

RESETTLEMENT PLAN (RP)
FOR
MANIPUR URBAN ROAD,
DRAINAGE AND ASSET MANAGEMENT
IMPROVEMENT PROJECT
(MURDAMIP)

FEBRUARY 2024

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ABBREVIATIONS AND ACRONYMS

AP	Affected Person
AF	Affected Family
AH	Affected Household
AIIB	Asian Infrastructure Investment Bank
BPL	Below Poverty Line
COI	Corridor of Impact
EA	Executing Agency
EM	Entitlement Matrix
ESIA	Environmental and Social Impact Assessment
FGD	Focus Group Discussion
GOI	Government of India
GOM	Government of Manipur
GRM	Grievance Redress Mechanism
GRC	Grievance Redress Committee
IP	Indigenous Peoples
IPP	Indigenous People's Plan
IPPF	Indigenous Peoples' Policy Framework
LAO	Land Acquisition Officer
LRO	Land Revenue Officer
NGO	Non-government organization
NTH	Non-Titleholder
PAH	Project Affected Household
PIU	Project Implementation Unit
PMC	Project Management Consultants
PMU	Project Management Unit
PWD	Public Works Department
RP	Resettlement Plan
ROW	Right of Way
RPF	Resettlement Policy Framework
SIA	Social Impact Assessment
TH	Titleholder
TNA	Training Need Assessment
TOR	Terms of Reference
PESA	Panchayat Extension to Scheduled Areas
ST	Schedule Tribe
SEA	Sexual Exploitation and Abuse
SH	Sexual Harassment
ESHS	Environment, Social, and Health and Safety
GBV	Gender Based Violence
PAF	Project Affected Family
HIV	Human Immunodeficiency Virus
AIDS	Acquired Immune Deficiency Syndrome

E. EXECUTIVE SUMMARY

E.1 Project Description:

The Government of Manipur intends to objectively develop the State's road infrastructure for fueling economic growth, by providing transportation and rural connectivity, and also by providing good quality inter-state and international connectivity. The Public Works Roads Department is responsible for managing the secondary, urban, and rural road network in Manipur and has initiated several projects in the state to boost its Infrastructure.

The resettlement plan serves to provide a comprehensive framework for the relocation and integration of affected individuals or communities. This document encapsulates the strategy, objectives, and methods necessary to ensure a smooth and sustainable transition for affected populations. The project aims at:

- Facilitating the relocation of displaced individuals while ensuring their rights, dignity, and safety.
- Promoting community engagement and participation in the resettlement process.
- Mitigation potential social, economic, and environmental impacts through strategic planning and support mechanism

E.3 Study Methodology and Scope of Work

The Resettlement Plan has been prepared based on both quantitative and qualitative surveys. Primary data has been collected from 61 villages using household questionnaire for census and socio-economic survey. Apart from the household survey, consultants also conducted 79 consultations with the affected community. The survey helped in:

- Identifying key social issues associated with the proposed project and specify the project's social development outcomes.
- Assessing potential social and economic impacts both during the construction phase and in the operation phase.
- Reviewing policies, regulations and other provisions that related to resettlement and rehabilitation of project affected people and other social issues.
- Social screening of various project components and likely impacts in terms of land taking (loss of houses, livelihood, etc.), and resultant involuntary resettlement and provide inputs (in terms of magnitude of impacts and likely costs for mitigation) in preparing appropriate mitigation plans.
- Screening the social development issues in the project area and its vicinity and designing the social services that may be provided by the project in order to improve the quality of life and achieve the project's economic and social goals.

E.4 Policy and Legal Framework & Scope of Land Acquisition and Resettlement

The legal framework and principles adopted for addressing resettlement issues in the project have been guided by the existing legislation and policies of the Government of India (GOI), the Government of Manipur and Asian Infrastructure Investment Bank (AIIB). A detailed analysis of the existing national and state policies was undertaken while preparing the RP for the entire Project. The Policy and Legal Framework on the land and social impact of Improvement of Roads within Greater Imphal City with Rigid Pavement including Concrete Lined Drain (MURDAMIP) will be based on:

- Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act (RFCTLARRA) 2013.
- Direct purchase of land through negotiated settlement will also be adopted from willing pattadars /landowners by constituting a direct purchase committee to speed up the land acquisition process.
- AIIB's Environmental and Social Framework including Environmental Social Standards (ESS) of Environmental and Social Assessment and Management (ESS 1); AIIB's Policy on Land Acquisition and Involuntary Resettlement (ESS 2) AIIB's Policy on Indigenous Peoples (ESS 3)
- **Scope of Land Acquisition and Resettlement**

A total of 22.8691 hectares of land will be required for the purpose of road widening and improvement of which 19.046 hectares is private land and the rest will be government land. A total of 4843 households will be affected by the project that includes 4442 titleholders. Among the affected households, 704 are vulnerable. The impacts are partial, and no households will be physically relocated.

The project has also prepared an Entitlement Matrix that envisages all affected Families and persons losing assets and livelihood and defines the entitlement of compensation and resettlement assistance depending on the nature of ownership rights on lost assets and extent of the impacts including socioeconomic vulnerability of the Affected Persons. The Entitlement Matrix summarizes all possible types of losses and corresponding nature and scope of entitlements. This RP has been prepared based on the entitlement matrix and principles of Resettlement Policy Framework.

E.5 Impact Minimizing and Mitigation

An analysis of alternative was carried out to minimize adverse impacts. As a result, total affected households have come down to 4843 from originally estimated at 15193. Similarly, land requirement has been reduced to 19 hectares from 78 hectares.

E.8 Stakeholders Consultation & Participation

The project conducted 79 consultations in 61 projects that affected villages covering nearly 700 individuals. The details are as under:

E.8.1 Summary of the Consultation and Disclosure Activities to be Undertaken

Sr no	Total no. of public consultation	Total no of district covered	Total no of villages covered	Issues discussed and Suggestion made by the community
1	79	2	61	<p>Issues Discussed:</p> <ul style="list-style-type: none"> • Compensation for lost assets at market price • Employment opportunity in the project <p>PWD to the extent possible will go for direct purchase of land on willing buyer willing seller basis on mutually agreed land price.</p> <p>Contractor to give preference to local labor if found eligible.</p> <p>Suggestions made: Community requested for the following infrastructure support and agreed upon by PWD:</p> <ul style="list-style-type: none"> • Streetlights (incorporated in the design throughout the project corridors) • Construction of 25 Meira Shang (project is constructing as part of community asset) • Rehabilitation of 18 ponds (ponds to be finalized during implementation) • Construction of 47 public convenience • Construction of 9 community halls • Construction of 9 market sheds (Project to construct market sheds in consultation with the community) • Construction of 9 local club buildings • Construction of 11 Open Gymnasiums <p><i>All these infrastructures have been added in the scope of contractor and added in BOQ.</i></p>

E.9 Gender Equity and Social Inclusion

The project has conducted gender assessment based on both secondary sources of data and primary data. Gender actions are being proposed to enhance economic and social status of women. The actions include formation of women SHGs for improved livelihood options; community-based road maintenance; lighting facility for women safety; raising awareness among men and women regarding women safety and SEA/SH including GBV, etc.

E.10 Labour Management Plan

Given that there will be a large influx of migrant labour during construction, a labour management plan has been proposed that includes guidance on (i) labour camps, (ii) labour engagement; and (iii) code of conduct for GBV.

E.11 Institutional Arrangement

The executing agency of the project will be the Public Works Department, Government of Manipur. There shall be a PMU headed by the Project Director (PD). The PMU will coordinate the overall project implementation, while the land acquisition will be done by the Deputy Commissioner/District Collector of respective Districts.

There shall be 1 (one) Project Implementation Unit (PIU) for each Division of PWD Manipur – Imphal East, Imphal West and Highway South - which are headed by their respective Executive Engineers. PIU will be responsible for providing encumbrance free land stretch to the contractor. The PMU will hire the services of social specialist who in turn will guide (i) PIU on LA and other social issues, (ii) NGO on RP implementation, and (iii) RP monitoring consultants. PIU will have a dedicated staff to coordinate with district administration and monitor land acquisition, compensation disbursement, grievance redress etc...

The construction supervision consultant (CSC) will support the PMU / PIU and any other organization in matters relating to land acquisition and resettlement and updating the resettlement plan, if needed. PWD will engage the services of a non -governmental organization (NGO) for implementation of RP and an independent agency for concurrent monitoring of RP implementation and periodic evaluation. The PMU will ensure that any land acquisition activity is preceded by a satisfactory Resettlement Planning (RP). The PMU will also ensure that appropriate entitlements and mitigation measures are included in RP, with special consideration for the benefit of vulnerable groups. The PMU will ensure that AFs will not be dispossessed of any assets unless compensation is paid.

E.12 Grievance Redress Mechanism

A three-tier grievance redress mechanism has been proposed which will be in place before the start of the land acquisition / purchase. The three-tier grievance redressal mechanism includes (1) project site level (as first level of contact), (2) PMU level (in case PIU fails to come to a mutually agreed solution), and (3) State level (if both PIU and PMU fails). In case the aggrieved person is not satisfied by all the three tiers, She/he has all the rights to approach the Judiciary. Apart from this three-tier GRM, the project will also have a web-based system to register grievances.

An integrated system will be established with Grievance Redressal Cell (GRCs), with necessary officers, officials, and systems at PMU. Grievances, if any, may be submitted through various mediums, including in person, in written form to a noted address, e-mail, or through direct calls to concerned officials/s. The Social Specialist within PMU shall be responsible for coordination of grievance/complaints received.

E.13 Implementation Schedule

The proposed RP implementation activities are divided into three sets of activities viz. project preparation activities, RP implementation activities, and monitoring and reporting activities. The RP, GAP and livelihood restoration will be implemented over a period of three years.

E.14 Resettlement Budget

The total Resettlement budget for the proposed project worked out to Rs.214, crore (Approx).

1. INTRODUCTION

1.1 Project Background

Manipur has been at the crossroads of Asian economic and cultural exchange for more than 2,500 years. It connects the Indian subcontinent and Central Asia to Southeast Asia, East Asia, enabling migration of people, cultures, and religions. A state in Northeast India, with the city of Imphal as its capital, it is bounded by the states of Nagaland to the north, Mizoram to the south and Assam to the west. It also shares borders with Myanmar. Its fiscal and economic situation has been improving since the last decade, and efforts of the government have helped the state to accelerate Its Gross State Domestic Product (GDP). The region demands a huge thrust on the development of road infrastructure in the region thereby enhancing the region's economy. Road infrastructure assets are the key factors of economic development, mobility, and social equity for any region. And they are not only costly to build but also expensive to maintain in order to adequately meet public expectations.

The Government of Manipur intends to objectively develop the State's road infrastructure for fueling economic growth, by providing transportation and rural connectivity, and also by providing good quality inter-state and international connectivity. The Public Works Roads Department is responsible for managing the secondary, urban, and rural road network in Manipur and has initiated several projects in the state to boost its Infrastructure.

High-cost implication for routine/ periodic maintenance and difficulty in processing the required fund for maintenance every year leads to substantial low life cycle of Pavement performance. Roads require repair in every 3rd or 5th year cycle with high-cost implication for which state lack adequate fund to repair. The poor quality of roads within Imphal City creates an imbalanced distribution of socio-economic benefits and poor access to livelihood opportunities in the state. Improving transport connectivity thereby is an important factor in addressing these issues. The state lacks an adequate funding system to improve the road condition to efficiently support the required mobility across city areas with natural resources, social services, industrial centers, and economic development zones.

This project will rehabilitate and upgrade 547.281 kilometers (Km) of roads comprising of State highways, Major District Roads, Other District Roads, and Internal Village Road/Local Street connectivity in the vicinity of Greater Imphal region to improve connectivity and access to basic services and livelihood opportunities. The physical work will involve upgrading recognized roads to rigid pavement with provision of line drains.

Moreover, rigid/concrete pavements are largely unaffected by rainfall and have better performance in the high rainfall area of Imphal City. The proposed road connectivity will be upgraded to rigid/ concrete pavement with a design life of 30 and 50 years depending upon the road type. The rigid pavement will provide a suitable and sustainable solution and will require low life cycle maintenance cost in comparison to flexible pavement.

The different categories based on lane of roads in the Project have been mentioned below in Table 1, and the categories based on type of road coming under the Right of Way of the project roads have been presented in Table 2

Table 1: Category and Length(km) of Roads based on width of lane under Manipur Urban Road, Drainage and Asset Management Improvement Project Category based on width of lane.

Road Type	Imphal West	Imphal East Package A	Imphal East Package B	Highway South	Total
Single Lane	130.978	81.212	60.08	78.678	350.948
Intermediate Lane	26.601	39.94	16.251	21.786	104.578
2 Lane	5.967	4.307	7.973	0	18.247
4 Lane	4.242	3.416	1.957	0	9.615
Riverbank Side Roads	5.070	12.157	35.948	10.718	63.893
Sum	172.858	141.032	122.209	111.182	547.281

Source: Final DPR

Table 2: Category and Length(km) of Road based on Type under Manipur Urban Road, Drainage and Asset Management Improvement Project

Road Category	Imphal West	Imphal East Package A	Imphal East Package B	Highway South	Sum
State Highway Roads	10.463	4.578	5.348	0	20.389
Major District Roads	22.834	5.028	4.679	39.451	71.992
Other District Roads	7.768	4.196	6.906	0.922	19.792
Inter Village Roads	131.793	127.23	105.276	70.809	435.108
Sum	172.858	141.032	122.209	111.182	547.281

Source Final DPR

1.2 Project Objective

The objective is to initiate renovation and rehabilitation of selected 547.281 km of roads in Imphal city to bring about planned development in greater Imphal area which have been in deplorable condition due to lack of funding and poor technical inputs. Once the Rigid pavement project is completed, the recurring cost for maintenance of the roads will be almost minimal as stated above and the vehicle operating cost shall also be minimized due to improved performance of the concrete roads. Following are the major objectives of this project:

The primary objective of the project is to improve the strength, riding quality and lifespan of the existing roads within Greater Imphal area and the roads in the heart of Imphal City with facility of underground utility lines, drainage system and proper lighting to enhance serviceability, minimize delays and improve road safety. This shall increase the capacity of the roads, minimize downtime and inconvenience to public due to relocation of laying of utility services thus enhancing ease of living. This shall promote better connectivity.

- Provide a sustainable and climate resilient solution to road network in Imphal City by providing better and reliable connectivity.
- Provide relief to state's budget and resources from requirement of substantial high funding of road maintenance.

- To bring about ease of living, road safety, improvement in the general standard of living of the people and economic prosperity.

1.3 Need for Resettlement Plan (RP)

Resettlement plans are crucial in various scenarios, particularly when communities or individuals are displaced due to development projects, environmental changes, conflicts, or other reasons. This Resettlement Plan (RP) has been prepared to mitigate perceived adverse social impacts in the Project's proposed alignment, in accordance with laws and regulations of the Government of India, state Government of Manipur and AIIB's Environmental and Social Policy and applicable Standards. The purpose of the RP is to identify probable adverse social risks and impacts and management measures to mitigate the same. The following section of the RP discusses about evaluation of impacts of proposed alignments, methodologies for conducting Social Impact Assessment (SIA), due diligence and broad R&R principles adopted for the project and institutional arrangement for implementation of RP.

The RP has been prepared to describe the approach, principles, and procedures that will be followed to manage all unavoidable physical and economic displacement.

1.4 Key Social issues and likely adverse impacts of the project

Key social issues that have been identified through census and socio economic survey are; Loss of land; Loss of structures used for residential, commercial and other purposes and associated loss of livelihood i.e. loss of livelihood due to adverse impacts on sources of earning; Loss of other properties and assets such as boundary walls, hand pumps, bore wells, dug wells, ponds etc.; Disruption of livelihood due to clearing of RoW particularly for petty shop owners; Loss of common property resources such as religious places, samadhi, graveyard, cremation grounds, water resources, village gates, passenger shelters, etc.; Likelihood of increased accidents due to road widening; Impacts on tribal population and Issue of HIV/AIDS.

Table 3: Likely Adverse Impacts on land and families

Name of Project	Length (km)	Required land (Acres)			Affected families (Nos.)			Affected population
		Pvt.	Govt.	Total	TH	NTH	Total	
Imphal Rigid Pavement	547.281	47.062666	9.4468801	56.5095461	4442	401	4843	19713

1.5 Minimizing Involuntary Resettlement

This RP presents the magnitude of impacts and identify and propose mitigation measures to realize the objectives of involuntary resettlement against the list proposed below:

- The extent of area to be acquired for the project, the name(s) of the corresponding municipality area and the method employed for acquiring land with the relevant documentation.
- Municipality wise list of projects affected families and likely number of displaced persons by impact category.

- Familywise and the extent and nature of land and immovable property in their possession indicating the survey numbers thereof held by such persons in the affected zone.
- Socio-economic survey of affected people including income/asset survey of PAPs.
- A list of agricultural labourers in such area and the names of such persons whose livelihood depend on agricultural activities,
- A list of persons who have lost or are likely to lose their employment or livelihood or who have been alienated wholly and substantially from their main sources of occupation or vocation consequent to the acquisition of land and / or structure for the project,
- Information on vulnerable groups or persons for whom special provisions may have to be made,
- A list of occupiers; if any
- A list of public utilities and Government buildings which are likely to be affected,
- A comprehensive list of benefits and packages which are to be provided to project affected families by impact category,
- Details of the extent of land available which may be acquired in settlement area for resettling and allotting of land to the project affected families,
- Details of the basic amenities and infrastructure facilities which are-to be provided for resettlement,
- The entitlement matrix,
- The time schedule for shifting and resettling the displaced families in resettlement zones,
- Grievance redressal mechanism,
- Institutional mechanism for RP implementation,
- Consultation strategy; a disclosure plan and a capacity building plan
- Monitoring and evaluation indicators and mechanism,
- Budget: and any other particulars as the Administrator for Resettlement and Rehabilitation (R & R) may think fit to include for the information of the displaced persons.

1.6 Due-Diligence of Existing Right of Way/ Land

Conduct due diligence/audit of the existing ROW/land for the existing roads to be upgraded and if there were any additional lands acquired before approval of AIIB loan. The due diligence assessed community members affected by the project and recommended mitigation measures. Social due diligence conducted for the project (roads)/ lands that are already existing and need to be upgraded, covered any legacy issues and corrective action to close them down; and on the process /activities conducted on implementing the direct purchase agreement. The Social Due Diligence was conducted as an integral part of the SIA, and where AFs are identified in the implementation vis a vis the GOI and Government of Manipur laws, RPF and AIIB's ESP requirements, identify mitigation measures and implementation mechanism.

2. SCOPE, APPROACH AND METHODOLOGY

2.1 Introduction

The study began with the identification of social issues and stakeholders and communities, including socially and economically disadvantaged communities. Systematic approach used to plan, implement, and evaluate the affected people for the development of the project. The present chapter deals with the approach and methodology adopted for collection of socio-economic and cultural - material and non-material- data and its analysis for understanding the various types of social and cultural impacts the project will bring about in the local social, cultural and economic fabric of the society. It also discusses the methods, tools and techniques used for screening and identifying the areas of concern for preparation of Resettlement Plan (RP). With a view to comply with the applicable National and state laws, Acts and guidelines and the AIIB ESS, a conjunctive approach integrating the social, environmental and design aspects as well as intensive stakeholder consultations was adopted. The focus of study is on identifying the local population likely to be affected by the project either directly or indirectly and undertake census survey.

2.2 Scope of the Project

The scope of the project includes the following:

- Identifying key social issues associated with the proposed project and specify the project's social development outcomes.
- Assessing potential social and economic impacts both during the construction phase and in the operation phase.
- Reviewing policies, regulations and other provisions that related to resettlement and rehabilitation of project affected people and other social issues.
- Social screening of various project components and likely impacts in terms of land taking (loss of houses, livelihood, etc.), and resultant involuntary resettlement and provide inputs (in terms of magnitude of impacts and likely costs for mitigation) in preparing appropriate mitigation plans.
- Screening the social development issues in the project area and its vicinity and design the social services that may be provided by the project in order to improve the quality of life and achieve the projects economic and social goals.
- Based on the assessment of potential social and economic impacts establish criteria that will assist in the formulation of strategies; to the extent possible maximize project benefits to the local population and minimize adverse impacts of the project interventions on the affected communities.
- Inform, consult, and carry out dialogues with the project stakeholders on matters relating to project design, objectives, and implementation and provide specific recommendations to avoid/minimize high social risks

- Screen the social development issues in the project area and its vicinity and accordingly design the social services that may have to be provided by the project in order to improve the quality of life.
- Identify likely loss of community assets (e.g. school, community assets) including the religious structures and common property resources (e.g. forest, grazing land) the impacts of their loss on the local population.
- Assess the impact of influx of construction workers and others (both during civil works and operation of the project) on the incidence of HIV/AIDS and other diseases and develop a strategy to control them.
- Assess the capacity institutions and mechanisms for implementing social development aspects of the project implementation including the social safeguard plans and recommend capacity building measures; and,
- Develop monitoring and evaluation mechanisms to assess the social development outcomes.

2.3 Methodological Framework

The project involved an integrated approach towards planning and design incorporating close cooperation of the engineering, environment, and social sector teams. The social assessment for impact analysis of the project was carried out through a series of complementary processes which included the following:

2.3.1 Analysis and Finalization of Alternatives

A detailed survey-based study was carried out by the Detailed Project Report (DPR) Consultants' Social, Environmental and Engineering teams to finalize the most viable alignment option for the project roads.

Public consultations on the proposed alignment brought many issues to the fore which led to various design modifications like narrowing down the width of the road by not utilizing the entire RoW. This decision was taken by assigning different weights to factors like social and cultural impacts, capital cost and scope for future widening, land acquisition/displacement requirements, user cost, environment impacts and technical suitability of the alignment.

2.3.2 Preliminary Social Screening Survey

The main objective of Social Screening Survey and Analysis and subsequent Social Assessment is to improve the decision-making process and ensure that the road improvement options are based on authentic baseline information of the project area and follow the State, Government of India and AIIB ESS and other guidelines.

