, visual materials, maps, and other culturally appropriate communication methods will be provided where necessary, particularly for participants who may face language, literacy, mobility, or other barriers to participation. Local facilitators or community representatives may support communication where this is acceptable to affected participants, without replacing direct engagement between the Project and affected communities.

123. **Cultural Appropriateness and Inclusion.** Consultation arrangements will take account of community preferences, customary decision-making processes, livelihood calendars, religious and cultural events, accessibility requirements, and the specific participation constraints faced by women and vulnerable groups. Meetings will be held at accessible locations and at times that facilitate participation. Village leaders and other representative institutions may support outreach and facilitation, but consultation with community representatives will not substitute for direct engagement with affected households, women, vulnerable persons, or groups whose views may otherwise be underrepresented.

124. **Consultation Outcomes and Community Views.** The adequacy and outcomes of meaningful consultation will be assessed on the basis of verified consultation records, including the communities and stakeholder groups consulted; participation of women, vulnerable persons, and directly affected households; information disclosed; issues and recommendations raised; Project responses; agreed follow-up actions; outstanding concerns; and evidence of how community feedback has informed Project design and mitigation measures. Consultation documentation will reflect the range of views expressed, including support, conditions, concerns, differing opinions, and unresolved issues, rather than relying on general statements of community acceptance.

125. **Validation Consultations.** Findings of the Social Assessment, including findings related to differentiated impacts, collective attachment, customary resource use, cultural heritage, representative institutions, and potential FPIC requirements, will be disclosed and discussed with affected ethnic minority communities through validation consultations. Community feedback will be documented and incorporated into the final Social Assessment, EMDP, and other relevant Project instruments, as appropriate.

126. Consultation will continue throughout detailed design, land acquisition and compensation, livelihood restoration, contractor mobilization, construction, monitoring, and Project completion. Additional engagement will be undertaken where material design changes, newly identified communities, or unanticipated impacts may affect ethnic minority communities. Meaningful consultation will continue irrespective of whether FPIC is ultimately required. If any of the circumstances requiring FPIC under ESS7 are identified, a separate FPIC process will be undertaken and documented before commencement of the relevant Project activities.

127. **Specific Consultation Commitments.** For every affected ethnic minority community, EVNNPT/SPMB will conduct in-person, two-way consultation at community level before finalization of site-specific design and impact measures, before compensation and livelihood restoration activities, before contractor mobilization or commencement of works in the relevant location, and periodically during construction and monitoring. Key Project and GRM information will be translated into the prevalent local language where Vietnamese is not sufficiently understood; where a language is primarily oral, competent interpreters or facilitators accepted by the community will be engaged. Each consultation will document participants by relevant stakeholder category, information disclosed, views and conditions raised, the Project response, responsible party, deadline, status of follow-up and how feedback influenced Project decisions.

Table 4. Summary of Issues Raised and Responses

Issue Raised	Raised By	Project Response	Reflected in EMDP
Compensation for affected land, crops and productive assets, including concerns regarding adequacy of compensation and compensation timing	M'nong households, Dak Lak Province	The Project explained that compensation and assistance policies will be developed in accordance with the RP and ESS5 requirements. Detailed impacts, compensation eligibility, replacement cost principles, livelihood restoration measures and consultation arrangements will be disclosed to affected households during RP preparation and implementation. Continued consultations will be conducted throughout compensation planning and implementation.	Chapter IV. Impacts of the Project on Ethnic Minorities and Mitigation Measures; Section 7.2 Livelihood Restoration and Support for Affected Households; RP
Restrictions on cultivation of perennial crops and livelihood impacts resulting from ROW management requirements	M'nong, Tay and Nung households	The Project explained applicable ROW restrictions and informed households that compensation and support measures would be provided in accordance with the RP. Agricultural extension support, consultation on alternative crops and livelihood restoration measures will be implemented where impacts occur.	Section 4.1 Negative Impacts; Section 7.2 Livelihood Restoration and Support for Affected Households; Sections 7.2 Livelihood Restoration and Support for Affected Households and 7.5 Benefit Enhancement and Inclusion
Temporary impacts on agricultural production and community access during construction	Affected EM households, Village Leaders	Contractors will be required to minimize disruption to agricultural activities, maintain access wherever possible, promptly restore temporarily affected land and infrastructure, and address temporary construction-related impacts through contractor obligations and relevant Project instruments.	Section 4.1 Negative Impacts; Section 7.4 Community Health, Safety and Social Risk Management; ESMP
Opportunities for local employment during construction	Tay households, Nung households, local community representatives	The Project will encourage contractors to recruit qualified local workers where available and will promote equal opportunity, non-discrimination, occupational health and safety, and timely wage payments. Information on job opportunities will be disclosed to local communities prior to mobilization of contractors.	Employment Expectations; Sections 7.2 Livelihood Restoration and Support for Affected Households and 7.5 Benefit Enhancement and Inclusion; LMP
Community health and safety risks associated with construction activities, heavy vehicles and electrical infrastructure	Community members, Village Leaders, CPC representatives	The Project will implement traffic safety measures, construction safety requirements, community awareness programs, emergency preparedness measures and other mitigation measures consistent with ESMP requirements. Information will be disclosed regularly to affected communities.	Section 4.1 Community Health and Safety Risks; Section 7.4 Community Health, Safety and Social Risk Management; ESMP
Labor influx and worker-community interaction risks, including social disturbances and cultural misunderstandings	Village Leaders, Community Representatives and Local Authorities	Contractors will implement a Worker Code of Conduct, labor management measures, worker induction programs and community-awareness activities. Contractors will coordinate with local authorities regarding worker accommodation, discipline and community engagement.	Section 4.1 Risks Associated with Labor Influx and Worker-Community Interaction; Section 7.3 Capacity Strengthening; LMP
Risks of sexual exploitation and	Women representatives,	The Project will implement SEA/SH prevention measures, mandatory	Section 4.1 SEA/SH Risks; Gender and

Issue Raised	Raised By	Project Response	Reflected in EMDP
abuse, sexual harassment and gender-based violence during construction	Women's Union representatives and vulnerable households	worker training, Codes of Conduct, confidential grievance channels and referral mechanisms for survivors. Awareness raising activities will be conducted throughout Project implementation.	Vulnerability Assessment; Section 7.4 Community Health, Safety and Social Risk Management; SEA/SH Action Plan
Limited access to Project information among elderly people, women and vulnerable ethnic minority households	Elderly community members, Women representatives, Vulnerable households	Project information will be disclosed through culturally appropriate methods and multiple communication channels. Community meetings, local authorities, village leaders and reputable persons will support information dissemination. Interpretation support will be provided where necessary.	Chapter V Information Disclosure, Consultation and Participation; SEP
Need for transparent, accessible and culturally appropriate grievance mechanisms	Ethnic minority representatives, Village Heads, Reputable Persons	The Project will establish a culturally appropriate Project-level GRM with multiple entry points, including CPCs, Village Heads, Reputable Persons, Women's Union representatives and EVNNPT/SPMB. Both verbal and written grievances will be accepted and recorded.	Chapter VIII Grievance Redress Mechanism; Section 7.7 Grievance Management and Community Feedback
Protection of cultural heritage, traditional practices and community identity	Community Elders, Village Leaders and Reputable Persons	The Project will screen cultural heritage and culturally significant sites as part of the Social Assessment process. Contractors will apply Chance Finds Procedures and avoid impacts on known cultural heritage resources where feasible.	Section 4.1 Potential Impacts on Collective Attachment, Customary Resource Use and Cultural Heritage; Section 7.6 Cultural Heritage and Community Cohesion
Additional support for vulnerable households affected by Project activities	Poor households, elderly persons, women-headed households, households with persons with disabilities	The Project will identify vulnerable households through the Social Assessment and RP processes and provide targeted consultation, follow-up support and monitoring to ensure equitable access to compensation, livelihood restoration measures and Project benefits.	Gender and Vulnerability Assessment; Section 7.8 Monitoring, Evaluation and Adaptive Management; RP
Continued consultation and participation throughout Project implementation	EM communities, local authorities and community organizations	The Project committed to maintaining ongoing consultation and engagement throughout Project preparation, compensation implementation, construction, monitoring and completion. Feedback received from affected communities will be considered during implementation and adaptive management.	Chapter V Information Disclosure, Consultation and Participation; SEP; EMDP Monitoring Framework

5.3. Information Dissemination and Consultation During EMDP Preparation

128. During the preparation of the draft Ethnic Minority Development Plan (EMDP), Southern Power Projects Management Board (SPMB), with support from the Feasibility Study Consultant and in coordination with relevant local authorities, initiated consultations with potentially affected ethnic minority communities. The consultations covered the preliminary Project design and alignment, anticipated positive and adverse impacts, land acquisition and right-of-way restrictions, applicable compensation and assistance principles, livelihood restoration, construction-related community health and safety risks, employment opportunities, information disclosure, and grievance arrangements. Relevant requirements under ESS5 and ESS7 were also introduced in a manner appropriate to the stage of Project preparation.

