

### SOCIAL DEVELOPMENT ACTION PLAN<sup>a</sup>

Key Objectives	Main Task and/or Proposed Actions	Main Beneficiaries and/or Stakeholders	Targets	Method	Timeframe	Responsibility	Funds and Resources
<b>1. Output 1: Agricultural Value Chains Strengthened</b>							
Employment generation to local population	1.1 Provide full-time (FT) employment to the local people in the operation of the project agribusiness companies and cooperative (PACs)	Farmers, poor households (HHs), and female laborers	Target: Additional 571 new FT jobs, including 48 jobs for poor HHs. Baseline: 0	The PACs employ local people; and with each county project management office (CPMO), ensure that women and the poor people are actively hired.	2018–2023	CPMOs, PACs	PAC daily operation budget
Employment generation to local population	1.2 Provide part-time (PT) employment to the local people in the operation of the PACs	Farmers, poor HHs, and female laborers	Target: Additional 648 new PT jobs, including 36 jobs for poor HHs. Baseline: 0	The PACs employ local people; and with each CPMO, ensure that women and the poor people are actively hired.	2018–2023	Contractors, CPMOs, PACs	PAC daily operation budget
Generate additional income to farmers	1.3 Engage local farmers in contractual farming (e.g., buy-back guarantee) with the PACs	Farmers, poor HHs, and female laborers	Target: Additional 5,160 people (1,720 HHs) benefiting from contract farming, including 144 poor HHs. Baseline: 0	The PACs and the farmers will sign agreements, and each CPMO will monitor.	2018–2023	CPMOs, PACs	Project budget
Generate additional income to farmers	1.4 Engage farmers as raw material suppliers to the PACs	Farmers, poor HHs, and female laborers	Target: Additional 5,850 people (1,950 HHs) benefiting, including 141 poor HHs. Baseline: 0	The PACs and the farmers will sign agreements, and each CPMO will monitor.	2018–2023	CPMOs, PACs	Project budget
Generate additional income to farmers	1.5 Provide farmers with goods and services (e.g., agricultural inputs, technical advice, etc.) by the PACs	Farmers	Target: Additional 3,345 people (1,115 HHs) recipients of goods and services, including 49 poor HHs. Baseline: 0	The PACs and the farmers will sign agreements, and each CPMO will monitor.	2018–2023	CPMOs, PACs	Project budget
Employment generation to local population	1.6 Engage local people as construction workers during project construction	Farmers, poor HHs, and female laborers	Target: Additional 2,050 new jobs for construction workers, including 128 for poor HHs. Baseline: 0	Contractors provide information on labor recruitment and their requirements to local villages.	2018–2023	Contractors, CPMOs, PACs	Contractor's budget
Generate additional income to farmers	1.7 Develop and implement the partnerships with farmers and villagers to rent land by the PACs	Farmers	Target: 100% or all agreements are verified, confirming that agreed rents and/or benefits have	The PACs will implement the agreements in transparent, fair, equitable, and consultative manner.	2018–2023	CPMOs, PACs	PAC operation budget

