



**Report of the Asian Development Bank for the  
Nineteenth Session of the United Nations  
Permanent Forum on Indigenous Issues (UNPFII)**

**December 2019**

## Questionnaire to the UN system agencies, funds and programmes and intergovernmental organizations

### A. Recommendations of the Permanent Forum on Indigenous Issues

With respect to the implementation of the recommendations of the Permanent Forum addressed specifically to your agency, fund and/or programme:

- i Please provide information on measures taken or planned to implement the recommendations of the Permanent Forum addressed specifically to your organization.
- ii The theme of the 2020 PFII session is “Peace, justice and strong institutions: the role of indigenous peoples in implementing Sustainable Development Goal 16”. Please include information on any position paper, report or other activities and programmes that are of relevance to this theme
- iii 2020 will be Beijing + 25. Please provide information on any publication, report or other background note etc. related to indigenous women? Please also provide links to any relevant sources.
- iv Please provide information on any methodology, tool or other steps taken to assess the implementation of Permanent Forum recommendations.

**ADB Response:** Previous Forum recommendations directed at the Asian Development Bank (ADB) were related to (i) recognition of indigenous peoples concept of development, customary rights to lands and ancestral domains; (ii) participation of Indigenous Peoples in development; (iii) design of projects for indigenous women; (iv) avoiding project impacts on indigenous peoples and their watersheds and fragile ecosystems. There were no recommendations directed to the Asian Development Bank in the past three sessions of the Forum..

In line with ADB response reflected in previous questionnaires and report to the Forum, ADB’s 2009 Safeguard Policy Statement (SPS) has set down standards in addressing issues relevant to Indigenous Peoples’ identities, their customary rights to lands and natural and cultural resources within such lands, and for ensuring culturally appropriate measures and projects design in consultation with the Indigenous Peoples. Many aspects of the indigenous peoples safeguard policy principles and requirements are consistent with international standards for ensuring full respect for indigenous peoples’ identity, dignity, human rights, livelihood systems, and cultural uniqueness as defined by indigenous peoples themselves. ADB’s SPS specifically recognizes that indigenous peoples are closely tied to land, forests, water, wildlife, and other natural resources, and special considerations need to be applied in projects that affect such ties. The requirements for seeking the consent of affected indigenous peoples communities apply when specific project activities affect indigenous peoples’ customary and traditional lands, and cultural and natural resources within such lands. In such project circumstances, will assure itself of existence of broad community support for project activities, and ADB will not finance the project if such support does not exist.

ADB SPS provides indigenous peoples’ rights to maintain, sustain, and preserve their cultural identities, practices, and habitats, and ensures that projects affecting them protect these rights.

ADB's SPS requires the conduct of "meaningful consultations" with affected indigenous peoples communities at every stage of the project. The provision and procedural requirements for meaningful consultation are detailed in the SPS Appendix 3. "Meaningful consultation" is defined as a process that (i) begins early in the project preparation stage and is carried out on an ongoing basis throughout the project cycle; (ii) provides timely disclosure of relevant and adequate information that is understandable and readily accessible to affected people; (iii) is undertaken in an atmosphere free of intimidation or coercion; (iv) is gender inclusive and responsive, and tailored to the needs of disadvantaged and vulnerable groups; and (v) enables the incorporation of all relevant views of affected people and other stakeholders into decision making, such as during project design, for mitigation measures, for sharing development benefits and opportunities, and pertaining to implementation issues. Consultation will be carried out in a manner commensurate with the impacts on affected communities. The consultation process and its results will be documented and reflected in the indigenous peoples plan. This plan will be prepared by the borrower/client and will include the proposed mitigation measures, monitoring and reporting requirements, etc.

ADB consults and collaborates with a wide range of stakeholders, from governments to individuals, during the development of ADB's policies and Country Partnership Strategy (CPSs), through the knowledge initiatives and regional cooperation that ADB supports, and during project preparation and implementation.