129. Initial consultation activities conducted during the preparation included a community meeting and focus group discussions involving 23 ethnic minority representatives. Because this initial engagement covered a limited number of participants, it is not presented as representative of all potentially affected communities. Before the finalization of the EMDP, EVNNPT/SPMB will verify and disclose the consultation record, including dates, locations, affected communities, participant numbers, ethnic composition, participation of women, directly affected households and vulnerable persons, consultation methods, issues raised, Project responses, agreed follow-up actions, outstanding issues, and supporting records.

130. Community meetings were used to disclose Project information and obtain views on anticipated impacts, proposed mitigation measures, livelihood restoration, community health and safety, labor influx, local employment, and grievance procedures. Focus group discussions and household interviews were used to obtain more detailed information on community-specific concerns, livelihood dependency, language and communication needs, cultural practices, community institutions, and barriers to participation. Separate or small-group discussions were organized where appropriate to facilitate participation by women, vulnerable households, directly affected households, elderly persons, and participants whose views might not be adequately represented in larger meetings.

131. Consultations were conducted primarily in Vietnamese using clear and non-technical language, supported where appropriate by maps, visual materials, and oral explanations. Available consultation records indicate that many participants were able to communicate in Vietnamese. However, language proficiency and communication needs may vary among communities and participant groups. The Social Assessment will therefore verify language preferences and identify locations or groups requiring interpretation, oral explanation, visual communication, or other culturally appropriate support during subsequent consultations and Project implementation.

132. Participants raised concerns regarding compensation and support for affected land and assets, restrictions on perennial crops within the transmission line right-of-way, temporary disruption to agricultural production and community access, damage to local roads and irrigation systems, construction-related dust and noise, traffic and electrical safety, labor influx, worker-community interactions, SEA/SH risks, access to Project information, and grievance arrangements. Participants also expressed interest in livelihood restoration support, agricultural extension, local employment opportunities, and continued consultation throughout Project implementation.

133. Preliminary consultation findings did not identify confirmed Project impacts on cultural heritage resources or traditionally owned or customarily used lands and natural resources. However, the consultations completed to date do not provide a sufficient basis for a final determination regarding collective attachment, customary resource use, cultural heritage impacts, physical

displacement of ethnic minority households, or the applicability of FPIC under ESS7. These matters will be further assessed through the Social Assessment, census, Detailed Measurement Survey, field verification, and validation consultations with affected ethnic minority communities.

134. The consultation process also identified the importance of respecting local customs, cultural practices, religious activities, and community decision-making arrangements during Project implementation. Participants emphasized the need for contractors to coordinate with local authorities and community representatives, appropriately manage the external workforce, implement and enforce worker Codes of Conduct, and prevent community disturbances, cultural misunderstandings, communicable diseases, SEA/SH, and other social risks.

135. The issues, recommendations, and concerns raised during consultations have informed the preliminary design of mitigation, engagement, livelihood restoration, community safety, and grievance measures under the EMDP and other relevant Project instruments. The final EMDP will include a verified consultation summary identifying: (i) the communities and stakeholder groups consulted; (ii) the information disclosed; (iii) the range of views, concerns, conditions, and recommendations expressed; (iv) Project responses and agreed follow-up actions; (v) outstanding or unresolved issues; and (vi) how consultation feedback has been incorporated into Project design and environmental and social risk management measures.

136. Additional consultations will be undertaken following further development of the Project design and completion of the Social Assessment, census, Detailed Measurement Survey, and Resettlement Plan. The findings of these assessments, including the assessment of collective attachment, customary resource use, cultural heritage, differentiated impacts, and potential FPIC requirements, will be disclosed and discussed with affected ethnic minority communities through validation consultations before finalization of the EMDP.

137. Consultation will continue throughout detailed design, land acquisition and compensation, livelihood restoration, contractor mobilization, construction, monitoring, and Project completion. Additional engagement will be undertaken if material design changes, newly identified affected communities, or unanticipated impacts arise. Meaningful consultation will continue irrespective of whether FPIC is ultimately required. If any of the circumstances requiring FPIC under ESS7 are identified, a separate FPIC process will be undertaken and documented before commencement of the relevant Project activities.

Table 5. Summary of Community Consultation Results during the EMDP Preparation Process

Key Themes	Specific Concerns of EM Communities	Project Responses and Mitigation Measures
1. Compensation and Livelihood Restoration	- Compensation at market value / replacement cost. - Concerns over loss of income due to restrictions on agricultural production under the transmission line (ROW). - Lack of capital and technical expertise to transition to new production activities. - Production activities being temporarily disrupted during the construction phase.	- Provide fair, adequate compensation, assistance, and resettlement arrangements commensurate with permanent and temporary impacts on affected households. - Affected ethnic minority (EM) households will be prioritized to participate in the Project's Livelihood Restoration Program (LRP).
2. Infrastructure, Public Safety, and Social Risks	- Risk of damage to existing transport roads. - Impacts of dust and noise causing adverse effects on community health along the alignment. - Concerns over infectious diseases and social risks arising from the influx of construction workers from other areas.	- Require contractors to restore temporarily affected land and infrastructure in accordance with contractual requirements. Any proposed transfer or continued community use of access roads will be subject to technical, safety, land, ownership and approval requirements. - Strictly implement committed environmental impact mitigation measures. - Labor and safety management: All workers must comply with the Worker Code of Conduct. Contractors will be encouraged to use transparent and non-discriminatory recruitment of qualified local workers, including affected ethnic minority persons and women where available, without creating an entitlement to employment.
3. Information Access Needs and Grievance Redress Mechanism (GRM)	- Elderly persons and EM women may face difficulties accessing project information or understanding the Grievance Redress Mechanism (GRM) if provided exclusively in Vietnamese. - Need to receive project-related information at an early stage. - Need for a grievance redress mechanism that aligns with traditional ethnic minority culture.	- Language-appropriate communication: Key EMDP and GRM information will be explained orally, and translated where needed, by competent interpreters or facilitators accepted by the affected community. Village or hamlet leaders and reputable persons may support outreach but will not replace direct Project engagement with affected households and underrepresented groups. - Project information will be continuously disclosed and updated at Commune People's Committee offices and community cultural centers through consultations and written notices. - Establish a grievance redress process aligned with traditional ethnic minority institutions; set up a multi-channel GRM, disclose emergency focal points, and accept both written complaints and verbal feedback via village/hamlet heads or reputable community figures. Establish an anonymous reporting channel for sensitive grievances.

Key Themes	Specific Concerns of EM Communities	Project Responses and Mitigation Measures
4. Expectations on Local Employment	- Aspiration to be given opportunities to participate in seasonal, unskilled labor during the project construction phase. - Fair pay, non-discrimination, and no gender bias.	- Include provisions in civil works contracts encouraging transparent and non-discriminatory recruitment of qualified local labor, including EM workers and women where available, with equal pay for work of equal value, safe working conditions, and monitoring of recruitment and employment outcomes. Any numerical target will be confirmed through labor-market assessment and reflected consistently in procurement documents. - Commit to the principle of equal pay for equal work, ensure occupational safety, and disburse timely wage payments.
5. Needs of Vulnerable Groups	- Lower capacity for economic recovery and difficulties in occupational transition. - Women risk being excluded from financial control if not directly involved in receiving compensation payments.	- Provide additional assistance to eligible vulnerable households in accordance with the approved RP entitlement matrix, supplemented by targeted implementation support under the EMDP where necessary. - Ensure that both spouses, where applicable and practicable, are informed and meaningfully consulted on compensation and livelihood restoration arrangements, and that payment documentation reflects applicable legal ownership and household circumstances.

5.4. Consultation, Communication and Information Disclosure Plan

138. The Project will implement a consultation, communication, and information disclosure plan to ensure that affected ethnic minority communities receive timely, relevant, accessible, and culturally appropriate information and are able to participate meaningfully throughout the Project life cycle. Communication methods will be selected based on the purpose of engagement, the characteristics and preferences of each affected community, the nature and significance of Project impacts, and barriers that may affect participation.

139. Consultation and disclosure activities will be coordinated with the Stakeholder Engagement Plan (SEP), Resettlement Plan (RP), Environmental and Social Management Plan (ESMP), Labor Management Procedures (LMP), and other relevant Project instruments. Information provided to affected communities will include, as applicable, Project design and implementation schedules, land acquisition and right-of-way restrictions, compensation and livelihood restoration arrangements, construction-related risks and mitigation measures, local employment opportunities, community health and safety measures, grievance procedures, and monitoring results.