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			been provided. Baseline: 0				
Generate additional income to farmers	1.8 Other benefits from the PACs to the farmers, e.g., the PAC signs a buy-back or material-collection contract with a farmer cooperative, then the latter signs a contract with the farmer HHs.	Farmers, CPMO, Agriculture Bureau	Target: Additional 3,279 beneficiaries (1,093 HHs) will gain from 'other benefits' from companies, including 57 poor HHs. Baseline: 0	The PACs will support individual farmer HHs.	2018–2023	Contractors, CPMOs, PACs	PAC daily operation budget
Compliance with labor laws	1.9 The PACs will (i) comply with labor laws and core labor standards, including no child labor, minimum wages, equal pay to equal work, and occupational health and safety; and (ii) provide training to workers on job-related skills and relevant health and safety practices.	Farmers, PACs	Target: Ensure the compliance of all labor standards. Baseline: N/A	The Labor Bureau, CPMO social focal point, and the PAC social focal point will monitor.	2018–2023	Contractors, CPMOs, PACs	PAC operation budget
<b>2. Output 2: Inclusive Businesses Mechanism Piloted</b>							
Employment generation to local population	2.1 Provide FT employment to the local people in the operation of the PACs	Farmers, poor HHs, and female laborers	Target: Additional 1,180 new FT jobs, including 115 for poor HHs. Baseline: 0	The PACs employ local people; and with each CPMO, ensure that women and the poor people are actively hired.	2018–2023	CPMOs, PACs	PAC operation budget
Employment generation to local population	2.2 Provide PT employment to the local people in the operation of the PACs	Farmers, poor HHs, and female laborers	Target: Additional 332 new PT jobs, with minimum 19 for poor HHs. Baseline: 0	The PACs employ local people; and with each CPMO, ensure that women and the poor people are actively hired.	2018–2023	Contractors, CPMOs, PACs	PAC operation budget
Generate additional income to farmers	2.3 Engage local farmers in contractual farming (e.g., buy-back guarantee) with the PACs	Farmers, poor HHs, and female laborers	Target: Additional 95,079 people (31,693 HHs) benefiting from contract farming, including 2,335 poor HHs. Baseline: 0	The PACs and the farmers sign agreements, and each CPMO will monitor.	2018–2023	CPMOs, PACs	Project budget
Generate additional income to	2.4 Engage farmers as raw material suppliers to the PACs	Farmers, poor HHs, and female	Target: Additional 2,205 people (735 HHs) benefiting from	The PACs sign agreements with end user, and each CPMO will monitor.	2018–2023	CPMOs, PACs	Project budget

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farmers		laborers	supplying raw materials, including 51 poor HHs. Baseline: 0				
Generate additional income to farmers	2.5 Provide farmers with goods and services (e.g., agricultural inputs, technical advice, etc.) by the PACs	Farmers	Target: Additional 13,440 people (4,480 HHs) will benefit, including 129 poor HHs. Baseline: 0	The PACs sign agreements with end user, and each CPMO will monitor.	2018–2023	CPMOs, PACs	PAC operation budget
Employment generation to local population	2.6 Engage local people as construction workers during project construction	Farmers, poor HHs, and female laborers	Target: Total 1,370 construction workers, of which 87 for poor HHs. Baseline: 0	Contractors provide information on labor recruitment and their requirements to local villages.	2018–2023	Contractors, CPMOs, PACs	Contractors' budget
Generate additional income to farmers	2.7 Develop and implement the partnerships with farmers and villagers to rent land by the PACs	Farmers	Target: All agreements are verified, confirming that agreed rents and/or benefits have been provided. Baseline: 0	The PACs will implement the agreements with the farmers in transparent, fair, equitable, and consultative manner.	2018–2023	CPMOs, PACs	PAC operation budget
Generate additional income to farmers	2.8 Other benefits from the inclusive business company to farmers, e.g., the inclusive business company signs a buy-back or material-collection contract with farmer cooperatives, then the latter signs contract with farmer HHs.	Farmers	Target: Additional 75,960 people (25,320 HHs) gaining 'other benefits' from the IB companies, of which 1,790 are poor HHs. Baseline: 0	The PACs will liaise with the farmers.	2018–2023	Contractors, CPMOs, PACs	PAC operation budget
Compliance with labor laws	2.9 The PACs will (i) comply with labor laws and core labor standards, including no child labor, minimum wages, equal pay to equal work, and occupational health and safety; (ii) provide training to workers on job-related skills and relevant health and safety practices.	Farmers, PACs	Target: Ensure the compliance of all labor standards. Baseline: N/A	The Labor Bureau, the CPMO social focal point, and the PAC social focal point will monitor.	2018–2023	Contractors, CPMOs, PACs	PAC operation budget

