

As described in the entitlement framework in section 8.1.3, all PAFs will be eligible for rehabilitation support. In addition vulnerable families, including those that will lose more than 25% of their land through acquisition, will be entitled to additional support. Rehabilitation support will consist of the following provisions:

- Transition Allowance for a specified period of time for loss of income and livelihood for vulnerable families (defined in the entitlement framework)
- All families who are impacted directly or indirectly by the project will be eligible for skill up gradation and income restoration programmes as well as Land Purchase Assistance.
- The project will also use the opportunity to initiate a broader Community Development Programmes, targeted at all the village community in the four villages influenced by the project (this has been described in details in the chapter on Community Development Plan).

This section focuses specifically on the skill up gradation and the income restoration programme.

## 9.1

### INCOME RESTORATION

The section on project impacts has indicated that while a majority of family incomes are getting marginally impacted (< 25%) there are still a significant number of families (up to 15%) who may have a serious to severe impacts on their family income. Following IFC guidelines, the rehabilitation plan will focus on restoration of incomes, especially for vulnerable families and use this process to initiate a larger and sustainable community development programme. The income restoration strategy will have the following components.

### 9.1.1

#### *Land Based Livelihoods*

##### *Restoring Apple Orchards*

For the severely affected families (losing more than 75% of land), and ST families, the project will try to offer an option of land-for land. There will also be PAFs who will have viable plots of land left after acquisition. If these PAFs so request, and if it is technically feasible (suitability of terrain, age of trees etc.) the project proponent will help the PAF in shifting apple trees from the land to be acquired to the replacement land (through vehicles and technical support). While the local people who have been growing apples for decades, would be the most knowledgeable about how feasible this option is and how best to increase survival rates, they may need advice from specialists from the Horticulture Department. The project proponent will facilitate this process by inviting such specialists for a training session, which will identify the kind of trees to be shifted for best survival, the best time and method of doing this and the risk factors and mitigation steps. Such training sessions will be held for each village separately (Prini, Hamta, Jagatsukh and Aleo).

### *Improving Productivity of land*

As the primary occupation in the region is agriculture, the project will initiate a land productivity enhancement drive in the 4 villages of Aleo, Prini, Jagatsukh and Hamta. This will include forming a team of experts/resource persons who will discuss land productivity issue with the local villagers and GPs in the villages, assess the ground situation in the field and the current agricultural practices, and come up with a strategy for intervention in productivity enhancement. This team of experts will comprise specialists from the field of agriculture, horticulture and rural development among others, brought together from government and non-government sources. The team will also explore the possibility of multi-cropping and vegetable gardening to enhance rural incomes, without significantly disturbing the local land use.

This land productivity improvement initiative will be linked to the Community Development Planning and Implementation process outlined in the section on CDP.

#### **9.1.2      *Non-land based livelihoods***

Consultation with the local community and the sample survey revealed that job and income generation opportunities are very limited in and around Manali. Tourism industry is the biggest employer in the service sector. While most family depend on agriculture for livelihood, incomes are supplemented by providing vehicles for transport and tourism, while some families lease/rent out their land and houses for hotels and other tourism related activities. The people, specially the educated youth, are looking for local employment or self-employment opportunities to enhance family incomes. This will also buffer the severe cash crunch families face during bad harvest years, which are frequent in the area.

#### *Employment during construction phase*

The construction phase of the project will require unskilled and semi-skilled labour. The project will ensure that the project affected families are given priority in such employment opportunities. Wherever some amount of skill enhancement is required, and there are eligible people among PAFs who could be trained to carry out such activities, such people will be identified during the census survey through specific skill assessment survey, and be appropriately trained. Where possible, the project proponent will aim to employ at least one member from each vulnerable family.

The project proponent are of the opinion that to provide people labour employment opportunities would be short-sighted, as often those employed labour find themselves out of work once the construction phase is over and the contractors move away. Hence the idea would be to encourage and train them to become self-employed by providing services (tea and grocery shops, restaurants, repair services etc.) to cater to the project or train them to able to do semi-skilled work as discussed in the next section. This would be a more meaningful and sustainable support and help that the project can provide.

### *Skill Up gradation and micro-enterprise.*

In face of job constraints in the area, skill up gradation and self-employment would be a vital input in the process of income restoration. While the general level of literacy among the youth is high, they would need guidance and training, as well as initial financial support to start any venture of their own.

The project will create a Rehabilitation and Community Development Cell, which will oversee income the income restoration programme as also the Community Development Programme. This cell will comprise of a Community Development Officer and at least two support staff. The cell will first conduct a skill assessment survey, and through consultations with the PAFs, identify 3-4 skills that be suitable for the local area and will have a local market. Some such skills could be automobile repair, tourist guides, drivers and tour operators, computer based skills etc. The objective would be to train the identified people to be able to avail the local employment opportunities, specially linked to the local tourism industry as well as the project population. The cell will also hold Focus Group Discussions with women to understand their choices in terms of skills to be acquired and enable then to equally avail of local opportunities The local women are skilled weavers and one option could be to further develop and refine these skills to suit the local and outside market. Specific programmes could be identifies for women in Hamta village who stay behind to look after their houses and cattle during the winter season in Hamta, while the rest of the family moves down to Prini. Those winter months could be used by these women to generate additional income for the family.

The CD officer will identify an NGO or social organisation/institution that could take over the entire responsibility of identifying skills, setting up training programmes, providing linkages to local micro-credit schemes, including through SHGs, and supporting the trained persons to find suitable jobs in the local market. This entire process could either be done as a separate exercise, or as a part of the village community development programme. The specific activities and programmes would be identified through the village micro-planning exercise.

### *Focus on women*

The entire rehabilitation exercise will undertake immediate and practical initiatives to ensure that the lives of women in the area are significantly improved and that they are able to adapt to the potential changes that the project may bring about in the local environment and economy. Some of these steps include:

- Ensuring that women play an equal role in decision making on the utilisation of compensation money. The owner of land, who is entitled to the cash compensation, would be encouraged to open a joint bank account, to be operated by both spouses.
- Reducing workloads of women by encouraging (through advice) and enabling (by contributing to the village funds) the village development programme to focus on basic necessities like provision of drinking water, access to fuel wood and fodder, improved household appliances, specially

for cooking and agriculture and most importantly, access to better health services.

- Increasing incomes by setting up Self Help Group, training and access to markets.

Through a combination of the above measures, the project will ensure that incomes of the PAFs, specially the vulnerable families, ST families and women are improved over a period of 2-3 years. The process will be closely monitored by a rigorous internal monitoring as well as independent external evaluation.

## 9.2

### *INDIGENOUS PEOPLES DEVELOPMENT PLAN*

The Operational Directive OD 4.20 of the World Bank outlines the Bank's policy regarding indigenous peoples (IP). It stipulates that:

- IP benefit from the development projects
- The project should avoid or mitigate potentially adverse affects on IP caused by the Bank-assisted projects.

Special action needs to be undertaken where the Bank's investments affect indigenous peoples, tribes, ethnic minorities, or other groups whose social and economic status restricts their capacity to assert their interests and rights over land and other productive resources.