Social Assessment also works as the basis of development of a Resettlement Policy Framework and the Resettlement Action Plan comprising comprehensive mitigation measures which are socially sound, sustainable and contribute to the social development goals. The RP also ensures that the affected and displaced persons are appropriately resettled and rehabilitated i.e. livelihoods and

standards of living are improved or at least restored to previous standards, in real terms.

2.3.3 Physical Survey vis-a-vis Design Modifications and Finalization of alignment & ROW

The social and environmental team jointly carried out a detailed physical survey of the selected roads to provide inputs to minimize displacement and reduce negative social and environmental impacts resulting in minor design modifications. Based on the alignment finalized by the design team, the revenue maps for the identified roads were collected from the concerned revenue Offices. The existing ROW was marked on these maps to ascertain the various categories of losses of the project affected families in terms of land and assets. The entire exercise was carried out for identification of land to be acquired for the project roads.

2.3.4 Collection of Land records for Identification of PAPs

After the transfer of the road alignment/ROW on the land revenue maps, the relevant land records were collected for the purpose of identifying the plots getting affected. The plot numbers identified after collation and analysis of the land/revenue records were physically verified and the owner of the plots were identified through primary surveys. The information gathered through primary surveys and from the land records facilitated the preparation of notification for land acquisition.

Simultaneously, a team comprising social and environmental experts, field investigators, surveyors and engineers carried out a physical survey of the entire length of the project roads to measure land and structures to be affected by them. The legal ownership of land, residential and commercial structures and other immovable properties were also established.

2.3.5 Data Collection

Data for Social Impact Assessment which forms the basis of formulation of the Resettlement Action Plan was collected through various primary and secondary sources.

Collection of Primary Data

Primary data was collected through intensive survey to collect the baseline status and socio-economic profile of the local community and to establish the legal entitlement of the project affected families/people.

The method of enumeration through door-to-door contact was used for census survey of all the Project Affected families to be directly affected (within ROW) by the upgrading of the existing roads. Further, a separate schedule was used for collection of data on social infrastructure and amenities falling within the Corridor of Impact. All private structures, properties and plots of land getting affected were measured. Their location, size, structural design, type of construction of the structures, name(s) of the owner(s), address, legal/entitlement documents (if any, towards claim of the property), tenure status, possible project induced losses etc. were also recorded. Information about family details; occupation, literacy level, economic status, income and other social information of the family to determine their vulnerability (for special considerations under the entitlement matrix of the project) were collected. Information on project affected common/community property like religious structures, public property (offices, post office, police

station etc.), and institutions including details of boundary walls was also collected and documented.

Collection of Secondary Data

Secondary data/information was collected from various agencies so as to ascertain/verify the ground realities and bring out the socio-economic characteristics, physical features and cultural set-up of the project area. Other secondary data was obtained from documents collected from the Revenue Offices, Published Articles, Census Publications and District Statistical Handbook, Land Records/maps and Forest data.

2.3.6 Community Participation and Consultations

A local community is described as a group of interacting people living in a common location, i.e. sharing an environment. The identity of the members of the community and their degree of cohesiveness depends on the beliefs, resources and preferences of the members. In the present case, local community refers to the population affected by the project roads.

Participation or community/public participation as it is generally called refers to the different mechanisms created for the public for expression of opinion to influence political management and other social decisions. Often legally mandated, community participation helps in building public support for administrative activities as well as in enabling individuals and groups to influence administrative decisions. With the aim of improving the efficiency, transparency and involvement/participation of the community in matters affecting them, public consultation is held to seek the inputs of the affected community. A number of public consultations were held at all the predefined levels to ensure public participation in the project. The objective of the consultations was to build awareness about the project amongst the people, district administration and other stakeholder departments to enlist their support in preparation and implementation of the project. The state level consultations included consultations with key project officials and other stakeholder organizations to discuss state level legal and policy issues. Public consultations assisted in finalizing various design related issues as well as conservation of religious/cultural structures.

Stakeholder consultations were supplemented with Focused Group Discussions (FGDs) held with women, SC, ST, and other vulnerable and non-vulnerable groups. This assisted in formulating a RAP, which is more responsive to the needs of the community and the affected groups. The objective of these discussions was to gain an in-depth understanding of project issues and concerns from a broad group of discussants, including people who may be indirectly affected from loss of land. The consultations focused on: inclusiveness in participation of community members, perceptions, and concerns about the positive and negative social impacts of the project.

A total of 79 consultations were conducted during the preparation of the RP; a summary of which is presented in table 4.

Table 4: Summary of Consultations

Sr. No.	Type of Consultations	Key Participants	Number of participants	Feedback obtained
1	Consultations with primary stakeholders	PAP's	691	Consultation done with primary stakeholders in which project affected people (PAP's) were involved and they welcome the project with positive response, and they are in favour of the project. PAP's only wish for a long-lasting road after the compensation of demolished structure and land.
2	Consultations with secondary stakeholders	EAP (PIU) Local Administration State Pollution Control Board Local Politicians Local community leaders CSO's	12	Consultation with secondary stakeholders includes government officials of different departments associated directly or indirectly with the project, local level politicians, community personnel associated with different community work. These stakeholders are ready to give their support from their field in successful implementation of the project.
3	Consultations with tertiary stakeholders	Forest Department Land Revenue Department Transport Association Road Users	28	Consultation with tertiary stakeholders includes forest, revenue, and transport association with road users. All the government department ensured their full support and road users only asked for a hassle-free diverted route with proper signage and prior information through different local media platforms without wasting time reaching the destination. Transport association given their support and said if you need help for parking your equipment vehicle, we will provide that and ensure our full cooperation for the same.

3. LEGAL FRAMEWORK

3.1 Policy and Legal Framework

The legal framework and principles adopted for addressing resettlement issues in the project have been guided by the existing legislation and policies of the Government of India (GOI), the Government of Manipur and Asian Infrastructure Investment Bank (AIIB). A detailed analysis of the existing national and state policies was undertaken while preparing the RPF for the entire Project. The section below provides details of the various national and state level legislations studied and their applicability within this framework. This RPF is prepared based on the review and analysis of all applicable legal and policy frameworks of the country and AIIB policy requirements. The Policy and Legal Framework on the land and social impact of Improvement of Roads within Greater Imphal City with Rigid Pavement including Concrete Lined Drain (MURDAMIP) will be largely based on the following apart from several state and central level laws / policies:

- a. Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act (RFCTLARRA) 2013.
- b. AIIB's Environmental and Social Framework including Environmental Social Standards (ESS) of Environmental and Social Assessment and Management (ESS 1); AIIB's Policy on Land Acquisition and Involuntary Resettlement (ESS 2) AIIB's Policy on Indigenous Peoples (ESS 3)
- c. Direct Purchase of Land with Negotiated Settlement

3.2 National Commission for Scheduled Tribes

The bifurcation of the National Commission for Scheduled Tribes from the National Commission for Scheduled Castes and Scheduled Tribes is under the 94th Amendment Act of the Constitution. Although, the National Commission for Scheduled Tribes has been created in August 2003, little measures in terms of budgetary and staff allocations have been made to make the Commission functional. One of the duties assigned to the National Commission for Scheduled Tribes and Scheduled Castes is to submit reports to the President annually or at such other time as the Commission may deem fit, upon the working of the safeguards.

3.3 The SCs/STs Prevention of Atrocities Act, 1989

The objectives of the Act are to deliver justice to these communities through proactive efforts to enable them to live in society with dignity and self-esteem and without fear or violence or suppression from the dominant castes. The practice of untouchability, in its overt and covert form was made a cognizable and non-compoundable offence, and strict punishment is provided for any such offence. The Act outlines certain actions (by non SCs and STs) against SCs or STs to be treated as offences, such as: force a member of SC/ST to drink or eat any inedible or obnoxious substance; wrongfully occupies or cultivates any land owned by, or allotted to SC/ST member, institute false, malicious or vexatious suit or criminal or other legal proceedings; intentionally insults or intimidates with intent to humiliate; acts to cause injury, insult or annoyance to SC/ST members,

forces or intimidates a SC/ST to vote for or against a particular candidate, preventing them from entering into a place of worship, a health or educational institution, using a common property resource, assaulting or sexually exploiting a SC/ST or woman.

3.4 The STs and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act 2006

The Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act 2006, recognizes and vests the forest rights and occupation in forest land to Scheduled Tribes and other traditional forest dwellers who have been residing in such forests for generations but whose rights are not recorded.

This law provides for recognition of forest rights to Scheduled Tribes in occupation of the forest land prior to 31 December 2005 and to other traditional forest dwellers who are in occupation of the forest land for at least 3 generations i.e., 75 years, up to maximum of 4 hectares. These rights are heritable but not alienable or transferable.

3.5 The National Policy on Tribals, 2006

The success of the National Policy on Tribals of the Government of India to a large extent will depend on strengthening of the National Commission for Scheduled Tribes, implementation of the Civil Rights Act and the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989 and making necessary budgetary allocations. However, the Draft National Policy fails to make any reference to these issues.

3.6 Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (RFCTLARR) Act, 2013

The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013 (RFCTLARR Act – 2013) has been effective from January 1, 2014, after receiving the assent of the President of Republic of India. This Act extends to the whole of India. The Act replaced the Land Acquisition Act, 1894.

The aims and objectives of the Act include: (i) to ensure, in consultation with institutions of local self-government and Gram Sabha established under the constitution of India, a humane, participative, informed and transparent process for land acquisition for industrialization, development of essential infrastructural facilities and urbanization with the least disturbance to the owners of the land and other affected families; (ii) provide just and fair compensation to the affected families whose land has been acquired or proposed to be acquired or are affected by such acquisition; (iii) make adequate provisions for such affected persons for their rehabilitation and resettlement; (iv) ensure that the cumulative outcome of compulsory acquisition should be that affected persons become partners in development leading to an improvement in their post-acquisition social and economic status and for matters connected therewith or incidental thereto.

Forest Right Act - 2006, The Scheduled Tribe and Other Traditional Forest Dwellers (Recognition of Forest Right) Act, 2006: This Act recognize and vests forest right in the forest dwelling schedule tribes and other traditional forest dwellers for collection of minor forest

produce access to grazing grounds and water bodies and traditional areas of use of Nomadic or pastoral communities. The Act is applicable since the Project intervention is coming in tribal area.

Panchayats (Extension to the Scheduled Areas) Act, 1996: This Act, commonly known as PESA, legally recognizes Scheduled Tribe's own systems of self-governance. The Gram Sabha of the village becomes the focal institution, endowed with significant powers. Under section 4(d) of PESA: "every Gram Sabha shall be competent to safeguard and preserve the traditions and customs of the people, their cultural identity, community resources and the customary mode of dispute resolution." PESA legally recognizes the right of tribal communities to govern themselves through their own systems of self-government and also acknowledges their traditional rights over natural resources. The Act is applicable for better implementation of RP in tribal areas.

Constitutional Safeguard for Scheduled Tribes: As it is stipulated in the constitution, the President (President of India) may with respect to any State or Union Territory, and where it is a State, after consultation with the Governor thereof, by public notification, specify the tribes, or tribal communities or parts of or groups within tribes or tribal communities which shall for the purposes of this Constitution be deemed to be Scheduled Tribes in relation to that State or Union Territory, as the case may be with regard to inclusion or exclusion, Parliament may by law include in or exclude from the list of Scheduled Tribes specified in a notification, any tribe or tribal community or part of or group within any tribe or tribal community. This Article is applicable as project is in tribal area.

The SCs and the STs (Prevention of Atrocities) Act, 1989: The act was passed in 1989 to prevent Scheduled Castes and Scheduled Tribes from atrocities. The act suggests Precautionary and Preventive Measures. under which State Government shall identify the area where it has reason to believe that atrocity may take place or there is an apprehension of reoccurrence of an offence under the Act. Given that the project is in a tribal area, this Act is applicable.

3.7 Legal and Policy Frameworks of Manipur State

3.7.1 The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (Social Impact assessment and Consent) (Manipur) Rules 2014

Chapter 2 of the Rules mandate Social Impact Assessment by the State Government and Chapter 3 mandates Consent of the affected population. Accordingly, the Government of Manipur has notified the Directorate of Environment, Government of Manipur as the State Social Impact Assessment (SIA) Unit vide notification No.4/43/IA/2011-Com (Rev) dated 29th April 2014.

3.7.2 Direct Purchase of Land with Negotiated Settlement

To avoid lengthy process of land acquisition under the Right to Fair Compensation and Transparency in Land Acquisition Rehabilitation and Resettlement Act, 2013 (RFCTLARR) direct purchase of land from willing pattadars /landowners by constituting a direct purchase committee is generally adopted for similar projects in the State. The committee is to be headed by the Deputy

Commissioner of the district with representatives of the Finance Department, Revenue Department, Sub Divisional Officer concerned Sub Registrar concerned and Acquiring Body as members. The committee may co-opt any other appropriate officers from time to time if his/ her service is required.

The state government has also issued a guideline to be followed by the committee while negotiating the matter with the pattadars and recommending the rates as detailed below: -

1. The procedure for determining of market value of land mentioned under section 26 of the RFCTLARR Act,2013 and orders No.2/1/SR/2007-com (Rev) dated 20.03.2012 (Minimum Guidance Value). Average sale data in respect of lands at the relevant location or nearby location will be taken into account in verifying the reasonableness of the market value.
2. The multiplication factors applicable under the First Schedule of the RFCTLARR Act, 2013 as provided under State Government Notification No.4/12/LA/2014-Com (Rev) dated-03-08-2015. The market value of land shall be multiplied by the following factors for determination of minimum compensation in respect of rural areas.

Distance of project from urban area	Market value of land shall be multiplied by the factor
0.00 KM to 5.00 KM	1.25
More than 5.00 KM to 10.00 KM	1.50
More than 10.00 KM to no limit	2.00

3. The rehabilitation package is given in the second schedule of the RFCTLARR Act, 2013, if applicable.
4. The provisions regarding determination of the value of things attached to land or buildings as given in section 29 of the RFCTLARR Act, 2013 wherever applicable.
5. The provision of solatium under section 30 of the RFCTLARR Act 2013 i.e., consider a solatium amount equivalent to one hundred percent of the compensation amount for arriving at any negotiated rate with the landowner.

If negotiated settlement is opted for, then a Direct Purchase Committee headed by Deputy Commissioner of the district will be constituted with the approval of the State Cabinet. This will be done if the EA finds this essential to avoid delay in land acquisition under the present Land Acquisition Act.

3.7.3 The Constitution (Eighty-Ninth Amendment) Act, 2003

Article 338A was inserted through this amendment to the constitution, which provides for a separate Commission for the Scheduled Tribes known as the National Commission for the Scheduled Tribe. The commission would address all matters relating to the safeguards provided for the Scheduled Tribes under the Constitution of India, other laws in force, Government orders, and to evaluate the working of such safeguards. One of the duties envisaged is 'to participate and advise on the planning process of socio-economic development of the Scheduled Tribes and to evaluate the progress of their development under the Union and any State' which includes the Manipur State too.

3.8 Policies of the Asian Infrastructure Investment Bank (AIIB)

3.8.1 Environmental and Social Framework (ESF), (Amendment May 2021 and November 2022)

The objectives of the Environmental and Social Framework of AIIB is to ensure the environmental and social soundness and sustainability of Projects and to support the integration of environmental and social considerations into the Project decision-making process and implementation. The ESF provides.

- ▶ A mechanism for addressing environmental and social risks and impacts in Project identification, preparation, and implementation.
- ▶ A framework for meaningful consultation, disclosure of environmental and social information, and grievance redress mechanism in relation to Projects; and
- ▶ Improvement in development effectiveness and addressing impact to increase results on the ground, both short and long term.

The ESF sets forth mandatory environmental and social requirements through the Environmental and Social Standards (ESSs) of Environmental and Social Assessment and Management (ESS 1), ii) Involuntary Resettlement (ESS 2) and iii) Indigenous Peoples (ESS 3). Environmental and Social Standards 2 on Involuntary Resettlement mandates that: (i) involuntary resettlement should be avoided wherever possible, to minimize involuntary resettlement by exploring project alternatives; (ii) where avoidance of involuntary resettlement is not feasible, to enhance, or at least restore, the livelihoods of all Affected Persons in real terms relative to pre-project levels; (iii) to improve the overall socio-economic status of the displaced poor and other vulnerable groups; and (iv) to conceive and implement resettlement activities as sustainable development programs, by providing sufficient resources to enable the persons displaced by the project to share in project benefits. ESS 2 applies if the Project's screening process reveals that the Project would involve Involuntary Resettlement, including Involuntary Resettlement of the recent past or foreseeable future that is directly linked to the Project.

- ▶ Comparative Analysis of National, State and AIIB's Requirements

A comparison between Government Statutes and AIIB policy has been carried out and the gap-filling measures are summarized and presented in the following Table 5.

Table 5: Comparison between AIIB Policies with RFCTLARR ACT, 2013

S. N.	Aspect	AIIB ESF Requirement	THE RFCTLARR ACT, 2013	Measures to Bridge the GAP
1	Existence of Policy Framework	If the Project is likely to involve Involuntary Resettlement but consists of a program or series of activities whose details are not yet identified at the time the Project is approved by	The Administrator for R&R is required to prepare Rehabilitation and Resettlement Scheme covering details of impacts and R&R entitlements for affected people (Clause 16).	The Resettlement Policy Framework (RPF) for Manipur urban road, drainage and asset management improvement project is prepared.

S. N.	Aspect	AIIB ESF Requirement	THE RFCTLARR ACT, 2013	Measures to Bridge the GAP
		the Bank: prepare an RPF. Prepare the Resettlement Plan or abbreviated Resettlement Plan, as described in AIIB ESF, as early as possible during development of the activities, in conformity with the RPF approved by the Bank		
2	Project Screening potential	Screening is carried out to determine which of the ESSs applies and which of the environmental and social instruments are required for the Project. Screening also helps in determining Project's category on the basis of the Project's component presenting the highest environmental or social risk and potential impacts (including direct, indirect, cumulative and induced impacts, as relevant, in the Project area). The Bank reviews these environmental and social risks and impacts, regardless of the categorization being considered.	There is no provision for screening and categorization for deciding the depth of social assessment.	Initial screening has been carried out and fall under category B since E&S impacts are not significant and irreversible.
3	Assessment of Alternatives	Assessment of alternatives under ESS 1: Environmental and Social Assessment and Management. Examination to avoid or minimize social impacts.	The SIA is expected {Clauses 4 (4) & S (2)} to ascertain that land to be acquired is absolute bare minimum and Govt. to ensure minimum displacement of people and minimum adverse impact on affected individuals.	Assessment of alternatives to avoid or minimize the Environmental and Resettlement impact to the feasible alternative will be provisioned in the Detailed Project Report (DPR), Resettlement Plan, and the Environmental Impact assessment.
4	Social Impact Assessment	Project Executing Agency to conduct social impact assessment relating to the risks and impacts, and design appropriate measures to avoid, minimize, mitigate, offset, or compensate for them.	It is obligatory for the Government if it intends to acquire land for a public purpose to carry out a SIA study in consultation with concerned local Govt., at village level or ward level in the affected area {Clause 4 (1)}, which also involves public	Social Impact Assessment (SIA) will be carried out for each sub project.

S. N.	Aspect	AIIB ESF Requirement	THE RFCTLARR ACT, 2013	Measures to Bridge the GAP
			hearing, publication, and appraisal. The RFCTLARR ACT, 2013 detailed preparation of SIA study under Chapter 2. Section 4 through 9	
5	Livelihood Restoration Assistance for Affected Persons	Improve or at least restore the livelihoods of all displaced people, and payment at replacement cost.	Second Schedule of the RFCTLARR Act, 2013 provides "rehabilitation and resettlement entitlements to all affected families (both landowners and the families whose livelihood is primarily dependent on land acquired."	The Titleholder as well as non-titleholder affected persons have been entitled with Livelihood Restoration Allowances in the Entitlement Matrix.
6	Improve standard of living of displaced vulnerable groups	AIIB ESF provisioned for improve or at least restore the standard of living of the displaced vulnerable group.	The affected Titleholder Scheduled Caste or Scheduled Tribe vulnerable families are provisioned with Vulnerable Assistance Allowances in Schedule 2 of THE RFCTLARR ACT, 2013.	The Entitlement Matrix covers all the vulnerable affected families (Non-Titleholder and Titleholders under normal Acquisition) of Below Poverty Level, Women Headed Families and Elderly Persons living alone, People with disabilities (PWDs) categories with Vulnerable Assistance.
7	Compensation for Persons without Title or Legal Rights	Persons displaced by the Project who are without title to land or any recognizable legal rights to land, are eligible for, and receive, resettlement assistance and compensation for loss of non-land assets, in accordance with cut-off dates established in the Resettlement Plan.	THE RFCTLARR ACT, 2013 does not provide any compensation for persons without Title or Legal rights.	Follow provisions indicated in the AIIB ESF. The Entitlement Matrix will provide non-land-based compensation and resettlement assistance for the non-titleholder AFs at par with the titleholder AFs.
8	Negotiated Settlement	Develop procedures in a transparent and equitable manner if land acquisition or changes in land use rights are acquired through negotiated settlement under the Project, to ensure that those people who enter negotiated settlements maintain the same or better income and livelihood status	Section 46(1) of the RFCTLARR ACT, 2013 provides for Negotiated Settlement.	For this project, negotiated settlement is the preferred option. The Direct Purchase Committee headed by Deputy Commissioner of the concerned district will be constituted.
9	Requirement to	AIIB ESF requires to	THE RFCTLARR ACT,	Resettlement Planning

S. N.	Aspect	AIIB ESF Requirement	THE RFCTLARR ACT, 2013	Measures to Bridge the GAP
	prepare and implement Resettlement Plan	prepare and implement a Resettlement Plan for project that involves land acquisition. The RP elaborates the Affected Persons' entitlements, income and livelihood restoration strategy, institutional arrangements, monitoring and reporting framework, budget, and time-bound implementation schedule	2013 provisioned preparation of Social Impact Assessment, Rehabilitation & Resettlement Scheme for Land Acquisition.	Framework provisioned preparation and implementation of Resettlement Plan for project involuntary resettlement
10	Cost of Resettlement	AIIB ESF requires that a resettlement plan elaborates on Affected Persons' entitlements, income and livelihood restoration strategy, institutional arrangements, monitoring and reporting framework, budget, and time-bound implementation schedule. The Budget to include the full costs of proposed measures proposed in the resettlement plan, and the indigenous people's plan. Where Involuntary Resettlement risks and impacts are highly complex and sensitive, consider implementation of a social preparation phase to build the capacity of vulnerable groups to address resettlement issues, consisting of consultation with affected people and the host population before key compensation and resettlement decisions are made. The cost of social preparation is included in the resettlement budget	The Cost of Resettlement will be provided by the project authority/ execution department/ agency. 17. (1) Upon the publication of the preliminary notification under sub-section (1) of section 11 by the Collector, the Administrator for Rehabilitation and Resettlement shall conduct a survey and undertake a census of the affected families, in such manner and within such time as may be prescribed, which shall include — (a) particulars of lands and immovable properties being acquired of each affected family; (b) livelihoods lost in respect of land losers and landless whose livelihoods are primarily dependent on the lands being acquired; (c) a list of public utilities and Government buildings which are affected or likely. To be affected, where resettlement of affected families is involved. (d) details of the amenities and infrastructural facilities which are affected or likely to be affected, where resettlement of	The Resettlement Planning Framework does not provide for the Cost of Resettlement. This will be provided in RPs at a later stage.