ADB's SPS requires consultation for projects with environmental, involuntary resettlement, and impacts on indigenous peoples. The analysis of stakeholder interests, perceptions, capacities, and resources is also an important initial step in designing a project, especially for any project that relies on participation by project beneficiaries and affected persons, as set out in the ADB Handbook on Poverty and Social Analysis. The poverty and social analysis highlights the project teams' understanding of both direct and indirect impacts on indigenous peoples communities and ensure for a multifaceted analysis that covers poverty issues, gender, consultation and participation, labor, health, access to social and economic services, transmigration issues such as human and drug trafficking, vulnerability, and other social inclusion concerns. Consultation and information disclosure continue during project implementation (as set out in safeguards plans) with a project-level grievance redress mechanism (GRM) established to enable affected persons to raise their concerns with the borrower (client) and seek resolution.

ADB's SPS aims to promote the sustainability of project outcomes by protecting the environment and people by (i) avoiding, where possible, the adverse impacts of projects on the environment and affected people, (ii) minimizing, mitigating, and/or compensating for adverse project impacts on the environment and affected people when avoidance is not possible, and (iii) helping borrowers/clients strengthen their safeguard systems and develop the capacity to manage environmental and social risks. The three key safeguard areas are environment, involuntary resettlement, and indigenous peoples. Environmental safeguard policy principles that are highly relevant to indigenous peoples include biodiversity protection and sustainable natural resource management, pollution prevention and abatement, occupational and community health and safety, and physical cultural resources.

## **B. System Wide Action Plan to achieve the ends of the UN Declaration on the Rights of Indigenous Peoples**

### **Executive summary:**

ADB Strategy 2030's first operational priority<sup>1</sup> on addressing remaining poverty and reducing inequality supports the ADB's vision of a prosperous, inclusive, resilient, and sustainable Asia and the Pacific. Operational priority 1 (OP1) supports the Sustainable Development Goal (SDG) agenda to tackle poverty and inequality and leave no one behind. A key premise of the SDGs is to support the poorest and most vulnerable people, including indigenous peoples and/or ethnic minorities, who are unable to fully participate in and benefit from economic and social development.

As requested in the Outcome Document of the World Conference on Indigenous Peoples (2014), a system-wide action plan (SWAP) to ensure a coherent approach to achieving the ends of the UN Declaration on the Rights of Indigenous Peoples was adopted in November 2015 and launched by the Secretary-General at the UN Permanent Forum in May 2016. The Permanent Forum will follow up on progress made in the implementation of the system-wide action plan during its 2020 session. For ease of reference, the questions have been framed under the six key elements of the SWAP-Indigenous Peoples as follows:

#### **1. Raising awareness of the UN Declaration**

Please provide information on any activities that raise awareness of the UN Declaration on the Rights of Indigenous Peoples, including key messages, advocacy and other media and outreach initiatives. Please provide information on publications, films, audio material, maps, or other materials that feature or focus on the UN Declaration and on indigenous peoples. Please also provide links to relevant websites and other sources, including contact details of focal points.

**ADB Response:** ADB always cites the UNDRIP in its presentations on Indigenous Peoples safeguards during internal and external trainings and seminars, for its staff, executing and implementing agencies in member countries. The UN DRIP is also cited as a key milestone in regard to promoting indigenous rights in ADB's Briefing Note on Building Country Safeguard Systems: Indigenous Peoples Safeguards.<sup>2</sup> ADB DMCs, particularly signatories to the Declaration, are continually encouraged to benchmarked their new policies and regulations on Indigenous Peoples development with those prescribed in the UNDRIP. The UN DRIP is also cited as a key reference in an online Indigenous Peoples Safeguard Requirement eLearning course, which is currently available in ADB elearn platform- <https://elearn.adb.org/> for internal and external learners.