The definition of indigenous in the OD is broad and includes communities that exhibit distinct characteristics as a cultural group, have close attachment to ancestral lands, use an indigenous language, often different from the national language, primarily depend on subsistence production and adhere to customary social and political institutions.

### 9.2.1

#### *The Indian Context*

The Constitution of India identifies certain groups/ communities as tribal groups and lays out special provisions for such group with the objective of promoting and safeguarding the social, educational and economic interests of the Schedules Tribes. While people use different interpretation of the term "tribes", the word has not been described in the Constitution. It rather prescribes a method and an agency for designating them as such. The President is empowered to specify, after consultations with the Governor of a state "tribes or tribal communities" to be listed under the Schedules tribe list. In the context of India, therefore, tribal groups are considered concomitant with indigenous people as defined by OD 4.20

As brought out by the sample survey, the project area has only about 3% tribal population. Most of these tribals belong to Lahaul and Spiti and may have land at both Lahaul and in Manali area. They do not live in any separate clusters of hamlets but are part of the main village, and in no major way, different from the other village community.

The project area also does not fall within the "Scheduled Area" of the state. These areas are determined by the Sixth Schedule of the Constitution on the

basis of preponderance of tribal population; compactness and reasonable size of the area; under-developed nature of the area; and marked disparity in economic standard of the people.

***Hence a separate Indigenous People's Development Plan is not recommended under this study.*** The vulnerable families among STs will be eligible for special support as other such families. In addition ST families will be provided an option of land for land against land acquisition.

### 9.3

#### **RESPONDING TO OTHER COMMUNITY CONCERNS**

The villagers have voiced several concerns ranging from invasion of their local culture and lifestyle by the presence of outsiders, fears about damage to crop and trees through pollution and dust, specially during construction, increase in pressure on local services and amenities etc. Some of these concerns would be addressed and assuaged through consultations and proper information dissemination, so that rumours and unnecessary issues do not get encouraged. The EMP will ensure that dust, pollution and safety concerns will be minimised and that there would be negligible impacts on crops and habitation. Similarly, the villagers will be informed in detail about the project activities and assured that they will continue to have adequate water, even after a part of the water in Duhanagan stream is diverted.

While no major impacts are envisaged on common property resources, there may be families who may lose access to the fuelwood they used to access from the forest areas to be impacted by the project. The Community Development Programme has the scope and flexibility to address these community level issues CDP can explore possibilities of afforestation or regeneration of degraded areas or village common lands, or exploring opportunities on alternative fuels in the area.

Concerns have also been raised about loss of access to high quality potato seeds from the potato farm, which is now closed. While this issue was not brought out by villagers during various public consultations held, the project proponents will provide seeds of similar quality to the village Panchayats, if so requested.

The labour camps being constructed will have adequate infrastructure for basic services and would not in any way depend upon the infrastructure at the villages. Local communities will be trained and supported financially to set up petty business and services to cater to the needs of the labour camps and the project in general.

Any company, along with active support from government, has a role to play in development of an area in which it works. In most cases, it is difficult to operate and do business without the co-operation of the local communities and other stakeholders. To build a good rapport with the local communities, it is essential to engage the local community along with village level institutions in an ongoing process of consultations and discussions involving the kind of joint initiatives the project can initiate for the sustainable development in the village.

While the entitlement framework and rehabilitation action plan specifically focus on the project affected families, the project proponents see this project as an opportunity to initiate a broader community development programmes in the area.

The community development plan is based on the following principles

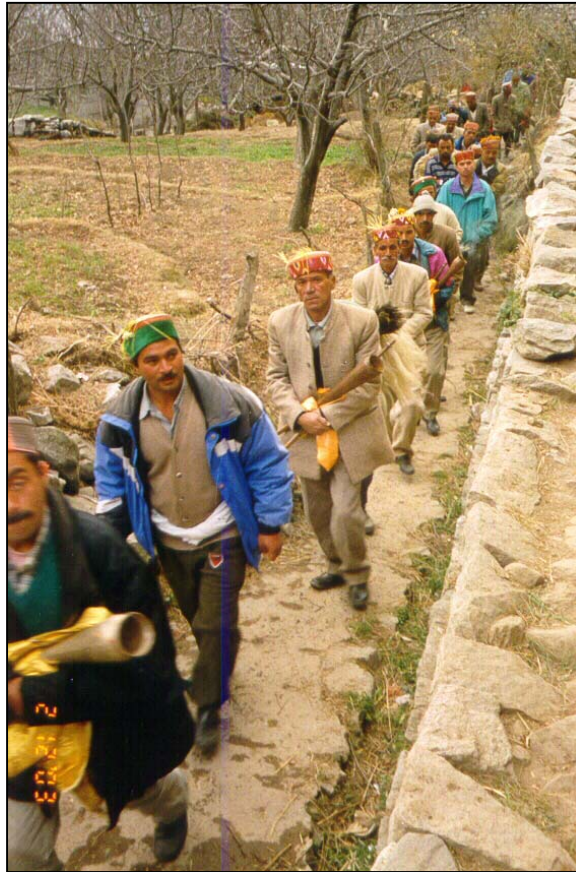
- Consultations with community members and key stakeholders through all the phases of the project
- Building trust among the company, community members and other stakeholders for successful implementation of the project as well as community development plan
- Roles of the company in development activities of the villages and its commitment towards the community development programmes need to be clearly defined as community members, village level institutions and local government department may have huge expectations from the company.
- The project staff will have to develop adequate skills in implementation of the community development plan if it plans to implement the programme. Otherwise the company can have a partner organisation (a local reputed NGO) to facilitate the implementation process.
- The local, state level and the central governments have many existing/ on-going development programmes for up-liftment of village communities. In such cases the project need not duplicate the efforts, rather the community development programme can be dovetailed into on going programmes.
- The community development plan should be able to yield long-term benefits to the community members. Therefore, these programmes have to be sustainable even beyond company's involvement. This is possible by building the capacities of the local communities to manage such programmes and develop strong partnerships with other organisations.
- The community will demonstrate its involvement in the programme through cash and labour contributions.

### 10.1

#### COMMUNITY DEVELOPMENT PLAN FOR THE PROJECT

Allian Duhanagan Hydro Power Project activities would be spread over a few villages like Aleo, Prini, Jagatsukh, Hamta etc. While Aleo and Hamta would be





*Community members leaving for a religious procession*



*Interview of a PAP in Shuru (the PAP has land in Prini)*

marginally affected, as only the road would pass through the villages, Jagatsukh and Prini would be affected in a major way as colonies for the project staff are proposed in these villages. Prini would be affected by the construction of road as well. Some focus group discussions were held with the community members- separate discussions with women, GPs, men, elderly people- to understand their apprehensions and expectations from the project.

This section presents a brief outline of the processes that would be adopted for planning and implementation of CDP, which would ensure that the apprehensions of the local communities, especially those not directly affected by the project are dealt with. Some major concerns expressed by the larger community included

- Additional pressure on local resources like water, fuel wood, fresh vegetables, milk etc
- Impact on irrigation potential, specially in Jagatsukh
- Loss of forests surrounding the villages

The CDP would like to utilise the existing local institutions and enhance the on-going programmes in these village rather than duplicate the efforts or initiate parallel institutions. Some of existing village level institutions that are also functional include

- Gram Panchayat (GP) which is local governing body and undertakes most development works in the villages
- Village committee locally called '*nyayaik samiti*' which resolves local conflicts and discusses the main problems of the village
- Jagatsukh and Prini have Watershed Development Committees (WDCs)
- Jagatsukh also has a Joint Forest Management (JFM) committee and few Self Help Groups (informal savings and thrift societies)

The following sub sections presents the kind of activities and the phases in which these can be initiated.