140. Consultation will continue during detailed design, census and Detailed Measurement Survey activities, compensation and livelihood restoration, contractor mobilization, construction, monitoring, and Project completion. Additional engagement will be undertaken where material design changes, newly identified affected communities, or unanticipated impacts arise.

5.4.1. Special Consideration for Communication and Consultation

141. Communication and consultation arrangements will take account of the social, cultural, linguistic, and livelihood characteristics of affected ethnic minority communities. Project information will be communicated in clear, concise, and non-technical language and supported, where appropriate, by maps, diagrams, illustrations, oral explanations, and other accessible formats.

142. Preliminary consultation activities included a community meeting and focus group discussions involving 23 ethnic minority representatives. These activities used simplified explanations and visual materials to communicate information on the proposed Project alignment, land requirements, right-of-way restrictions, potential impacts, and proposed mitigation measures. As this initial engagement covered a limited number of participants, the adequacy and representativeness of consultation will be further assessed through the Social Assessment and subsequent consultations with affected communities.

143. Language preferences and communication needs will be assessed for each affected community. Although Vietnamese may be widely used in administrative and daily interactions, proficiency may vary among communities and participant groups, particularly among elderly persons and individuals with limited formal education. Interpretation, oral explanation, visual communication, or other language support will therefore be provided where needed to facilitate effective understanding and participation.

144. Village leaders, elders, reputable persons, women's representatives, and other community-based institutions may support outreach, communication, and facilitation where they are recognized and accepted by affected communities. Their involvement will not substitute for direct engagement with households affected by land acquisition or right-of-way restrictions, women, vulnerable persons, or other groups whose views may not be adequately represented through formal or traditional leadership structures.

145. Consultation arrangements will take account of community preferences, agricultural and livelihood calendars, cultural and religious events, household responsibilities, accessibility

requirements, and other factors affecting participation. Meetings will be organized at accessible locations and at times that facilitate participation. Separate or small-group discussions will be conducted where appropriate to support the effective participation of women, elderly persons, vulnerable households, and participants who may not feel comfortable expressing their views in larger meetings.

146. Particular attention will be given to the participation of ethnic minority women. Engagement methods may include targeted outreach, separate discussions where appropriate, accessible meeting schedules and venues, language support, and involvement of women's representatives or other trusted facilitators. Women's views and concerns will be documented and considered in Project decisions, mitigation measures, livelihood restoration activities, and monitoring arrangements.

147. The consultation process will document the range of views expressed by affected communities, including support, conditions, concerns, differing opinions, and unresolved issues. Consultation records will identify the information disclosed, participating groups, key issues raised, Project responses, agreed follow-up actions, responsible parties, and how community feedback has informed Project design and environmental and social risk management measures. General statements of community support will not substitute for evidence of meaningful consultation or, where applicable, an FPIC process consistent with ESS7.

148. The draft and final EMDP will be disclosed in Vietnamese through channels accessible to affected communities. Key information, including Project impacts, mitigation measures, livelihood restoration support, grievance arrangements, and implementation responsibilities, will also be explained orally or through other culturally appropriate formats where needed. The English version will be disclosed through the World Bank's external disclosure platform in accordance with applicable disclosure requirements.

149. Copies or summaries of the EMDP will be made available at locations accessible to affected communities, including relevant Commune People's Committee offices, community or cultural houses, and other locations identified through consultation. Disclosure through religious or traditional institutions may be used where appropriate and acceptable to the relevant community, but will not replace disclosure through official and community-accessible channels.

150. The findings of the Social Assessment, including findings related to differentiated impacts, collective attachment, customary resource use, cultural heritage, representative institutions, and potential FPIC requirements, will be disclosed and discussed with affected ethnic minority communities through validation consultations. Feedback received during validation will be documented and incorporated into the final Social Assessment, EMDP, and other relevant Project instruments, as appropriate.

151. Meaningful consultation will continue regardless of whether FPIC is ultimately required. If the Social Assessment and further due diligence identify any of the circumstances requiring FPIC under ESS7, the Borrower will undertake and document a separate FPIC process before commencement of the relevant Project activities.

5.4.2. Roles and Responsibilities of Communication and Consultation

152. EVNNPT/SPMB will have overall responsibility for planning, coordinating, implementing, documenting, and monitoring consultation, communication, and disclosure activities under the EMDP. EVNNPT/SPMB will ensure that adequate personnel, budget, materials, and logistical arrangements are available and that consultation findings are appropriately reflected in Project design, mitigation measures, implementation decisions, and monitoring reports.

153. The Social Assessment and EMDP consultants will support the preparation and implementation of culturally appropriate consultation methods, facilitate community meetings and focus group discussions, assess participation barriers and language needs, document consultation findings, and assist EVNNPT/SPMB in incorporating community feedback into the Social Assessment and EMDP.

154. Commune People's Committees and other relevant local authorities will support community outreach, identification of affected households and vulnerable groups, organization of consultation activities, disclosure of Project information, and communication between affected communities and EVNNPT/SPMB. Their involvement will be undertaken in a manner that enables participants to express their views without intimidation, coercion, or undue influence.

155. Village leaders, elders, reputable persons, women's representatives, and other community representatives may support information dissemination, identification of community concerns, language assistance, consultation facilitation, and access to grievance channels where appropriate. The legitimacy and relevance of these representatives will be confirmed through the Social Assessment and consultation with affected communities.

156. Representative institutions will be identified through community mapping and separate consultations with women, youth, vulnerable households, directly affected households, elders, village leaders, reputable persons and other relevant groups. EVNNPT/SPMB will ask community members which institutions and individuals they recognize as legitimate for the specific decision or engagement purpose, document differing views and potential conflicts of interest, and confirm that representatives are able and willing to communicate information in both directions. Representation will be reviewed if community circumstances or the subject of consultation changes. Engagement through representatives will complement, and will not replace, direct consultation with affected households and underrepresented groups.

157. Contractors will be responsible for disclosing construction schedules, traffic arrangements, access restrictions, community health and safety measures, worker Codes of Conduct, emergency contact information, and other construction-related information. Contractors will coordinate with EVNNPT/SPMB and local authorities, maintain records of community engagement, and respond promptly to concerns relating to construction activities.

158. The Construction Supervision Consultant will monitor contractor compliance with consultation, disclosure, community health and safety, labor management, site restoration, and grievance-related requirements. Identified non-compliance or emerging community concerns will be reported to EVNNPT/SPMB for timely corrective action.

159. Affected ethnic minority communities will be encouraged to participate in consultations, provide feedback on Project risks and proposed measures, identify emerging impacts, use available grievance channels, and contribute to monitoring where appropriate. Participation in consultation will be voluntary and will not affect eligibility for compensation, assistance, livelihood restoration, or other Project entitlements.

160. Detailed consultation and disclosure activities, target groups, communication methods, timing, responsible parties, documentation requirements, and monitoring indicators are presented in the following table.

Table 6. Roles and Responsibilities for Consultation and Participation

Issue	Target Audience	Means of Communication	Responsible	Timing
Disclosure of agreed EMDP	Communities in project areas; Stakeholders (including mass organizations, community leaders, and religious dignitaries)	- The dissemination of the EMDP (summary or full version translated into Vietnamese) to agencies involved in EMDP implementation in the project area (CPCs/ Village heads/ Fatherland Front/ Women's Union. - Where needed, key EMDP information will be explained orally or translated into the relevant ethnic minority language to support understanding, particularly among elderly persons and participants with limited Vietnamese literacy.	EVNNPT/SPMB / CPCs	Following completion of review and disclosure requirements agreed with the Government and the World Bank
Disclosure of EMDP	General Public	- Public disclosure on WB's website. - Uploading on EVNNPT/SPMB website. - Posting at CPC offices and Community Cultural Houses (community cultural house).	EVNNPT/SPMB	Following EMDP disclosure
Disclosure of periodic External EMDP Monitoring Reports	Public, local authorities, Department of Ethnic and Religious Affairs (DOERA), mass organizations	Disclosure through channels agreed under Project disclosure arrangements, including the World Bank external disclosure platform where applicable.	EVNNPT/SPMB, CPCs	Upon submission of periodic monitoring reports (semi-annual)
Disclosure of periodic Internal Monitoring Reports	Public	Disclosure through channels agreed under Project disclosure arrangements, including the World Bank external disclosure platform where applicable.	EVNNPT/SPMB	Upon submission of periodic monitoring reports by SPMB (semi-annual)

VI. CAPACITY BUILDING PROGRAM ON ETHNIC MINORITY

161. In accordance with the World Bank Environmental and Social Framework (ESF), particularly ESS7, the Project will implement a capacity-building program to strengthen the ability of Project staff, local authorities, contractors, and affected ethnic minority communities to participate effectively in EMDP implementation and broader environmental and social risk management processes.