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<b>3. Project Management Support (Including Consultation and Participation)</b>							
Ensure the implementation of the gender action plan (GAP), the land use rights transfer (LURT) agreements, the social development action plan (SDAP), and other social aspects	3.1 Appoint a focal person within the provincial project management office (PPMO), each CPMO, and each PAC who are trained to ensure the effective implementation of the GAP, the LURT agreements, the SDAP, and other social aspects, such as the grievance redress mechanism	CPMOs, PACs, and PPMO	Target: At least one focal person at the PPMO, each CPMO, and each PAC. 100% of the CPMO, PAC, and PPMO staff will receive training on the GAP, the LURT, the SDAP, etc. Baseline: 0	Project management training to the PPMO and the CPMOs for implementing the GAP, the LURT, the SDAP, etc. Relevant photo and records of training participants will be maintained.	2018–2023	CPMOs, External consultant, PACs, PPMO	Project capacity building and/or training budget
	3.2 Collect baseline data disaggregated by sex, ethnicity, and geographic region	CPMOs, external consultant, the PACs, the PPMO, and village officials	Target: Disaggregated data by sex, ethnicity, and geographic region collected within 3 months of project implementation. Baseline: N/A	The PPMO social focal person will advise the CPMOs who will work with the PACs. The external consultant will train and monitor.	2018–2023	CPMOs, external consultant, PPMO	Project management budget
	3.3 Recruitment of an external social specialist for regular monitoring and support to the PPMO and the CPMOs	External consultant, PPMO	Target: Hire a consultant for regular monitoring and support to the PPMO and the CPMOs, etc. Baseline: 0	Directly support the PPMO and the CPMOs for training and monitoring.	Intermittently over 5 years from 2018 to 2023	PPMO	Project capacity building budget
Conduct monitoring and evaluation on the GAP and the SDAP	3.4 Monitoring on the GAP and the SDAP will be reported annually.	CPMOs, external consultant, PPMO	Target: annually. Baseline: N/A	Monitoring will be conducted and/or supported by an external expert, including field visits and interviews.	2018–2023	CPMO, external consultant, PPMO	Project consulting service budget
Reduce risks of conflicts between the PACs and the farmer HHs	3.5 Agreements between the farmer HHs and the PACs will be verified and monitored to ensure that they will be implemented as signed between the two parties.	Farmers in the project area and the PACs	Target: 100% of LURT agreements will be verified and monitored. Baseline: 0	CPMO and village committees will participate in the agreement process, including monitoring. External expert will support.	2018–2023	CPMOs, external consultant, farmers, PACs	Project management budget

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Ensure the regular information disclosure about the implementation progress	3.6 Disclose the project contents and information locally, including the (i) participation of the farmers and the PACs in the project area in the implementation of the project; (ii) cooperation mechanism of the farmers and the PACs; (iii) employment opportunities; and (iv) project training and information	County, city, and/or district agricultural bureaus; farmers; local TV stations; municipal and village committees; and the PACs	Target: 80% of the farmers are aware of the project activities. Baseline: N/A	Publicize the project to the local farmers; disclose project information by media; hold meetings with the local villagers; and prepare project information, print into booklets, and give out to the local villagers.	2018–2023	County agencies, CPMOs municipal and village committees, PACs	PAC operation budget
Establish the participation mechanism	3.7 Identify participating HHs and villages who will cooperate with the PACs and develop the partnership and/or cooperation mechanism; and establish an effective grievance redress mechanism, and publicize it to the stakeholders.	County and/or district TV stations, farmers, local government, the PACs, and village committees	Target: All the PACs will develop a cooperation and/or partnership with the local villages and/or farmers. Baseline: N/A	Hold public participation activities in consultation with the local farmers, including the poor and vulnerable people and the women, in the villages at an appropriate time; and timely inform the stakeholders, ensuring full information disclosure and participation; involvement of agencies, local governments, and the PACs; and the use of appropriate language and photos, if necessary.	2018–2023	County agencies, CPMOs, local government and village committees, PACs	PAC operation budget
Ensure ongoing consultation and participation	3.8 Ensure the consultation with and participation of local farmers during project implementation through focus group discussions, etc. to obtain and incorporate their views in the project design and implementation.	CPMOs, farmers, PACs, village committees	Target: 100% local HHs will attend the focus group discussions through their representatives, including 40% being women; and at least 10% from poor HHs. Baseline: N/A.	The CPMOs with the local Women Federation and Poverty Alleviation Office will organize the female farmers and villagers, and the poor HHs to participate; record the meeting minutes; and record the number of participants in the meeting, including the female participants and the poor HHs.	2018–2023	Contractor, CPMOs, local Women Federation, and Poverty Alleviation Office	Project management budget

<sup>a</sup> Incorporates the consultation and participation plan.  
Source: Asian Development Bank.