### **10.1.1 Stakeholder consultations**

The project proponents would need to initiate an on-going process to engage stakeholders in meaningful consultations. The main stakeholders for the project include

- Local communities, both directly and indirectly affected by the project
- The Gram Panchayats
- Local political groups
- The Land Revenue Department
- Other government departments like Himachal Pradesh State Electricity Board, Department of Power, Department of Finance, Forest Department, Tribal Development Department, District Treasurer

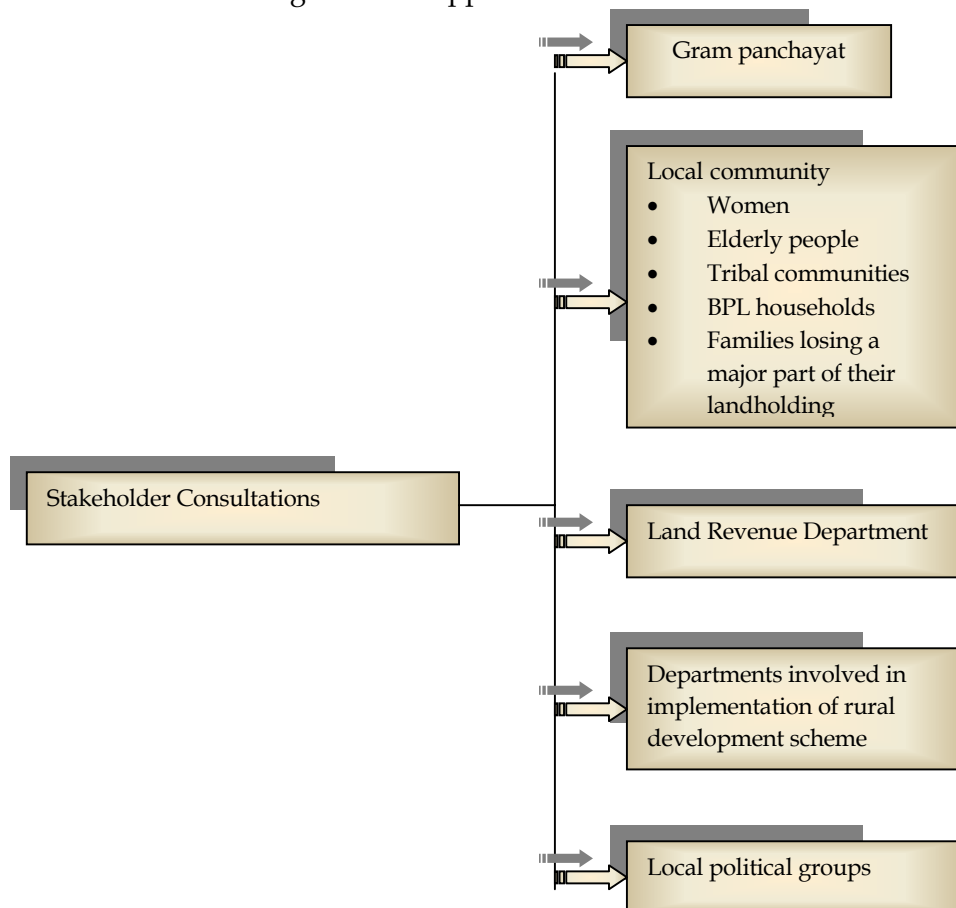
While the stakeholders at the local, state and central government levels have already been engaged by the project proponent to seek the due clearances from



different authorities, this CDP focuses on involving the local communities and local governing bodies and developing strong partnerships among different departments for development of the area.

The stakeholders' engagements could be held in the following steps

***Initiate a dialogue with the GP:*** Initiating the dialogue with the GP would ensure the local support and would also earn the trust of the local communities. While initially the meetings would involve only GP members to understand their concerns, gradually the larger community could also be involved in these consultations to gain their support.



***Consultations with the Community:*** Once the consultations with the GP have reached a stage where the project has gained some level of support and co-operation from them, the project authorities can initiate the process of consultations with the larger community.

These consultations would provide valuable information regarding their concerns and means of integrating them in the CDP. It would also provide an opportunity to the Company to present the kind of development needs that can be addressed by the project.

The details of the processes involved in stakeholder consultations are provided in Public Consultations and Disclosure Plan (PCDP).

### 10.1.2 *Trust building measures*

While the consultations with the community are being held, the project proponents can initiate small confidence building measures to prove their commitment to the community. These measures will also help mitigate negative vibes, if any towards the project. The trust building measures can vary from repairing the water supply systems (replace a broken tap, a water tank or leaking pipes), strengthen/ develop small irrigation channels, improve the existing school building or the local Primary Health Care centre or construction of community toilets etc.

### 10.1.3 *Developing village specific micro plans for the CDP*

The stakeholder consultations will help the project proponent identify the development needs and prioritise them. The project proponents can decide to focus on few of those needs that can be managed at the community and the project. These micro plans will be developed by the community (preferably through an existing institutional body in the village or specifically formed for the project) in association with the project, which should also have an approval from the GP. The micro plans would have the following details:

- The issues and problems identified by the community
- Process of selecting the issues that would be addressed by the CDP
- Implementation details like
  - Role and responsibilities of the project proponents, community and the GP.
  - Details of the intended beneficiaries
  - Time frame for implementation over a period of 2-3 years
  - Potential benefits, and methods of measuring them
  - Safeguards to ensure transparency and participation
  - Indicative budget
  - Means to ensure that the objectives of the programmes are being met
  - Ways to link CDP with on-going government programmes
- Internal and external monitoring mechanisms by the community members and the project proponents respectively.

While some GPs may have the experience and ability to prepare micro plans along with the community, some others may require training and support from outside. In such cases, NGO implementing the income restoration programme may be involved in the micro planning process.

The systems for developing and implementation of CDP can be such that these activities can sustain beyond the life of the project.

### 10.1.4 *Developing village common funds*

Once the micro plans have been finalised and approved by the community, GP and the project proponents and an indicative budget has been prepared to carry out the activities, a detailed implementation plan will be prepared. As mentioned above many of the development activities might be integrated with

the ongoing government programmes and the project may not need to fund all the activities on its own. As the CDP would be a joint effort between the GP (and the community) and the project, it would be preferable if the costs were also shared by the two partners.

The CDP costs would be shared between the project proponents and the GP (and indirectly by the community). At present a 50-50 partnership is envisaged. The GP will provide 50% of the costs, channelising some of the funds it receives from the state, as well as encouraging community members to contribute the remaining through a combination of cash and labour contribution. In turn, the project proponents will pledge an equal contribution to the village fund.