162. Capacity-building activities will target: (i) EVNNPT/SPMB staff and consultants involved in Project preparation and implementation; (ii) relevant provincial/city and commune-level authorities responsible for environmental and social management and ethnic minority affairs; (iii) contractors and construction supervision personnel; and (iv) ethnic minority community representatives, including village leaders, elders, reputable persons, women's representatives, and other community-based institutions recognized by affected communities.

163. Training and awareness-raising activities will focus on the requirements of ESS7 and other relevant Environmental and Social Standards; culturally appropriate consultation and stakeholder engagement; inclusion of women and vulnerable groups; grievance management; management of labor influx and SEA/SH risks; community health and safety; livelihood restoration; cultural heritage awareness; and monitoring and reporting of EMDP implementation.

164. The capacity-building program will support meaningful participation of affected ethnic minority communities throughout Project preparation and implementation and help ensure that Project engagement, mitigation measures, and benefit-enhancement activities are implemented in a culturally appropriate, inclusive, and effective manner.

6.1. Capacity Strengthening for SPMB, Local Authorities, Contractors and Ethnic Minority Communities

165. In accordance with the World Bank Environmental and Social Framework (ESF), the Project will implement a capacity strengthening program to support effective implementation of the EMDP and other environmental and social instruments. Capacity-building activities will target EVNNPT/SPMB staff, consultants, relevant local authorities, contractors, construction supervision personnel, and representatives of affected ethnic minority communities.

166. Training activities will focus on strengthening understanding of applicable Vietnamese legal requirements and relevant Environmental and Social Standards, particularly ESS7, ESS5, ESS10, and requirements related to stakeholder engagement, grievance management, labor influx, community health and safety, SEA/SH risk management, livelihood restoration, monitoring, and reporting.

167. Specific training topics may include:

- ❖ Environmental and social requirements applicable to Project implementation, including ESS7 and culturally appropriate engagement with ethnic minority communities;
- ❖ Meaningful consultation, information disclosure, inclusive participation, and engagement with women and vulnerable groups;
- ❖ Identification and management of differentiated impacts affecting ethnic minority households;

- ❖ Grievance management procedures, community feedback mechanisms, and documentation requirements;
- ❖ Community health and safety, labor influx management, worker-community interaction, and SEA/SH prevention and response measures;
- ❖ Livelihood restoration principles, compensation implementation support, and monitoring of vulnerable households;
- ❖ Monitoring, data collection, and reporting of EMDP implementation outcomes, including gender-disaggregated and ethnicity-disaggregated information where appropriate.

168. Contractors, construction supervision personnel, and workers will receive induction and refresher training on worker Codes of Conduct, occupational health and safety requirements, community interaction protocols, cultural awareness, grievance procedures, and the prevention of SEA/SH and other social risks prior to and during construction activities in areas where ethnic minority communities are present.

169. The Project will also strengthen institutional capacity for monitoring, documentation, and adaptive management to ensure that environmental and social risks, stakeholder concerns, and implementation challenges are identified and addressed in a timely manner throughout the Project life cycle.

6.2. Capacity Building and Community Benefit Support for Ethnic Minority Communities

170. The Project will support capacity-building activities for affected ethnic minority communities to enhance awareness, facilitate informed participation, strengthen access to Project information and grievance mechanisms, and support implementation of culturally appropriate mitigation and benefit-enhancement measures.

171. Capacity-building activities may target village leaders, elders, reputable persons, women's representatives, community-based organizations, and other representative institutions recognized by affected communities. Training and awareness programs will focus on:

- ❖ Project information, implementation arrangements, and opportunities for community participation;
- ❖ Rights, responsibilities, compensation principles, livelihood restoration measures, and grievance mechanisms;
- ❖ Community health and safety, including electrical safety, traffic safety, and construction-related risks;
- ❖ Prevention of SEA/SH, communicable diseases, trafficking, and other social risks;
- ❖ Community monitoring and feedback mechanisms;
- ❖ Participation of women, vulnerable households, and disadvantaged groups in Project-related processes.

172. Information and awareness activities will be delivered using communication approaches appropriate to local contexts, including community meetings, focus group discussions, visual materials, and oral communication where needed. Language support and culturally appropriate facilitation measures will be provided where identified through the Social Assessment and stakeholder consultations.

173. The Project will also explore opportunities to strengthen community access to existing government programs, livelihood support services, vocational training opportunities, agricultural extension services, financial inclusion initiatives, and other development programs that may contribute to long-term resilience and livelihood restoration for affected ethnic minority households.

174. Capacity-building activities will be implemented in coordination with relevant local authorities, community representatives, and other stakeholders and will be adapted over time based on consultation feedback, implementation experience, and monitoring results.

Table 7. Capacity Building Module

Training Module	Target Audience	Responsible	Timing
ESS7 Requirements	EVNNPT/SPMB, local authorities	Social Consultant	Prior to commencement of EMDP implementation
Meaningful Consultation, Community Validation and Documentation of Community Views	SPMB/CPC	Consultant	Prior to implementation
FPIC Screening and Documentation	SPMB/DOERA	Consultant	Following completion of the Social Assessment
Culturally Appropriate GRM	CPC	PMU	Annual
Gender and Vulnerability	Women's Union	Consultant	Annual
Monitoring and Reporting	SPMB	Consultant	During implementation

VII. ETHNIC MINORITY SUPPORT ACTION PLAN

175. To ensure that affected ethnic minority communities are meaningfully engaged and are able to participate in and benefit from the Project in a culturally appropriate manner, an Ethnic Minority Support Action Plan has been developed in accordance with ESS7. The Action Plan seeks to: (i) strengthen information disclosure and participation of ethnic minority communities; (ii) mitigate and manage Project-related risks and impacts; (iii) support livelihood restoration and access to Project benefits; (iv) strengthen institutional and community capacity; and (v) ensure continued consultation and adaptive management throughout Project implementation.

176. The Action Plan will be implemented in coordination with the Resettlement Plan (RP), Stakeholder Engagement Plan (SEP), Environmental and Social Management Plan (ESMP), Labor Management Procedures (LMP), SEA/SH Action Plan, and other relevant Project instruments.

7.1. Information Disclosure, Consultation and Participation

Objective: To ensure that ethnic minority communities receive timely, accessible, and culturally appropriate information and are able to participate meaningfully throughout Project preparation and implementation.

Key Measures

- ❖ Conduct ongoing consultations with affected ethnic minority communities, including women, vulnerable households, directly affected households, and other relevant stakeholders.

- ❖ Disclose Project information in clear and accessible formats using communication methods appropriate to local contexts.
- ❖ Provide interpretation, oral explanation, visual materials, or other communication support where required based on community needs identified through the Social Assessment.
- ❖ Conduct validation consultations on Social Assessment findings, mitigation measures, livelihood restoration activities, and implementation progress.
- ❖ Maintain continuous communication through community meetings, focus group discussions, household visits, and grievance mechanisms.

Expected Outcomes

- ❖ Ethnic minority communities have timely access to Project information.
- ❖ Community views, concerns, and priorities are reflected in Project implementation.
- ❖ Participation barriers are identified and addressed.
- ❖ Consultation processes remain culturally appropriate and inclusive.

7.2. Livelihood Restoration and Support for Affected Households

Objective: To support affected ethnic minority households in restoring livelihoods and maintaining or improving living standards following Project impacts.

Key Measures

- ❖ Implement compensation, assistance, and livelihood restoration measures in accordance with the RP and applicable legal and policy requirements.
- ❖ Provide information and advisory support on livelihood restoration measures available under the Project.
- ❖ Facilitate access to relevant agricultural extension services, livelihood development programs, vocational training opportunities, and government support programs where appropriate.
- ❖ Monitor livelihood restoration outcomes, with particular attention to severely affected and vulnerable households.
- ❖ Ensure that livelihood restoration activities consider the socio-economic characteristics and priorities of affected ethnic minority communities.

Expected Outcomes

- ❖ Affected households understand available compensation and assistance measures.
- ❖ Livelihood restoration measures are implemented in a timely and culturally appropriate manner.
- ❖ Vulnerable households receive additional implementation support where required.
- ❖ Livelihood recovery outcomes are effectively monitored.

7.3. Capacity Strengthening

Objective: To strengthen institutional and community capacity for effective implementation of ESS7 and other relevant environmental and social requirements.

Key Measures

- ❖ Provide training to EVNNPT/SPMB staff, consultants, contractors, supervision personnel,

and relevant local authorities.

- ❖ Strengthen capacity related to stakeholder engagement, culturally appropriate consultation, grievance management, community health and safety, labor influx management, SEA/SH prevention, livelihood restoration, monitoring, and reporting.
- ❖ Support training and awareness activities for community representatives, village leaders, women's representatives, reputable persons, and other recognized community institutions.
- ❖ Provide induction and refresher training to contractors and workers on Codes of Conduct and worker-community interaction protocols.

