

## Annex J: Indigenous Peoples Plan (IPP)

The project adheres to the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the International Labour Organization (ILO) Convention 169 and the *Policy on Indigenous and Tribal Peoples* of the Food and Agriculture Organization (FAO). Indigenous Peoples share the following characteristics<sup>1</sup>:

- They self-identify as indigenous and in some cases are recognized by other groups, or by State authorities, as having a distinct collective identity;
- They have ancient historical ties with respect to living in and using a specific territory;
- Their cultural distinctiveness is voluntary and handed down through generations. This may include aspects of language, social organization, religion and spiritual values, modes of production, laws and institutions; and
- They have experienced or are experiencing subjugation, marginalization, dispossession, exclusion or discrimination.

In Nepal, the term 'Indigenous People' (*Adhibasi*) is used to refer to ethnic groups known as *Janajati*. The Constitution of Nepal (2015) recognizes indigenous people as *Janajati* or nationalities. The National Foundation for Development of Indigenous Nationalities (NFDIN) Act 2002 defines indigenous people as 'those ethnic groups or communities who have their own mother tongue and traditional customs, distinct cultural identity, distinct social structure and written or oral history of their own'<sup>2</sup>.

Based on the definition of indigenous peoples used in Nepal, more than 60 per cent of the population targeted by the project are indigenous peoples. Accordingly, the FAO Environmental and Social Standard (ESS) 9 (Indigenous Peoples and Cultural Heritage) and Minimum Standard 5 (Indigenous Peoples) of the GEF Policy on Environmental and Social Safeguards apply to the project.

The customary tenure and cultural rights of some indigenous communities whose livelihoods are dependent on forest resources may be affected by project interventions unless proper safeguards are applied and monitored continuously.

Accordingly, this IPP has been developed to guide the planning and implementation of project activities to avoid negative impacts on the indigenous peoples living in and around the project area.

The main objective of the IPP is to ensure project activities a) avoid adverse effects on indigenous communities and b) benefits indigenous communities in a culturally appropriate, gender-sensitive and intergenerational inclusive way. Where negative effects are unavoidable, they are mitigated in a culturally appropriate manner.

### KEY NATIONAL POLICY AND LEGAL INSTRUMENTS

Nepal does not have a separate standalone policy on indigenous peoples and other vulnerable communities but there are various provisions related to social safeguards in most national policies.

Article 18 of the Constitution of Nepal - Right to Equality - states that all citizens shall be equal before law. No person shall be denied the equal protection of law. However, the article also mentions that there shall be no bar to the making special provisions by law for the protection, empowerment or advancement of women lagging behind socially and culturally, Dalits, Adibasi, Madhesi, Tharu, Muslims, oppressed classes, backward communities, minorities, marginalized groups, peasants, laborers, youths, children, senior citizens, sexual minorities, persons with disability, pregnant, incapacitated and helpless persons, and citizens who belong to backward regions and financially deprived citizens including the Khas Arya.

The National Foundation for Development of Indigenous Nationalities (NFDIN) Act established the first comprehensive policy and institutional framework pertaining to Indigenous groups. The act defines indigenous groups as "a group or community having its own territory, own mother tongue, traditional rites and customs, distinct cultural identity, distinct social structure and written or unwritten history".

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<sup>1</sup> FAO FPIC Manual, available online at: <http://www.fao.org/3/a-i6190e.pdf>

<sup>2</sup> National Foundation for Development of Indigenous Nationalities (NFDIN) Act 2002, Sec 2

The government, through NFDIN, has identified and officially recognized 59 such indigenous communities.

The INC is governed by the Indigenous Nationalities Commission Act, (2017). The functions and duties of INC are to submit national policy as well as programmes to the Government of Nepal (GoN) for the protection and promotion of the rights of Indigenous peoples and their empowerment, to make recommendations to the GoN on the measures to adopt for the effective implementation of policy and programmes on indigenous peoples, to carry out monitoring and evaluation of the policy, law and programmes relating to indigenous peoples, to make recommendations to the GoN on changing existing law in order to ensure proportional and inclusive representation of indigenous peoples in state structures, to prepare and execute programmes for the protection and development of language, script, culture, history, tradition, literature, and arts and to conduct awareness programs for the empowerment of indigenous peoples.