#### **10.1.5**      *Monitoring & evaluation of the CDP implementation*

To assess the impacts of CDP implementation and to ensure that it is moving in the right direction, it is important that an effective monitoring and evaluation mechanism is put in place. As the onus of CDP implementation would largely be on the GP/ community, internal monitoring is essential to monitor that the activities are being implemented within the prescribed time frame and are likely to produce desirable results. An internal monthly monitoring by the community is recommended so that they are able to identify the gaps and make an effort to bring it back on the right track.

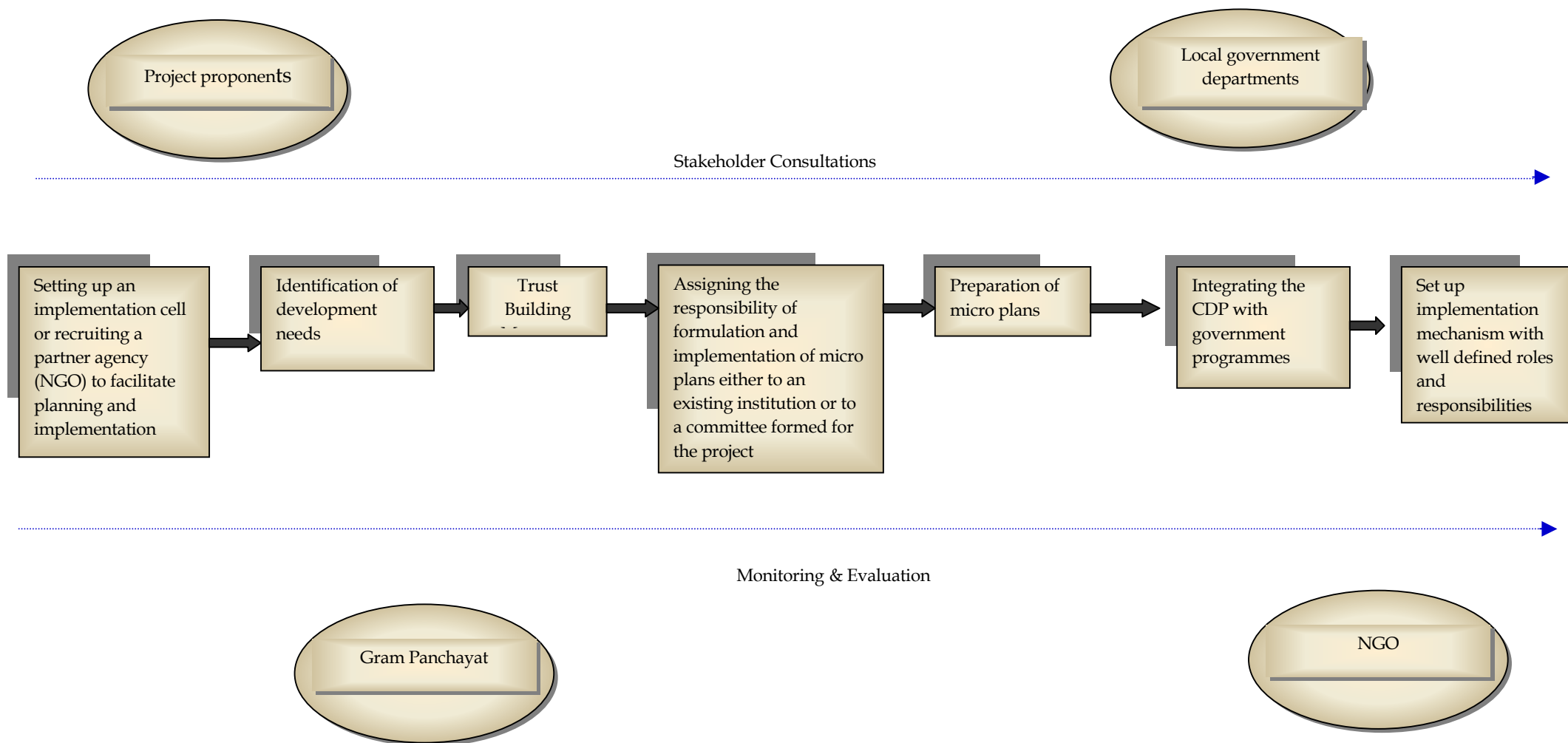
The implementation cell of the project or the facilitating NGO would be required to undertake quarterly monitoring to identify the gaps and redress them. It would also help in assessment of the impacts made so far. An independent mid-term and end term evaluation by the external agency is recommended. The mid term assessment would provide an objective view of the project activities and process of consultations during the implementation and any deviations from the micro plans. It will also suggest means to overcome the problems in implementation and ways to enhance the positive impacts of the project. The end term evaluation will evaluate whether the objectives of the CDP have been met. It will also evaluate whether the process was transparent, the needs of the vulnerable groups were met and implementation was carried out in a participatory manner.

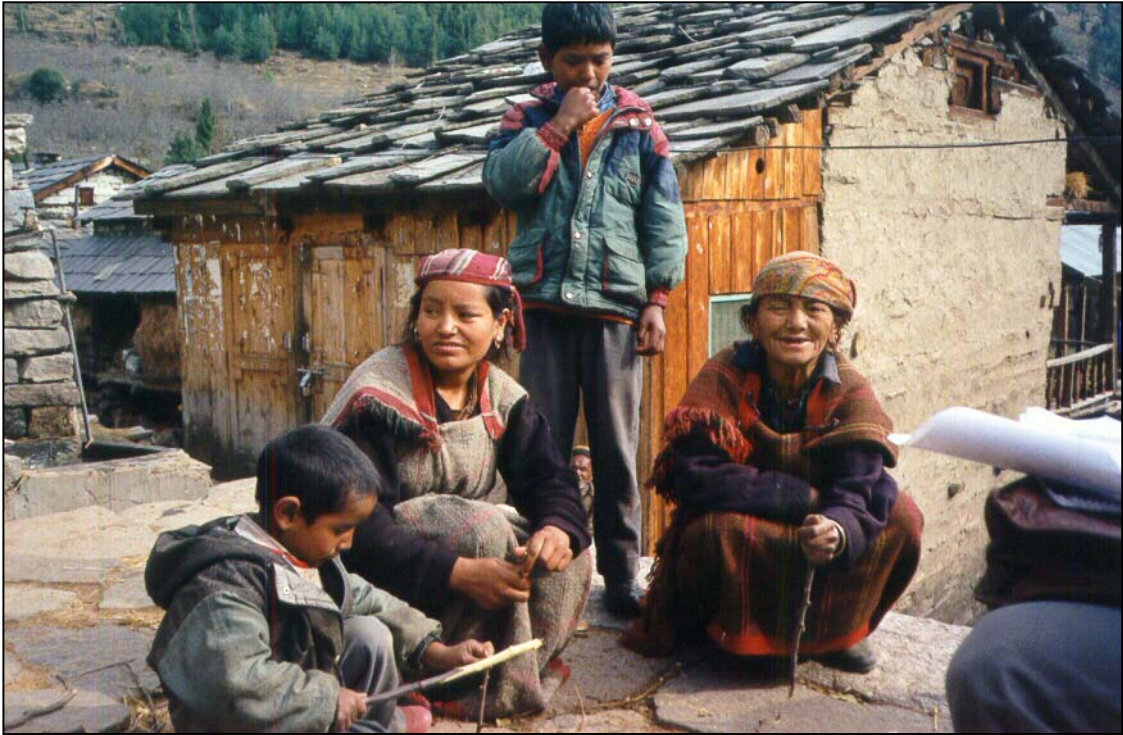
The processes involved in the formulation and implementation of village wise CDPs are presented in the following flow chart.