Expected Outcomes

- ❖ Improved understanding of ESS7 and Project commitments.
- ❖ Enhanced quality of stakeholder engagement and grievance management.
- ❖ Reduced risks of conflict and misunderstandings during implementation.
- ❖ Improved capacity for monitoring and adaptive management.

7.4. Community Health, Safety and Social Risk Management

Objective: To prevent, minimize, and manage health, safety, and social risks affecting ethnic minority communities during Project implementation.

Key Measures

- ❖ Implement measures to manage construction-related impacts, including dust, noise, traffic safety risks, and temporary access disruptions.
- ❖ Conduct awareness activities relating to construction safety, road safety, electrical safety, communicable disease prevention, and emergency preparedness.
- ❖ Implement labor influx management measures and worker Codes of Conduct.
- ❖ Implement SEA/SH prevention, reporting, referral, and response measures consistent with Project requirements.
- ❖ Coordinate with local authorities and communities to address emerging community health and safety concerns.

Expected Outcomes

- ❖ Improved awareness of Project-related safety risks.
- ❖ Reduced community exposure to avoidable construction impacts.
- ❖ Effective management of labor influx and SEA/SH risks.
- ❖ Strengthening community confidence in Project risk management measures.

7.5. Benefit Enhancement and Inclusion

Objective: To promote equitable access to Project opportunities and culturally appropriate benefits for affected ethnic minority communities.

Key Measures

- ❖ Promote equitable access to information, consultation processes, livelihood restoration measures, and grievance mechanisms.
- ❖ Encourage non-discriminatory recruitment of qualified local workers where opportunities

arise.

- ❖ Support the participation of women, vulnerable households, and disadvantaged groups in Project-related processes.
- ❖ Explore opportunities for coordination with relevant government development programs and community support initiatives.
- ❖ Consider community priorities identified through consultations when designing benefit-enhancement activities.
- ❖ Differentiated measures will be based on verified impacts and community priorities identified through the second-stage Social Assessment and meaningful consultation. Depending on the findings, measures may include targeted livelihood restoration and agricultural extension support; assistance to access compensation, documentation and government programs; skills development and transparent access to suitable local employment opportunities; culturally and linguistically accessible safety, EMF and GRM information; additional outreach and implementation assistance for women, elderly persons, persons with disabilities and other vulnerable households; and community-level measures addressing locally identified safety, access, livelihood or cultural priorities. The final EMDP action plan will specify the eligible communities or households, selection criteria, responsible party, budget, schedule and monitoring indicators for each confirmed measure.

Expected Outcomes

- ❖ Improved inclusion of ethnic minority communities in Project activities.
- ❖ Enhanced access to Project-related opportunities and benefits.
- ❖ Increased participation of women and vulnerable groups.
- ❖ Improved responsiveness to community priorities.

7.6. Cultural Heritage and Community Cohesion

Objective: To avoid, minimize, and manage potential impacts on cultural heritage, culturally significant places, community institutions, and social cohesion.

Key Measures

- ❖ Assess potential impacts on cultural heritage, collective attachment, customary resource use, and culturally significant locations through the Social Assessment and ongoing consultations.
- ❖ Implement relevant mitigation measures where impacts are identified.
- ❖ Apply Chance Finds Procedures during construction.
- ❖ Respect local customs, cultural practices, and community institutions during implementation.
- ❖ Continue engagement with affected communities regarding culturally appropriate risk management measures.

Expected Outcomes

- ❖ Potential cultural heritage impacts are identified and managed appropriately.
- ❖ Community institutions and cultural practices are respected.
- ❖ Risks to social cohesion are minimized.

- ❖ ESS7 requirements related to cultural heritage and community engagement are effectively implemented.

7.7. Grievance Management and Community Feedback

Objective: To ensure that ethnic minority communities have access to transparent, accessible, culturally appropriate, and responsive grievance arrangements.

Key Measures

- ❖ Maintain a Project-level grievance mechanism with multiple entry points.
- ❖ Accept grievances through verbal and written channels.
- ❖ Ensure timely recording, tracking, and resolution of grievances.
- ❖ Facilitate access to grievance channels for women, vulnerable persons, and ethnic minority communities.
- ❖ Maintain confidential and survivor-centered procedures for SEA/SH-related complaints.
- ❖ Monitor grievance trends and use findings to improve Project implementation.

Expected Outcomes

- ❖ Communities have accessible channels for raising concerns.
- ❖ Grievances are managed in a transparent and timely manner.
- ❖ Trust in Project implementation is strengthened.
- ❖ Emerging issues are identified and addressed early.

7.8. Monitoring, Evaluation and Adaptive Management

Objective: To monitor implementation effectiveness, assess outcomes, and adapt EMDP measures in response to emerging needs and Project experience.

Key Measures

- ❖ Conduct regular internal monitoring of EMDP activities and outcomes.
- ❖ Monitor consultation, livelihood restoration, vulnerable household support, grievance management, and participation indicators.
- ❖ Collect and analyze information disaggregated by ethnicity and gender where appropriate.
- ❖ Undertake periodic external monitoring where required.
- ❖ Review and update EMDP measures if Project circumstances, impacts, or community priorities change.

Expected Outcomes

- ❖ Effective implementation of EMDP commitments.
- ❖ Timely identification of implementation gaps.
- ❖ Improved responsiveness to community concerns.
- ❖ Continued alignment with ESS7 requirements throughout Project implementation.

177. The EMDP will remain a living instrument. Findings from the Social Assessment, census, DMS, RP implementation, stakeholder engagement activities, monitoring results, and ongoing consultations will be used to refine and update support measures, mitigation actions, and benefit-enhancement activities during the Project life cycle, as necessary.

VIII. GRIEVANCE REDRESS MECHANISM FOR ETHNIC MINORITY COMMUNITIES

178. The Project-level Grievance Redress Mechanism (GRM) has been established to provide affected communities, including ethnic minority households and communities, with accessible, transparent, culturally appropriate, and cost-free channels for raising concerns, seeking clarification, and submitting grievances related to Project activities. The GRM applies throughout Project preparation and implementation and covers concerns related to environmental and social performance, stakeholder engagement, information disclosure, land acquisition and livelihood restoration, construction impacts, labor and working conditions, community health and safety, SEA/SH risks, and implementation of the EMDP.

179. The Project GRM is designed to operate alongside, and not replace, existing administrative or judicial remedies available under Vietnamese law. Affected persons may use the Project GRM, formal government complaint mechanisms, judicial remedies, or any combination of these options at any time.

180. Consultation findings indicate that many ethnic minority households may prefer to raise concerns through trusted community-based channels. Accordingly, Project GRM will provide multiple entry points through which grievances may be submitted, including EVNNPT/SPMB, contractors, Commune People's Committees, village leaders, reputable persons, community representatives, mass organizations, and other locally recognized institutions where appropriate. Use of community-based channels is voluntary and intended to facilitate access rather than replace formal grievance procedures.

181. Grievances may be submitted verbally or in writing. Particular attention will be given to ensuring that elderly persons, women, persons with disabilities, vulnerable households, and individuals facing language or literacy barriers are able to access the GRM without discrimination. Where necessary, Project staff or designated community focal points will provide assistance in recording and communicating grievances. Verbal grievances will be formally documented, tracked, and managed in the same manner as written submissions.

182. The grievance process will include acknowledgment of receipt, registration and tracking of complaints, assessment and investigation where necessary, communication with complainants, proposed resolution measures, follow-up actions, and documentation of outcomes. Grievances will be addressed in a timely manner, and complainants will be informed of progress and resolution status throughout the process.

183. For grievances raised by ethnic minority households or communities, the Project may facilitate participation of community representatives, village leaders, reputable persons, elders, women's representatives, or other locally accepted institutions where requested by complainants or where such participation supports culturally appropriate communication and resolution. Any use of community-based mediation will be voluntary and will not limit access to formal grievance channels, administrative remedies, or judicial processes.

184. SEA/SH-related grievances will be managed through a survivor-centered approach that prioritizes confidentiality, safety, respect, non-discrimination, and informed consent. Reporting through the Project GRM will not require survivors to provide evidence or participate in investigation

processes unless they choose to do so. Appropriate referral pathways and support services will be made available in accordance with the SEA/SH Action Plan and applicable Project procedures.

185. EVNNPT/SPMB will maintain a grievance database containing information on grievances received, actions taken, resolution status, response timelines, and follow-up measures. Grievance data will be reviewed regularly to identify recurring issues, implementation challenges, and opportunities for improving Project performance. Summary information on grievance management will be included in Project monitoring reports while maintaining confidentiality of personal information.

186. Information on the GRM, including available entry points, focal persons, contact details, complaint procedures, and SEA/SH reporting arrangements, will be disclosed through consultation activities, community meetings, Project information materials, local government offices, and other communication channels accessible to affected communities. Information will be communicated in culturally appropriate formats and through language support arrangements where necessary.