S. N.	Aspect	AIIB ESF Requirement	THE RFCTLARR ACT, 2013	Measures to Bridge the GAP
			affected families is involved; and (e) It will detail any common property resources being acquired.	
11	Payment of compensation before taking over of land and	Pay compensation and provide resettlement entitlements before any physical shifting of AFs.	THE RFCTLARR ACT, 2013 provisioned to taking over land and assets only after paying the compensation and other Resettlement entitlements.	
12	Supervision and monitoring	Closely supervise implementation of the Resettlement Plan throughout Project implementation. Using suitably qualified and experienced experts, monitor and assess resettlement outcomes under the Project, their impacts on the standards of living of Affected Persons and whether the objectives of the Resettlement Plan have been achieved, by considering the baseline conditions and the results of resettlement monitoring. Disclose monitoring reports. Use of suitably qualified and experienced third parties to support monitoring programs	THE RFCTLARR ACT, 2013 provisioned for Supervision and Monitoring of Land Acquisition, Rehabilitation and Resettlement as per Section 48 through designated officers	RPF provisioned close Supervision and Monitoring of the Resettlement Plan throughout the Project Implementation through Institutional Arrangement of the project stakeholders. The Consultancy of RP Implementation Assistance have also been provisioned in the RPF for implementation, PIU & PMU for internal monitoring and supervision. A Third-Party Monitoring and Evaluation Consultants will be engaged through Independent, Qualified and Experienced Agencies
13	Consultation with stake holders	Project Executing Agency to engage in meaningful consultation with stakeholders during the Project's preparation and implementation phases, in a manner aspirations commensurate with the risks to, and time those affected by the Project. The consultation covers Project design, mitigation and monitoring measures, sharing of development benefits and opportunities on a Project-specific basis, and implementation	Whenever a Social Impact Assessment is required to be prepared under section 4, appropriate Government shall ensure that a public hearing is held at the affected area, after impact on the affected persons are considered and venue for the public hearing, to ascertain the views of the Affected Families to be recorded and included in the Social Impact Assessment Report	No gap between ESF and RPFCTLARR. Meaningful consultation with stakeholders will be carried out throughout the project cycle to ensure that the concerns of the affected person accommodated.

S. N.	Aspect	AIIB ESF Requirement	THE RFCTLARR ACT, 2013	Measures to Bridge the GAP
		issues		
14	Cut-off Date	Conduct land survey and census as early as possible in Project preparation to establish clear cut-off dates for eligibility and to prevent encroachment	Those living 3 years prior to acquisition will be considered for benefits	Cut-off date for the Titleholders (TL) as well for the Non-Titleholders (NTH) have been defined as the date of completion of socio-economic survey, i.e. 31-03-2023
15	Preparation of R&R Compensation and assistance	Project Executing Agency to ensure that all Affected Persons including AFs without title to land or any recognizable legal rights to land, are eligible for, and receive, resettlement assistance and compensation for loss of land assets and non-land assets, respectively.	The second schedule provides for rehabilitation and resettlement entitlements for all affected families (both landowners and the families whose livelihood is primarily dependent on land acquired). However, for NTH families whose economy is primarily based on land THE RFCTLARR ACT, 2013 specified compensate and provide Resettlement assistance the non-title holders as per Schedule 2 of THE RFCTLARR ACT, 2013.	The Entitlement Matrix will cover adequate compensation and Resettlement assistance for the non-titleholder AFs at par with the titleholder AFs, but other than land compensation, for these categories.
16	Public Disclosure relevant	Project Executing Agency to ensure that information about social risks and impacts is made available in the project area in a timely and accessible manner and in a form and language understandable to the AFs, other stakeholders, and general public.	Provisions for Publication of SIA study under Section 6. Publication of the Rehabilitation and Resettlement Scheme under Section 18 and 19.	All instruments prepared for the project will be disclosed on the website of both client and AIIB whereas summaries will be translated in local language and disclosed so that they are accessible to the affected people.
17	Grievance Redress Mechanism	Project Executing Agency to establish a suitable grievance mechanism to receive and facilitate resolution of the concerns or complaints of people adversely affected by social impacts of project and inform AFs of availability of mechanism.	The Act has a detailed grievance redress mechanism proposed at all levels starting from the Gram Sabha up to the Government level. The Act envisages the establishment of Land Acquisition Rehabilitation and Resettlement Authority in each State by the concerned State. Government to hear disputes arising out of projects where land acquisition has been	A Grievance Redress Mechanism (GRM) at the project level in accordance with the requirements of the ESP will be established and information regarding the GRM will be timely disseminated in an appropriate manner. A GRM will address workplace complaints and concerns. Communities and individuals who believe they are adversely affected by the Project

S. N.	Aspect	AIIB ESF Requirement	THE RFCTLARR ACT, 2013	Measures to Bridge the GAP
			initiated by the State Government or its agencies (Chapter VIII).	can submit complaints to the project-level GRM for resolution. Disclosure of E&S information, including the GRM at the project level and the Project-Affected People's Mechanism (PPM) of AIIB, will be made available by the PMU, E&S information will be posted on the website of the PWD and AIIB in English and Manipuri (Meitei).
18	Monitoring project	Project Executing Agency to implement in compliance with Social Management Plan and to furnish AIIB with periodic monitoring reports on Project Executing Agency's performance under the project.	The Act provides for National Monitoring Committee for rehabilitation and resettlement and reporting requirements (Chapter VII) The Central Government may, whenever necessary for national or inter-State projects, constitute a National Monitoring Committee and/or State Monitoring Committee for reviewing and monitoring the implementation of rehabilitation and resettlement schemes or plans under this Act.	For project with appropriate monitoring and reporting mechanism and frequency will follow AIIB ESF based on sub-project categorization. As part of project implementation, project will hire independent consultants for concurrent monitoring and periodic evaluation of RAP implementation.

It can be concluded that the AIIB ESF and the RFCTLARR Act, 2013 are considerably equivalent for the Titleholder (TH) affected persons / families. The Non-titleholder (NTH) affected families are considered in the AIIB ESF but not considered in the RFCTLARR Act 2013. The Entitlement Matrix of this Resettlement Planning Framework will also consider the eligibility and entitlements of the non-Titleholder affected families.

Information Disclosure: The relevant information about social risks and impacts of the Project must be made available in the Project area in a timely and accessible manner, and in form Manipuri and language(s) understandable to the project affected people, other stakeholders, and the public, so they can provide meaningful inputs into the design and implementation of the project.

3.9 Environmental and Social Exclusion List (ESEL) of AIIB.

The Bank will not knowingly finance Projects involving the following:

1. Forced labor or harmful or exploitative forms of child labor
2. The production of, or trade in, any product or activity deemed illegal under national laws or

regulations of the Member in whose territory the Project is located, or international conventions and agreements, or subject to international phase out or bans, such as:

- 2.1. Production of, or trade in, products containing polychlorinated biphenyl (PCBs)
- 2.2. Production of, or trade in, pharmaceuticals, pesticides/herbicides, and other hazardous substances subject to international phase outs or bans (Rotterdam Convention, Stockholm Convention)
- 2.3. Production of, or trade in, ozone depleting substances subject to international phase out (Montreal Protocol).
3. Trade in wildlife or production of, or trade in, wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES).
4. Transboundary movements of waste prohibited under international law (Basel Convention)
5. Production of, or trade in, weapons and munitions, including paramilitary materials.
6. Production of, or trade in, alcoholic beverages, excluding beer and wine.
7. Production of, or trade in, tobacco.
8. Gambling, casinos and equivalent enterprises.
9. Production of, trade in, or use of asbestos fibers, whether or not bonded.
10. Activities prohibited by legislation of the Member in whose territory the Project is located or by international conventions relating to the protection of biodiversity resources or cultural resources, such as, Bonn Convention, Ramsar Convention, World Heritage Convention and Convention on Biological Diversity.
11. Commercial logging operations or the purchase of logging equipment for use in primary tropical moist forests or old-growth forests.
12. Production or trade in wood or other forestry products other than from sustainably managed forests.
13. Marine and coastal fishing practices, such as large-scale pelagic drift net fishing and fine mesh net fishing, harmful to vulnerable and protected species in large numbers and damaging to marine biodiversity and habitats.
14. Shipment of oil or other hazardous substances in tankers that do not comply with IMO requirements (IMO, MARPOL, SOLAS, and Paris MOU).
15. Thermal coal mining, coal-fired the power and heating plants or Projects that are functionally related to coal.

3.10 The Resettlement Policy Framework

The project has developed a policy framework to minimize and mitigate project related impacts. The RPF outlines the perceived adverse impacts of the project on the affected families in terms of loss of agricultural or nonagricultural land; temporary loss of access to services and utilities;

disproportionate impacts on vulnerable groups including women, indigenous people, income below the poverty line; loss of whole or part of private residential and commercial structures as well as common property resources, public utilities and amenities; loss of livelihood and employment opportunities; loss of trees and crops; health and safety issues due to labour influx and movement of heavy machinery and construction equipment's, and GBV issues. The RPF prepared describes the approach, principles, and procedures that will be followed to manage all unavoidable physical and economic displacement.

The scope of Resettlement Planning Framework (RPF) and Resettlement Plan governing land acquisition and implementation of measures under the Project are to: (i) avoid involuntary resettlement wherever possible; (ii) minimize involuntary resettlement by identifying non-displacing or least displacing sub- projects with feasible design alternatives; (iii) improve or at least restore, the livelihoods of all Affected Persons; and (iv) ensure all compensation and resettlement assistance is paid to the Affected Persons prior to their respective displacement.

The specific scope of RPF is as under:

- ▶ Identify and finalize the eligibility and the entitlements of the various possible Affected Persons through the Entitlement Matrix. Specify the process to screen and categorize the land acquisition and resettlement impacts and identify the requirements for assessment, and planning, including arrangements for meaningful consultation with displaced people and other stakeholders, information disclosure requirements.
- ▶ Lay out the principles and objectives governing the preparation and implementation of RPs and ensure consistency with AIIB policy requirements; and compare applicable national laws and regulations of AIIB and outline measures to fill identified AFs.
- ▶ Evaluate the client's capacity to implement national laws and AIIB's requirements and identify measures for capacity building to ensure adequate Client's capacity.
- ▶ To provide guidelines for preparing a Social Due Diligence, Social Impact Assessment, and Resettlement Plan for the Affected Person for improving or at least retaining the living standards of the Affected Persons/ families in the post-acquisition and resettlement period.
- ▶ To outline the entitlements for the Affected Persons for payment of compensation and assistance for establishing the livelihoods.
- ▶ To provide in detail implementation arrangements including SIA, preparation and finalization of the Project RPs, consultation, grievance redress, disbursement of compensation and resettlement and rehabilitation benefits, and monitoring and implementation.
- ▶ To set out communication mechanism to establish harmonious relationship between PWD, GOM and Affected Families (AFs).
- ▶ To provide guidelines for expeditious implementation of R&R.

- ▶ Specify implementation procedures, including the budget, institutional arrangements, and capacity development requirements.
- ▶ Specify monitoring and reporting requirements.
- ▶ Discuss responsibilities of the client and relevant entities in relation to the preparation, implementation, and progress review of social documents of Projects.

The project has also prepared an entitlement matrix that provides for mitigation measures for all probable losses identified as part of social impact assessment.

Table 6: Entitlement Matrix

S.N.	Type of Loss	Application	Definition of Entitled Person	Entitlements	Responsible Agency
Land					
1-a	Loss of private land	Agricultural land, homestead land or vacant plot	Legal titleholders/ Family with traditional titleholders	<p>Compensation at replacement cost. One-time payment of INR 50000/- as Resettlement allowance for each affected family whose livelihood is primarily dependent on land to be acquired.</p> <p>Each affected family shall be eligible for choosing one time assistance option from: (i) Where jobs are created through the project, employment for at least one member of the affected family with suitable training and skill development in the required field; or (ii) One-time payment of INR 500,000 for each affected families whose livelihood is primarily dependent on land to be acquired. Each affected family which will be affected due to land acquisition will be provided one time subsistence grant of INR 36,000/- (to be enhanced as per the current index price after approval from the government of</p>	<p>Compensation: The District Collector/Deputy Commissioner shall determine the land compensation as per the provisions of RFCTLARR ACT, 2013.</p> <p>The R&R assistance over and above the compensation for titleholders can either be paid by the district authorities or by the PWD.</p> <p>Assistance to Non - titleholders: The assistance for NTH will be paid directly by PIU based on the micro plans prepared by RP implementation agency.</p>

S.N.	Type of Loss	Application	Definition of Entitled Person	Entitlements	Responsible Agency
				Manipur) Fees, taxes, and other charges related to new land transaction and any taxes on the compensation will be borne by the project.	
1-b	Loss of private land	Agricultural land, homestead land or vacant plot	Tenants and leaseholders (whether having written tenancy/lease documents or not / Sharecroppers	Return of rental deposit or unexpired lease on a case-to-case basis (such amount will be deducted from the compensation of landowners). One time subsistence grant of INR 36,000 (to be enhanced as per the current index price after approval from the government of Manipur)	PIU to inform district administration of the amount to be deducted from the compensation of landowner.
2-a	Loss of Government land	Vacant plot, Agricultural land, homestead land	Leaseholders	Return of rental deposit or unexpired lease on a case-to-case basis One time subsistence grant of INR 36,000 (to be enhanced as per the current index price after approval from the government of Manipur)	PIU to disburse assistance as per the micro plan prepared by NGO
2-b	Loss of Government land	Vacant plot, Agricultural land, homestead land, RoW of road	Non-Title Holders/Squatters, Encroachers	At least 60 days advance notice to shift from acquired land. Notice to harvest standing seasonal crops and compensation. One time subsistence grant of INR 36,000 (to be enhanced as per the current index price after approval from the government of Manipur)	PIU to disburse assistance as per the micro plan prepared by NGO
Residential Structures					
3-a	Loss of residential structure	Residential structure and other assets	Legal titleholders Family with traditional land right	Each affected family shall be eligible for choosing one time assistance option from: Replacement cost of the structure and other assets (or part of the structure and other assets if	The valuation committee will be formed of officials from PIU and supported by line departments, such as the Buildings Department. This committee will verify replacement

S.N.	Type of Loss	Application	Definition of Entitled Person	Entitlements	Responsible Agency
				<p>remainder is viable) without depreciation.</p> <p>or</p> <p>In Rural area, the displaced family will be provided with the option of constructed house as per Indira Awaas Yojana specifications in lieu of cash compensation.</p> <p>In Urban area, the displaced family will be provided with the option of constructed house of minimum 50 sq. m. plinth area in lieu of cash compensation.</p> <p>Fees, taxes, and other charges related to replacement structure to be borne by the project.</p> <p>Right to salvage materials from structure and other assets with no deductions from replacement value.</p> <p>One-time Resettlement allowance of INR 50000/- to each affected Family. (to be enhanced as per the current index price after approval from the government of Manipur)</p> <p>One-time financial assistance of INR 25,000/- to the families losing cattle sheds for reconstruction. (to be enhanced as per the current index price after approval from the government of Manipur)</p> <p>All Affected Families will receive one-time shifting assistance of INR 50,000/- towards transport costs etc. (to be enhanced as per</p>	<p>value.</p> <p>PIU with associated line departments through a Joint Assessment Survey (JAS) of AFs to verify the extent of impacts, determine assistance and identify vulnerable Families.</p>

S.N.	Type of Loss	Application	Definition of Entitled Person	Entitlements	Responsible Agency
				<p>the current index price after approval from the government of Manipur) In case of partial loss if remaining structure is unviable and/or unsafe, PAP has the right to ask for complete acquisition of structure</p>	
3-b	Loss of residential structure	Residential structure and other assets	Tenants and leaseholders	<p>Replacement cost of part/whole of structure constructed by the tenant/leaseholder without depreciation, and this will be deducted from the compensation amount of the owner. Return of rental deposit or unexpired lease (to be deducted from the compensation amount of owner). Right to salvage materials (of the portion constructed by tenants or leaseholders) from structure and other assets. One time Resettlement allowance of INR 50000/- to each affected family (to be enhanced as per the current index price after approval from the government of Manipur) One-time financial assistance of INR 25,000/-to the families losing cattle sheds for reconstruction. (to be enhanced as per the current index price after approval from the government of Manipur) All Affected Families will receive one-time</p>	<p>The Valuation committee will verify replacement value. PIU will verify the extent of impacts through 100% surveys of AHs determine assistance, verify, and identify vulnerable Families.</p>

S.N.	Type of Loss	Application	Definition of Entitled Person	Entitlements	Responsible Agency
				Shifting allowance of INR 50,000/-towards transport costs etc. (to be enhanced as per the current index price after approval from the government of Manipur)	
3-c	Loss of residential structure	Residential structure and other assets	Non-Title Holders/ Squatters, Encroachers	Replacement cost of structure constructed by the squatter without depreciation. Right to salvage materials from structure and other assets One time Resettlement allowance of INR 50,000/-to each affected family. (to be enhanced as per the current index price after approval from the government of Manipur) All Affected Families will receive one-time Shifting assistance of INR 50,000/-towards transport costs etc. (to be enhanced as per the current index price after approval from the government of Manipur)	Valuation committee will determine loss of residential structure value. PIU will verify the extent of impacts through a 100% survey of AHs determine assistance, verify, and identify vulnerable Families.
Commercial Structures					
4-a	Loss of commercial structure	Commercial structure and other assets	Legal titleholders Family with traditional land right	Replacement cost of the structure and other assets (or part of the structure and other assets if remainder is viable) without depreciation. Fees, taxes, and other charges related to replacement structure. Right to salvage materials from structure and other assets with no deductions from replacement value. One time Resettlement allowance of INR	The Valuation committee will determine loss of commercial structure value. PIU will verify the extent of impacts through a 100% survey of AHs determine assistance, verify, and identify vulnerable Families.

S.N.	Type of Loss	Application	Definition of Entitled Person	Entitlements	Responsible Agency
				<p>50,000/-to each affected family. (to be enhanced as per the current index price after approval from the government of Manipur)</p> <p>All Affected Families will receive one-time Shifting assistance of INR 50,000/-towards transport costs (to be enhanced as per the current index price after approval from the government of Manipur)</p>	
4-b	Loss of commercial structure	Commercial structure and other assets	Tenants and leaseholders	<p>Replacement cost of part/whole of structure constructed by the tenant/leaseholder without depreciation, and this will be deducted from the compensation amount of the owner.</p> <p>Return of rental deposit or unexpired lease (to be deducted from the compensation amount of the owner).</p> <p>Right to salvage materials (of the portion constructed by tenants or leaseholders) from structure and other assets.</p> <p>One time Resettlement allowance of INR 50,000/- for each affected family. (to be enhanced as per the current index price after approval from the government of Manipur)</p> <p>All Affected Families will receive one-time Shifting assistance of INR 50,000/-towards transport costs etc.; (to be enhanced as per the current index</p>	<p>The Valuation committee will determine loss of commercial structure value. PIU will verify the extent of impacts through a 100% survey of AHs determine assistance, verify, and identify vulnerable Families.</p>

S.N.	Type of Loss	Application	Definition of Entitled Person	Entitlements	Responsible Agency
				price after approval from the government of Manipur)	
4-c	Loss of commercial structure	Commercial structure and other assets	Non-Title Holders/Squatters, Encroacher	Replacement cost of structure constructed by the squatter without depreciation. Right to salvage materials from structure and other assets One time Resettlement allowance of INR 50,000/-for each affected family. (to be enhanced as per the current index price after approval from the government of Manipur) All Affected Families will receive one-time Shifting assistance of INR 50,000/- towards transport costs etc. (to be enhanced as per the current index price after approval from the government of Manipur)	The Valuation committee will determine loss of commercial structure value. PIU will verify the extent of impacts through 100% surveys of AHs determine assistance, verify, and identify vulnerable Families.
Livelihood					
5	Loss of livelihood	Livelihood	Legal titleholder losing business/commercial establishment. Family with traditional land right Commercial tenant Commercial leaseholder Employee in commercial establishment Agricultural laborer (long term) Artisans Squatters	Skill up-gradation training to PAPs for income restoration based on training need assessment survey. Preference in employment under the project during construction and implementation. Subsistence grant of INR 36,000/- (to be enhanced as per the current index price after approval from the government of Manipur)	PIU will verify the extent of impacts through a 100% survey of AHs determine assistance, verify, and identify vulnerable Families. For agricultural Laboure's (long timer) only those who are in fulltime / permanent employment of the landowner, will be eligible for this assistance. Seasonal agricultural laborers will not be entitled for this assistance.
Trees and Crops					
6	Loss of trees	Standing	Legal titleholder	Advance notice to	The Valuation

S.N.	Type of Loss	Application	Definition of Entitled Person	Entitlements	Responsible Agency
	and crops	trees and crops	Family with traditional land right Agricultural tenant/ leaseholder Sharecroppers Non-Title Holders Squatter	harvest crops, fruits, and timbers. Compensation for standing crops in case of such loss, based on an annual crop cycle at market value. Compensation for trees based on timber value at market price, and compensation for perennial crops and fruit trees at annual net product market value multiplied by remaining productive years; to be determined in consultation with the Forest Department for timber trees and the Horticulture Department for other trees/crops.	committee will determine loss of trees and crops value. PIU will ensure provision of notice. Horticulture and Forest Departments will undertake valuation of standing crops, perennial crops and trees, and PIU will finalize compensation rates in consultation with AFs.
Vulnerable					
7	Impacts on vulnerable AFs	All impacts	Vulnerable AFs	One-time lump sum additional assistance of INR 25000/- to vulnerable Families (to be enhanced as per the current index price after approval from the government of Manipur) Receive income restoration training program under the project. Preference in employment under the project during construction and implementation. Access to basic utilities and public services	The Valuation committee will determine Impacts on vulnerable AFs. PIU with associated line departments through a Joint Assessment Survey (JAS) of AHs to verify the extent of impacts, determine assistance and identify vulnerable Families. The PIU, with support from the CSC and NGO will conduct a training need assessment in consultations with the Affected Persons so as to develop appropriate income restoration schemes. Suitable trainers or local resources will be identified by PIU and NGO in consultation with

S.N.	Type of Loss	Application	Definition of Entitled Person	Entitlements	Responsible Agency
					local training institutes.
Temporary Loss					
8	Temporary loss of land	Land temporarily required for sub-project construction	Legal titleholders Family with traditional land right	Any land required by the Project on a temporary basis will be compensated in consultation with the landholders. Rent at prevailing market value for the period of occupation. Compensation for assets at replacement cost Restoration of land to previous or better quality. Location of construction camps will be fixed by contractors in consultation with PWD, Government of Manipur and local community.	The valuation Committee will determine temporary loss of land with AFs. PIU will ensure compensation is paid prior to the site being taken over by the contractor. The contractor will be responsible for site restoration.
9	Temporary disruption of livelihood		Legal titleholders, non-titled AFs	60 days' advance notice regarding construction activities, including duration and type of disruption. One time assistance of INR 18000/ (to be enhanced as per the current index price after approval from the government of Manipur)	The valuation Committee will determine income lost. Contractors will perform actions to minimize income/access loss.
10			Kiosk and ambulatory vendors	One time assistance of INR 5000/- (to be enhanced as per the current index price after approval from the government of Manipur)	
Common Resources					
11	Loss and temporary impacts on common resources	Common resources	Communities	Replacement or restoration of the affected community facilities – including public water stand posts, public utility posts, temples, shrines, etc.	PIU and Contractor.
Other					
12	Any other	-	-	Unanticipated	PIU will finalize the

S.N.	Type of Loss	Application	Definition of Entitled Person	Entitlements	Responsible Agency
	loss not identified			involuntary impacts will be documented during the implementation phase and mitigated based on provision made in the RPF.	entitlements in line with AIIB ESS 1, 2 and 3 guidelines

The Resettlement Plan has been prepared based on the approved RPF.