#### **10.2**      *BUDGETARY IMPLICATIONS*

The Village Development Fund is envisaged to be a “joint partnership” of the village communities and the project proponents, and each has to contribute 50% of the costs of preparing and implementing village micro plan. To ensure that the programmes and activities identified in the micro plan are sustainable, small scale and locally suited, the consultants propose that each village fund should not exceed Rs 10,00,000 and that the contributions from both sides do not exceed Rs 5,00,000 for each village. Hence for the project proponent, this CDP should not exceed a budget of Rs 20,000 (this does not include the costs of hiring NGOs, conducting training, M & E etc.).

## Processes involved in formulation & Implementation of Community Development Plans





*Discussions with Women in Aleo*



*Weaving activity*

The RAP requires for an implementation mechanism to be set in place for the delivery of the entitlement package, as well as to meet the objective of the rehabilitation action plan. The strategy of implementation includes the delineation of roles and responsibilities of organisations/institutions, as well community groups, the procedures to be followed along with the support facilities available. The process of resettlement is as follows:

- Census survey of the affected families and preparation of micro plans
- Issuance of identity cards
- Land Acquisition
- Payment of compensation
- Land Purchase
- Tree Shifting
- Rehabilitation and income restoration
- Community Development
- Monitoring and evaluation

Each of the implementation issue has been discussed in details in the sections below:

### 11.1 CENSUS SURVEY AND PREPARATION OF MICRO PLANS

Presently a sample survey has been conducted to identify stakeholders and project impacts. The information was then used to identify the categories of project-affected families and the kind of project impacts and in the process informed the preparation of the entitlement framework. However in the implementation stage of the project, a *detailed census survey* would need to be conducted, identifying all the PAFs, both direct (through land acquisition) and indirect (through loss of income and livelihood). The survey would give the final numbers of PAFs within each category. The survey would bring out the following details:

- Name and family details
- Demographic information on social classification, education and occupation of each family member
- Skill base for each member
- Total family income (from all sources)
- Details of land ownership and extent of land loss due to the land acquisition/ negotiation. (Actual land ownership, and not only in terms of land records)
- Details of income loss due to loss of land (from agriculture, plantation, labour and sharecropping).
- Details of any structure or asset on the impacted land
- Identification of vulnerability (women-headed household, family with physically and mentally challenged members, family with aged members, family with income below poverty line and family losing more than 25% of their land through acquisition/ negotiation).



The census survey will help in the preparation of micro plan for each PAF, which will provide details of the amount of cash compensation for land he is entitled to, beside details of compensation for loss of assets, structures, and entitlement to various rehabilitation assistance being provided by the project. An indicative format for generating micro plans has been provided at the end of this section. This micro plan will help in the process of disbursement of compensation and assistance.

#### **11.1.1 Identification of non-legal cultivators**

While the other PAPs who will be served a legal notice under the Land Acquisition Act, land owners/ title holders, a separate procedure will be adopted to correctly identify the non-legal cultivators, so as to enable them to be compensated. For this, the census survey should preferably be conducted in the middle of the harvest season to identify the actual cultivators, sharecroppers and employees/ wage labourers in such lands. This will be preceded by a thorough identification process to prove that the cultivator had indeed been tilling the land for 1 year before the LA process. This will include verifying the fact from neighbouring landowners as well as other villagers, as well as voters' list, ration cards etc.

### **11.2 ISSUANCE OF IDENTITY CARD**

All PAFs, eligible under the entitlement framework will receive an identity card. The head of household will be provided this card. The PAFs losing land, as identified by the land acquisition process, will be issued identity card, in order to access the benefits and compensation from the project. Similar cards will be given to non-legal cultivators. The cards will have an identification number, name and address of the persons, along with an entitlement code number. The entitled persons may use this card to collect their Transition Allowance and other project related payments from the local bank, as well as for employment opportunities, eligibility for training and other assistance. The ID cards will also have a special identification for vulnerable PAFs.

The issuance of ID cards will be done by the R & R and CD Cell with consultation with the LA cell and the village Panchayats in case of complications.

#### **11.2.1 LA data base**

The R & R Officer will also maintain and oversee the up gradation of the R & R and LA database, which will contain identification numbers of all the PAPs, details of entitlement, current status of disbursement of compensation and other benefits. The database will be updated on a monthly basis and will be computerised. All the PAFs and village Panchayats will have full access to the information.



### 11.3

#### LAND ACQUISITION PROCESS

The LA process will be handled by the Land Acquisition Officer designated by the District Administration. This will be preceded by consensus on the rates for different categories of land, trees and assets to be provided. The Negotiation Committee that has been set up will decide the final rates. The project authorities will deposit the required amount with the LAO who in turn will disburse it. In cases where the family members have informally divided and cultivated their ancestral land with no mutation legally recorded, the LAO will disburse the money in consultation with the Panchayats. The Panchayats will decide which member gets what proportion of the cash compensation (depending on the value of land he is currently using), and ensure that no members gets an unfair deal. It is proposed that the Village Mahila Mandal would be a good monitoring agency for this process. The presence of at least 2-3 Mahila Mandal members during such an arbitration process should be ensured.

### 11.4

#### PAYMENT OF COMPENSATION

##### *Cash compensation*

The cash compensation above Rs 5000 for land, as well as crop will be deposited by cheque in an account in the local bank. The person (owner) receiving the compensation would be persuaded to operate through a joint account in the name of both the entitled person and his or her spouse, unless the person is divorced or separated. The purpose for which the money could be used will be restricted and strictly monitored by the implementing agency. The PAFs would be encouraged to invest in creation of capital, property, payment of debts, or enhancing their livelihood. These processes will be explained to the PAFs in village level consultations held before the land acquisition process, and in accordance with the schedule of consultations outlined in the PCDP.

The PAFs would be specially encouraged to purchase land with the compensation money (through the Land Purchase Assistance programme), so as to facilitate their income restoration and return to their traditional activity of agriculture. This assistance will be provided by the Rehabilitation and CD Cell. This cell will assist the families in identifying alternate lands and will provide information on the market prices prevailing in the area.

##### *Transition Allowance*

Vulnerable families, sharecroppers and wage labourers or employees as defined in the entitlement framework, will be eligible for Transition Allowance. The transition allowance of Rs 2000 will be paid for a period of one year to vulnerable families, while sharecroppers and employees will get a TA of Rs. 1000 for six months. The allowance will be paid directly to each PAF in cash on a monthly basis, in the first week of every month by the R & R and CD Cell. The PAFs would need to show their ID cards to avail this benefit.

Most vulnerable families, who choose the land for land option, will be identified during the census survey. Once the alternate land has been identified and purchase formalities are underway, the project proponent needs to consult with the families (estimated to be not more than 5) to understand their future plans with that land. In case the families want to resume cultivation in the alternate land, the project proponent will provide an additional start up assistance equivalent to 3 months TA. The R & R and CD Cell would disburse this amount only after verification of cultivation or plantation activity in the field.