The National Dalit Commission is a constitutional body established to provide safeguards against the exploitation of Dalits, to promote and protect their social, educational, economic, and cultural interests. The Act was adopted to protect, preserve, and promote the human rights and interests of the Dalit community, which make up about 13 per cent of the population of Nepal. It aims to reduce discrimination derived from caste-based bias.

The National Forest policy has clearly provisioned for the documentation, registration, and protection of traditional knowledge, skills, practices, socio-cultural systems, art, and intellectual property of indigenous and local communities related to biodiversity and its derivatives.

The National Climate Change Policy aims to contribute to socio-economic prosperity of the nation by building a climate resilient society. Two of the objectives of this policy related to indigenous peoples communities are to enhance climate change adaptation capacity of persons, families, groups and communities vulnerable to, and at risk of, climate change and mainstream gender equality and social inclusion into climate change mitigation and adaptation programs.

The National Environmental Policy has provisioned special preference to women, Dalits, indigenous peoples, Madhesi, poor, disables, children and senior citizens while providing compensation. Likewise, this policy has given priority to women, Dalits, indigenous peoples, poor and excluded community in capacity development programs of environmental sector.

The National Employment Policy has policies to make credit, information and business development services more accessible for youth, women, indigenous nationalities and marginalized communities to help them start cottage, small and medium industries and impart entrepreneurial and self-employment-related training for employment to the youth, Madhesi, indigenous nationalities, Muslims, the physically challenged, Dalits, conflict-affected, vulnerable, marginalized and minority communities of rural areas.

#### **ASSESSMENT OF THE NATIONAL POLICY ENVIRONMENT AND RELEVANCE TO THE PROJECT**

The provisions of the laws regarding participation do not guarantee full and effective participation. In most cases, participation of people is limited to “information sharing” or “consultation”. The concerned authorities rarely want participation to be full and effective or go beyond information sharing or consultation to “collaboration”, “joint decision-making” or “empowerment”.

The principles and due process of FPIC are rarely applied when people’s participations (consultations) are organized. Therefore, legal provisions would need to be changed to achieve full and effective participation of all stakeholders including indigenous people and local communities.

The different ethnic groups belonging to the *Adibasi Janajati* (Indigenous nationalities) of the country and project area have customary laws, practices and institutions for conservation and sustainable management of natural resources. However, these are not recognized by the legal system of the country.

There is a common view among stakeholders that present national policies and legal frameworks have improved considerably from an indigenous peoples’ perspective although they are not up to the standards as envisioned by the ILO Convention 169 and UNDRIP. However, the key problem is not

that the laws and policies are aligned with international standards, but that implementation of the policies and regulatory instruments in the field is poor.

A key consideration for the project is the need to ensure full and effective participation of the project affected indigenous people in decision making process in project design, implementation and monitoring and evaluation following the principles and due process of the FPIC.

### **Indigenous people in the project area**

During the project design phase, it was not possible to collect/confirm data from the proposed project area due to COVID-19 restrictions. Accordingly, data is presented as either a) Project districts, which includes data for the entire districts covered by the project even though the project focuses on a smaller area than this, and b) Project area, which includes data for only the area covered by the project. The project area includes 106,777 households (HH) with a total population of 494,619. In comparison, the Project districts have a total population of 869,851.

Twenty eight of the 59 ethnic groups recognized as indigenous nationalities of Nepal are found in the project districts. The distribution of these indigenous groups in the districts varies.

Within the project area, Limbu is the largest indigenous group (23.08 per cent) followed by Rai (9.65 per cent), Tamang (6.03 per cent), Gurung (2.66 per cent), Magar (2.66 per cent), Newar (2.3 per cent), Sherpa (1.23 per cent), and Yakkha (1.08 per cent). Sunuwar and Gharti/Bhujal both have less than 1 per cent of the total population of the project area.