#### **2. Supporting the implementation of the UN Declaration, particularly at the country level**

Please provide information on actions taken or planned by your agency, fund, programme, entity on the following:

*i.* Measures taken or planned to support national partners in reform and implementation of legal frameworks, policies, strategies and plans to implement the UN Declaration on the Rights of Indigenous

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<sup>1</sup> <https://www.adb.org/sites/default/files/institutional-document/495951/op1-remaining-poverty-final.pdf>

<sup>2</sup> Available at: <https://www.adb.org/publications/css-briefing-note-4-css-indigenous-peoples>

Peoples, including any joint programming initiatives. Please also include information related to indigenous women in your responses.

*ii.* Support provided to Member States to mainstream the UN Declaration on the Rights of Indigenous Peoples and ILO Convention No. 169 on Indigenous and Tribal Peoples in national development plans and in the UN Sustainable Development Cooperation Framework and Common Country Analysis.

*iii.* Support for consultative mechanisms and platforms of dialogue including under the leadership of the Resident Coordinators.

**ADB Response:** ADB provide opportunities to strengthen country legislations, policies and regulation as well as country's capacities to design and implement projects toward recognition of the rights of Indigenous Peoples, including protection of their ancestral lands and domains. Following the approval of the SPS in 2009, ADB approved a regional technical assistance programs to provide support to DMCs in developing or enhancing their country's Indigenous Peoples policies. To date, there have been no request from member countries on strengthening Indigenous Peoples policies. ADB, however, remains open to support and provide resources for both policy strengthening and institutional capacity building for Indigenous Peoples development.

Nevertheless, through a Joint Safeguards Community of Practitioners,<sup>3</sup> ADB is helping the Philippines, Indonesia, and Viet Nam safeguard learning centers design and deliver training on Indigenous Peoples. ADB, together with World Bank, provide support to the annual conduct of the Indigenous Peoples and Social Assessment training program of the Philippine Learning Center for Environmental and Social Sustainability (PhiLCESS) under the auspices of the University of the Philippines. From 2017 to 2019 the 4-day training program has attracted the participation of indigenous peoples and non-Indigenous Peoples staff of government, nongovernment organizations, the private sector, and other donor agencies, from within Asia and the Pacific and South African countries. PhiLCESS also regularly conducts a 4-day training on Green Infrastructure in Natural Habitats and Physical Cultural Resources reaching out to 27 government and nongovernment staff involved in infrastructure projects. PhiLCESS site may be accessed from this link - <https://philcess.org/index.php/training/programs>. The Joint community of practitioners also continue to support Viet Nam's learning centers.

### **3. Supporting indigenous peoples' rights in the implementation and review of the 2030 Agenda for Sustainable Development**

*i.* Has your agency/organization taken any measures to incorporate indigenous issues into policy and programming to implement the 2030 Agenda in line with the UN Declaration on the Rights of Indigenous Peoples?

*ii.* Has your agency/organization/entity supported the participation of indigenous peoples in the implementation and review of the 2030 Agenda for Sustainable Development, including at the national level? Please also include information on indigenous women, persons with disabilities, older persons and

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<sup>3</sup> The Joint Safeguards Community of Practitioners was established in 2012 jointly by ADB, the Department of Foreign Affairs and Trade of Australia, the Japan International Cooperation Agency, and the World Bank.

children and youth in your responses. Please describe how indigenous peoples have contributed to the preparation of the national plans/strategies for SDG implementation?

*iii.* Please provide information on any reports or other documents in implementing the 2030 Agenda for indigenous peoples. Also include information on any measures taken or planned for the collection of statistical data on indigenous peoples, in particular related to the SDG indicators for target 1.4 (secure tenure rights to land), target 2.3 (income of small-scale food producers), target 4.5 (parity in access to education) and target 10.3/16.b (experience of discrimination).