## **11.5 LAND PURCHASE**

### **11.5.1 Land Purchase Assistance**

All persons losing land have the right to assistance from the R&R and CD cell in purchasing alternative land. It is likely that public knowledge of the project would artificially inflate land prices in the immediate vicinity of the project area. However, in areas beyond the immediate influence of the project, the land prices are unlikely to have risen substantially. The project proponents, through the land purchase programme, will make an assessment of the availability and prices of different categories of land

This assistance will be in the form of:

- Disseminating information about availability of different categories of land and their values
- Helping the PAPs in identifying alternate lands and applying for bank loans, if required.

This assistance will be available for two years from the date of payment of the compensation, and underlines RSWML's commitment to ensure that the PAFs do not suffer the future risks of landlessness and consequent economic and social adversities.

### **11.5.2 Land for land**

All Schedule Tribe families and families identified as most vulnerable by the entitlement framework (those losing more than 75% of their *de-facto* land owned) will be provided an option of land for land by the project proponents. The project proponent will provide land of equal size, quality and value in an appropriate location, decided in consultation with the relevant PAFs. Once such lands are identified, then the Land Purchase Committee will provide all assistance in the purchase and registry of that land. It needs to be ensured that the land provided will be free of all encumbrances and any transaction costs such as registration fee, transfer taxes etc.

## **11.6 TREE SHIFTING**

As soon as the PAFs receive their cash compensation, they would like to shift their fruit trees to other parcels of land owned by them, or into new land purchased by them. The project proponent will set up a team of experts from the Horticulture Department who will conduct a short field survey to assess the ground situation and quality of trees. This team will then conduct 2-3 training sessions in the field for the farmers to understand the process of tree shifting,

the technical issues involved, the risks present and the various precautionary measures to be taken.

Immediately afterwards the project proponent will inform the farmers about the vehicle facilities that would be made available for the shifting process and the time period for which this facility would be available. The farmers will arrange for labour and equipment to uproot the trees. The expert team will observe at least one day of this process in different fields, and provide on site technical support and advice both in the uprooting and the replanting aspects.

#### **11.7 CONSULTATION AND INFORMATION DISSEMINATION**

The PCDP document has provided in details the consultation and information dissemination process that needs to be adopted through the project period. (See the PCDP).

#### **11.8 REHABILITATION AND INCOME RESTORATION**

The rehabilitation and income restoration measures have been discussed in the previous section. However the following needs to be done before the rehabilitation process:

- Setting up of a Rehabilitation and Community Development cell that will report to the Community Liaison Officer. This unit will steer the income restoration process.
- Skill assessment of PAPs for jobs and self-employment opportunities. This assessment can either be done during the census survey, or as a separate exercise.
- Selection and appointment of NGOs/ CBOs who will be primarily responsible for implementation of the income restoration programme. In case the project proponent feel that they have an in-house capacity to carry out the income restoration and community development by themselves, then they will have to ensure that there is dedicated and trained staff provided for this very important process, with the Rehabilitation and CD cell.

Specific attention would be paid to the job requirement of women and vulnerable people like the physically challenged

The income restoration programme will be undertaken over a period of 3 years and will be periodically reviewed (through M & E) for its efficacy.

#### **11.9 COMMUNITY DEVELOPMENT**

The Community Development plan is targeted at the village community in the 4 project villages. This plan will be implemented in parallel with the income restoration programme. The implementing agency responsible for both these activities (whether and NGO or the CD cell) will ensure that activity is not duplicated in both these processes.

The implementation of the RAP will be closely monitored, both internally by the Monitoring and Evaluation cell as well as by independent external consultants. An ex-post evaluation will also be conducted at the end of the project phase to assess the effectiveness of the RAP. Further details on monitoring and evaluation are provided in the chapter on institutional arrangements.

[illegible]

The project proponent will establish dedicated cells for environment and social issues within the RSWML institutional structure to address all social and environmental impacts of the project, as well as ensure proper implementation of the public consultation and disclosure programmes and the rehabilitation action plan/ community development plan.

Apart from the institutional support to be provided by the RSWML personnel, an implementing agency (an effective social organisation/ institution or an NGO) will be appointed for the implementation of the RAP and for consultation and participation with the local communities. In case RSWML believe that they have internal capacity to manage the rehabilitation programme, then they should ensure that there is full-time dedicated staff and senior officials responsible for the rehabilitation and community development programmes.

### 12.1

#### *CORPORATE ORGANISATION STRUCTURE*

At the corporate level, the RWSML will set up a cell for Rehabilitation and Environment, Health and Safety, which will be headed by a General Manager. This cell will have the following key functions:

- Setting up appropriate institutional arrangements at the project site to oversee implementation of social and environment mitigation action plans.
- Appointing an independent Monitoring and Evaluation agency
- Establishing village development funds with 50% contribution from the project in each of the villages where the CDP will be planned and implemented.
- Monitoring the RAP activities.
- Address grievances not addressed by the project office
- Ensure that the RAP is implemented in accordance to the guiding policies of RWSML and IFC.
- Arrange training programmes for officers to be involved in the RAP.
- Develop corporate linkages with financial institutions and banks to facilitate financing of income generating schemes for the PAFs.

### 12.2

#### *PROJECT OFFICE ORGANISATIONAL STRUCTURE*

At the project office level, a post of Manager (Social and Environment) will be created, who will co-ordinate the RAP, CDP and EMP. He/ she will report to the General Manager, locally in charge of the entire project implementation. A Community Liaison Officer (preferably from a social science background) who will be responsible for the RAP implementation, and the Land Acquisition process will report to the Manager (Social and Environment) He/ she will co-ordinate the functioning of two individual cells and regularly interact with different stakeholders, specially the PAFs.

Below the CLO will be 2 dedicated cells on:

- Land Acquisition
- Rehabilitation and Community Development

In addition to the Community Liaison Officer will be a Grievance Redressal Cell and a Monitoring and Evaluation cell (*see the flow chart on institutional arrangements at the end of this section*).

The Rehabilitation and Community Development cell will have a Community Development Officer (CDO) and 2 support staff who would oversee the entire individual and community rehabilitation and development. Alternatively, there can be a Community Development and Rehabilitation Officer, instead of a cell, who will be supported by adequate support staff.

Directly working with the CDO will be the implementing agency (either an NGO, an institution or the implementing arm of the RSWML itself) that will manage the income restoration and skill up gradation programme.

It is estimated that the services of implementing agency will be required for 3-5 years, within which the environment and social impacts are proposed to be mitigated. The hired organisation should have adequate capacity to have a regular field presence in the 4 villages, especially of community workers and women staff members. In addition the organisation will have a dedicated senior person who will be overall in-charge of the implementation of the rehabilitation plan.

The main responsibilities of the implementing agency will be:

- Establish rapport with the community and hold public consultation and disclosure sessions as required by the PCDP.
- Act as a contact point for grievance redressal and dispute settlement at the village level.
- Assist in the rehabilitation process, payment of compensation, training and income generation programme.
- Facilitating the villagers and Gram Panchayats in the preparation of village micro plans and its implementation.
- Establish linkages with labour co-operatives and local employment exchanges to identify potential employment opportunities for PAFs.
- Develop linkages with ongoing Government programmes at the district, block and village levels.