4. BASELINE SOCIO-ECONOMIC INFORMATION

The population of a country is its most important asset and resource for all kinds of development. In terms of size of population, Manipur is the 4th largest State in the Northeastern Region of India. The population of Manipur constitutes only 0.235 % of the total population of India. It has a geographical area of 22,327 square kms. which constitutes 0.7 % of the total land surface of India. 90 % of the total geographical area of the state i.e. 20,089 sq. kms. is covered by hills, the remaining area is a small valley covering only 2,238 sq. kms. and accounting for only one-tenth of the total area of the state.

According to Census 2011, the population of the state is 28.56 lakhs registering a population density of 128 per sq.km. The population has increased by 5.62 lakhs during the decade 2001 to 2011. Out of the 28.56 lakh population, 3.41 % are scheduled castes communities and 40.88 % are of scheduled tribes. The state has 16 districts, 68 sub-divisions, 51 towns and 2,515 villages. Imphal is the capital city of Manipur.

4.1 Socio-economic Profile of Manipur

4.1.1 Population

As per Census 2011, the total population of India and that of Manipur is as per table below:

Table 7: Total Population in Manipur and India, 2011

State/India Total	Male	Female	Total
Manipur	1438586	1417208	2855794
India	623724248	586469174	1210854977

Source-Census of India-2011

Table 8: Manipur Urban & Rural Population, 2011

Description	Urban	Rural	Total
Area(sq.km)	179.5	22147.5	22327
Number of households	172339	385520	557859
Total Population	834154	2021640	2855794
Population (%)	49.36%	49.21%	98.57%
Male Population	411702	1026884	1438586
Female Population	422452	994756	1417208
Sex Ratio	1026	969	1995
Literacy (%)	75%	63.46%	138.46%

Source-Census of India-2011

Out of total population, 29.20% of population lives in Urban areas and 70.80% lives in Rural areas. The literacy rate of Manipur state urban area is 75% and rural area is 63.46% out of which 28.60% male lives in urban areas and 71.40% male live in rural areas whereas 29.80% females live in urban areas and 70.20% females lives in rural areas.

Table 9: List of Districts in Manipur Population, Area & Sex Ratio- 2011

District	Population	Area (km ²)	Population Density	Sex-ratio
Imphal West	517992	519	998	1031

District	Population	Area (km ²)	Population Density	Sex-ratio
Senapati	479148	3271	146	937
Imphal East	456113	709	643	1017
Thoubal	422168	514	821	1002
Churachandpur	274143	4570	60	975
Bishnupur	237399	496	479	999
Ukhrul	183998	4544	40	943
Chandel	144182	3313	44	933
Tamenglong	140651	4391	32	943
Total	2855794	22327	3263	8780

Source-Census of India-2011

The sex-ratio of Manipur state is around 985 compared to 943 which is national average of India.

The total area of Manipur is 22327 sq.km with a population density of 128 per sq.km.

4.1.2 Religious profile

Table 10: Manipur-Religion Population, 2011

Description	Population	Percentage (%)
Hindu	1181876	41.39%
Christian	1179043	41.29%
Muslim	239836	08.40%
Other religions and persuasions	233767	08.19%
Religion not stated	10969	00.38%
Buddhist	7084	00.25%
Jain	1692	00.06%
Sikh	1527	00.05%
Total	2855794	100.00%

Source-Census of India-2011

As per the Census India 2011, Manipur has 557859 households, population of 2855794 of which 1438586 are males and 1417208 are females. Religion wise population of Hindu is 1181876 (41.39%), Christian is 1179043 (41.29%), Muslim is 239836 (08.40%), Other religion and persuasions is 233767 (08.19%), Religion not stated is 10969 (00.38%), Buddhist is 7084 (00.25%), Jain is 1692 (00.06%), Sikh is 1527 (00.05%) of total population.

4.1.3 Literacy Level (Imphal East)

Table 11: Literacy Level, 2011

Literacy level	Population		
	Male	Female	Total
Literate	12413	9404	21817
Illiterate	6302	8376	14678

Source-Census of India-2011

4.1.4 Literacy Level (Imphal West)

Table 12: Literacy Level, 2011

Literacy level	Population		
	Male	Female	Total
Literate	205985	186641	392626

Literacy level	Population		
	Male	Female	Total
Illiterate	49069	76297	125366

Source-Census of India-2011

Education, being the base for the development of human resources, improving those infrastructures related to it continued to be one of the main objectives of the state Government. Implementation of various programs, schemes/projects has been taken up to achieve overall quality education. Total Literate & Illiterate in Imphal East is 21817 & 14678 respectively out of which male is 12413 female is 9404 & Illiterate male 6302 & female is 8376 respectively. Total Literate & Illiterate in Imphal West is 392626 & 125366 respectively out of which male is 205985 female is 186641 & Illiterate male is 49069 & female is 76297 respectively.

4.1.5 Social stratification (Imphal East)

Table 13: Social Category, 2011

Social Category	Population		
	Male	Female	Total
Scheduled Tribes	2150	2028	4178
Scheduled Castes	3766	3477	7243
OBC	0	0	0
General	3248	3156	6404

Source-Census of India-2011

4.1.6 Social Category (Imphal West)

Table 14: Social Category, 2011

Social Category	Population		
	Male	Female	Total
Scheduled Tribes	11560	12601	24161
Scheduled Castes	8308	8222	16530
OBC	0	0	0
General	31747	30128	61875

Source-Census of India-2011

According to census 2011 social stratification of Manipur consist of Schedule Caste (SC), Schedule Tribe (ST) and General (Gen) only there is no other backward caste (OBC) population. According to above mentioned table in Imphal East total SC population is-7243 in which male is-3766 & female is-3477 respectively. Total ST population is-4178 in which male is-2150 & female is-2028 respectively. Total General population is-6404 in which male is-3248 & female is-3156 respectively. According to above mentioned table in Imphal West total SC population is16530 in which male is8308 & female is-8222 respectively. Total ST population is-24161 in which male is-11560 & female is-12601 respectively. Total General population is-61875 in which male is-31747 & female is-30128 respectively.

4.1.7 Occupational Profile

As per the Employment Exchange statistics, the number of persons registered in 16 Employment

Exchanges in the state during the year 2019 (as of December) was 34,742 persons. The number of persons on live register of all employment exchanges stood at 39,28,607 persons in 2019-20.

Table 15: Persons at Work and Non-workers

District	Male Workers	Female Workers	Total Workers	Non-workers
Imphal East	8893	1625	10518	22892
Imphal West	110440	55569	166009	304605

Source-Census of India-2011

According to the census survey 2011 out of total worker 10518 male worker in Imphal East is 8893 whereas female worker is 1625 and there is also the no. of non-workers is 22892. For the Imphal west out of total worker 166009 male worker in Imphal west is 110440 whereas female worker is 55569 and there is also the no. of non-workers is 304605.

4.2 Agriculture and Allied Sector:

The agriculture sector has a vital place in the economy of the state. It contributes a major share to the State Domestic Product. 52.81 % of the workers in Manipur are engaged as cultivators and Agricultural labourers. However, the performance of agriculture in the state mainly depends on timely rainfall and weather conditions. Permanent cultivation is generally practiced in the valley districts while terrace cultivation is practiced in some pockets of the hills where humming or shifting cultivation is widely adopted in most of the hills. Rice is the staple food and is grown in hills and plain areas. The production of rice in 2019-20 (P) is estimated at 3.85 lakh tons. In the case of maize, production in 2019-20 (P) is estimated to be 4.94 thousand tons.

4.3 Horticulture:

Manipur is suitable for the development of horticulture. Besides, there is ample scope for bringing more land under fruit cultivation in the hill areas. Even in the plains, soil conditions are conducive to production of citrus fruits, banana, guava, peaches, apricot, papaya etc. There is sufficient scope for cultivation of pineapples in the medium high range of the hills in Manipur. The major fruits grown in the state are pineapple, orange, lemon, banana, guava, peaches etc. Now-a-days, apples are grown in the hills of Manipur. For the promotion of healthy growth of horticulture in Manipur, it is essential to develop horticultural marketing. The average annual production of fruits and vegetables during the year 2019-20 was 4.56 lakh MT and 3.56 lakh MT respectively.

4.4 Livestock:

According to the livestock census conducted in 2019, there were 7.72 lakhs livestock in Manipur. Of these, 2.24 lakhs were cattle, 0.36 lakhs were buffaloes, and 2.35 lakhs were pigs. The poultry population was recorded to be 55.65 lakhs. The main livestock productions in the state are milk, egg, and meat. The total milk production in 2019-20 was 90.93 thousand tons which was more than the production of 87.31 thousand tons in 2018-19. The estimated production of eggs in 2019-20 was numbering at 1081.84 lakhs showing an increase over the production of 1055.09 lakhs in 2018-19. The estimated meat production for the year 2019-20 was 20.54 thousand tons which was

more than 3.06 % over the production of 19.93 thousand tons in 2018-19.

4.5 Forest:

The state has a vast area of forest covering as much as 17,418 sq.kms. which forms about 78% of the total geographical area of the state. The actual area under forest is about 15% higher than the recorded forests area of the state. Of the total forests area, reserved forests and protected forests account for 1,467 sq.kms. and 4,171 sq.kms., during 2019-20. The v remaining 11,780 sq.kms. is treated as 'Unclassed Forest'. The important major forests products are timber, firewood, bamboo, cane etc. The production of timber other than teak has shown a decrease from 31.77 thousand cubic meters in 2018-19 to 18.47 thousand cubic meters in 2019-20.

4.6 Fisheries:

Though the state has no marine fishery, it has vast inland fishery resources like ponds, tanks, natural lakes, marshy areas, swampy areas, rivers, reservoirs, submerged cropped land, low lying paddy fields etc. The largest source of fish is Loktak Lake. The production of fish in Manipur for the year 2019-20 was 32.52 thousand tons.

4.7 Health Services:

Medical facilities in the state were mainly provided by the state Government. Medical and Health care facilities were available to the people of Manipur through a network of 553 hospitals/dispensaries with a total manpower of 919 doctors during the year 2018-19. The number of beds available was 1,480 in 2018-19. Out of 1,185.07 thousand patients treated in 2018-19, 78.34 thousand were indoor patients while 1,106.73 thousand were outdoor patients.

4.8 Empowerment of women:

To empower women and bring them into the mainstream, an enabling environment with requisite policies and programs, institutional machineries at various levels and adequate resources has been created. There is substantial increase in the number of educated women in the state. From a mere 0.04 Female literacy rate rose from 60.50 % in 2001 census to 70.26 % in 2011 census.

4.9 Socio-economic profile of the affected population

4.9.1 Socio-economic profile

Socio-economic information of the affected population was collected through census and socio-economic surveys and tabulated and analyzed to quantify the extent of adverse impact on land and structures. Assessment was also made of the impacts on intangible culture through consultations and FGDs.

Table 16: District-Wise total Population, 2011

District	Male	Female	Total
Imphal East	198371	196505	394876
Imphal West	221781	222601	444382

Source-Census of India-2011

As per the Census of India 2011, Imphal east district has 198371 male population & 196505 female population with total population of 394876 whereas Imphal west district has 221781 male population & 222601 female population with total population of 444382.

Table 17: Affected Population

District	Male	Female	Total
Imphal East	2234	2920	5154
Imphal West	7419	7140	14559

Source: Socio-economic survey 2022-2023

As per the socio-economic survey 2022-2023 of the project area, Imphal east district is affecting 2234 male population & 2920 female population with total population of 5154 whereas Imphal west district is affecting 7419 male population & 7140 female population with total population of 14559.

4.9.2 Social Stratification

Table 18: Social Category of the affected Families

Social Category	Total No. of affected families	Percentage
Schedule Tribe	315	04.18%
Schedule Caste	40	00.53%
Other Backward Class	4284	56.77%
General	2906	38.52%
Total	7545	100.00%

Source: Socio-economic survey 2022-2023

Social stratification of the affected families is done as mentioned in the table above. The social category of OBC is affected about 57% which is more than any other social categories. The schedule caste families are affected least with 4.18% of the total affected family.

Table 19: Age wise Distribution of Total Affected Persons

Age Category	Total Males	%	Total Females	%	Total Persons	%
0 To 5 Years	282	2.93	420	4.17	702	3.57%
5 To 10 Years	803	8.32	571	5.67	1374	6.97%
10 To 15 Years	590	6.12	637	6.34	1227	6.22%
15 To 20 Years	652	6.75	835	8.30	1487	7.54%
20 To 25 Years	1573	16.29	1814	18.03	3387	17.18%
25 To 30 Years	1614	16.72	1947	19.36	3561	18.06%
30 To Above	4139	42.87	3836	38.13	7975	40.46%
Total	9653	100	10060	100	19713	100%

Source: Socio-economic survey 2022-2023

Age wise affected person considered in the category of 0 to 5 years, 5 to 10 years, 10-15 years, 15 to 20 years, 20 to 25 years, 25 to 30 years, and 30 years and above respectively. In the above-mentioned categories people with the age category of 30 and above are affected by maximum % with 40.46% of the total affected person.

Table 20: Educational Status

Educational Status	Male	Female	No. of total Affected Persons	%
Illiterate	573	415	988	5.01%
Literate	982	1234	2216	11.25%
Primary	1871	3119	4990	25.32%
Secondary	2700	2676	5376	27.27%
Higher Secondary	2894	2104	4998	25.35%
Technical	583	562	1145	5.80%
Total	9603	10110	19713	100.00%

Source: Socio-economic survey 2022-2023

On the basis of the above-mentioned table, we are affecting illiterate person with 5.01% which is very low with respect to total affected person. High volume of affected person comes from student opting in secondary education with 27.27% of the total affected person.

4.9.3 Occupational profile

Table 21: Occupational Profile of the affected household

Employment Status	Male	Female	Total	Percentage (%)
Business/ Trade	966	817	1783	36.82%
Service	838	669	1507	31.12%
Pensioner	135	54	189	03.90%
Professional	487	508	995	20.55%
Other	189	180	369	07.61%
Total	2795	2048	4843	100.00%

Source: Socio-economic survey 2022-2023

Occupational profile of the affected population shown in the above-mentioned table reflects different types of occupation. Through the above table we can analyze that maximum no. of affected person are from the business/trade occupation with 36.82% of the total affected person. Pensioners with 03.90% affecting lowest in the total affected person.

4.9.4 Income and Expenditure

Table 22: Monthly Income and Expenditure of the affected households

Income (Rs) Per Month	Expenditure (Rs) per month	Number of Households
Less than 10,000	7500	2858
10,000 to 20,000	8000 to 17000	1287
20,000 to 50,000	18000 to 45000	256
50,000 & above	45000 to 75000	14
Premises Locked		369
Non-Respondents	Not responded	428
Total Respondents		4843

Source: Socio-economic survey 2022-2023

The table above shows that a maximum of 2858 households are coming under the slab of less than Rs. 10000 and minimum 14 households reported their monthly income more than INR 50000 with expense of Rs. 45000 to Rs. 75000 per month out of total affected households.

5. PROJECT IMPACTS AND MITIGATION MEASURES

5.1 Project Impacts

Table 23: District wise project impact on Land

Name of the Project	District	Required land (In Hectare)		
		Private	Government	Total
Manipur Urban Road Drainage and Asset Management Improvement Project (MURDAMIP)	Imphal East	6.6438	1.2386	7.8824
	Imphal West	12.4022	2.5845	14.9867
Total		19.046	3.8231	22.869

The project will acquire little over 19 hectares of private land apart from approximately 4 hectares of government land that will be required for the construction purposes. The acquisition / purchase of private land and taking of government land will lead to:

- Loss of land (agricultural/ homestead/ commercial/ fallow land etc.)
- Loss of structures (residential/ commercial/ residential cum commercial) of titleholders and non- titleholders
- Loss of community/ religious land and structures and other community properties
- Loss of trees and crops

5.2 Impact on Structures and other assets

Table 24: Impact on Private Structures

Impact	Residential	Commercial	Residential Cum Commercial	Others	Total
Less than 10%	3168	31	82	0	3281
10-30%	1174	4	15	0	1193
30-40%	0	0	0	0	00
40% & above	0	0	0	0	00
Premises Locked				369	369
Total	4342	35	97	369	4843
% Share	89.65%	0.73%	2.00%	7.620%	100%

Source: Socio-economic survey 2022-2023

As the table above shows, most of the PAPs (68%) are losing less than 10% of their structure. None of the households are losing more than one third of the total structure. The remaining part of the structure is economically and physically viable and hence, there is no relocation of any residential or commercial structure.

5.3 Area of Affected Structure

Table 25: Area of affected Structure

Sl. No.	Category of Structure	Title Holders (TH)	Area (In Sq. Mtr)	Non-Title holders (NTH)	Area (In Sq. Mtr)
Residential, Commercial and Residential Cum Commercial structure					
1	Permanent	2031	9996	7	27.86
2	Semi-Permanent	1072	6984.08	1	3.75

Sl. No.	Category of Structure	Title Holders (TH)	Area (In Sq. Mtr)	Non-Title holders (NTH)	Area (In Sq. Mtr)
3	Temporary	295	356.68	1	3.75
Boundary Wall (Residential)					
1	Permanent	685	3492.32	0	0
2	Semi-Permanent	304	1678.16	0	0
3	Temporary	78	136.4	0	0
4	Premises Locked			369	
Total		4465	22643.64	378	35.4

Source: Socio-economic survey 2022-2023

The project will require a total of 22,679 sq m of area for the purpose of construction. Out of total 4843 affected households, 92% are titleholders.

Table 26: Type of Construction

Type of structure	Temporary	Semi- Permanent	Permanent	Total	%
Residential	286	1039	1950	3275	67.63%
Commercial	8	4	23	35	00.72%
Residential Cum Commercial	2	30	65	97	02.00%
Others (Boundary Wall-Residential)	78	304	685	1067	22.03%
Premises Locked				369	07.62%
Total	374	1377	2723	4843	100%

Source: Socio-economic survey 2022-2023

Over two thirds of the total structures affected are residential and over one fifth are only losing their boundary wall. Among the affected structures, 60% are permanent constructions and just 9% are temporary.

5.4 Impact on Common Property Resources

Table 27: Types of CPRs Getting Affected

Sr. No.	Types of Properties	Total No. of Structures	Share to Total in Percentage
1	Community Hall	3	16.67
2	Club House	7	38.89
3	Playground	1	5.56
4	Government owned school	2	11.11
5	Private School	2	11.11
6	Temple	1	5.56
7	Community Shed	2	11.11
	Total	18	100.00

Source: Socio-economic survey 2022-2023

A total of 18 common property resources are being impacted by the project that includes 7 club houses and 4 community halls. Only one temple will be impacted. All these CPRs are partially impacted and need not be relocated.

5.5 Impact Minimization and Mitigation

Based on consultation with various stakeholders and the social impact assessment, the engineering team of the consultants developed guidelines to minimize negative social and environmental impacts/displacement; reduce disruption of livelihoods, protection of environmentally sensitive

features etc. by fixing the alignment in such a way that there is a least impact on the settlements. Efforts have also been made to avoid sensitive structures, like temples, schools, and places of cultural importance. As a result of the interventions several categories of losses have been minimized.

5.6 Measures taken to minimize impacts

The following measures have been taken to minimize the impact of project in the project footprint area:

- Accommodating the proposed road alignment within the existing right of way: The available right of way was superimposed on the proposed design to ensure that proposed road widening is restricted within the ROW.
- Minimal improvements in the design to restrict private land purchase: Only the required improvements from the safety point of view have been considered to minimize land acquisition.