IX. IMPLEMENTATION ARRANGEMENTS

187. Implementation of the Ethnic Minority Development Plan (EMDP) requires close coordination among EVNNPT/SPMB, relevant provincial/city and commune authorities, contractors, consultants, mass organizations, and affected ethnic minority communities. EVNNPT/SPMB will serve as the lead implementing agency and will be responsible for coordinating EMDP implementation in conjunction with the Resettlement Plan (RP), Stakeholder Engagement Plan (SEP), Environmental and Social Management Plan (ESMP), Labor Management Procedures (LMP), and other relevant Project instruments.

9.1. EVNNPT/SPMB

188. EVNNPT/SPMB will have overall responsibility for implementation, coordination, monitoring, and reporting of the EMDP. Working in coordination with relevant authorities, consultants, contractors, and community representatives, EVNNPT/SPMB will ensure that EMDP commitments are integrated into overall Project implementation and that sufficient resources are allocated for consultation, disclosure, grievance management, monitoring, and capacity-building activities.

189. Key responsibilities include:

- ❖ Coordinating implementation of all EMDP activities and monitoring progress against agreed objectives and indicators;
- ❖ Ensuring meaningful consultation, culturally appropriate engagement, and information disclosure throughout the Project life cycle;
- ❖ Coordinating implementation of ESS7 commitments and other relevant environmental and social requirements;
- ❖ Overseeing implementation of mitigation measures, livelihood restoration support, capacity-building activities, and benefit-enhancement measures relevant to ethnic minority communities;
- ❖ Maintaining monitoring records and preparing periodic implementation reports;
- ❖ Operating and overseeing the Project-level Grievance Redress Mechanism (GRM);

- ❖ Reviewing Social Assessment findings and consultation outcomes and updating EMDP measures where necessary;
- ❖ Coordinating assessment of collective attachment, customary resource use, cultural heritage, and other matters relevant to ESS7 implementation;
- ❖ Organizing validation consultations and ensuring that findings are reflected in the final EMDP and related Project instruments; and
- ❖ Undertaking adaptive management where monitoring results, consultation findings, implementation experience, or Project design changes indicate the need for adjustments.

9.2. Provincial/City People's Committees

190. Provincial/City People's Committees (P/CPCs) within the Project area will support implementation of activities falling within their administrative responsibilities and facilitate coordination between EVNNPT/SPMB and relevant provincial/city agencies.

191. The P/CPCs and associated provincial/city departments will:

- ❖ Support implementation of land acquisition, compensation, livelihood restoration, and stakeholder engagement activities in accordance with applicable regulations;
- ❖ Facilitate coordination among relevant provincial/city agencies involved in EMDP implementation;
- ❖ Support disclosure of Project information and consultation activities where required;
- ❖ Monitor implementation progress within their jurisdiction; and
- ❖ Coordinate with EVNNPT/SPMB in addressing issues affecting ethnic minority communities that arise during Project implementation.

9.3. Department of Ethnic and Religious Affairs (DOERA)

192. Where appropriate, the Department of Ethnic and Religious Affairs (DOERA) may provide technical guidance and coordination support relating to ethnic minority policies and programs.

193. Its support may include:

- ❖ Providing advice on relevant national and provincial/city ethnic minority policies and programs;
- ❖ Facilitating linkages between Project activities and existing government programs benefiting ethnic minority communities;
- ❖ Providing technical inputs relevant to community engagement, cultural practices, and ethnic minority development issues;
- ❖ Supporting monitoring and reporting on ethnic minority-related activities where appropriate; and
- ❖ Participating in consultation and validation activities where specialized technical inputs are required.

194. Where requested, DOERA may also provide technical inputs on matters related to customary practices, traditional institutions, community governance systems, cultural heritage, or other issues relevant to ESS7 implementation.

9.4. Commune-Level Authorities and Community Institutions

195. Commune People's Committees (CPCs), together with relevant local organizations and community representatives, will play an important role in facilitating Project implementation at the local level.

196. Their responsibilities may include:

- ❖ Supporting community outreach, consultation, and information disclosure activities;
- ❖ Assisting in the identification of affected households, vulnerable groups, and relevant community representatives;
- ❖ Facilitating communication between EVNNPT/SPMB, contractors, and affected communities;
- ❖ Supporting operation of the Project GRM and community feedback mechanisms;
- ❖ Monitoring construction-related impacts and communicating community concerns to Project authorities;
- ❖ Supporting implementation of livelihood restoration, community health and safety, and awareness-raising activities where appropriate; and
- ❖ Participating in monitoring and reporting activities relevant to EMDP implementation.

197. The Land Fund Development Centers (LFDCs) or other competent agencies responsible for compensation and site clearance will implement compensation, assistance, and land acquisition activities in accordance with the RP and applicable legal requirements and will coordinate with EVNNPT/SPMB on matters affecting ethnic minority households.

198. Mass organizations, including the Women's Union, Fatherland Front, Farmers' Union, Youth Union, and other relevant organizations, may support outreach, awareness raising, grievance facilitation, inclusion of vulnerable groups, and participation of women and ethnic minority communities in Project activities, where appropriate.

199. Village leaders, elders, reputable persons, women's representatives, and other community-based institutions recognized by affected communities may support culturally appropriate communication, information dissemination, consultation facilitation, community monitoring, and grievance resolution processes. Their participation will complement, but not replace, direct engagement with affected households and communities.

9.5. Contractors and Construction Supervision Consultants

200. Contractors will be responsible for implementing environmental and social obligations specified in bidding documents, contracts, the ESMP, LMP, SEA/SH Action Plan, RP, and EMDP.

201. Key responsibilities include:

- ❖ Disseminating construction schedules and community safety information;
- ❖ Implementing worker Codes of Conduct and labor influx management measures;
- ❖ Managing construction-related impacts affecting local communities;
- ❖ Responding to community concerns and grievances relating to construction activities;
- ❖ Maintaining records of stakeholder engagement and grievance management; and
- ❖ Supporting implementation of community health and safety measures.

202. Construction Supervision Consultants will monitor contractor compliance with environmental and social requirements, including matters related to ethnic minority communities, community health and safety, consultation, grievance management, labor management, and site restoration.

9.6. Ethnic Minority Communities

203. Affected ethnic minority communities will be encouraged to participate actively in consultation processes, monitoring activities, grievance mechanisms, livelihood restoration programs, and other Project-related activities. Community participation will contribute to identifying concerns, monitoring Project performance, improving implementation effectiveness, and ensuring that Project benefits and mitigation measures remain responsive to community priorities and needs.

204. The EMDP will remain a living instrument throughout Project implementation. Findings from the Social Assessment, stakeholder engagement activities, monitoring results, compensation and livelihood restoration implementation, and ongoing consultations will be used to review and update EMDP measures where necessary to ensure continued alignment with ESS7 requirements and community needs.

Table 8. Implementation Progress of Ethnic Minority Development Plan

Activities	Implementation Schedule
Information dissemination and community consultation	Commences during Project preparation and continues throughout Project implementation. Initial consultations will be undertaken during Social Assessment (SA), census, DMS and EMDP preparation. Additional consultations will be conducted prior to disclosure of EMDP, prior to commencement of compensation activities, prior to contractor mobilization, and throughout construction.
Preparation of EMDP	During Project preparation, in parallel with the Social Assessment, stakeholder consultations, preliminary impact assessment, census, DMS and RP preparation. The draft EMDP will be disclosed in accordance with the timing agreed with the World Bank.
Submission of EMDP	Following completion and community validation of the Social Assessment and internal review by EVNNPT/SPMB, the updated EMDP will be submitted to the World Bank for review. The EMDP will be finalized before commencement of Project activities that may adversely affect ethnic minority communities.
Approval of EMDP	Following incorporation of comments from EVNNPT/SPMB, affected ethnic minority communities through validation consultations, and the World Bank review. Finalization and disclosure of the EMDP shall take place before commencement of Project activities that may adversely affect ethnic minority communities.
Information dissemination after EMDP is approved	Immediately after approval and disclosure of the final EMDP. Updated information on Project implementation, compensation, livelihood restoration, construction schedules and grievance mechanisms will continue to be disclosed throughout Project implementation.
Implementation of EMDP	Begins before implementation of activities affecting ethnic minority communities and continues through compensation, livelihood restoration, contractor mobilization, construction and monitoring phases. Measures related to consultation, disclosure, vulnerable households and grievance management will remain active throughout the Project life cycle.
Monitoring and Evaluation	Internal monitoring will be conducted quarterly and reported semi-annually. Independent monitoring will be conducted semi-annually throughout EMDP implementation and continued until all corrective actions and livelihood restoration activities are completed.
Construction of Works	Following completion of required land acquisition, compensation, disclosure obligations, consultation activities, and other EMDP actions required prior to commencement of civil works. Construction-phase EMDP measures will continue throughout the construction period.
Local Employment	Begins during contractor procurement and mobilization and continues throughout the construction period. Recruitment practices and participation of local workers, including affected EM households where qualified and available, will be monitored throughout implementation.