There are three indigenous ethnic groups (Lapha, Mache and Kusunda) which are categorized as endangered groups and six ethnic groups (Majhi, Rajbansi, Dhagar, Bote, Dhanuk and Chapang), which are categorized as highly marginalized. The population of these groups and other minor groups is not large and therefore it is highly likely that they could be neglected when consultations are organized in the field. The project should ensure that they are included in the consultation process so that their voice is heard, and concerns can be addressed during the implementation of the project activities.

The project will prepare communication materials as per the requirements of different groups based on their capacity to understand communication materials, their tradition and culture, language barriers, and literacy rates. Involvement of local people of the same community as facilitators will be helpful.



## **Risks and opportunities**

The project has been screened against Environmental and Social risks, as required by the FAO's Environmental and Social Safeguards Policy and rated as moderate risk. The project has minimal potential negative environmental and/or social impacts, it will not be controversial in terms of the interests of key stakeholders, and risk remains low because there are readily available good practices that will be used to address any impacts, and project partners have established track records with managing social and environmental risk.

Component 1 includes capacity-building of Provincial and local levels and other local stakeholders for adaptive and collaborative landscape planning and management to support biodiversity conservation, ecosystem restoration and achieving land degradation neutrality. Capacity development activities will have mostly positive environmental and social impacts as the enhanced capacity of stakeholders will improve the design, implementation and monitoring of projects in more environmentally friendly ways, taking account of various social issues including gender, social inclusion, culture, labour management and issues related to indigenous and vulnerable communities.

Activities that support the development of policies, strategies, Acts and Regulations, and plans will have mostly positive environmental and social impacts as it is expected that these will ensure safeguards and social inclusion and support the creation of an enabling environment. They will also be more gender sensitive, socially inclusive and address issues related to labour management, indigenous and vulnerable communities, culture, and meaningful stakeholder engagement in implementation. This will create great opportunity for active involvement of all stakeholders including indigenous communities in policy level discussion and capacity development activities that could have tremendous positive impacts on overall livelihoods improvement of indigenous communities of the project area.

There may be some risk of conflict among the CFUGs and other local stakeholders in the process of selecting beneficiaries for training and involvement in other processes. If consultations are conducted without adequate planning, there may be a risk of elite capture in the process and in decision making. The poorest and disadvantaged groups could be excluded from decision making processes if meaningful inclusive consultation following the principles of FPIC process is not organized.

Component 2 is focused on development of an effective and functional Forest Management Information System (FMIS) or Knowledge Management Information System (KMIS). The FMIS is envisaged as an integrated system to be used to support planning, implementation, and monitoring of multi-objective forest management activities. Although this component is highly technical, meaningful, and effective consultations with all relevant stakeholders is important.

This component does not have any direct environmental impact. However, there may be some indirect environmental impacts if wrong or misleading data and information on forest encroachment, forest fire, or poaching is loaded into the system as individuals or communities may be prosecuted based on incorrect information. To address this, the system will include an effective data upload protocol that ensures the rights of indigenous people are protected.

Component 3 is focused on implementation of activities at local level and they will mostly have a positive environmental effect/impact. However, there is a possibility that some negative environmental and social impacts could occur if appropriate mitigation measures are not implemented effectively. For example, if activities related to Output 3.1 are too focused on biodiversity conservation without considering the impacts on livelihoods, access to forest resources and agricultural production may adversely affect food security.

Activities in Output 3.2 may require participating households to change their traditional agricultural practices and their access to forests may also be restricted to some extent due to SFM practices. Similarly, there may be some control on open grazing practices.

Formation of community-based anti poaching and fire control networks (Output 3.3) will have positive environmental impact. However, they will not be risk free from a social viewpoint. Anti-poaching activities

should help increase wildlife population in the area, but this may also increase human-wildlife conflict. There may also be conflicts among CFUGs and individuals related to who benefits and who will be included in the groups if specific.