The table below provides the summary of analysis of alternatives:

Table 28: Impact Minimization Measures

Sl. No.	Impact Criteria	Preliminary Design	Final Design
1	Loss of private land (Ha)	78.559	19.046
2	Taking of government land (Ha)	3.8231	3.8231
3	Number of affected households (Nos.)	15193	4843
4	Number of Common Property Resources (Nos.)	27	18

- Providing covered drainage inside of carriage way all along the 547 km thus reducing additional land taking. The covered drainage will help to avoid water logging during monsoon thus positively impacting the health of the community.
- Footpath / walkways have been provided in the urban areas for pedestrian safety.
- Utility chambers provided all along the road to avoid further digging of roads in future.
- The road design includes streetlights thus enhancing safety of women and children in urban stretches.

5.7 Proposed Mitigation Measures

The project has developed an entitlement matrix to mitigate losses against loss of properties which includes:

- i) Compensation for structures (residential/ commercial) and other assets at their replacement cost.
- ii) Solatium at 100% of the compensation will be provided to titleholder AFs but not to squatters losing structures.
- iii) Subsistence allowance equivalent to 180 day's minimum district wage rate for those Families who are forced to relocate losing their residential structure.
- iv) Business loss allowance equivalent to 90 day's minimum district wage rate for commercial

structural loss.

- v) Shifting allowance in case of major impact and thereby displacement; and
- vi) Compensation for the loss of private fruit / timber trees.

There is likelihood of temporary loss of business and access to residential units during RP implementation and road construction. In this regard transitional allowance for the days of civil construction @ district wage rate for AFs losing income will be provided. For AFs losing access to residences will be provided along the road under construction.

5.8 Livelihood Restoration

Each Affected Family whose income or livelihood is affected by a sub-project will be assisted to improve or at least restore this livelihood to pre-project level. Livelihood restoration allowance for the Affected Families has been provisioned in the Entitlement Matrix.

In addition, the Project Implementation Unit (PIU) with support from RP Implementation Agency will verify and assess the respective member of the Affected Families (AF), on training need of him / her or any of his / her family members, to develop appropriate income restoration program.

If the AF opted for livelihood training for any of his / her family member, up to Rs. 36,000.00, the amount same as livelihood restoration allowance / subsistence allowance, will be paid to the respective Training Agency as training fees which will also cover the travel, boarding and lodging expenses of participants as well as some honorarium paid to them for the number of days spent in undergoing the training.

The PIU with support from the RP Implementation Agency, will examine local employment opportunities and identify possible income restoration options, including selection of suitable trainers, local resources or preferably, training through National Skill Development Corporation (NSDC), as it has plethora of training modules for plenty of livelihood sectors, expertise, and eligibility.

Measures undertaken to Minimize Negative Impacts on Traditional, Cultural and Emotional Beliefs and Customs

5.9 Community Assets to be constructed by the Project

As agreed during the community consultation, Project will construct community assets along the project corridors. The number of assets has been agreed upon with the community. Construction of these assets has been added in the contractor's scope of work and amount has been added in the BOQ.

- Streetlights (incorporated in the design throughout the project corridors)
- Construction of 25 Meira Shang (project is constructing as part of community asset)
- Rehabilitation of 18 ponds (ponds to be finalized during implementation)
- Construction of 47 public convenience

- Construction of 9 community halls
- Construction of 9 market sheds (Project to construct market sheds in consultation with the community)
- Construction of 9 local club buildings
- Construction of 11 Open Gymnasiums
- Installation of 62 AI based CCTV along the project road corridor.

6. STAKEHOLDER ENGAGEMENT

6.1 Stakeholder Identification & Mapping

A stakeholder is an individual, group or organization who is impacted by the outcome of the project and/or has an interest in the project. The interest groups / individuals vary as per the stage of the project as well as their interest, influence, and importance. Therefore, it is imperative that stakeholders are mapped and engaged early in the project.

6.2 Category of Stakeholders

The Stakeholders has been categorized in three categories:

- i. Primary Stakeholders: The directly and indirectly affected persons that includes those who are losing their (i) immovable assets, (ii) livelihood; (iii) sources of livelihood; and (iv) access to private and public properties/utilities. This group includes both titleholders and non-titleholders.

Among the primary stakeholders, some would be either socially or economically vulnerable who may face higher risk of exclusion. The socially vulnerable includes Schedule Tribes and Castes; women headed household; elderly people without any support; and those who are either physically and/or mentally challenged. Those who are below the poverty line will be considered economically vulnerable.

- ii. Secondary Stakeholders: The officials of the Executing Agency, officials of local administrative authorities viz., District Administration, state pollution control board, and local leaders are identified as Secondary Stakeholders. The Officials of the various Consultants, sub-consultants, Contractors, sub-contractors, who are and will be involved in the project, are also identified as Secondary stakeholders.
- iii. Tertiary Stakeholders: The officials of other line departments viz., Forest, Land Revenue, road users, transport operators and their association, etc. and any other person who may have direct or indirect interest in the project. Table 21 below provides the details of various stakeholders and their interest and influence over the project.

Table 29: Stakeholder Influence Interest and Impact matrix

Stakeholder Category	Interest	Influence	Impact
Primary Stakeholder			
Project Affected Person	High	Low	High
Secondary Stakeholder			
EAP (PIU)	High	High	Low
Local Administration	High	High	Low
State Pollution Control Board	Low	Low	Low
Local Politicians	High	Low	Low
Local Community Leaders	High	Low	Low
CSO's	High	High	Low
Tertiary Stakeholders			
Forest Department	Low	Low	Low
Land Revenue Department	High	High	High

Stakeholder Category	Interest	Influence	Impact
Transport Associations	Low	Low	Low
Road Users	High	Low	Low

The project affected families: All those losing land and structures, commercial or residential, will be the ones facing the maximum impacts due to the project but will not have any major participation in the project administration. Hence, they have been placed under the category of those facing maximum impact but having minimum influence.

Externally Aided Project (PIU): The administration associated with the project such as local administration, pollution control board, local politician, CSO's, local politician, local community leaders, will be the ones facing implementation challenges as well as administrative issues which reflects indirect impact whereas having maximum influence and interest to execute the project in successful manner. Hence, they have been placed under the category of those facing minimum impact but having maximum influence.

Other Government Departments: Government departments directly associated with the project such as land & revenue department, will be the one facing the maximum impacts due to the project as well as major participation due to grievances related to land compensation and land related queries whereas Forest Department, Transport Association and road users will be one having maximum influence but having minimum impact.

6.3 Mechanism for Stakeholder Engagement

Since the type and nature of stakeholders varies, table 22 provides the details of mode to be followed for sharing information with the project stakeholders.

Table 30: Mechanisms for Information Sharing and Process

Process	Mechanism
Correspondences (Phone, Emails)	<ul style="list-style-type: none"> • Distribute Project brief/information to Government officials, NGOs, Local Government, and organisations/agencies. • Invite stakeholders to meetings and follow-up
One-on-one meetings	<ul style="list-style-type: none"> • Seeking views and opinions • Enable stakeholder to speak freely about sensitive issues, • Build personal relationships, • Record meetings
Formal meetings	<ul style="list-style-type: none"> • Present the Project information to a group of stakeholders, • Allow group to comment – opinions and views, • Build impersonal relation with high level stakeholders, • Disseminate technical information (as required) • Record discussions
Public meetings	<ul style="list-style-type: none"> • Present Project information to a large group of stakeholders, especially communities • Allow the group to provide their views and opinions, • Build relationship with the communities, especially those impacted, • Distribute non-technical information (as required) • Facilitate meetings with presentations, PowerPoint, posters etc. • Record discussions, comments, questions.
Focus group meetings	<ul style="list-style-type: none"> • Present Project information to a group of stakeholders • Allow stakeholders to provide their views on targeted baseline information, • Build relationships with communities,

Process	Mechanism
	<ul style="list-style-type: none"> Record responses
Project website and disclosure	<ul style="list-style-type: none"> Present project information and progress updates Disclose ESIA, ESMP, RP, IPP, SEP, LMP, ESAP, Contract Progress, RP and IPP Implementation progress, Grievances and redresses of Grievances and other relevant project documentation.
Direct communication with people	<ul style="list-style-type: none"> Share information on timing of commencement of civil works, Agree options for removing and relocation of fences/structures e.g., sheds
Project leaflet	<ul style="list-style-type: none"> Brief project information to provide regular update, Site specific project information. Project Impacts; mitigation measures; grievance mechanism; and eligibility for assistance.

6.4 Disclosure Mechanism

Below table present the actions proposed by stage and by type of stakeholders, besides frequency of engagement and modes of information disclosure during the overall project cycle.

Table 31: Information dissemination and modes of disclosure during Preparation

Target stakeholders	Information to be disclosed	Tools of engagement & mode of disclosure	Frequency	Responsibilities
PAPs	<ul style="list-style-type: none"> ✓ Project scope and design details, design alternatives for impact minimization ✓ Baseline information on environmental and social aspects ✓ Project's induced environmental and social risk ✓ Land acquisition and Compensation process. ✓ Impact mitigation and enhancement measures ✓ Suggestions on Resettlement and Rehabilitation Provisions and conveying to PAPs the final provisions as approved by the Govt. ✓ Grievance mechanism process ✓ Labour influx 	<ul style="list-style-type: none"> ✓ Household surveys, consultations, focus group discussions, written information (one pagers/flyers) in local language, project details on PWD website. ✓ GRM Helpline number through display at project locations and on flyers 	<ul style="list-style-type: none"> ✓ Household survey once-during project preparation ✓ Consultations as and when required during preparation as well as implementation stage. ✓ Disclosure on website throughout the project period 	PWD and DPR consultants
Project Affected Disadvantaged and vulnerable households including physically challenged people	<ul style="list-style-type: none"> ✓ Defining vulnerable, Grievance mechanism process ✓ Eligibility for special provision for vulnerable community in the RPF 	<ul style="list-style-type: none"> ✓ Household surveys, consultations, focus group discussions, written information 	<ul style="list-style-type: none"> ✓ Household survey once-during project preparation ✓ Consultations as and when required during 	<ul style="list-style-type: none"> ✓ PWD ✓ Consultants

Target stakeholders	Information to be disclosed	Tools of engagement & mode of disclosure	Frequency	Responsibilities
	<ul style="list-style-type: none"> ✓ Design intervention for Vulnerable, physically challenged particularly the provision of access ramps in bus stops, ✓ Possible job opportunities 	<ul style="list-style-type: none"> (one pagers/flyers) in local language, ✓ PWD website ✓ GRM Helpline number through display at project locations and on flyers. 	<ul style="list-style-type: none"> preparation as well as implementation stage. ✓ Disclosure on website throughout the project period 	
Project Affected Women and women headed households	<ul style="list-style-type: none"> ✓ Grievance mechanism process ✓ Gender related issues, ✓ GBV related issues / Labour influx ✓ Discussions on involvement of women Self-help groups for maintenance works and works relating to Bio-engineering measures towards slope stabilization under the project 	<ul style="list-style-type: none"> ✓ Household surveys, consultations, focus group discussions, written information (one pagers/flyers) in local language, ✓ GRM Helpline number through display at project locations and on flyers 	<ul style="list-style-type: none"> ✓ Household survey once-during project preparation ✓ Consultations as and when required (at least twice). 	<ul style="list-style-type: none"> ✓ PWD ✓ Additional specialized support from CSC, NGO and AIIB on GBV issues
People residing in project area/general communities	<ul style="list-style-type: none"> ✓ Project scope and design details, design alternatives for impact minimization ✓ Grievance mechanism process ✓ Accidents and road safety issues; natural calamities and proneness to risks, ✓ Disruption to services and arrangement during construction ✓ Community Safety measures during constructions-option and measures ✓ Relocation of CPRs (shrines/handpumps) ✓ Muck disposal locations, if needed 	<ul style="list-style-type: none"> ✓ consultations, focus group discussions, written information. (one pagers/flyers) ✓ GRM Helpline number through display at project locations and on flyers 	<ul style="list-style-type: none"> ✓ At least twice 	PWD through DPR consultants
Others (External) ✓ Forest Department ✓ Revenue	<ul style="list-style-type: none"> ✓ Project scope and design details, design alternatives for impact minimization 	<ul style="list-style-type: none"> ✓ Face-to-face meetings 	<ul style="list-style-type: none"> ✓ As per requirement for obtaining necessary, 	PWD and DPR consultants

Target stakeholders	Information to be disclosed	Tools of engagement & mode of disclosure	Frequency	Responsibilities
Department ✓ State Pollution Control Board ✓ District Administration ✓ Contractors ✓ Consultants ✓ Civil Society ✓ Department of Town Planning ✓ Road users	✓ Land acquisition and Compensation process. ✓ Secondary information ✓ Project's induced environmental and social risks ✓ Impact mitigation and enhancement measures ✓ Resettlement and Rehabilitation (Policy changes and implementation) ✓ Grievance mechanism process ✓ Shifting of utility and temporary arrangement ✓ Community Safety measures during road constructions-option and measures ✓ Design intervention for physically challenged people		clearances/ permissions and data	

Table 32: Implementation Stage

Target stakeholders	Information to be disclosed	Tools of engagement & mode of disclosure	Frequency	Responsibilities
PAPs	✓ Land acquisition and Compensation progress. ✓ provisions of eligible entitlements ✓ work opportunities if any. ✓ Grievance mechanism process	✓ Face to face ✓ Information on website	Continuous - till completion of all RP activities	✓ PWD ✓ District Administration responsible for LA ✓ implementation NGO ✓ Monitoring consultants ✓ CSC
Project Affected Disadvantaged and vulnerable households	✓ Special entitlements possible work opportunities ✓ Grievance mechanism process ✓ Implementation progress of intervention for Vulnerable group	✓ Face to face meeting with vulnerable groups ✓ GRM Helpline number through display at project locations and on Flyers ✓ Information on website	Continuous - till completion of all RP activities	✓ PWD ✓ NGO / RP implementation monitoring consultants. ✓ District Administration ✓ Social welfare/SC/ST Welfare

Target stakeholders	Information to be disclosed	Tools of engagement & mode of disclosure	Frequency	Responsibilities
				department
Project Affected Women and women headed households	<ul style="list-style-type: none"> ✓ Gender and GBV related issues 	<ul style="list-style-type: none"> ✓ FGDs with women SHGs 	Continuous - till the completion of the project	<ul style="list-style-type: none"> ✓ PWD ✓ NGO, monitoring consultants ✓ Department for Women and Child Welfare ✓ Service providers on women and child issues in the project area
People residing in project community area/general, Community leaders, NGOs operational in the area	<ul style="list-style-type: none"> ✓ Accidents and safety issues ✓ Contractor establishment details i.e., labour camps, plants area etc. Muck disposal locations; usage of local water sources, if any, ✓ Management of air, water and noise pollution, ✓ Disruption to services and arrangement during construction ✓ Grievance mechanism process ✓ Community Safety measures during constructions-option and measures ✓ Relocation of CPRs (shrines/handpumps) ✓ Provisions for assessment of reported damages (cracks, etc.) to assets/structures during construction and payment, if applicable 	<ul style="list-style-type: none"> ✓ consultations, focus group discussions, ✓ meetings with communities involving police departments for road safety aspects, ✓ safety sign boards ✓ written information, (one pagers/flyers) ✓ GRM Helpline number through display at project locations and on flyers 	Bi-monthly	<ul style="list-style-type: none"> PWD through representatives from ✓ Community for relocation of CPRs ✓ District administration ✓ Civil works contractor ✓ Police department ✓ Local hospitals ✓ NGO
Civil Works Contractor and their personnel & subcontractors	<ul style="list-style-type: none"> ✓ Orientation on ESHS provisions, ✓ Sexual harassment prevention measures, ✓ Labor related aspects as provided in the Labor Management Plan 	Provisions in the Bid/Contract documents	<ul style="list-style-type: none"> ✓ During contract signing ✓ periodic as part of worker's joining 	<ul style="list-style-type: none"> ✓ PWD & Civil Works contractor
Other Interested	<ul style="list-style-type: none"> ✓ Project information: and E&S principles 	<ul style="list-style-type: none"> ✓ Face-to-face meetings 	As per requirement	<ul style="list-style-type: none"> ✓ PWD ✓ CSC

Target stakeholders	Information to be disclosed	Tools of engagement & mode of disclosure	Frequency	Responsibilities
Parties (Internal) ✓ Supervision Consultants ✓ Contractors, sub-contractors, service providers, suppliers, and their workers	✓ Workers Grievance mechanism ✓ ESHS, GBV, SEP, Labor Management ✓ Feedback on consultant/contractor reports	✓ Trainings/workshops		✓ NGO
Other Interested Parties (External) ✓ Representatives in the affected area ✓ Police stations. ✓ Civil Society. ✓ Traders Associations ✓ District Authorities	✓ Project information - and E&S principles ✓ Project status ✓ Health and safety impacts ✓ Employment opportunities ✓ Environmental concerns ✓ Grievance mechanism process	✓ Public meetings, open houses, trainings/workshops ✓ Disclosure of written information: brochures, posters, flyers, website, Information boards ✓ Notice board(s) at construction sites. ✓ Grievance mechanism	As per requirements	✓ PWD ✓ Supervision and monitoring consultants ✓ NGO ✓ Contractor/sub-contractors

6.5 Meaningful Consultation

Meaningful consultation is a process that involves the public in providing their views and feedback on project proposals to consider in the decision-making. Approaches to public consultation in this project have ranged from short-term programs to meet the regulatory requirements to a longer-term focus on relationship building and proactive risk management.

Meaningful Consultation activities provide specific stakeholder groups with relevant information and opportunities to voice their views on the project. The activity types and their frequency are adapted to the three main project stages: project preparation (including design, procurement of contractors and supplies), construction, and operation and maintenance.

Table 33: Provides a Summary of the Consultation and Disclosure Activities to be Undertaken

Sr no	Total no. of public consultation	Total no of district covered	Total no of villages covered	Issues discussed and Suggestion made by the community
1	79	2	61	<p>Issues Discussed:</p> <ul style="list-style-type: none"> • Compensation for lost assets at market price • Employment opportunity in the project <p>Suggestions made: Community requested for the following infrastructure support:</p> <ul style="list-style-type: none"> • 12 lamp post (incorporated in the design) • Construction of 11 Meira Shang (project is constructing as part of community asset) • Rehabilitation of 7 ponds (ponds to be finalized during implementation)

Sr no	Total no. of public consultation	Total no of district covered	Total no of villages covered	Issues discussed and Suggestion made by the community
				<ul style="list-style-type: none"> • Construction of 7 public convenience • Construction of 3 market sheds (Project to construct market sheds in consultation with the community) <p><i>All these infrastructure have been added in the scope of contractor and added in BOQ.</i></p>

A total of 79 consultations were carried out across 61 villages. Nearly 700 PAPs were covered under 79 consultations of which 261 were women. A major suggestion from the community was to construct good quality long lasting road and compensation before demolition of structure and acquisition of land. Moreover, this drainage system and their connectivity are the major issues raised by the PAPs.

Table 34: Summary of Consultation with Stakeholders

Sr.No	Stakeholder	No. of Participants	Issues Covered	Issues that have been addressed
1	PAP's	Male-430 Female-261	<ol style="list-style-type: none"> 1. Compensation (For loss of land, partially affected structure, Income loss due to construction, partially affected commercial Structure) 2. drains to avoid water logging) 3. Lamp posts 4. Construction of new Meira Shang. 5. A new water pipeline for drinking water if damaged due to the project activities. 6. Construction of new toilets wherever required. 7. Repairing of crematorium. 8. Construction of an old age home. 9. Construction of Market Shed. 10. Construction of waiting shed. 11. Livelihood assistance 12. Quality of road. 	<p>Project to the extent possible will directly purchase the land. Project will as part of community asset will construct drains; put up lamp posts throughout the length of the project roads; Meira shang; public conveniences; market shed and waiting sheds.</p> <p>Project will also provide employment opportunities to the local population and especially women.</p> <p>Women SHGs will be formed for community-based road maintenance.</p>
2	Transport Association	5	Parking Issues for the commercial vehicle	Transport association leaders have the separate parking space for heavy vehicle provided by the government & during construction they will park their vehicle at other road as said by

Sr.No	Stakeholder	No. of Participants	Issues Covered	Issues that have been addressed
				the leaders of transport association during discussion.
3	Road Users	15	Parking and delay in reaching working location	Road users ready to move on the diverted route or as directed by the traffic control police of Manipur (TCPM) for better road.
4	Land & Revenue Department	5	Land ownership detail of each PAP's and queries related to compensation.	As discussed from revenue department regarding the issue, their answer was -we are ready with the detail of right of records (ROR) of each PAP's
5	Forest Department	3	Trees to be fell	Tree details with species and girth size with all details of road is submitted in the concerned forest office for further process.

Table 35: Analysis of Stakeholder's Involvement and Impacts

S. No.	Categories of Stakeholders	Involvement of Stakeholders (during different phases of the project)			Level of Impact	Level of Interest
		Planning	Construction	Post-construction		
1	Displaced Persons (TH & NTH)	High	Medium	Low	High	High
2	Local Communities	High	Medium	Low	High	High
3	Village Headmen & Gram Panchayat members (local elected representatives)	Low	High	High	Low	Low
4	Women's belonging to various socio-economic groups	Low	High	Low	Medium	Medium
5	Other vulnerable groups	Low	High	Low	High	Low
6	Local Elected Members	High	High	Low	Low	High
7	Concerned Officials from Government	High	Medium	Low	High	High
8	NGOs and CBOs	Low	High	High	Low	Low

6.6 Stakeholder Engagement Plan

Engaging in an appropriate way and communicating adequately is fundamental for a good relationship. Engagement methods have been tailored according to the needs and influence of the two categories of stakeholders. A summary of the proposed level of engagement with stakeholders has been presented in table xx below.