**ADB Response:** ADB Strategy 2030's first operational priority<sup>4</sup> on addressing remaining poverty and reducing inequality supports the ADB's vision of a prosperous, inclusive, resilient, and sustainable Asia and the Pacific. It comprises three interconnected focus areas: (i) enhance human capital and social protection for all, (ii) generate quality jobs, and (iii) reduce inequality in opportunities. Enhancing human capital is largely the focus of education, health, and social protection, but all sectors and themes can contribute to this objective. Generating quality jobs and reducing inequality in opportunities require significant contributions and engagement from all sector and thematic areas and the private sector. Operational priority 1 (OP1) supports the Sustainable Development Goal (SDG) agenda to tackle poverty and inequality and leave no one behind. A key premise of the SDGs is to support the poorest and most vulnerable people who are unable to fully participate in and benefit from economic and social development. OP 1 recognizes that among the poorest and vulnerable groups are the indigenous peoples and/or ethnic minorities.

ADB's engagement with Indigenous Peoples will be through the various development projects supportive of SDGs that it finances. ADB's activities with Indigenous Peoples will be within the ambit of ensuring that safeguard requirements are applied following the ADB's safeguards principles and requirements in relation to environment, involuntary resettlement, and Indigenous Peoples as articulated in the SPS.

In 2018 and 2019, ADB highlights the following programs and projects that illustrate ADB's work supportive of SDGs and highlighting engagement with Indigenous Peoples communities, avoiding and mitigating the potential adverse impacts on Indigenous Peoples communities, and ensuring that development outcomes from projects ADB supports in its member countries are beneficial to Indigenous Peoples communities:

Second Chittagong Hill Tracts Rural Development Project (CHTRDP-II). ADB is helping Bangladesh improve livelihoods in the ethnically unique and geographically isolated Chittagong Hill Tracts (CHT). CHT—comprising Bandarban, Khagrachari, and Rangamati—is an ethnically unique area in the southeast of Bangladesh. The area comprises indigenous peoples from 27<sup>5</sup> distinct ethnic recognized groups and Bengalis. Three major tribes are the Chakma, Marma and Tripura. They constitute more than 88 percent of the total number of IPs in the CHT. Other tribes are Tanchangya, Mro, Bawm, Pankhua, Chak, Kheyang, Lushai and Khumi. The project will fund institutional development and capacity building, rural access roads and markets, village infrastructure, and the development of micro-agribusinesses. The Project impact will be

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<sup>4</sup> <https://www.adb.org/sites/default/files/institutional-document/495951/op1-remaining-poverty-final.pdf>

<sup>5</sup> Universal Periodic review (2018), published by Coalition of Indigenous Peoples Organizations on UPR

increased rural household incomes in CHT subproject areas. The outcome of the Project will be increased employment and income generating opportunities in subproject areas. There will be five main outputs: (i) institutional development and capacity building; (ii) rural roads and markets; and (iii) community infrastructure; (iv) micro agribusiness development (MAD); and (v) project management. The Hill Tracts Regional Council is the main PMU of the project, which is completely run by capable IP administration. Only the Rural Roads components is implemented by LGED from central government. IP representation was also ensured through local NGOs engaged in the project for Resettlement and community mobilization. The design of CHTRDP-II is based on the following main lessons from CHTRDP: (i) lack of village access to local markets impedes the development and transformation of production, and subproject development needs to be more directly linked with improved access; (ii) transformation of production requires security of land tenure; (iii) community's main needs are for irrigation infrastructure and village water supply; (iv) sustainability of small rural infrastructure investments may be at risk due to limited beneficiary participation in the development process and insufficient awareness of their operation and maintenance (O&M) roles and responsibilities; and (v) empowerment of local leaders and communities, and sustainability of rural development interventions require more intensive capacity building efforts. All the Community Infrastructure components have been designed through Participatory Village mapping by Para Development Committees from indigenous peoples villages.