### **Rights over land, territories, and natural resources**

Indigenous peoples are entitled to own, use, develop and control the lands, territories, and resources that they possess by reason of traditional ownership or other traditional occupation or use, as well as those that they have otherwise acquired<sup>3</sup>. To respect these rights, the project will follow definition of Free, Prior and Informed Consent:

- **Free:** Independent process of decision making
- **Prior:** Right for indigenous peoples to undertake their own decision-making process regarding any project that concerns them before its implementation
- **Informed:** Right to be provided and to have sufficient information on matters for decision-making
- **Consent:** Collective and independent decision of impacted communities after undergoing their own process of decision making.

FPIC needs to be undertaken in a considered and careful manner. Almost invariably, the more vulnerable a community is, the more time is needed for internal consultations, deliberations and final decision. The quality of the FPIC process depends on sharing information about the project impact in ways that are understandable and honest. Negative impacts of the project should not be disguised or hidden. The community and leaders should feel free to talk and not be intimidated by the meeting environment, attitudes, or languages.

The core elements of the project's FPIC approach will include:

- Means of engagement:
  - FPIC usually involves a series of meetings, starting with an initial informative meeting, followed by updates and a final gathering to reach a decision;
  - Consult with and seek consent well in advance of any relevant project activities, and with due respect for the time required by indigenous peoples to conduct their customary decision-making processes;
  - Ensure indigenous peoples can participate broadly through their own, freely chosen representatives and customary or other institutions;
  - Consider the viewpoints of women, children and youth;
  - Include the traditional leaders who may or may not be the local authorities appointed by the Government;
  - Establish specific mechanisms and procedures to ensure equal access to human, financial, and other material resources to enable them to participate in the FPIC process and the project fully and effectively
  - Ensure there is no intimidation, manipulation, or coercion of indigenous peoples;
- Use appropriate communication tools. The dissemination of information should be in readily understood languages and in accessible formats (written and oral), noting that some parts of the population are illiterate. Communications should include the following information on planned activities:
  - a. Their purpose and duration;
  - b. The geographical areas it will affect;
  - c. A preliminary assessment of its likely environmental, social, cultural, and economic impacts, including potential risks;
  - d. Fair, equitable, and culturally appropriate benefit sharing mechanisms;

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<sup>3</sup> Article 26(1) of the UNDRIP

- e. The personnel from various sectors (including indigenous peoples, intergovernmental agencies, research institutions, and others) who are likely to participate in the project.

The FPIC checklist provided in **Error! Reference source not found.** will be used by the project.

#### FPIC Checklist<sup>4</sup>

	Yes	No	Unknown	N/A
1) Does the project staff have the knowledge and competence to work with indigenous peoples in a culturally appropriate manner? / Has the project staff been trained on how to interact with IPs?				
2) Has a detailed communication strategy for the dissemination of information been developed taking into account indigenous peoples' own mechanisms, language and locations?				
3) Have the individuals identified as legitimate leaders of the indigenous communities involved been met and consulted?				
4) Have the involved communities had sufficient time to get expert advice on the project?				
5) Have adequate mechanism and procedures for effective participation in the FPIC process been established?				
6) Has a Participatory mapping analysis with relevant information been carried out?				
7) Have timely consultations (well prior to project design) been carried out?				
8) Have the indigenous communities involved been enabled to participate fully and effectively in project scoping, design, implementation, M&E, mitigation and determination of the need for further review and management of the project?				
9) Has project information (including environmental and social assessment document, environmental social management plan, evaluation) been disseminated early and through appropriate means?				
10) Has the proper understanding of the information provided to the indigenous communities involved been verified?				
11) Is the consultation process documented?				
12) Has the documentation of the consultation process been disclosed in a timely matter and using appropriate languages, formats and locations?				
13) Has the consent been provided explicitly and recorded and affirmed in the format preferred by the community?				
14) Do the participatory monitoring and evaluation of the project include indicators that indigenous peoples determine to be relevant?				
15) Has the community been engaged in an adequate negotiation process on land and resources agreements, governance arrangements, legal and financial arrangements, employment and contracting opportunities, culturally appropriate benefits sharing, processes and mechanisms for monitoring, grievances and dispute resolutions, among other items?				