The implementing agency will be selected through a transparent and competitive evaluation of its capabilities and capacities. The contract will specify the responsibilities and accountability, reporting patterns and financial arrangements.

## 12.3

### **GRIEVANCE REDRESSAL MECHANISM**

The RAP proposed includes a mechanism to ensure that entitlements are effectively transferred to the beneficiaries and there is proper disclosure of information and consultations with the affected community. However there is an additional need for an effective and efficient grievance redressal mechanism,



which will respond to people's queries and problems and address key issues, concerns and complaints.

A Grievance Redressal Cell will be established in the Project/Field Office. It will consist of the Manager (Social and Environment), CLO, 1 member of the Land Acquisition cell, member of the implementing agency and at least two key district government representatives (if possible the Additional District Magistrate or ADM and the local *patwari*). The cell will also have representation from the PAFs. While the representation from district officials is not mandatory, it is definitely a preferred situation as they would be able to swiftly handle grievances related to land acquisition and legal claims.

The GRC will look into complaints and concerns about ownership disputes, inheritance of assets, distribution of compensation among heirs, missing affected assets and persons in the census etc. The procedure will not replace existing legal processes but will, based on consensus, seek to resolve the issues quickly in order to expedite the receipt of compensation, without resorting to expensive and time-consuming legal actions.

The GRC will meet at least once every fortnight in the first 3 months of implementation, and thereafter once every month. At every meeting it will summarise the issues raised in the last meeting and report on action taken against each. Issues that cannot be resolved at the GRC would be referred to the responsible General Manager in the corporate office for resolution. The PCDP will inform the PAFs of the GRC structure and processes and encourage PAFs to approach this cell with their problems and suggestions.

## **12.4 MONITORING AND EVALUATION**

Internal and external monitoring is proposed in the project. Internal monitoring of the RAP and CDP implementation will be the responsibility of the M & E cell of RSWML. This M & E cell will regularly report to the Community Liaison Officer who in turn will report to the Manager (Social and Environment). The M & E cell will prepare simple formats for monitoring both social and environment mitigation plans. These formats will be duly filled every month by the LA cell, the Rehabilitation and CD cell, the implementing agency and the GR cell and the report will be collated by the M & E cell.

### **12.4.1 Internal monitoring**

The internal monitoring will look at:

- Review of schedule integrating land acquisition and RAP and CDP implementation
- Census of PAFs to fix cut-off dates for identification of PAFs.
- Delivery of compensation and rehabilitation assistance
- Consultation and public disclosure programme
- Setting up and functioning of the GRC
- Valuation of assets, land and trees.
- Determining the market value or replacement costs.
- Preparation of individual entitlement packages

- Effectiveness of land purchase and tree shifting assistance etc.

#### 12.4.2 *External Monitoring and Evaluation*

##### *Monitoring*

The external monitoring of the process will be conducted by an independent agency. The agency, besides reviewing some of the issues being covered under the internal monitoring will also assess/evaluate:

- Adequacy of compensation
- Adequacy of project staff and training programmes,
- Effectiveness of the GR mechanisms.
- Transparency of the entire process etc.
- Consultation and participation of stakeholders, specially women
- Process and effectiveness of income restoration programmes (numbers that availed the assistance, kind of skills and programmes people opted for, availability of micro-credit and loans, training, present status etc.)
- Employment opportunities created and availed of.
- Specific opportunities for women

##### *Evaluation*

There will be a mid-term at the end of one and a half years and an ex-post evaluation of the implementation of the RAP at the end of three years. On both occasions, a comprehensive socio-economic survey of the PAFs will be conducted. As the number of PAFs is estimated to be less than 150, a 100% survey for evaluation should be conducted. The results of these surveys will be compared to the baseline information obtained from the census survey conducted before the rehabilitation process commenced, to gauge the effectiveness of the R&R process over time. The socio-economic surveys will verify, among others:

- Effectiveness of the Rehabilitation assistance
- Income and living standards of PAPs (before and after rehabilitation)
- Effectiveness of various institutional arrangements made for the project
- Quality of interaction between project proponents and local communities.
- Opinions and perception of local communities regarding the project and project people.
- Issues such as sense of security among people, disruption in lifestyles, in – migration, pressures on local infrastructure

#### 12.4.3 *Reporting*

The internal monitoring process will share its findings through monthly monitoring reports in the first year of the project, which it will share with the CLO and Manager (Social and Environment). This report will be shared with the corporate office on a quarterly basis. RWSML will report to IFC on a half-yearly basis.

The external monitoring will be held every quarter during the implementation process. Evaluations will be conducted once in mid term (1.5 years) and once at

the end of the rehabilitation process (3 years). The reports will be shared with the corporate office and IFC simultaneously.

## 12.5 BUDGET ESTIMATE FOR RESETTLEMENT ACTION PLAN

The land costs are still being negotiated between the project proponents and the villagers whose land would be acquired. However an indicative estimate of the other components of the Resettlement Action Plan is being provided.

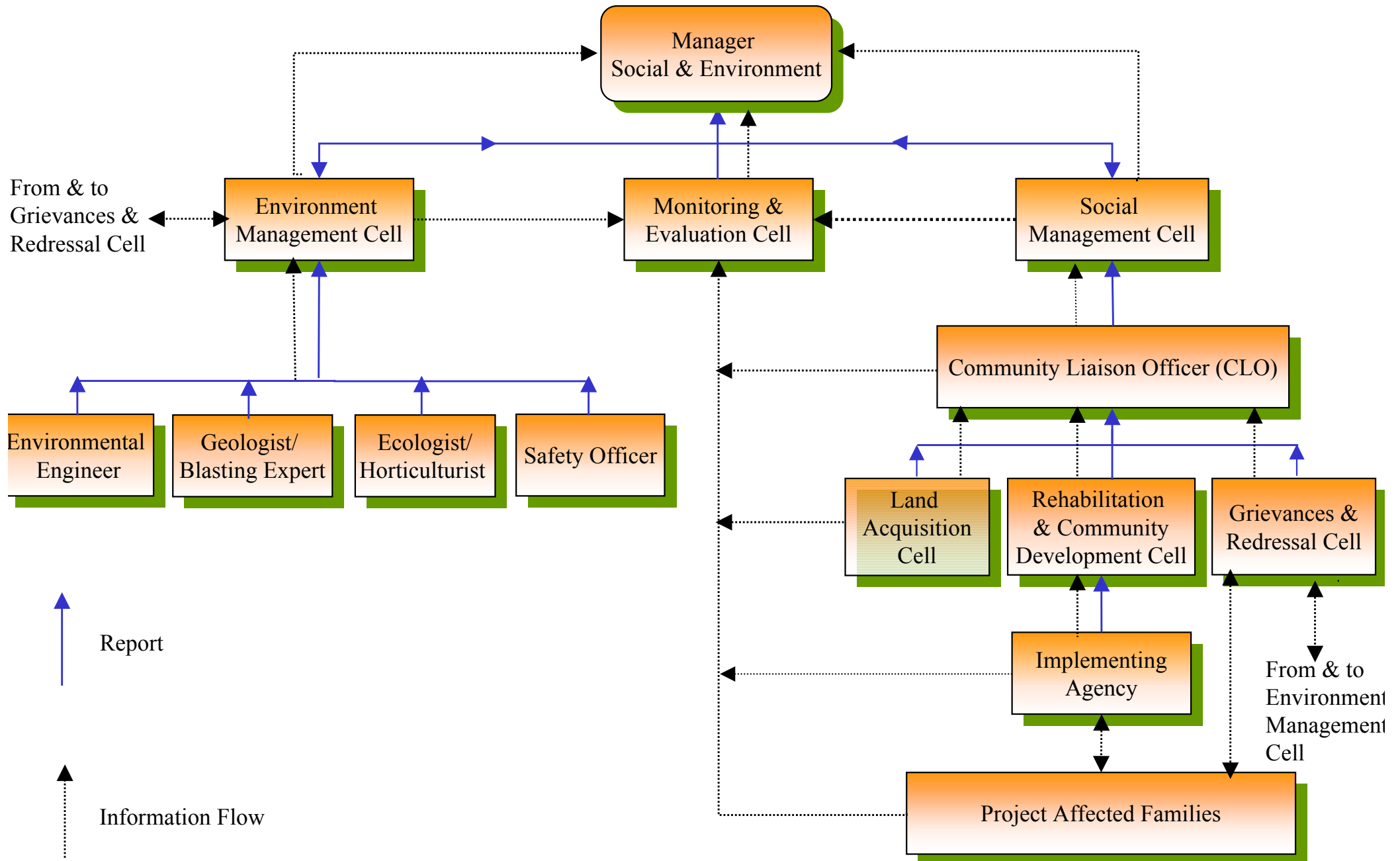
**Table 12.1** *Estimated Budget for Resettlement Action Plan*