The Odisha Skill Development Project. The Asian Development Bank is helping eastern India state Odisha in providing work skills training to about 200,000 young people, including women and members of disadvantaged groups. The project will help trainees learn skills in priority sectors, including manufacturing, construction and services. About 80% of the state's youthful workforce is employed in the informal sector because of low skills. The project will help the government improve the employability, productivity, and income of its working-age population by enhancing the states capacity to supply high-quality, market-responsive skills training. These training programs are in line with the states development strategies in priority sectors such as manufacturing, construction, and services (e.g., healthcare and automotive). The project design incorporates emerging national and international good practices, including lessons learned. These lessons include (i) linking training programs with employers before training begins, (ii) incentivizing the private sector to develop a sustainable training model for the manufacturing sector, and (iii) investing in quality assurance systems through knowledge partnerships with national and international knowledge partners.

The Madhya Pradesh Skills Development Project. The project will assist the Government of Madhya Pradesh in transforming its technical and vocational education and training system to create a skilled workforce that meets the evolving development needs of the state. The project will establish a new advanced technical and vocational education and training institute of international standards to introduce high-quality, technology-oriented skills training for the state's priority sectors. The project will also modernize 10 major industrial training institutes by upgrading training infrastructure and curricula to impart quality, industry-relevant skills. The project aims to increase the employability, productivity, and incomes of the workforce, especially youth, women, scheduled tribe and disadvantaged groups.

The Skills for Employment Investment Program - Tranche 2. The project supports the strategy of the Government of Bangladesh to develop a sufficiently skilled manpower for priority economic growth sectors through a multi-tranche financing program. The program endeavors to achieve four outputs: (i) market responsive inclusive skills training delivered; (ii) quality assurance system strengthened; (iii) institutions strengthened; and (iv) monitoring and management for skills development strengthened. While the project aims to develop an employable workforce equipped with market relevant skills and knowledge, it pays special attention to the poor, the disadvantaged, and people from remote areas, including ethnic minorities (indigenous people in Bangladesh are recognized by the government as small ethnic community or SEC). In specific, the project fosters more equitable access to skill development, including those from SECs, by providing special stipends. Tranche 1 project will provide stipends to approximately 40,000 trainees (15% of a total target of 260,000 trainees) which include those from SECs. Tranche 2 project will expand the scope by covering 60,000 trainees (25% of a total target of 240,000 trainees).

Henan Dengzhou Ecological Protection and Integrated Rehabilitation project in People's Republic of China. The Project will benefit the local people, including the ethnic minority group (EMG) by: (i) improving water quality of Tuan River; (ii) improving living environment; (iii) providing better wastewater collection; (iv) providing safer water sources; (v) reducing odor; (vi) increasing public health awareness; (vii) generating green spaces; and (viii) providing job opportunities. Meaningful consultations were conducted with EMG and project stakeholders during social assessment and ethnic minority development plan (EMDP) preparation; and the needs, concerns and suggestions have been taken into account to maximize prospects for the ethnic minorities. The EMDP includes a detailed action plan and a grievance redress mechanism (GRM), which have been discussed and agreed upon with PMO and IAs and disclosed to ethnic minorities in project areas. During the implementation and operation stages, consultations with EMG will be conducted in a timely and culturally appropriate manner, and a sound participatory monitoring and evaluation mechanism will be established. The public hearing on water tariff will be held with residents, including ethnic minority villagers. Subsequent project information will be disclosed via newspapers, websites, and other local media. A detailed action plan has been prepared and included in the EMDP particularly for the eight ethnic minority villages/communities. The main targets for the eight ethnic minority villages are: achieving 50% of participants from EMG in public consultation and participation activities for all outputs and activities; 50% of job opportunities during construction and operation stages provided to EMG with priority; and 100% of contractors and workers trained on EMG's religious belief and customs on sites. The plan focuses on measures to facilitate the inclusion of ethnic minorities in all project activities in the eight ethnic minority villages/communities, ensure that their beliefs and customs are respected throughout project implementation, and that benefits are inclusive and culturally appropriate.