<sup>4</sup> FAO Environmental and Social Management Guidelines, 2015

## Measures to mitigate negative impacts

To mitigate negative impacts mitigation measures are provided in **Error! Not a valid bookmark self-reference..**

## Potential social risks of indicative project activities and mitigating measures

Activities	Potential social risk	Mitigation measures
Output 1.1.		
Select and train staff from partner organizations and government agencies in the planning approaches to be used by the project	Selection of partner organizations and staff for the project implementation may not be transparent and inclusive	Selection of partner organization and staff will be transparent and inclusive. Organizations of indigenous people will be given equal opportunity for selection.
Asses how policy and planning frameworks can contribute to landscape level biodiversity-sensitive land use and forest management at provincial and local levels using participatory approaches.	Indigenous peoples and other marginalized groups could be left beyond or neglected in participatory assessment process.	Indigenous peoples and other marginalized groups will be included in the participatory assessment process.
Output 1.2.		
Identify and develop the capacity of local resource persons (LRP) to provide technical support to CFUGs and LFUGs to prepare/revise operational plans	Selection of LRP could be biased, not transparent or inclusive.	The LRP selection process will be transparent, inclusive and unbiased. At least 50 per cent LRPs will selected from indigenous peoples and other marginalized groups.
Support local level annual planning processes	Indigenous peoples and other marginalized groups could be neglected or not included in the planning process.	All indigenous community groups will be included in the planning process. The FPIC process will be followed for the planning process.
Train local level, DFO staff, local conservation groups and forest users in sustainable forest management, land management, and biodiversity monitoring	The selection process of local conservation groups, forest users groups for the training could be biased, not transparent or inclusive.	The selection process will be unbiased, transparent and inclusive. At least 50 per cent of the trainees from local conservation groups and forest users groups will be from indigenous and marginalized communities.
Support establishment and operation of a multi-stakeholder coordination platform at MoITFE and local stakeholder coordination mechanisms in 34 local levels	Indigenous peoples and other marginalized groups could be neglected and not included in the multi-stakeholder coordination platform and local stakeholder coordination mechanism	Representatives of indigenous groups and other marginalized groups will be included in the coordination platform. Indigenous groups and marginalized groups will be given full authority to choose their representatives without any intervention.
Output 1.3		
Train CFUGs and local levels in Participatory Assessment, Monitoring and Evaluation of Biodiversity (PAMEB) process and methods	Selection of CFUGs and trainees may not be transparent or inclusive. Indigenous peoples and other marginalized groups could be neglected and not selected for the training.	The selection process will be unbiased, transparent and inclusive. At least 50 per cent of the trainees from forest users groups will be from indigenous and marginalized communities.
Output 1.4.		



<b>Activities</b>	<b>Potential social risk</b>	<b>Mitigation measures</b>
Identify critical ecosystems, land degradation and biodiversity hot spots across local levels and prepare maps in collaboration with local levels.	Indigenous peoples and other marginalized groups could be neglected or not included in the process.	All indigenous community groups and other marginalized groups will be included in the process.
<b>Output 1.5.</b>		
Organize consultative meetings with stakeholders	Indigenous peoples and other marginalized groups could be neglected or not included in the process.	All indigenous community groups and other marginalized groups will be consulted following FPIC principles.
Support, orient and facilitate incorporation of biodiversity conservation and sustainable land use elements in CF, leasehold forest and CBO operational plans	Indigenous peoples and other marginalized groups could be neglected and not included in the process.	All indigenous community groups and other marginalized groups will be involved in the process and their voice is heard during the preparation/revision of operational plans.
<b>Output 2.1. Nepal National Forest Research and Training Centre (FRTC) Forestry Information System (FIS) and Ministry of Forests and Environment (MoFE) Forest Management Information System (FMIS) upgraded and linked to the knowledge and adaptive management support (KMIS) portal where CFUG, local levels, Province, and MoFE can share and access biodiversity and CF data</b>		
Design and establishment of KMIS infrastructure, hosting, access management, sharing protocols, including for information generated through PAMEB under Component 1	Design and establishment of the KMIS being a highly technical process, indigenous and other marginalized groups could be neglected or not included in the process.	Meaningful and effective consultations with all relevant stakeholders will be conducted following the principles of FPIC. The kind of information to be included in the system, how these can be accessed, the technical skills that are needed to operate the system at local level will be clearly identified, disclosed to stakeholders and openly discussed in the consultation process before any decision is made. The decision-making process will be fully transparent, and a grievance mechanism included.
<b>Output 2.2..</b>		
Organize multi-stakeholder workshops on the purpose and design of KMIS and information sharing protocols	Indigenous peoples and other marginalized groups could be neglected or not included in the process.	All indigenous community groups and other marginalized groups will be involved in the process, encouraged to actively participate in workshops, their voices heard and FPIC obtained.
<b>Output 2.3.</b>		
Train government officials, FECOFUN, BCN, Local levels and CFUGs on KMIS	Selection of CFUGs and trainees could be biased, not transparent or inclusive.	The selection process will be unbiased, transparent and inclusive. At least 50 per cent of the trainees from forest users groups will be from indigenous and marginalized communities.
<b>Output 3.1.</b>		
Conduct consultative meetings with stakeholders on sustainable land use interventions	Indigenous peoples and other marginalized groups could be neglected or not included in the process.	All indigenous community groups and other marginalized groups will be involved in the process, are encouraged to actively participate in workshops, their voices heard and FPIC obtained.