Activities	Implementation Schedule
Consultation	Continuous activity throughout Project preparation, disclosure, FPIC screening (if applicable), compensation implementation, construction, monitoring and Project completion. Additional consultations will be undertaken where material Project design changes or unexpected impacts arise.
GRM	Operational from the commencement of Project preparation and maintained throughout Project implementation, construction, monitoring and Project completion. Information on GRM procedures and contact points will be regularly disclosed and updated as required.
Vulnerable Households	Identification during Social Assessment, census and DMS. Targeted support measures implemented before compensation payment and maintained throughout livelihood restoration, construction and post-compensation monitoring until recovery objectives have been achieved.

X. MONITORING AND EVALUATION

205. To ensure effective implementation of the Ethnic Minority Development Plan (EMDP) and compliance with ESS7, the Project will establish a monitoring and evaluation (M&E) system covering consultation and participation, livelihood restoration, grievance management, implementation of mitigation measures, support to vulnerable households, and benefit-enhancement activities for affected ethnic minority communities.

206. EVNNPT/SPMB will be responsible for internal monitoring and coordination of EMDP implementation. Internal monitoring will assess progress against agreed activities, identify implementation challenges, verify compliance with Project commitments, and ensure that concerns raised by ethnic minority communities are addressed in a timely manner.

207. EVNNPT/SPMB will engage an Independent Monitoring Consultant (IMC) to undertake semi-annual external monitoring during periods of material EMDP implementation. Independent monitoring will provide an objective assessment of stakeholder engagement, livelihood restoration outcomes, grievance management, mitigation measures and compliance with ESS7 requirements.

208. Monitoring findings will be used to identify implementation gaps, emerging issues, unanticipated impacts, and opportunities for improvement. Where necessary, corrective actions and adaptive management measures will be agreed and incorporated into Project implementation arrangements.

209. Independent monitoring reports will be submitted to EVNNPT/SPMB and the World Bank in accordance with agreed reporting arrangements. Monitoring findings will inform implementation decisions and any necessary updates to the EMDP.

10.1. Internal Monitoring

210. EVNNPT/SPMB will conduct regular monitoring of EMDP implementation in coordination with relevant authorities, contractors, consultants, and affected communities. Internal monitoring will assess implementation progress, stakeholder engagement outcomes, grievance management performance, participation of women and vulnerable groups, and effectiveness of mitigation and support measures.

Table 9. Internal Monitoring Indicators

Activities	Monitoring Indicators
Consultation and participation	Number of consultation activities conducted and documented
Consultation quality	Percentage of agreed consultation and disclosure activities completed
Women's participation	Percentage of women participating in consultations and EMDP activities
Vulnerable household participation	Number and percentage of vulnerable households participating in consultations and support activities
Information disclosure	Project information disclosed in accordance with the EMDP and SEP
Grievance management	Number of grievances received, resolved, pending, and resolved within agreed timelines
Ethnic minority participation	Number and percentage of affected ethnic minority households engaged during implementation
Livelihood restoration	Progress of livelihood restoration measures for affected households
Vulnerable household support	Number of vulnerable households receiving implementation support
Community health and safety	Number of community safety awareness activities conducted
SEA/SH risk management	Number of awareness activities, trainings, and referrals provided (without reporting confidential survivor information)
Capacity building	Number of training sessions conducted and participants trained
Monitoring of emerging issues	Number of implementation issues identified and corrective actions completed
FPIC-related assessment	Status of Social Assessment findings, validation consultations, and FPIC determination process, where applicable

10.2. Independent Monitoring

211. An Independent Monitoring Consultant (IMC) will be engaged by EVNNPT/SPMB to provide semi-annual external monitoring during periods of material EMDP implementation. External monitoring will assess compliance with Project commitments, effectiveness of mitigation and support measures, outcomes for affected ethnic minority communities, and consistency with ESS7 requirements.

212. Independent monitoring should be undertaken regularly throughout Project implementation and should include field verification, consultation with affected ethnic minority communities, review of Project records, and assessment of implementation outcomes.

Table 10. Independent Monitoring Indicators

Monitoring areas	Key indicators
EMDP implementation progress	EMDP activities implemented in accordance with commitments, schedule, and budget
Stakeholder engagement and consultation	Consultation and disclosure activities conducted; participation of women, vulnerable households, and directly affected ethnic minority households adequately documented
Incorporation of community feedback	Community concerns, recommendations, and agreed actions reflected in Project implementation
Livelihood restoration outcomes	Affected households receiving compensation and livelihood restoration assistance in accordance with approved Project instruments

Monitoring areas	Key indicators
Support to vulnerable households	Additional implementation support provided to vulnerable households where required
Community health and safety	Construction-related community health and safety measures implemented effectively
Labor influx and SEA/SH risk management	Worker management measures, Codes of Conduct, and SEA/SH prevention measures effectively implemented
Grievance management	GRM accessible to ethnic minority communities; grievances tracked and addressed in a timely manner
Capacity building activities	Training and awareness activities implemented and reaching intended groups
Cultural appropriateness of implementation	Consultation, communication, grievance management, and support measures implemented in a culturally appropriate manner
ESS7 compliance	Requirements relating to consultation, participation, mitigation measures, monitoring, and any FPIC-related processes implemented as applicable
Adaptive management	Emerging impacts, implementation gaps, and corrective actions identified and addressed appropriately

213. The results of internal and external monitoring will be used to strengthen implementation, improve responsiveness to community concerns, and ensure that EMDP measures remain appropriate and effective throughout the Project life cycle. The EMDP may be updated where monitoring identifies significant changes in Project impacts, community priorities, or requirements relevant to ESS7 implementation.

XI. EMDP BUDGET AND FINANCING ARRANGEMENTS

214. Implementation of the EMDP will be financed through EVNNPT/SPMB counterpart funding. EVNNPT/SPMB will ensure that confirmed budget allocations and timely fund-transfer arrangements are in place before the relevant EMDP activities commence. The budget will support completion and validation of the Social Assessment, consultation and disclosure, capacity strengthening, community awareness, monitoring and reporting, and other measures necessary for effective implementation of ESS7 requirements.

215. The budget estimate presented below is preliminary and may be updated during Project preparation and implementation based on the final scope of activities, findings of the Social Assessment, consultation outcomes, monitoring results, and any adjustments required to address emerging issues affecting ethnic minority communities.

Table 11. Indicative Budget for EMDP Implementation

Activity	Unit	Budget (VND)
Completion of Social Assessment and related analysis	Package	350,000,000
Consultation, validation consultations, and information disclosure	Session	255,000,000
Capacity building and training activities	Package	150,000,000
Community awareness and community health and safety activities	Package	150,000,000
Internal monitoring and reporting	Package	100,000,000
Independent Monitoring	Package	300,000,000
Contingency (10% of subtotal)	Lump sum	130,500,000
TOTAL		1,435,500,000

ANNEX

Annex 1. Consultation Summary and Participation Records

Table A1. Consultation Activities Undertaken

Date	Province	Commune	Consultation Type	Participants	Women	EM Group
4-27 August 2026	Dak Lak, Lam Dong, Dong Nai, Ho Chi Minh City, Tay Ninh	25 communes	Consultation with local authorities, mass organizations, community representatives, and affected communities	156	41/156	5*

* Ethnic minority participants explicitly identified in the consultation records.