Yunnan Sayu River Basin Rural Water Pollution Management and Eco-Compensation Demonstration Project. The technical assistance project in Zhaotong City, People's Republic of China will improve the ecological and environmental sustainability of the Sayu River Basin which is an important area for ecological protection in the upstream of the Yangtze River. The project will upgrade the overall well-being of the population in the project area, and therefore improve livelihood of local residents, including the ethnic minorities, and reduce their



vulnerability to environmental and ecological degradation. Three villager groups of ethnic minorities (Miao, Yi, and Hui) are located in the project area. The local population, including ethnic minority groups, will benefit from the project outputs: (i) rural waste in the Sayu River Basin managed; (ii) soil erosion in the Sayu River Basin reduced; (iii) agriculture-related nonpoint source pollution in the Sayu River Basin reduced; and (iv) financial mechanisms for, and capacities and public awareness on water pollution reduction strengthened. In order to ensure that ethnic minority people can benefit equally from the Project and that any negative impacts that might affect them are either avoided, minimized or mitigated, an EMDP has been prepared by consultants, on basis of extensive consultation with ethnic minorities in project area and concerned local government departments/social organizations. The executing agency and implementing agencies have committed that they will implement the EMDP by allocating necessary resources during project implementation.

Hunan Dongjiang Lake Environmental Protection and Integrated Utilization Project in the People's Republic of China. The project is expected to avert water quality problems that may arise in Dongjiang Lake in the future due to possible water contaminations from untreated wastewater, address pollution problems through improved solid waste collection and transfer stations, agricultural pollution control, construction of water reservoir and wastewater treatment plants, prevention of flood and soil erosion through river course rehabilitation project (where there will be five rivers included in this project), soil erosion control, and implementation of integrated ecosystem rehabilitation and management (i.e., aquatic ecological system functional recovery, wetland protection and recovery, soil erosion control, public interest protection, bamboo reforestation, and others). There are four townships and few villages with the Yao peoples. An ethnic minority development plan (EMDP) has been prepared to ensure that the Yao ethnic minority people are able to participate and benefit directly from the project, and that any negative impacts that might affect them are either avoided or mitigated. Adequate provisions to enhance economic conditions of the Yao villagers have been integrated into the project design.

Guiyang Integrated Water Resources Management (Sector) Project. The Project in the People's Republic of China provides rural households, including the ethnic minorities, with opportunities to improve their agricultural income by increasing the surface of irrigated land, allowing them to change from low-yield crops and subsistence farming to higher-value crops. The Project also reduces non-income poverty by providing reliable domestic water supply to local households, including ethnic minorities. Labor opportunities are provided to local communities and residents, including ethnic minorities. The contractors hire local labor, in particular ethnic minorities and women, for skilled and unskilled work as much as possible during project implementation. EMDPs have been prepared for four of the core subprojects. About 200 ethnic minority persons in each of these four subprojects will have their livelihoods affected by the Project, although the overall impact of the Project will be beneficial to the ethnic minority communities as a result of improved water supplies and consequential livelihood benefits. Ethnic minority villages will be specifically targeted for the provision of small water storage tanks, and special provisions will be made in resettlement plans, where construction activity has a serious impact on ethnic minority communities. An ethnic minorities development framework (EMDF) for the subsequent noncore subprojects has also been prepared. The PMO, assisted by the IAs, are responsible for preparing the EMDPs for the noncore subprojects, as required, and monitoring the implementation of all EMDPs.

#### 4. Mapping of existing standards and guidelines, capacities, training materials and resources for the effective implementation of the UNDRIP

- i.* Please provide information on any specific standards and guidelines on indigenous peoples adopted or planned by your agency/organization.
- ii.* Please provide information on any training materials prepared or planned related to the implementation of the UN Declaration.
- iii.* Please provide information on current resources and funds allocated to effectively implement the UN Declaration. Please also provide information on any joint

**ADB Response:** ADB has developed the Safeguard Policy Statement (SPS), 2009, and its implementing guidelines, “Indigenous Peoples Safeguards, a Planning and Implementation Good Practice Sourcebook” in 2012. The SPS is deemed aligned with the UN Declaration, with the added value that the SPS is applicable specifically to all ADB-supported projects in the Asia and the Pacific region where the majority of the World’s Indigenous Peoples can be found.