Activities	Potential social risk	Mitigation measures
Output 3.2. 300 CFUGs and other LFUGs/CBOs and conservation and sustainable management of forest landscapes	30,000 hh implement forest, livestock, agriculture and other livelihoods practices that strengthen biodiversity	
Build capacity of CFUGs, LFUGs/CBOs and farmers through training and workshops on bio-diversity sensitive land use intervention	Selection of the CFUGs, LFUGs, CBOs and farmers could be biased, not transparent or inclusive. Indigenous and other marginalized groups could be neglected and not selected for the training.	The selection process will be unbiased, transparent and inclusive. At least 50 per cent of the trainees selected will be from indigenous and marginalized communities.
Output 3.3.		
Build the capacity of community based anti-poaching and forest fire control networks through information and warning systems	Selection of organizations (CFUGs) and individuals for the network could be biased, not transparent or inclusive.	The selection process will be unbiased, transparent and inclusive. At least 50 per cent of the participants selected for the network will be from indigenous and marginalized communities.
Output 3.4.		
Promote community-based enterprises (CBEs) based on forest products/NTFPs Support CFUGs in preparation and implementation of livelihood improvement plans for the poor	Selection of CFUGs and NTFPs for the CBEs and could be biased, not transparent or inclusive.	The selection process will be unbiased, transparent and inclusive. Indigenous and other marginalized groups will be consulted following the principles of FPIC process and FPIC obtained for promoting the CBEs.
Output 3.5.		
Assist CFUGs to select feasible value chains that provide incentives for conservation Train/coach women and marginal groups on market negotiation, and production technologies (adjusted to their situation and education levels) Provide technical or business development coaching and training to CFUGs and individual producers	Selection of CFUGs individuals for training could be biased, not transparent or inclusive.	The selection process will be unbiased, transparent and inclusive. Indigenous and other marginalized groups will be consulted following the principles of FPIC process and FPIC obtained for promoting CBEs. At least 50 per cent of the participants selected for the training will be from indigenous and marginalized communities.

## Indigenous People Development Strategy

To address the concerns of indigenous peoples in the project area and enhance project benefits to these communities, different strategies will be adopted during the design and implementation of the subproject activities. Whilst the exact details will be developed as the project is implemented, some examples are provided below.