Table A2. Stakeholder Categories Consulted

Stakeholder Group	Number
Directly affected HH	TBD
Women	TBD
Vulnerable HH	TBD
Village Leaders	TBD
Reputable Persons	TBD
CPC Representatives	TBD

Annex 2. Summary of Preliminary Social Assessment Findings

Topic	Preliminary Finding	Further Verification Required
M'nong Presence	Yes	Yes
Tay Presence	Yes	Yes
Nung Presence	Yes	Yes
Collective Attachment	TBD	Yes
Customary Resource Use	TBD	Yes
Cultural Heritage	TBD	Yes
FPIC Trigger	Not determined	Yes

Annex 3. FPIC Screening Evidence Matrix

ESS7 Consideration	Evidence Reviewed	Preliminary Finding	Follow-up Required
Collective Attachment	Preliminary consultations; village leader and reputable person interviews; secondary socio-cultural sources; screening information from affected communes	Insufficient evidence to determine whether affected ethnic minority communities maintain collective attachment to land, territories, natural resources, or culturally significant landscapes within the Project area	Complete Social Assessment; community validation consultations; mapping of community land and resource use; assess historical and current relationships with affected locations
Customary Use or Occupation of Land and Natural Resources	Preliminary screening; consultation records; available land tenure information; commune-level information	No customary tenure system or communal ownership identified to date. Available information indicates predominately individually recognized land-use rights. Findings remain preliminary	Field verification; household interviews; assessment of customary resource use, access arrangements, forests, water resources, and communal areas
Sacred Sites and Cultural Heritage Resources	Preliminary screening; consultation records; discussions with community representatives; desktop review	No sacred sites, cemeteries, ritual areas, spiritual forests, or culturally significant sites have been identified within the Project footprint to date	Field verification; consultation with elders, village leaders, religious representatives, and affected communities; update ESMP and EMDP if resources are identified
Representative Institutions and Community Decision-Making	Preliminary consultations; interviews with local authorities and community representatives	Village leaders, elders, reputable persons, and community institutions appear to play important roles in community engagement and information dissemination	Further assess legitimacy and representativeness of decision-making structures through the Social Assessment and validation consultations
Physical Relocation of Ethnic Minority Households	Preliminary engineering design; initial impact screening; ongoing census and DMS process	No confirmed relocation of ethnic minority households identified at this stage; final impact inventory not yet available	Confirm through census, DMS, RP preparation, and final engineering design
Impacts on Traditionally Owned or Customarily Used Lands and Natural Resources	Preliminary screening; consultation findings; available land information	No evidence identified to date that Project activities will adversely affect traditionally owned or customarily used lands and natural resources	Further assessment through Social Assessment, DMS, RP preparation, and validation consultations
Impacts on Cultural Heritage Material to EM Identity	Preliminary screening; consultation findings; secondary information	No significant impacts on cultural heritage material to ethnic minority identity identified to date	Continued screening and field verification; consultation with affected communities; implement Chance Finds Procedures
FPIC Applicability under ESS7	Preliminary ESS7 screening; consultation findings; initial social assessment information	Available information is insufficient for final determination. None of the three ESS7 FPIC circumstances have been confirmed at this stage	Complete Social Assessment; undertake validation consultations; document findings and rationale; determine FPIC applicability prior to implementation of relevant activities

Ethnic Minority Development Plan (EMDP)

Overall ESS7 Due Diligence Status	Preliminary screening, consultations, secondary information, design review	ESS7 is relevant. Potential impacts on ethnic minority communities are recognized. FPIC applicability remains undetermined pending completion of the Social Assessment and validation consultations.	Finalize Social Assessment; validate findings with affected communities; complete FPIC screening determination; update EMDP, RP, ESCP and related instruments as necessary.
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Annex 4. GRM Contact Arrangements

Level	Contact Point
Village	TBC
CPC	TBC
SPMB	Mr. Nguyễn Huỳnh Đức Tuấn /0908373937
Contractor	TBC
WB GRS (if applicable)	TBC

** To be finalized prior to disclosure of the final EMDP.*

Annex 5. Indicative Monitoring Framework

Indicator	Baseline	Target	Source	Frequency
Agreed consultation and disclosure activities completed	0% at start of implementation period	100% of activities scheduled for the reporting period	Consultation plan; meeting records; attendance sheets; disclosure log	Quarterly
Affected EM communities consulted before relevant Project activities	To be established following completion of the Social Assessment	100% of identified affected EM communities consulted before relevant activities commence	Social Assessment; stakeholder register; consultation records	Before relevant activities and quarterly verification
Directly affected EM households participating in consultations	To be established through census, DMS and Social Assessment	100% invited and provided a meaningful opportunity to participate; actual participation rate monitored	Census and DMS database; attendance records; household consultation records	Quarterly
Women's participation in consultation and EMDP activities	To be established through initial consultation records and Social Assessment	At least 40%, subject to confirmation through the Social Assessment and community context	Sex-disaggregated attendance sheets; consultation reports; activity records	Quarterly
Participation of vulnerable EM households	To be established through census, DMS and vulnerability screening	100% of identified vulnerable EM households receive targeted outreach and an opportunity to participate	Vulnerability registry; household visit records; attendance sheets	Quarterly
Project information disclosed in accessible and culturally appropriate formats	Initial disclosure undertaken; detailed baseline to be verified	100% of required disclosure activities completed before the associated Project activity	Disclosure register; copies of materials; photographs; CPC and community records	Quarterly and before relevant activities
Language or communication support provided where required	Language needs to be confirmed through Social Assessment	100% of identified language and communication support needs addressed	Social Assessment; consultation plans; interpreter or facilitator records; participant feedback	Each consultation cycle
Eligible EM households compensated before Project-related land access	To be established through RP census and DMS	100% of eligible households compensated and assisted before Project-related land access, consistent with the approved RP	Compensation database; payment records; land access authorization; RP monitoring reports	Monthly during compensation
Affected EM households receiving applicable livelihood restoration support	To be established through RP and Social Assessment	100% of eligible households enrolled in or provided access to applicable livelihood restoration measures	RP entitlement database; livelihood restoration records; household follow-up records	Quarterly

Indicator	Baseline	Target	Source	Frequency
Livelihood recovery of participating EM households	Pre-Project livelihood baseline to be established through SES and RP	Livelihoods restored to at least pre-Project levels in accordance with the approved RP	SES baseline; follow-up household surveys; RP and independent monitoring reports	Semi-annually
Vulnerable EM households receiving additional implementation support	To be established through vulnerability screening	100% of eligible vulnerable households receive applicable additional support and follow-up	Vulnerability registry; payment and support records; household monitoring forms	Quarterly
Local employment information disclosed to EM communities	No systematic baseline established	100% of relevant construction employment opportunities publicly communicated in affected communities	Contractor recruitment notices; CPC disclosure records; consultation records	Before recruitment and quarterly
Qualified local EM applicants considered through transparent recruitment procedures	To be established during contractor mobilization	100% of qualified local applicants processed under transparent and non-discriminatory recruitment procedures; no guaranteed employment quota	Contractor recruitment records; applicant register; employment records	Quarterly during construction
Community health and safety awareness activities completed	0% at start of implementation period	100% of activities scheduled for the reporting period completed before or during relevant construction activities	Training records; attendance sheets; contractor reports; CSC verification	Quarterly
Workers receiving Code of Conduct and community interaction training	0% before contractor mobilization	100% of workers trained before deployment and provided refresher training as required	Signed Codes of Conduct; induction records; contractor and CSC reports	Before deployment and quarterly
SEA/SH prevention and awareness measures implemented	To be established before contractor mobilization	100% of required prevention, awareness and referral measures operational; no confidential survivor information reported	SEA/SH Action Plan monitoring; training records; service-provider confirmation	Quarterly
Project grievances acknowledged within the agreed timeframe	To be established from GRM database	At least 90%, or the service standard specified in the SEP/GRM if more stringent	GRM database; acknowledgment records	Monthly and quarterly reporting
Project grievances resolved within the agreed timeframe	To be established from GRM database	At least 90%, with reasons and follow-up actions documented for unresolved cases	GRM database; resolution records; complainant follow-up records	Monthly and quarterly reporting

Indicator	Baseline	Target	Source	Frequency
EM-related grievances accessible through culturally appropriate channels	GRM entry points to be verified before implementation	100% of affected EM communities informed of available verbal, written and community-supported grievance channels	GRM disclosure records; consultation records; community feedback	Quarterly
Agreed consultation actions completed	To be established from consultation action tracker	At least 90% completed within agreed deadlines; all overdue actions documented with corrective plans	Consultation action tracker; progress reports; verification records	Quarterly
Cultural heritage and sacred-site screening completed	Preliminary screening completed; detailed verification pending	100% of relevant Project locations screened before works commence	Social Assessment; cultural heritage screening forms; consultation records; ESMP records	Before site-specific works
Chance Finds Procedure communicated and operational	To be established before contractor mobilization	100% of relevant contractors and workers trained before excavation or site disturbance	Training records; contractor procedures; CSC reports	Before relevant works and quarterly verification
Social Assessment completed and validated	Preliminary assessment available	Completed, disclosed and validated with affected ethnic minority communities before final EMDP determination	Final Social Assessment; validation consultation records; disclosure records	Once, with updates as necessary
FPIC screening determination completed and documented	FPIC applicability not yet determined	Determination completed, documented and reviewed before commencement of any activity potentially falling within an ESS7 FPIC circumstance	Social Assessment; FPIC Screening Matrix; validation records; EMDP and ESCP updates	Once before relevant activities; review if impacts or design change
Corrective actions from internal and independent monitoring completed	No corrective-action baseline at commencement	100% of critical actions and at least 90% of all actions completed within agreed deadlines	Corrective-action tracker; internal and independent monitoring reports	Quarterly
Independent monitoring undertaken	Not commenced	Semi-annual monitoring completed during periods of material EMDP implementation	Independent monitoring reports; field verification records	Semi-annually

Annex 6. Map of Project Area and Ethnic Minority Communities