ADB, in coordination with other development partners – Australian Department of Foreign Affairs and Trade, Japan International Cooperation Agency and the World Bank, has conducted preliminary equivalence assessments on the country policies and regulations of its member countries for safeguarding Indigenous Peoples. The assessments show significant gaps in Indigenous Peoples safeguards, including in the fundamental principles of meaningful consultation and consent, vis a vis ADB’s standards for safeguarding Indigenous Peoples from adverse impacts of development projects. Please see <https://countrysafeguardsystems.net/developing-member-countries>.

#### 5. Developing the capacities of States, indigenous peoples, civil society and UN personnel

Please provide information on any capacity development initiatives that your organization is conducting for indigenous peoples, government officials and UN staff. Also include information on the participation of indigenous women, children and youth as well as indigenous persons with disabilities in your response. Please provide details of up to three concrete examples where your entity has made the most progress.

**ADB Response:** ADB has trained its staff on how to implement the Policy on the ground, including how to screen and classify project based on its category of impacts, how to assess the project’s differential impacts on Indigenous Peoples, how to conduct culturally sensitive consultation, how to seek the consent of the affected Indigenous Peoples communities, how to plan culturally appropriate mitigative and beneficial measures, and how to satisfactorily redress the concerns of Indigenous Peoples in a particular project context. Please also see response to section B.2 above.

ADB, through its participation in a Joint Community of Practitioners in Environment and Social Sustainability, is helping the Philippines, Indonesia, Viet Nam, Pacific safeguard learning centers design and deliver training on Indigenous Peoples.

In addition to support to learning centers, a series of training on Implementing Indigenous Peoples Plans will be arranged by the ADB South Asia Department in Bangladesh and Nepal starting fourth quarter 2020..

## 6. Advancing the participation of indigenous peoples in UN process

Please provide information on any support provided for the full and effective participation of indigenous peoples at relevant UN bodies. Please also provide information on any consultative mechanisms, tools and other measures to obtain free, prior and informed consent of indigenous peoples in processes that affect them.

- i. Please also provide data on the number of indigenous persons working in your Agency/organization, and any obstacles faced in recruiting indigenous persons.
- ii. Please provide brief reflections on how your entity plans to address any obstacles faced.

**ADB Response:** ADB annual meetings of its Board of Governors attract the participation of civil society organizations. The 2018 and 2019 Annual meeting were attended by representative Indigenous Peoples organizations and civil society organizations representing their rights and welfare.

Meetings are also often conducted with Indigenous Peoples organizations to get their perspective on projects ADB is envisioning in specific countries. For example, in 2019 during the processing of the Food Safety and Agriculture Commercialization Program in Nepal, the ADB mission met, separately, with the Nepal Federation of Indigenous Nationalities (NEFIN) and the National Foundation for Development of Indigenous Nationalities (NFDIN). The policy-based loan may result in positive IP impacts, particularly training on improved agricultural practices. The gist of the meetings was to inform NEFIN and NFDIN of the policy actions and consult on engagement with indigenous farmers on developing the training manual. Both organizations emphasized considering indigenous knowledge on agriculture and use of language understandable to IPs in developing the training manual.

Moreover, ADB project review missions are conducted to meet affected indigenous peoples and their representatives to discuss the potential impacts and benefits of the project, and to discuss mitigation measures to restore livelihood.

ADB employs staff of different nationalities from a wide spectrum of views, cultures, academic and professional backgrounds. ADB seeks to ensure that its officers and staff is treated with respect and given equal opportunities to work in an inclusive environment. ADB encourages all qualified candidates to apply regardless of their racial, ethnic, religious and cultural background, gender, sexual orientation or disabilities. Women are highly encouraged to apply.