Table 36: Stakeholder Level of Dialogue & Form of Engagement

S.No	Stakeholders	Dialogue Level	Issues for discussion	Frequency of engagement	Form of Engagement
1	Landowner households	Proactive Information	Issues related to procurement of land on lease and resultant impacts like access, payment of lease rent, temporary employment opportunities etc.	Monthly	Open Dialogue with the affected households

S.No	Stakeholders	Dialogue Level	Issues for discussion	Frequency of engagement	Form of Engagement
2	Agricultural laborers	Proactive Information	Issues related to livelihood and livelihood and training opportunities in the project and through other programs under CSR	Monthly	Open Dialogue with the affected persons
3	Women and Girls	Direct Contact and discussions	Issues related to GBV, safety, sanitation, and hygiene. Vocational training for women empowerment	Monthly	Open discussions with women and girls through the ANM and school authorities
4	Indigenous people (ST Community)	Contact through the Gram Pradhan	Common interest with that of the local community	Quarterly	Open Dialogue
5	Contractors and Sub-contractors	Regular Direct Contact	Issues of common Interest in the day-to-day functioning of the project.	weekly	Regular Direct Contact
6	Unskilled and semi-skilled local labour	Regular contact through the labour supplier	Issues related to employment opportunities and payments	monthly	Information dissemination and redressal of payments related complaints raised by the labourers.
7	Surrounding Community	Regular Direct Contact	Common Interest on social and environmental issues	Monthly	Community event and open dialogue
8	Gram Panchayat	Regular Direct Contact	Common Interest on employment, livelihood trainings, CSR activities, and social and environmental issues	Monthly	Information dissemination and suggestions and feedback.
9	Tehsil/District Officials	Occasional Direct Contact	Documentation of land deeds and local permits	As required	Formal meetings
10	Central and State Level authorities	Occasional Direct Contact	Permits and clearances	As required	Formal meetings
11	Local Political groups	Occasional Direct Contact	Common interest with that of the local community and administrative issues	As required	Information dissemination
12	NGOs and CBOs	Occasional Direct Contact	Common interest with that of the local community	As required	Information dissemination

6.7 Information to be Disclosed

Table below specifies the type of additional information and frequency of dissemination:

Table 37: Information disclosure matrix

Topic	Documents to be Disclosed	Frequency	Where
Environmental and Social Impact Assessment; Resettlement, Rehabilitation and Land Acquisition	ESIA, Resettlement Plan (RP), LMP, SEP.	Once in the entire project cycle. But to remain on the website and other disclosure locations throughout the project period.	AIIB's website. On the website of PWD, The client would make the ESIA, RP, LMP, SEP available at a place accessible to affected persons and local NGOs, in a form, manner, and language that are understandable to the PAPs in the following

Topic	Documents to be Disclosed	Frequency	Where
			offices: ✓ Local PWD office ✓ DM's Office ✓ State and District Libraries ✓ Local municipal office ✓ Office of the contractor
	Resettlement Policy Framework translated in local language	Once in the entire project cycle.	Summarized version to be distributed among Project Affected Persons (PAP)
	Information regarding impacts and their entitlements in local language	Once at the start of the project and as and when demanded by the PAP.	Through one-to-one contact with PAPs. Community consultation List of PAPs with impacts and entitlements to be pasted in PWD office and website of PWD,
	RP implementation and LA monthly progress report.	10th day of every month	Website of PWD. Hard copy in the office of contractor in local language
	RP Impact Assessment Report	At midterm and end of the RP implementation	PWD website in local language.
	Land Acquisition notifications	As required under the direct purchase GO of state government	PWD website. Hard copy in the office of contractor in local language
	Grievance redressal process.	Continuous process throughout the project cycle.	AIIB's website. On the web sites of PWD Hard copies in local language in the following offices: ✓ Municipal Commissioner's office ✓ Municipality / urban local body's office ✓ DM's Office ✓ Office of the contractor ✓ PAPs to be informed on one-to-one contact
Public Consultation	Minutes of Formal Public Consultation Meetings	Within two weeks of meeting	On the web sites of PWD Hard copies in local language in the following offices: ✓ DM's Office ✓ Municipality / urban local body's office ✓ Office of the contractor

In addition to the information specified in the table, the following information shall also be displayed / disseminated, wherever applicable.

- i. Project specific information need to be made available at each contract site through public information kiosk,
- ii. Project information brochures shall be made available at all the construction sites as well as the office of PMU / PIU and the office of Engineer in charge.
- iii. Reports and publications, as deemed fit, shall be expressly prepared for public

dissemination e.g., English versions of the ESIA, RP, LMP, SEP and Executive Summary in local language.

- iv. Wherever civil work is carried out a board will be put up for public information which will disclose all desired information to the public, for greater social accountability.
- v. All information will be translated into the local language and will be disclosed to the public through the District Magistrate's office, concerned project offices, websites of PWD.

7. GENDER EQUITY AND SOCIAL INCLUSION

In different development projects, especially project of this nature, women either remains excluded or benefited in a limited way. Attempts to mainstream gender concerns into the project planning and implementation also remain inadequate in many cases. In order to make the project more inclusive and participatory, it is required that women associate themselves in different activities which they find feasible. This approach of inclusion and equity, specifically involvement and engagement of women will be helpful to attain social justice and reduce marginalization of women and empower them to avail maximum benefit from the project. Thus, incorporating gender and other social issues in the development projects helps to improve project performance. A gender approach in the overall project framework takes care of key gender issues and brings in parity in association and participation of women and minimizes gap between male and female at the project level. Minimizing gender-based disparity and improving scope for equal participation of male and female would be encouraged through gender-based approach in the project planning and execution strategy.

During the social assessment, consultations will be organized with different stakeholders to understand the gender issues and possible measures that can help women in ensuring their participation in the overall process. The assessment will help to identify certain key issues pertaining to women and their involvement in different livelihood activities. In the labour front, the wage rate paid to the women workers is comparatively less than their male counterpart. Though Government has been taking required measures for giving land rights to women in shape of registering land jointly with the male counterpart, still in most of the earlier record of rights, male in most cases is title holder. This creates an imbalance as far as land holding is concerned. Access to market by women is also limited due to factors like social stigma, low quantum of sellable produce, distance of the marketplace from the village etc.

7.1 Gender Issues in the State¹

7.1.1 Problems of Victimization

Social exclusion may sound like a new concept in Manipur. Discrimination, the existing cases of discrimination and marginalization among individuals or groups or tribes that have remained unresolved down the ages are nothing else, but cases of the new concept called exclusion. Exclusion of this sort exists either within the community or between communities and tribes in Manipur. The various forms of social exclusion generally noticed and faced in Manipur are the gender-based exclusion of women, exclusion of children, ethnic or communal exclusion and HIV/AIDS related exclusion.

The Manipuri women provide active and indispensable service towards the affairs of the family and society. But for their own selves, they hardly seem to give much care and concern. Their status and dignity, though considered high from various angles, cannot be treated as equal to men. They

¹ WOMEN OF MANIPUR TODAY: VICTIMS OF SOCIAL EXCLUSION by Laishram Bharati Singh

are socially idealized but biologically marginalized in society.

The cultural ethos of the Manipuri community projects an image of the man as strong and dominant and the woman as submissive and docile. Women, therefore, are the victims on whose shoulders family and society depend for their survival and development. Because of their subservience and meekness towards their male counterparts, issues of domestic and gender-based violence perpetrated by men, and other forms of inter-personal and social violence also abound.

This sort of violence against women, whether occurring in public or private life, brings about physical, sexual, or psychological harm or suffering to women, and deprivation of their liberty and full realization of a woman's life. According to the National Family Health Survey, domestic violence rates are higher in Manipur than the National average. Naturally, this information is contradictory to the normal understanding of the status of Manipuri women relatively higher in Manipur. Therefore, we find that, more often than not, a Manipuri woman does suffer silently.

7.2 Social and Household Problems

The cause of the victimization of women seems to be deep-rooted in the various social evils prevailing in the society. Women are restricted in certain ways by the social customs and taboos prevailing in the traditional and patriarchal Manipuri society even today. The interest of the women is usually neglected and thus excluded in many decisions.

Gender inequality prevails in family affairs. Like in other parts of India, sons are given more importance than daughters. Daughters who are given in marriage do not inherit any immovable property of their parents. Inheritance is also denied for widows from their husband's property except their own cash and ornaments. Under such circumstances, giving dowry in marriage, taken to be a hateful act in other parts of the country, can be considered as just and logical in Manipur, as it can then be viewed as the female children's share of their parental property. Though the law entitles the female children to an equal share of the parental property, it will take quite some time for the law to get internalized to shape or change the age-old tradition.

The Manipuri women are so attached to their prevalent cultures and traditions till today that we sometimes find them deriving strength from them and sometimes suffering because of them. It may be that they are motivated by fear, ignorance, lack of opportunities and empowerment and hence they cling to these traditions. Any thought of reforms of the customary laws and codes often get suppressed as being unpatriotic.

Gender biasness or gender inequality is a frequently encountered form of alienation of Manipuri women in the family and society. Moreover, women belittling women, though sounds derisive and insulting when said and mentioned about the nature of women, is widely seen, and encountered in matters relating to families and society as well. Under the burden of patriarchy, the women vent their feelings of insecurity and revolt on their own female gender instead. Hence serious wrongdoings committed by sons even outside the family are often ignored and overlooked by women.

While a minor mistake of a daughter or a daughter-in-law within the family parameters is highly reproached and rebuked by them as very unbecoming of women. In breaking the social norms where both men and women are involved, the women are more ostracized than the men for the same act. For instance, a woman marrying outside the community or religion is badly criticized and even ostracized by her family and the society. On the other hand, if a man does the same, that is, marries a girl of another community and brings into his fold, rather than expulsion, he, and his wife's acceptance is permitted by the family and the society as well.

Gender disparity of this kind is increasing as more girls, especially from privileged homes, migrate to the metro cities of India for education as well as employment and get married outside the community. Again, one of the social evils widely practiced in Manipur is polygamy.

There are also several instances when a woman steps out of the threshold of her house for her outdoor activities as a bread-earner of the family, she is often viewed with an eye of distrust and suspicion and often vulnerable to verbal and physical abuses when she returns home. More often than not, she lives under coercion of her husband and family. Her hard-earned money is often taken forcibly by her spouse to waste in drinks, drugs, and gambling. Therefore, it is quite conclusive that economic freedom cannot be said to have necessarily provided true empowerment and emancipation to Manipuri women.

Again, their productive market activities, which include agriculture, cottage industry and labour activities are glorified and encouraged as they yield sufficient returns, while their non-market activities like household chores are proportionately devalued and taken for granted. In such circumstances, a Manipuri woman silently endures all the pain and sacrifice and humiliation. Like elsewhere in India, the Manipuri's also show preference and priority for male in most matters—whether it is expecting a new baby, giving education to children, or taking decisions in the family. In decision-making, the family or the society at large will listen to and give equal importance to the opinion of a domineering patriarch, or a mentally unsound man or even a fickle young boy instead. They will hardly pay heed to a sensible and pragmatic woman. In case a woman shares her opinion or participates in decision-making, howsoever the opinion maybe sensible and credible, it is quickly dismissed and ignored as 'women's talk' or 'women's words'. It is not given due importance.

For that matter, a woman's decision-making power is quite confined to deciding the menu of the day, that to considering what her husband or her sons would like to eat. After she prepares the food, the mother would first feed the men folk and the sons. Only after they have finished and are fully satisfied, would she and her daughters eat the rest of the food items. It matters less important if the food is sufficient or not for them. She and her daughters are used to eating burnt/over-cooked rice or leftover rice. In many households, daughters are denied many luxuries which are generally enjoyed by privileged sons. In all these small but significant matters in the family household, a clear picture is seen of how girls are treated inferior to boys. On the contrary to this knowledge, the women hardly raise their voices for their sorry plights. Therefore, their submissiveness and

docility are wrongly considered as a role model for an ideal Manipuri woman. Such cases of gender-based women exclusion abound in the traditional Manipuri families.

7.3 Economic Problems

In the economic field, two major realms of activity depend solely on women. One is weaving and craft which has been a vital part of their lives irrespective of the status of their family. The other economic aspect is trade and marketing. Women sell any produce from their vegetable or kitchen gardens in the market. They also sell their handloom and craft products. Women basically control and manage the internal trade and commerce of the State.

The Khwairamband Keithel, which is better known as Nupi Keithel or Ima Keithel, is a unique market where only women or mothers conduct the business transaction. The merchandise includes almost anything that a main market sells. There are many such markets run exclusively by women in different regions of the State.

Although the womenfolk can run their business with considerable hard-work and diligence, their control over their income is comparatively negligible. As such, they cannot invest sufficient amount of capital in their small business. Eventually, they fall prey to the moneylenders, are vulnerable to their whims and remain vendors forever.

The women entrepreneurs also face numerous setbacks in their handloom and handicraft industry due to shortage of capital and funds, non-availability of raw materials at cheaper rates, lack of mills and factories, lack of infrastructural facilities, ignorance of administrative and managerial knowledge, shortage of labour to meet the increasing demands, poor wages for its weavers, etc. Due to these problems, large-scale production is hindered, and the industries continue to remain as cottage industries.

Moreover, Manipuri clothes are usually not patented basically due to ignorance of the procedure. Thereby Manipuri handloom clothes become an easy prey to the continuing onslaught of imitation by mill clothes from outside Manipur, which are cheaper and produced in large quantities, thus hampering its growth and product-sale. Also, MGNREGA, considered to be a boon for Indian rural development, has turned out to be a bane for handloom and craft industry in Manipur, as more and more weavers are reportedly engaged in it with the lure of regular work and instant payment. As a result, the cost of production of ethnic clothes became expensive, production became limited and product prices became exorbitantly unaffordable, beyond the reach of the public.

On the other side, though the Nupi Keithel acts as a symbol of economic empowerment, it does not stand for emancipation. The women are driven towards these economic pursuits rather due to poverty and conflict situation than personal choice. Most of them are sole bread-earners for their family. These women have been either widows, or separated, divorced, or abandoned by their husbands that led them to become integral providers for the family 's food security and education of their children. Therefore, one needs to introspect whether the Ima Keithel can be really considered as an index to measure women 's empowerment, or whether the women in the market

are the least empowered today.

Again, since they lack proper education, they suffer from a lack of knowledge of the market economy. The women are also restricted by social customs and traditions from the demands of free movement and interaction with outsider businessmen for market matters. Also, time constraints play a big role as they have responsibilities back home. As a result of all these deprivations, they cannot make much progress into market economy.

Though literacy rate of women in the State is ever rising, it is still below that of men. The progress of female education is thwarted by poverty, social prejudice, and lack of proper facilities. The drop-out rate is also high among girls. They hardly aspire to higher education as they are more engaged in fulfilling their immediate needs. They join some work or the other, usually in the traditional and informal sector to assist in augmenting the family income. This directly has a repercussion in the low employment of women too. They are generally employed in low-paid jobs. Among the women who are employed, most of them serve as schoolteachers, clerks in Government Offices or nurses in hospitals. Some have been engaged in semi-governmental organizations and still some of them are social workers in non-governmental organizations.

Again, the number of women gaining access to professional or technical institutions for education or employment, though increasing, is still minimal. Administrative services and high-end jobs have also eluded the fate of Manipuri women. Awareness of gender sensitization being lacking among the people; it is always found that the Manipuri working women have to struggle hard between the demands of their traditional lifestyle and social obligations at home and the strains and rigours of modern work culture and atmosphere. Although coping family, work and society is quite strenuous, often, the women have resigned themselves to their fate and hardly complain about their overburdened lives.

7.4 Socio-Cultural Problems

The small State of Manipur, in the last few decades, earned an infamous name for being the hotbed of narcotics and substance abuse, AIDS and HIV infected population. The society of Manipur today is eroded to the core. There is a large number of women and children infected with or affected by HIV who are the most discriminated and excluded lot of the society. Any amount of awareness programs and campaigns launched by various government and non-governmental organizations falls short in their attempt to enlighten the people about the dreaded disease and its causes and effects.

The infected people have to live a life filled with physical harassment and mental trauma and loss of status from the stigma and exclusion meted out against them. HIV infected surviving widows, the virus being transmitted to them by their husbands who died of the disease, with children either HIV positive or otherwise encounter the worst deprivation and exclusion in the society. She has to fend for herself and the children amidst a hostile environment which would never forgive her or support her for the social stigma attached in such cases. Several times, her chastity is put under question by society. There are also instances of HIV positive children who lost their fathers to AIDS,

who live as destitute or with single parents, struggling to survive doing odd jobs. There are also examples of helpless HIV infected women being oppressed and harassed in their workplaces. These are the worst forms of victimization and social exclusion found in the Manipuri society of present times.

7.5 Policy Provisions

The constitution of India provides provisions to secure equality in general and gender equality in particular. Various articles in the Constitution safeguard women's rights by putting them at par with men socially, politically, and economically. The Preamble, the Fundamental Rights, Directive Principles of State Policies (DPSPs) and other constitutional provisions provide several general and special safeguards to secure women's human rights. The Preamble to the Constitution of India assures justice, social, economic, and political, equality of status and opportunity and dignity to the individual. Thus, it treats both men and women equal. Fundamental Rights

The policy of women empowerment is well entrenched in the Fundamental Rights enshrined in our Constitution. For instance:

- ✓ Article 14 ensures to women the right to equality
- ✓ Article 15(1) specifically prohibits discrimination on the basis of sex,
- ✓ Article 15(3) empowers the State to take affirmative actions in favour of women,
- ✓ Article 16 provides for equality of opportunity for all citizens in matters relating to employment or appointment to any office.

These rights, being fundamental rights, are justifiable in court and the Government is obliged to follow the same.

7.6 Directive Principles of State Policy

Directive principles of State Policy also contains important provisions regarding women empowerment, and it is the duty of the government to apply these principles while making laws or formulating any policy. Though these are not justifiable in the Court, these are essential for governance, nonetheless. Some of them are:

- ✓ Article 39 (a) provides that the State to direct its policy towards securing for men and women equally the right to an adequate means of livelihood.
- ✓ Article 39 (d) mandates equal pay for equal work for both men and women.
- ✓ Article 42 provides that the State make provision for securing just and humane conditions of work and for maternity relief.

7.7 Fundamental Duties

Fundamental duties are enshrined in Part IV-A of the Constitution and are positive duties for the people of India to follow. It also contains a duty related to women's rights. Article 51 (A) (e) expects from the citizen of the country to promote harmony and the spirit of common brotherhood

amongst all the people of India and to renounce practices derogatory to the dignity of women.

7.8 Other Constitutional Provisions

Through 73rd and 74th Constitutional Amendment of 1993, a very important political right has been given to women which is a landmark in the direction of women empowerment in India. With this amendment women were given 33.33 percent reservation in seats at different levels of elections in local governance i.e., at Panchayat, Block and Municipality elections. Thus, it can be seen that these Constitutional provisions are very empowering for women and the State is duty bound to apply these principles in taking policy decisions as well as in enacting laws.

7.9 Specific Laws for Women

Some specific laws, which were enacted by the Parliament in order to fulfil Constitutional obligation of women empowerment are.

- ✓ The Equal Remuneration Act, 1976.
- ✓ The Dowry Prohibition Act, 1961.
- ✓ The Immoral Traffic (Prevention) Act, 1956.
- ✓ The Maternity Benefit Act, 1961.
- ✓ The Medical termination of Pregnancy Act, 1971.
- ✓ The Commission of Sati (Prevention) Act, 1987.
- ✓ The Protection of Women from Domestic Violence Act, 2005
- ✓ The Prohibition of Child Marriage Act, 2006.
- ✓ The Pre-Conception & Pre-Natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act, 1994.
- ✓ The Sexual Harassment of Women at Workplace (Prevention, Protection and) Act, 2013.

Above mentioned and several other laws are there which not only provide specific legal rights to women but also gives them a sense of security and empowerment.

7.10 Gender Issues of Significance

Mainstreaming gender equity and empowerment is already a focus area in the project. In the project, activities related to livelihood restoration will address women's needs. This framework will help analyze gender issues during the preparation stage and design interventions. Gender analysis will be part of the social assessment and the analysis will be based on findings from gender specific queries during primary data collection process and available secondary data. The quantitative and qualitative analysis will bring out gender disaggregated data and issues related to gender disparity, needs, constraints, and priorities; as well as understanding whether there is a potential for gender based inequitable risks, benefits, and opportunities. Based on the analysis, specific interventions will be designed and if required a gender action plan will be prepared. The

overall monitoring framework of the project will include sex disaggregated indicator and gender relevant indicator.

Three major tools are used to identify and deal with gender issues in the project cycle: gender analysis, project design, and policy dialogue.

- ✓ Gender analysis will be an integral part of the initial social assessment at the screening stage itself. The issues identified can be scaled up during the feasibility and detailed analysis can be carried out during the project preparation stage.
- ✓ The project designs should be gender responsive based on the gender analysis and should be included in the ESIA document. The findings and recommendations from the gender analysis during project planning and feedback from beneficiaries during implementation must be discussed thoroughly to determine the need for further action.
- ✓ Consultations shall be organized with different stakeholders to understand the gender issues and possible measures that can help women in ensuring their participation in the overall process. The consultations will help identify certain key issues pertaining to women and their involvement in project activities.

7.11 The gender issues that have significance for the Project are.

- Women earn less wage for the same duration of work, especially in informal / private sector,
- Occupational health issues,
- Drudgery of women in agricultural activities due to less usable agricultural equipment,
- Limited access to extension services and institutional facilities,
- Few women holding of agricultural productive resources such as land, animals, and machinery.
- Negligible or no role of women in decision-making process,
- Active participation in community institutions is limited to a few women and large section either do not participate or remain passive,
- Access to formal financial credit institution for agricultural activities is limited for women headed households,
- Poor Capital Investment capacity

7.12 Gender Action Plan through the Project Cycle

Involvement of women groups in the identification of impacts and opportunities through project activities shall form the basis for preparation of gender sensitive project activities. The procedure to be followed and process and outcome are presented in the following matrix.