### Strategies and Activities for Indigenous Peoples' Development

Issue	Strategies	Activities
Social inequity within and between different groups	Facilitate intra-social group interaction to lessen the effect of rigid class, gender, and caste hierarchies	Initiate special efforts to reach the poor including men and women from disadvantaged ethnic groups and castes through a social mobilization process. Organize awareness raising campaigns by involving all types of Indigenous and Dalit people to share development benefits equitably. Create social space for all to have their say in the decision-making process, and in benefit sharing.
Lack of inclusion and equitable participation in planning and implementation of development projects	Encourage the participation of these groups in Community Users Groups (CUGs) and traditional decision-making structures. Incorporate a mechanism for regular consultation with vulnerable groups Increase awareness regarding the negative consequences of discriminatory rules. Ensure that Dalits, small landholders, and the poor are granted employment opportunities on a preferential basis. Ensure there is no discrimination on employment opportunities and wages based on gender.	Include a social mobilization component in the project design to ensure the inclusion and participation. Engage the vulnerable groups in a process of free, prior, and informed consultation throughout the project cycle. Provide leadership training to members of the CUG. Work with CUGs and these groups to identify and change discriminatory rules. Reserve a percentage of employment opportunities to these groups during the project implementation phase. Offer relevant training for semi-skilled jobs. Work with the contractors to ensure wages are equivalent to the amount of work conducted and not pre-determined by gender, caste or ethnicity. When the project requires a contribution in kind from members, those from the vulnerable communities should be provided a certain percentage of their daily wage, based on participatory well-being ranking to identify the poor households in the catchment area so that they too can contribute their labor in the project.
Lack of awareness on potential livelihood improvement measures/skill training based on local resources	Awareness raising/training on local resources and their commercialization through promoting indigenous skills and knowledge	Design specific programs on technical and vocation training to the groups based on traditional indigenous skills, knowledge and local resources. Linkage development with market and financing institutions
Limited networking and wider communities /groups and local development organizations/ service providers	Explore market opportunities for products and services that are produced using skills/training. Provide training on marketing, financial literacy Provide employment opportunities to locals (IPs, poor, women) where possible.	Assist people to find and use local resources and products as substitutes for imported materials. Create linkages with other agencies/ financial institutions/micro finance intermediaries/saving credit cooperatives for long term credit support.

The grievance redress mechanism developed for the Project will also be applied to the IPP.

### Monitoring and Evaluation of the IPP

The participation of indigenous peoples in the monitoring and evaluation of the project will be required by the project staff and partners.

The Project will ensure that the communities affected by the project are informed regularly about progress and provided regular opportunities for community members to ask questions, raise concerns

and review activities taking place on or near their land. Key aspects that ensure an effective monitoring process are:

- Use of participatory and inclusive monitoring process acceptable to all parties.
- Inclusion of diverse voices across the spectrum of rights-holders and other stakeholders, including marginalized groups such as women, the poor, the landless and youth i.e., to ensure their rights are equally respected.
- Offering respondents anonymity and maintaining anonymity of inputs where requested.
- Soliciting feedback on findings. Public sessions will be held to share and discuss the findings of the monitoring process. This gives community members an opportunity to confirm or contest the findings and to request that a different team repeat the process, if necessary.
- Specificity about how problems will be addressed, and at what stage grievance processes will be triggered, should problems emerge during monitoring.
- Establishment of the conditions under which the consent process can be reinitiated, and an agreement renegotiated.

### **Documenting Lessons Learned**

During the FPIC process, and after it has been completed, any lessons learned that can improve future actions will be well documented. This can better guide the actions of the Project and reduce future risks and challenges. For the indigenous community, this documentation underscores the commitment of the Project to respect Indigenous Peoples' rights and reinforces the trust-based relationship. Therefore, the Project team will work together with the community to document what was learned throughout each stage of the FPIC process, including both strengths and weaknesses.

### **Costs for implementation of the IPP**

The costs associated with the implementation of the IPP have been included in the project, including for FPIC capacity building, and TK documentation. Costs for consultation with indigenous peoples have been integrated into project activities.

### **Cost estimation for implementation of the IPP**

<b>Activities</b>	<b>Unit/No of event</b>	<b>Rate (US\$)</b>	<b>Total cost (US\$)</b>
Capacity building for FPIC process (Training on FPIC process) including the cost of experts	34 (one in each of the local level)	1000	34,000
Communication materials for the FPIC process (Translation of project document and other safeguards instruments in Nepali/local language	Lump Sum	5000	5,000
Third party monitoring and evaluation of implementation of the IPP.	5 (One in each year) and one final evaluation	5,000.00	25,000
<b>Total cost</b>			<b>64,000</b>