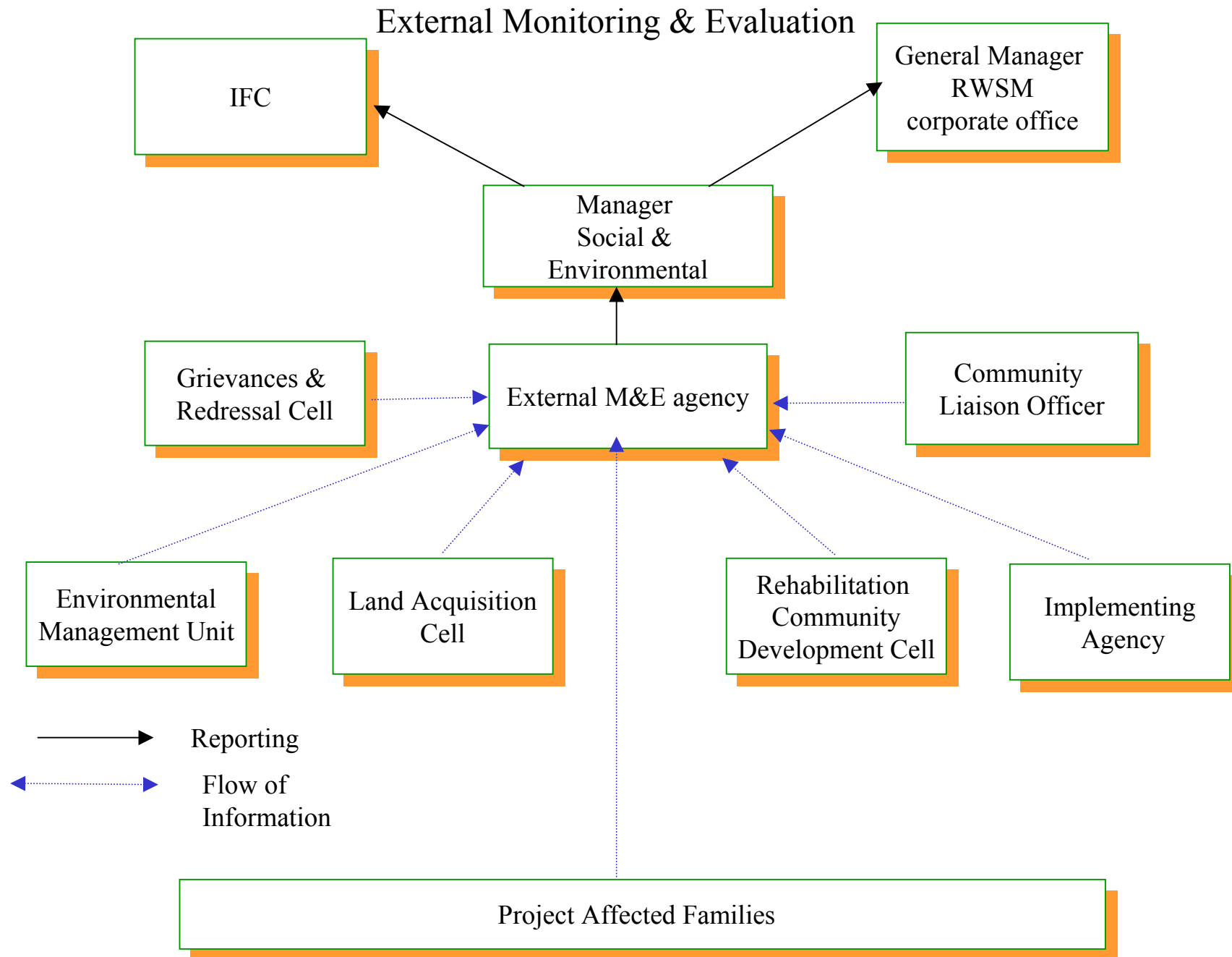
|    | Particulars                                                               | Rate                                  | Total (Rs.)      |
|----|---------------------------------------------------------------------------|---------------------------------------|------------------|
| 1. | Land Acquisition (including cost of land, assets, trees, structures etc.) | NA                                    | NA               |
| 2. | Transition Allowance                                                      | @Rs 2000/family per month for 1 year* | 1200000          |
| 3. | Start-Up Assistance                                                       | @ Rs 6000 per family for 5 families   | 30,000           |
| 4. | Tree Shifting Assistance                                                  | @ Rs 2000 per family                  | 2,80,000         |
| 5. | Income Restoration Assistance                                             | @ Rs 5000 per family                  | 7,00,000         |
| 6. | Community Development Plan                                                | @Rs 5,00,000 per village              | 20,00,000        |
| 7. | Technical Assistance (Training, Advisors etc.)                            |                                       | 8,00,000         |
|    | <b>TOTAL (excluding LA cost)</b>                                          |                                       | <b>50,10,000</b> |

*\*For the budget it has been assumed that about 50 families will show vulnerability. The actual numbers of vulnerable families in the census survey may be different*

The estimated cost for Resettlement Action Plan is approximately **Rs 5.01 million** (excluding the cost of land acquisition).

**INSTITUTIONAL ARRANGEMENT**  
**IMPLEMENTATION OF ENVIRONMENTAL AND SOCIAL MITIGATION MANAGEMENT PLAN**





# Internal Monitoring Arrangements