Table 38: Key Activities in Different Project Stages

Action / Task	Performance Targets / Indicators	Responsible Institutions	Timeframe	Budget
Integrate road design features that are friendly to elderly, children, women, and persons with disabilities.	<ul style="list-style-type: none"> Construction of zebra crossings at required place and gender inclusive warning signs in major intersections and pedestrian crossings with warning signs in minor intersections. Construction of people friendly walkways for old age and for persons with disability on both side of built- up areas. Gender inclusive safety signage 	PWD, CSC Contractor	Year 1-2	
Ensure the participation of project affected women in the trainings on income generation programme	<ul style="list-style-type: none"> Women Training participants (33% every year) 	PWD, CSC / NGO	Year 1 to 3	
Ensure the Employment of women in Construction Activities	<ul style="list-style-type: none"> Employment targets for women (30% minimum) and proportionate targets for Excluded groups, for unskilled labour. Record of wages paid shows no gender disparities for work of equal value. Provision in bidding document specifying participation of women included 	PWD, CSC / NGO Contractor	Year 1-2	Included in the Project
Conduct gender-sensitive public preventative human trafficking, SEA/SH prevention and HIV/AIDS & STI awareness-raising sessions to communities and labourers	<ul style="list-style-type: none"> Targets for women's participation in awareness raising / capacity development/ training (at least 30%). SEA/SH prevention, HIV/AIDS & STI preventative awareness signs should be placed at prime locations / strategic places along the corridor, prior to the start of construction. Training on SEA/SH prevention, HIV/AIDS & STI prevention should be given to construction workers at Contractor's Camp on regular interval (at least twice in a year). 	PWD, CSC/ NGO Contractor	Year 1-2	
Conduct road safety awareness campaigns to communities along	<ul style="list-style-type: none"> Residents (with at least 30% women) from VDCs and municipalities crossed 	PWD, CSC/ NGO	Year 1-2	Included in the Project

Action / Task	Performance Targets / Indicators	Responsible Institutions	Timeframe	Budget
corridor (audience: pedestrians, and professional bus and truck drivers in consultation with professional drivers' associations)	<ul style="list-style-type: none"> by the two alignments participated in road safety awareness sessions A significant number of students (at least 30% are schoolgirls) from several primary and secondary schools within project corridor to be involved for participation in road safety awareness sessions 			
2.1 Engage women in maintenance activities	<ul style="list-style-type: none"> At least 10% of contractor staff and labourers are women and APs. Payroll with names, sex, work done, working period, and wages received are made available for inspection by PIU Clause in bidding document encouraging recruitment of PAPs, women and local community residents. Form all women SHGs for community-based road maintenance activity 	PIU-PWD, CSC Contractor and NGO	Year 1-2	Included in the Project
Develop a training module for GESI sensitization training for the department staff, PIU, and other related staff on GESI policy, principle and requirements.	<ul style="list-style-type: none"> Recruit a Social / Gender Specialist to support GESI implementation. Social Specialist to develop training plan 	PIU-PWD/ Implementing Agency/	Year 1	Included in the Project
Implement GESI activities, monitor progress and collect sex-disaggregated data	<ul style="list-style-type: none"> All activities mentioned above to be supported by the collection of sex-disaggregated data and reported in the Social Monitoring Report. 	PWD, CSC, NGO Contractor	Year 1-2	Included in the Project

7.13 Monitoring Gender Action Plan

The indicators, frequency and agency recommended for monitoring are presented in the table.

Table 39: Monitoring Indicators

Aspects	Monitoring Indicators (Process and Outcome)	Frequency	Monitoring Responsibility
Economic	<ul style="list-style-type: none"> ✓ No. of women engaged in different activities and their proportion to total workforce, ✓ Days of engagement of women in different wage / non-wage activities and proportional 	<ul style="list-style-type: none"> ✓ Planning Stage: for the base line data ✓ Half yearly Monitoring ✓ Mid Term Review 	<ul style="list-style-type: none"> PMU Third party Monitor along

Aspects	Monitoring Indicators (Process and Outcome)	Frequency	Monitoring Responsibility
	days of engagement in comparison to their male counterpart, ✓ Growth in income of women due to such engagements, ✓ Reduction in no. of days of migration (if migrating earlier), ✓ No. of women having additional / new market oriented employable skills for self-engagement, ✓ No. of women accessed different govt. schemes / provisions including beneficial enrolment in agricultural interventions, ✓ Improvement in asset holding of women (productive and household assets).	(MTR) ✓ Final Impact Assessment	with PIUs
Social	Improvement of association of women in local institutional and decision-making process (membership, management position etc.);	Planning Stage: for the base line data Half yearly Monitoring Mid Term Review (MTR) Final Impact Assessment	PMU Third party Monitor along with PIU

7.14 Measures for preventing Gender Based Violence

The interventions are at two levels, that of PWD and Contractor. The following actions have been identified defining the roles and responsibilities of PWD and the Contractor. These include:

- i. Develop an IEC strategy and prepare IEC material in the local language on gender equality, zero tolerance for SEA or SH in the project including information on the policy against sexual harassment at the workplace.
- ii. Mandatory and ongoing training and awareness raising for the workforce about refraining from unacceptable conduct toward local community members, specifically women.
- iii. Informing workers about national laws that make sexual harassment and gender-based violence a punishable offence which is prosecuted.
- iv. Introducing a Worker Code of Conduct as part of the employment contract, and including sanctions for non-compliance (e.g., termination).
- v. Inclusion gender-based violence in safety induction trainings.
- vi. Mandatory trainings for the workforce on the GBV grievance redressal mechanism for reporting and response of GBV incidents.
- vii. Sensitization and awareness generation of community members and at-risk groups to be carried out regularly on GBV risks, prevention, reporting and response, and
- viii. Continuous stakeholder consultation will be carried out in the adjoining villages to inform the community about GBV risks and redressal mechanisms.
- ix. Strengthen institutional linkages with other departments and response actors for GBV risk mitigation and response.
- x. Monitoring to be integrated into project safeguard monitoring with a special focus on

identified hot spots.

7.15 The Action Plan

Based on the gender risk assessments and field consultations and findings, a GBV action plan (see below) has been prepared outlining the key actions and responsibilities of project partners

Table 40: GBV Action Plan

S. No.	Particular	Actions	Responsibility
1	Policy for GBV	Prepare IEC material in the local language for policy against Sexual harassment at workplace and display in strategic locations	PWD, Contractor
2	Training staff on GBV	Capacity building of staff on GBV	PWD, Contractor
3	Training focal social specialists	Ongoing capacity building of social specialists	PWD, CSC
4	GBV in safety Induction	Inclusion of GBV in safety induction	Contractor
5	GBV in Toolbox Talk and task Briefing	Inclusion of GBV in Toolbox Talk and Task Briefing	Contractor
6	Developing a Code of Conduct for GBV	Signing of the CoC by all labourers	Contractor
7	GBV in Community interface	Orienting and building awareness of the community on GBV prevention, reporting and response mechanisms.	Contractor / CSC
8	Stakeholder consultations	Continuous stakeholder consultation will be carried out in the adjoining villages to inform the community about GBV risks and redressal mechanisms	Contractor / CSC
9	Monitoring	To be integrated into projects monitoring (PMC, SESMRC). Focused monitoring of identified hot spots	PWD / CSC/NGO
10	Strengthen institutional linkages with other departments and response actors for GBV risk mitigation and response	Leveraging existing institutional mechanisms (WCD, police, local NGO's) for GBV risk mitigation and response	PWD / Contractor

7.16 Grievance Mechanism to Address Issues Related to GBV

All projects need to have a framework for properly handling GBV allegations. It is essential that prior to GBV complaints being received, all projects clearly identify who specifically will be responsible for handling the complaint: who will assess the nature of the complaint, the appropriate sanction to be applied to the perpetrator, verifying that the survivor has received support, and the sanctions have been enacted, etc. Project teams should establish an accountability and response mechanism for resolving GBV cases. Whilst the process for the resolution and the people involved may vary, the key guiding principle for the resolution process should be to ensure the complete confidentiality of the survivor, a survivor centered approach, and a speedy resolution. Any person involved in the resolution process should be specifically trained to address and resolve GBV related complaints and wherever possible a dedicated focal point from the GBV Services

Provider should be part of the resolution process.[1]

A two-tier mechanism for registering grievances and redressal of GBV has been proposed (i) at the concerned Executive Engineer's level at PIU and (ii) Project Director cum Chief Engineer's level PMU.

[1] Good Practice Note: Addressing Gender Based Violence in Investment Project Financing involving Major Civil Works, 28 September 2018, the World Bank group.

8. LABOUR MANAGEMENT PLAN

Since the project involves construction work that will demand a constant supply of labourers, the influx of migrant workforce will put additional pressure on existing resources. The workforce normally consists of solitary migrant males and that can be a potential risk for the host population. However, in many cases, the migrant male member of the family might relocate his family with him. Specifically, the influx of labour force can lead to:

- Risk of conflict and social unrest due to cultural differences between the labour force and local community
- Risk of spread of communicable diseases due to interaction of the labour and the local community.
- Risk of gender-based violence
- Risk of violation of child-safety measures
- Health hazard for host community due to lack of sanitation facilities and waste management
- Additional pressure on the local resources and social infrastructures

8.1 Construction Labour Management Plan

Since the construction activities are mostly labour intensive by nature, therefore, it is also envisaged that many of the labourers will be employed from outside the State and hence, accommodation will be provided. These migrant labourers will be accommodated in a temporary campsite within the project area.

8.1.1 Objectives

The influx of migrant labour will have both negative and positive impacts on the nearby community and local environment. The labour will be accommodated in a temporary campsite within the project area which can have a significant interface with the host community. The influx of migrant workers would lead to a transient increase of population in the immediate vicinity of the project area for a limited time. This would put pressure on the local resources such as roads, fuel for cooking, water, etc. Hence, a plan has been designed to demonstrate the:

- Potential impacts associated with influx on the host population and receiving environment are minimized;
- Provision of safe and healthy working conditions, and a comfortable environment for migrant labour; and
- To ensure compliance with the national labour laws.

8.1.2 General Requirements

All migrant workers are envisaged to be accommodated in a proper temporary campsite within the project area. If migrant workers are accompanied by their families, provisions should be made accordingly. As per the National Acts, the inclusion of requirements for labour camp to be

established by contractors during construction phase of the project. Contractor(s) shall ensure implementation of the following measures to minimise the potential negative impacts of worker accommodation and workers on local communities:

- **Cleanliness and Sanitization:** Pest extermination, vector control, and disinfection are to be carried out throughout the living facilities in compliance with local requirements and/or good practice. Considering the COVID-19 that has increased risks to community health and safety and occupational health and safety, the contractor needs to put in place a COVID-19 preparedness and response plan.
- **Complaints and incident reporting:** A formal Complaints Procedure will be implemented to ensure timely and transparent response to complaints as received from labour.
- **Labour education:** The workforce will be sensitized to local social and cultural practices through the provision of an induction course for all employees that stipulates expected behaviour;
- **Labour behaviour in the campsite provided:** A Code of Behaviour governing appropriate behaviour in the accommodation facilities to be kept in place and to be strictly enforced. The contractor shall ensure implementation of the “rules of engagement” between labourers living in campsite and community and shall be implemented by construction contractors for all engaged labourers.
- **Labour Compensation and Accommodation:** The client shall ensure that labourers are provided with benefits such as leave, weekly rest day, etc. Accommodation to be provided for the construction labour which covers facilities (including catering facilities, dining areas, washing and laundry facilities, etc.) and supporting utilities.

8.1.3 Hiring and Recruitment Procedure

The manpower contractor shall, wherever possible, locally recruit the available workforce and shall provide appropriate and requisite on job and EHS training as necessary. The following general measures shall be considered for the workforce during their employment tenure:

- The implementing agency in consultation with the PMU will include a code of conduct relating to the accommodation to be signed with the contract document of contractors.
- The contractor shall not employ any person below the age of 18 years nor will have any forced labour.
- The construction labourers will be provided with documented information regarding their rights under national labour and employment law such as but not limited to Factories Act, Minimum Wages Act, Trade Unions Act, and Workmen’s Compensation Act, or equivalent labour codes.
- Priority for employment of labour should be given those impacted by the project such as landowners who have lost land / donated land.

- No discrimination shall be done by the construction contractor with respect to recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, access to training, job assignment, termination of employment or retirement, and disciplinary practices.
- The contractor to ensure that work hours are set at eight hours a day, 48 hours a week, with a weekly rest day for all engaged labour.
- Every labour is entitled to a maximum of only two hours a day as Overtime (OT) work. OT pay is twice the hourly remuneration.
- The project will ensure that equal wages for male and female workers for work of equal nature or value is maintained.
- A grievance redressal mechanism for workers to be put in place by the contractor to raise workplace concerns. The workers to be informed about the grievance mechanism at the time of recruitment; and
- The Contractor to ensure that they develop and implement a procedure to review the performance of their sub-contractors.
- The procedure developed should include regular inspection of the camp sites, maintaining information pertaining to labour sourced by sub-contractors.

8.1.4 Worker's Accommodation

The Contractor to supervise and monitor the activities performed by their contractor and accommodation facilities provided in the campsite. The following measures shall be provided:

- The labourers to provide with accommodation made of insulating material and locally available building material, etc. along with storage of personal belongings.
- The migrant workers with families will be provided with individual accommodation comprising bedroom, sanitary and cooking facilities.
- The units to be supported by common latrines and bathing facilities duly segregated for male and female labour; A minimum of 1 unit to 15 males and 1 unit for 10 females shall be provided.
- The contractor shall provide a canteen facility with facility to cook food of appropriate nutritional value respecting religious/cultural backgrounds.
- All doors and windows shall be lockable and mobile partitions/curtains shall be provided for privacy.
- Dust bins to be provided for collection of garbage and to be removed on a daily basis;
- It is also required to provide first aid box in adequate numbers; and
- Ventilation should be appropriate for the climatic conditions and provide workers with a comfortable and healthy environment to rest and spend their spare time.

8.1.5 Security

The contractors shall put in place the following security measures to ensure the safety of the workers. The following measures shall be incorporated:

- Access to the campsite shall be limited to the residing workforce.
- The contractor shall be responsible for deploying an adequate number of guards.
- Adequate, day-time night-time lighting shall be provided.
- The security personnel shall be provided with training to respect the community traditions and in dealing with, use of force, etc.; and
- The rental accommodation shall be provided with firefighting equipment and portable fire extinguishers.

8.1.6 Provisions for Drinking Water

- Access to an adequate and convenient supply of free potable water is a necessity for workers. The domestic water conforming to the IS 10500:2012 supply shall be made available by the contractor.
- The direct usage of water from bore well should not be allowed.
- The Contractor(s) should regularly monitor the quality of drinking water. In case of non-compliance with the Drinking Water Specifications, additional treatment shall be provided, or alternative sources of water supply shall be arranged; and
- All storage container of drinking water to be monitored from becoming polluted or contaminated.

8.1.7 Cooking Arrangements

- Places for food preparation are designed to permit good food hygiene practices, including protection against contamination between and during food preparation.
- Adequate personal hygiene including enough washbasins designated for cleaning hands with clean, running water; and
- All kitchen floors, ceiling and wall surfaces adjacent to, or above food preparation and cooking areas are built using durable, non-absorbent, easily cleanable, non-toxic materials.
- Food preparation tables are equipped with a smooth, durable, easily cleanable, non-corrosive surface made of non-toxic materials.
- To ensure that the fuel need of labourers in the project area does not interfere with the local requirements, necessary arrangements for supply of fuel to the labourers shall be done by the contractor.

8.1.8 Wastewater Generation

There will be a generation of wastewater from the campsite. About 80% of water used shall be

generated as sewage/wastewater.

- Contractors to ensure that the campsite is equipped with the septic tank and soak pit for disposal of sewage. It is also recommended that the storm water and sewage system should be separate. The surface water drainage shall include all necessary gutters, down pipes, gullies, traps, catch pits, manholes, etc.
- Sanitary and toilet facilities are constructed of materials that are easily cleanable. Sanitary and toilet facilities are required to be cleaned frequently and kept in working condition.

8.1.9 Solid Waste Management

The solid waste generated from the campsite will mostly comprise compostable waste like vegetables (kitchen waste) and combustible waste like paper, cans, plastic and some non-degradable waste like glass/glass bottles. The following measures shall be adopted by contractors to ensure effective management of solid waste:

- The solid wastes of domestic nature generated shall be collected and stored separately in appropriate containers with proper sealing on them.
- Separate bins with proper markings in terms of recyclable or non-recyclable waste shall be provided in the houses and kitchen premises in sufficient numbers for collection of garbage.
- Food waste and other refuse are to be adequately deposited in sealable containers and removed from the kitchen frequently to avoid accumulation; and
- The contractor shall identify the nearest municipal solid waste storage facility and tie up with the concerned urban local body for disposal of waste at frequent intervals.

8.1.10 Medical Facilities

The following medical facilities shall be provided by contractors for the construction workers:

- A first aid centre shall be provided for the labour within the construction site equipped with medicines and other basic facilities.
- Adequate first aid kits shall be provided in the campsite in an accessible place. The kit shall contain all type of medicines and dressing material.
- Contractor shall identify and train an adequate number of workers to provide first aid during medical emergencies.
- Regular health check-ups shall be carried out for the construction labourers every six month and health records shall be maintained.
- Labours should have easy access to medical facilities and first aider; where possible, nurses should be available for female workers.
- First aid kits are adequately stocked. Where possible a 24/7 first aid service/facility is available.

- An adequate number of staff/workers is trained to provide first aid; and
- Information and awareness of communicable diseases, AIDS, etc. shall be provided to workers.

8.1.11 Recreation Facilities

- Basic collective social/rest spaces are provided to workers.
- Facilities like a common television can be provided in labour camps.

8.1.12 Inspection of Accommodation Facilities

The campsite shall be inspected at frequent intervals to ensure that the facilities are well organized and maintained to acceptable and appropriate standards by the Contractor. The key areas are:

- Daily sweeping of rooms and houses shall be undertaken.
- Regular cleaning of sanitary facilities shall be undertaken.
- The kitchen and canteen premises shall be established under good hygiene conditions.
- Daily mealtimes shall be fixed for the labour.
- Smoking and alcohol consumption shall be prohibited in the workplace.
- Water logging shall be prevented at areas near the accommodation facilities and adequate drainage is to be provided; and
- Checklists pertaining to the daily housekeeping schedule shall be maintained and displayed at houses, toilets, and kitchen.

To limit the impact due to cumulative labour onsite during the construction phase, contractors shall provide.

- adequate labour camp which should be appropriate for its location and be clean, safe and, at a minimum, meet the basic needs of workers.
- Contractors should assess the location of labour camp, that it should not be constructed in the immediate vicinity of any drainage channel.
- It should be ensured that the labour camp(onsite)should have basic amenities such as electricity, drinking water, health& sanitation facility, kitchen, and rest room.
- All tanks used for the storage of drinking water are constructed and covered to prevent water stored therein from becoming polluted or contaminated and all the migrant workers will be instructed accordingly.
- Employers should ensure that the accommodation which is provided is not overcrowded and does not pose a risk to the health and safety of workers.
- The labour camp will be equipped with septic tanks and soak pits and avoid the presence of stagnant water which is a factor of the proliferation of potential disease vectors such as mosquitoes.

- Contractors should ensure that the disruption of local communities is minimum local communities' transport infrastructures and if required limit the worker's movements in nearby areas.
- Security staff have a clear mandate and have received clear instruction about their duties and responsibilities, in particular, their duties not to harass, intimidate, discipline, or discriminate against workers.
- Contractors should ensure that workers and members of the surrounding communities have specific means to raise concerns about security arrangements and staff.
- Where possible, an adequate transport system to surrounding communities will be provided. It is good practice to provide workers with free transportation to and from local communities; Specifically:
 - The contractor and labourers will sign a code of conduct by contractors and workers to maintain good manners with the community and avoid gender-based violence.
 - Project will undertake awareness raising program for the workers and community on the risk of labour influx; and
 - To the extent possible, the local workforce will be engaged to minimize the influx of workers.

8.1.13 Impact of influx of migrant labourer

- The contractor will preferably engage the local labour force except for the labourer's requiring special skills and the non-availability of such skilled laborers from the local area.
- Awareness raising of laborers/ workers on societal norms, taboos, and other cultural practices
- Organise awareness creation and educational programmes for all workers and the general public on the behavioural changes required to prevent the spread of HIV/AIDS and other STDs
- The 'Labour Influx and Construction Workers Campsite Management Plan' will be implemented
- Project to assess and manage labour influx risk based on risks identified in the ESIA. Depending on the risk factors and their level, appropriate site-specific Labour Influx Management Plan and/or a Workers' Camp Management Plan.
- The project will incorporate the ESMP into the civil works contract. The responsibilities for managing these adverse impacts will be clearly reflected as a contractual obligation, with a mechanism for addressing non-compliance.
- Employment of any person under 18 years of age will be strictly prohibited. The contractor will maintain a labour register with name, age, and sex with supporting document (preferably copy of Aadhar card or voter's ID card). This will be monitored by the Environmental and Social office of contractors.
- Contractor and labourer will sign a code of conduct to maintain good manners with the

community and avoid GBV

- Project will undertake awareness raising program for the workers and community on the risk of labour influx

8.1.14 Avoiding Gender Based Violence

- Contractor will prepare and implement robust measures to address the risk of gender-based violence that include
 - mandatory and repeated training and awareness raising for the workforce about refraining from unacceptable conduct toward local community members, specifically women;
 - informing workers about national laws that make sexual harassment and gender-based violence a punishable offence which is prosecuted;
 - introducing a Worker Code of Conduct as part of the employment contract and including sanctions for non-compliance (e.g., termination), and (iv) contractors adopting a policy to cooperate with law enforcement agencies in investigating complaints about gender-based violence.
- Additional measures can aim to reduce incentives to engage with the local community by providing workers with the opportunity to spend their time off away from the host community, where feasible with a small transport allowance, ideally allowing workers to regularly return for brief visits to their families, spouses, and friends, or to visit nearby urban centres that provide a variety of legal social opportunities. For workers who need to travel further it may be attractive to forego weekends off in exchange for longer breaks that would allow for such home leave travel

8.1.15 Contractor's and Borrower's Responsibilities

Within 30 days from the appointed date, the Contractor shall prepare and submit 4 hard copies and 1 soft copy of Labour Influx and Worker's Camp Management Plan to the concerned PEA that addresses specific activities that will be undertaken to minimize the impact on the local community, including elements such as worker codes of conduct, training programs on HIV/AIDS, etc. A Workers' Camp Management Plan addresses specific aspects of the establishment and operation of workers' camps. This Labour Influx and Worker's Camp Management Plan will include:

- mandatory and repeated training and awareness raising for the workforce about refraining from unacceptable conduct toward local community members, specifically women;
- informing workers about national laws that make sexual harassment and gender-based violence a punishable offence which is prosecuted;
- introducing a Worker Code of Conduct as part of the employment contract and including sanctions for non-compliance (e.g., termination), manual scavenging, engagement with local residents, child labour, non-discrimination, harassment of co-workers including women and those belonging to SC and STs and other minority social groups,

- contractors adopting a policy to cooperate with law enforcement agencies in investigating complaints about gender-based violence.
- training programs on HIV/AIDS and other communicable diseases,
- workers' Camp Management Plan addressing specific aspects of the establishment and operation of workers' camps provided the Local Body/ Executing Agency is unable to cater to the demand for affordable housing for this additional workforce in terms of rentals, hostels, apartments, etc.; and complaint handling Mechanism at the project level

Additional measures that aim to reduce incentives to engage with the local community by providing workers with the opportunity to spend their time off away from the host community, where feasible with a small transport allowance, ideally allowing workers to regularly return for brief visits to their families, spouses, and friends, or to visit nearby urban centres that provide a variety of legal social opportunities. For workers who need to travel further, it may be attractive to forgo weekends off in exchange for longer breaks that would allow for such home leave travel.

While clear and decisive measures by the contractor are critically important, the effectiveness of these measures often depends on complementary actions by the Borrower. Those are typically focused on public administration and law enforcement, such as:

- reinforcing local police in a remote setting, where services may not be sufficiently staffed or equipped to maintain public order after the influx;
- ensuring that complaints about gender-based violence are taken seriously by local law enforcement, which may be supported by deploying female officers to the project area, and
- participating in training with workers to demonstrate the presence of government authority in the project area.

9. INSTITUTIONAL ARRANGEMENT

9.1 Implementation Arrangements

The executing agency of the project will be the Public Works Department, Government of Manipur. There shall be a PMU headed by the Project Director (PD). The PMU will coordinate the overall project implementation, while the land acquisition will be done by the Deputy Commissioner/District Collector of respective Districts.

There shall be 1 (one) Project Implementation Unit (PIU) for each Division of PWD Manipur – Imphal East, Imphal West and Highway South - which are headed by their respective Executive Engineers. The PMU will hire the services of social specialist who in turn will guide (i) PIU on LA and other social issues, (ii) NGO on RP implementation, and (iii) RP monitoring consultants. PIU will have a dedicated staff to coordinate with district administration and monitor land acquisition, compensation disbursement, grievance redress etc...

The construction supervision consultant (CSC) will support the PMU / PIU and any other organization in matters relating to land acquisition and resettlement and updating the resettlement plan, if needed. PWD will engage the services of an independent agency for concurrent monitoring of RP implementation and periodic evaluation. The PMU will ensure that any land acquisition activity is preceded by a satisfactory Resettlement Planning (RP). The PMU will also ensure that appropriate entitlements and mitigation measures are included in RP, with special consideration for the benefit of vulnerable groups. The PMU will ensure that AFs will not be displaced or dispossessed unless compensation and entitlements are paid for lost assets including other allowances.

The PMU will also hire the services of an NGO for assisting PIUs in RP implementation. The RP implementation NGO will also be responsible for restoring the income levels of affected people.

The roles and responsibilities of various agencies to be involved in resettlement planning process and implementation of resettlement activities are summarized in Table 32.

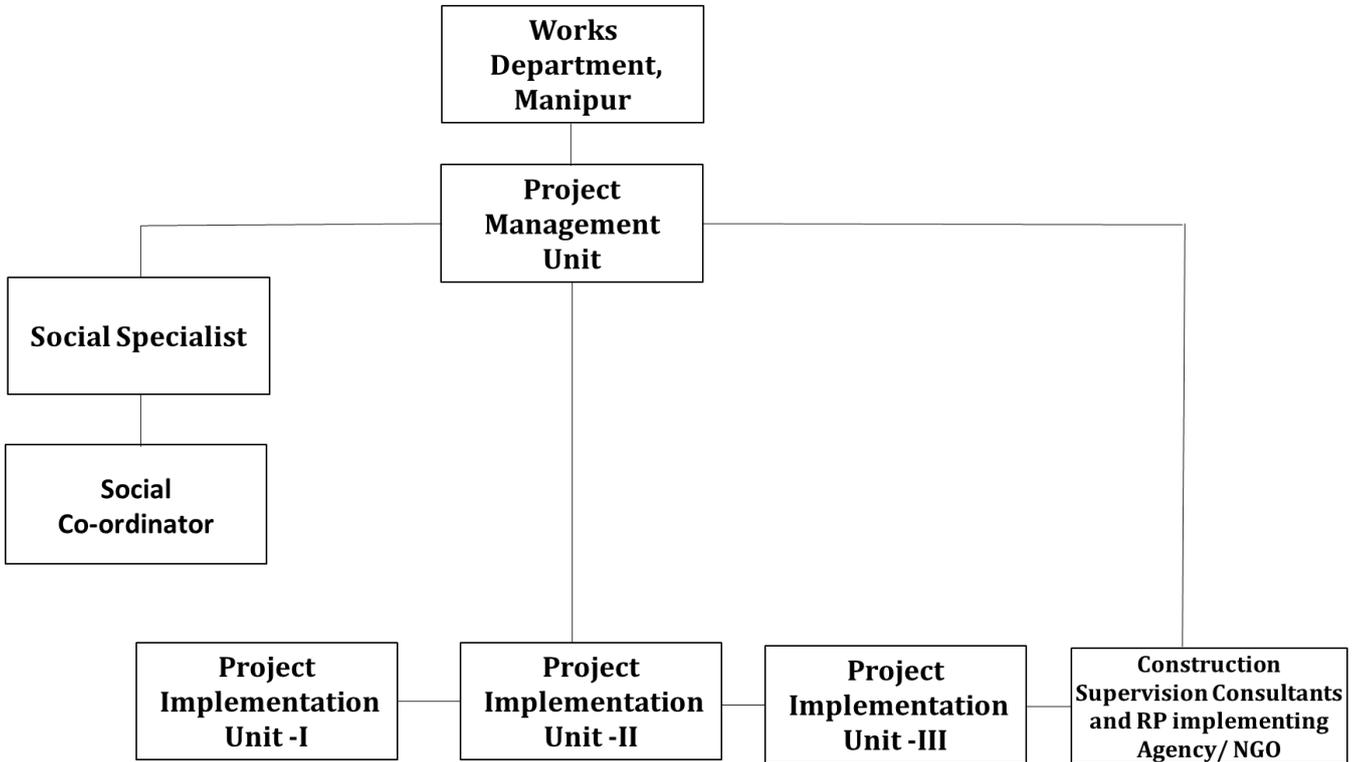
Table 41: Agencies Responsible for Implementation of Resettlement Plan

Key Agency	Responsibility
Project Director (MPWD)	<ul style="list-style-type: none"> • Make final decision on roads to be included under the project. • Overall responsibility for project design, feasibility, construction and operation and guide PIU • Ensure that sufficient funds are available to properly implement all agreed social safeguards measures. • Ensure that all Projects comply with the provisions of AIIB's and Gol's policies and regulations. • Submit semi-annual safeguards monitoring reports to AIIB
Social Specialist PMU	<ul style="list-style-type: none"> • Finalize the social instruments, • Provide policy guidance to the project level counterparts, • Ensure dissemination of R&R Policy at state level, • Monitoring R&R and Land acquisition activities. • Make budgetary provisions for R&R activities, • Liaison with state administration for land acquisition and implementation of RP, • Participate in state level meetings,

Key Agency	Responsibility
	<ul style="list-style-type: none"> • Finalize TOR of contracting NGO for implementation and external agency for monitoring and evaluation • Prepare training schedule for state and project level social development officials for capacity building to implement the RP, • Prepare TOR for any studies required and qualitative dimensions to the implementation of RP, • Facilitate appointment of consultants to carry out the studies and co-ordinate them. • Monitor physical and financial progress on implementation of RP;
Social Coordinator, Project Implementation Units	<ul style="list-style-type: none"> • Co-ordinate with district administration for LA and NGO responsible for implementation of RP and other safeguard documents, • Translation of R&R policy in local language and ensure dissemination at state; district and community level - prepare pamphlets on policy for information dissemination, • Coordinate with the state and district level officials for acquisition of private land and implementation of RP; Liaison with district administration for dovetailing of government schemes for Income Restoration Schemes • Monitor physical and financial progress of implementation of RP, • Participate in the project level meetings, • Report progress, highlighting social issues not addressed, to provide for mid-course correction, • Coordinate training of project level staff with agencies involved. • Organize by-monthly meetings with NGO and RP monitoring consultants to review the progress of R&R, and gender actions
RP Implementing Agency	<ul style="list-style-type: none"> • Conduct the verification for the affected families and update the census and socio-economic data, • Develop rapport with PAFs and between PAFs and project, • Design and carry out information campaign and consultations with the local community during the implementation of the RP, • Provide information to PAFs and local community and conduct awareness on R&R Policy and distribute the policy to the affected families, • Prepare and submit the micro plans for the PAFs, • Assist the PAFs in receiving the compensation and rehabilitation assistance, • Motivate and guide PAP for productive utilization of the compensation and assistance amount, • Assess the level of skills and efficiency in pursuing economic activities, identify needs for training and organize training program, • Assist PAFs in approaching the grievance redressal mechanism, • Assist the PAFs in getting benefits from the appropriate local development schemes, • Prepare monthly progress reports and participate in monthly review meetings, • Participate in the training program for capacity building, • Carry out other responsibilities as required from time to time
Contractor	<ul style="list-style-type: none"> • Consult community and PIU regarding location of construction camps. • Sign agreement with titleholder for temporary use of land and restore the land to equal or better condition upon completion. • Commence construction only when 50% of the project alignment is free of encumbrance. • Respond in a timely fashion to recommendations from GRCs
District level officials	<ul style="list-style-type: none"> • Acquire land for the project at the request of PWD, • Provide any existing socioeconomic information, AFs, and other related information to DPR Consultant prior to the field data/information collection activities. • Act as the local focal point of information dissemination. • Execute land acquisition process
M&E Consultants	<ul style="list-style-type: none"> • Finalize indicators for concurrent monitoring and periodic evaluation, • Finalize reporting format in line with AIIB's requirement,

Key Agency	Responsibility
	<ul style="list-style-type: none"> • Conduct concurrent monitoring of RP implementation, • Suggest measures in case any gap is identified, • Carry out mid- term evaluation of RP implementation, • Suggest mid-term course correction if needed, • Conduct end term evaluation of RP implementation

9.2 Organogram



9.3 Institutional Capacity Development Program

The capacity development programs need to be conducted to facilitate implementation of the Project in accordance with AIIB safeguard requirements. The PMU will be responsible for training of staff of PWD and PIU on resettlement planning and implementation, social protection, addressing grievances, addressing gender issues including GBV, monitoring, reporting, and disclosure requirements.

The Social Specialist of PMU/PIU will be the nodal officer for implementation of the resettlement plan and other related activities. The Social Specialist of PMU will provide trainings and capacity building programs on resettlement management on issues concerning: (i) principles and procedures of land acquisition; (ii) public consultation and participation; (iii) entitlements and compensation disbursement mechanisms; (iv) grievance redress; (v) monitoring of resettlement operation and (vi) disclosure methods. Specific modules customized for the available skill set shall be devised after assessing the capabilities of the target participants and the requirements of the project. Institutional capacity building programs will involve training on environmental and social safeguard (ESS) for the PMU/PIU/ CSC staff and the Contractor’s employees.

Capacity building of institutional actors (Staff of EA) has been assessed considering the projects carried out by the EA staff for multilaterally funded and are being implemented by the EA in the

past and at present. It has been found that all the projects have been carried out with satisfaction from the funding agencies. However, the present project is the first kind funded by the AIIB. It is assumed that the EA staff may need capacity development to deal with the norms and guidelines of AIIB (ESS 1, 2 and 3) to implement the project. Thus, the EA staff, designated to supervise carrying out implementation of RP will need capacity building in respect to AIIB's requirements for doing so in a full proof manner. In addition to EA staff, the staff of civil contractor, RP implementing Agency will also be included in the process of capacity building.

10. MONITORING AND EVALUATION

A monitoring and evaluation program will be implemented to (a) record and assess project inputs and the number of persons affected and compensated, and (b) confirm that former subsistence levels and living standards are being re-established. The range of activities and issues that would therefore have to be recorded and checked, include (i) land acquisition and transfer procedures; (ii) compensation payments; (iii) construction of replacement houses for displaced Families; (iv) re-establishment of displaced Families and commercial enterprises; (v) resettlement and compensation packages; (vi) re-establishment of livelihood and income levels; and (vii) ability of vulnerable AFs to improve their livelihoods.

PMU with approval from AIIB will recruit an independent external monitoring agency or experts for independent review of resettlement implementation to determine whether intended Government of Manipur are being achieved, and if not, what corrective actions are needed. The expert will undertake a baseline survey of each Project area prior to implementation of RP to ensure that adequate pre-project data is collected and available for monitoring. The expert will submit quarterly, mid-term evaluation and end-term evaluation reports directly to AIIB and PMU.

Land acquisition will be monitored internally by PMU and externally by an independent agency with the objective of providing feedback to management on implementation and identifying problems and successes as early as possible to facilitate timely adjustment of implementation arrangements. The PMU will submit quarterly progress reports to AIIB. The objectives of the monitoring are (i) to ensure that the standard of living of AFs are restored or improved; (ii) to monitor whether the timelines are being met; (iii) to assess if compensation, rehabilitation measures are sufficient; (iv) to identify problems or potential problems; and (v) to identify methods of responding immediately to mitigate problems.

10.1 Need for Monitoring

Monitoring and reporting are critical activities in involuntary resettlement management in order to ameliorate problems faced by the AFs and develop solutions immediately. Monitoring is a periodic assessment of planned activities providing midway inputs. It facilitates change and gives necessary feedback of activities and the directions on which they are going. In other words, monitoring apparatus is crucial mechanism for measuring Project performance and fulfilment of the Project objectives.

10.2 Monitoring in the Project

RP implementation for the Project by the NGO will be closely monitored by the EA. Keeping in view the significance of resettlement impacts of the project and being categorised overall as 'A', the monitoring mechanism for this project will have both internal monitoring by PIU and external monitoring by an external agency or expert.

10.2.1 Monitoring by PIU (Internal Monitoring)

One of the main roles of PIU Field Office will be to see proper and timely implementation of all

activities in RP. Monitoring will be a regular activity for PIU and Resettlement Officer at this level will see the timely implementation of R&R activities. Monitoring will be carried out by the PIU and its agents, such as NGOs and will prepare monthly reports on the progress of RP Implementation. PIU will collect information from the Project site and assimilate in the form of monthly report to assess the progress and results of RP implementation and adjust work program where necessary, in case of delays or any implementation problems as identified. This monitoring will form parts of regular activity and reporting on this will be extremely important to undertake mid-way corrective steps. The monitoring by PIU will include:

- (a) **administrative monitoring:** daily planning, implementation, feedback and troubleshooting, individual DP database maintenance, and progress reports.
- (b) **socio-economic monitoring:** case studies, using baseline information for comparing DP socio-economic conditions, evacuation, demolition, salvaging materials, morbidity and mortality, community relationships, dates for consultations, and number of appeals placed; and
- (c) **impact monitoring:** Income standards restored/improved, and socioeconomic conditions of the Affected Persons. Monitoring reports documenting progress on resettlement implementation and RP completion reports will be provided by the PIU for review and approval from AIIB.

10.2.2 External Monitoring

The monitoring of RP will be undertaken by the Resettlement Expert of the Implementation Supervision Consultant. The main objective of this monitoring is to supervise overall monitoring of the Project and submit a biannual report to determine whether resettlement goals have been achieved, more importantly whether livelihoods and living standards have been restored/enhanced and suggest suitable recommendations for improvement. The external monitoring consultant will be mobilized within three months of loan approval and the monitoring will be carried out concurrently during the RP implementation. The external monitor will assess resettlement outcomes, their impacts on the standards of living of Affected Persons, and whether the objectives of the resettlement plan have been achieved by considering the baseline conditions and the results of resettlement monitoring. The EM will undertake a post-resettlement evaluation of the effectiveness of RP implementation with comparison to baseline information.

The key tasks during external monitoring will include:

- (a) Review and verify the monitoring reports prepared by PIU.
- (b) Review of socio-economic baseline census information of pre-Affected Persons and conduct (if necessary) baseline survey.
- (c) Identification and selection of impact indicators.
- (d) Impact assessment through formal and informal surveys with the Affected Persons.

- (e) Consultation with AFs, officials, community leaders for preparing review report.
- (f) Assess the resettlement efficiency, effectiveness, impact and sustainability, drawing lessons for future resettlement policy formulation and planning.

The following should be considered as the basis for indicators in monitoring of the Project:

- (a) socio-economic conditions of the AFs in the post-resettlement period.
- (b) communication and reactions from AFs on entitlements, compensation, options, alternative developments, and relocation timetables etc.
- (c) changes in housing and income levels.
- (d) rehabilitation of informal settlers.
- (e) valuation of property.
- (f) grievance procedures.
- (g) disbursement of compensation; and
- (h) level of satisfaction of AFs in the post resettlement period.

10.3 Monitoring Indicators

The most crucial components/indicators to be monitored are specific contents of the activities and entitlement matrix. The RP contains indicators and benchmarks for achievement of the objectives under the resettlement program. These indicators and benchmarks are of three kinds:

- (a) Process indicators including Project inputs, expenditures, staff deployment, etc.
- (b) Output indicators indicating results in terms of numbers of affected people compensated and resettled, training held, credit disbursed, etc. and
- (c) Impact indicators related to the longer-term effect of the Project on people's lives.

Some of the indicative monitoring indicators are as following.

Table 42: Monitoring Indicators

	Baseline Status	Assessment Methodology	Expected Output
Implementation Process			
Notices under land acquisition process	Notices served to all LA cases for both stage II and III	Structured Schedule, group discussion	Timely notices issued and affected families are informed
Dissemination of information on project and social issues	Dissemination of draft and final RP	Review of consultation process and minutes of the meeting	Adequate knowledge on project and its various components
Consultations conducted under the project with PAFs	79 local level consultations on project information, R&R entitlements, valuation of assets, mode of	Review the minutes of meetings and copies of agreements made on issues raised and	Awareness and information on the project; R&R entitlements, valuation of assets, mode of payments,

	Baseline Status	Assessment Methodology	Expected Output
	payments, etc.,	discussed.	etc., and local participation in the project.
Needs assessment and training programmes for income generation	Training need assessment to be carried out during implementation to identify eligible PAPs for training	Structured Schedule, informal and formal discussion	Awareness about the training programmes; informed choice on training and sustainable income restoration option.
Services of the NGO	Terms of Reference for NGO finalized. NGO to be hired before initiating implementation of RP.	Structured Schedule, informal and formal discussion	Unbiased implementation of RP; NGO to be an extended arm of PWD and to act as interface between PWD and PAFs.
Functioning of the Grievance redressal mechanism	Three tier mechanism to address grievances finalized. GRC will be established before the start of project implementation.	Review the records of GRC	Appropriate and timely action on the grievances of the affected people
Financial progress			
Amount disbursed for acquisition/direct purchase of land, structure, trees, etc.	Yet to start	Structured Schedule, informal and formal discussion	PAPs purchased land equivalent or more than land loss of same quality or used that money for some other productive asset
Amount disbursed towards R&R assistance	Yet to start	Structured Schedule, informal and formal discussion	New house constructed, new land purchased, new productive assets purchased, created some income source to offset the loss of income
Amount disbursed for training for income generation	Yet to start	Structured Schedule, informal and formal discussion	New income generation activities taken up, change in the income levels, reduction in drudgery for women
Amount disbursed for restoration and construction of CPRs	Yet to start	Structured Schedule, informal and formal discussion	Community infrastructure built and restored
Fees paid to NGO for implementation of RP and consultants for M&E activities	NGO and M&E agency yet to be hired	Structured Schedule, informal and formal discussion	Timely implementation
Physical progress			
Total land to be Acquired/purchased	Out of 22.869 ha of total land required for the project, private land to be acquired / purchased is 19.046.	Structured Schedule	Progress of land acquisition
Number of PAFs to be disbursed R&R assistance	4843	Structured Schedule	Progress on Economic Rehabilitation
Number of vulnerable PAFs to receive	704	Structured Schedule	Progress on Resettlement and Assistance

	Baseline Status	Assessment Methodology	Expected Output
additional assistance			
Number of PAFs to receive additional assistance for cattle shed	55	Structured Schedule	Progress on Resettlement and Assistance
Social well being			
House Type		Structured Schedule	Improved housing conditions and increase in number of pucca houses.
% pucca houses	60%		
% semi pucca houses	31%		
% kutcha houses	9%		
% PAFs literate	95%	Structured Schedule	Improved literacy level and resultant social wellbeing.
Economic improvement			
% of households earning less than Rs. 10,000 per month	59%	Structured Schedule	Improved income Economic Status

10.4 Periodic Evaluation

Observing and appraising various specific parameters and processes as objectively as possible will be carried out. Periodic evaluation of these would indicate where and when policy changes could occur or where deficiencies in implementation method or style are apparent. The boundaries of this assessment will need the agencies (M&E) to examine the multiplier effects and linkages outside of the project definition of affected people and areas.

The RP implementation will be evaluated periodically by the PMU. The E&S specialist in PMU will internally monitor the RP implementation which would include both physical and financial progress. An audit of the RP plan shall be conducted by the Project during the midterm and on the completion of the plan implementation in consultation with PMU. Evaluation could be done through the development of a standard of living index (SOLI) and the same will be evaluated pre & post-acquisition of affected vs. unaffected population. The impact evaluation will be carried out after the implementation of RP is over. Impact evaluation will look at all the affected populations and host population.

An external agency will be hired for the purpose of third-party evaluation. Audit will also evaluate whether all activities identified in the RP have been completed satisfactorily and will give recommendations for the necessary modification /corrective measures if any, for the future projects. Individual PAF-wise data will also be compiled for comparison of his pre & post-acquisition status and restoration of livelihood.

10.4.1 Objectives of External Evaluation

The objectives of external evaluation are:

- If income and standard of living of the PAFs has at least been restored and has not declined.
- To evaluate Income Generation Schemes implemented in the project areas to assess the post project income status of PAFs and to assess the contribution of IG schemes in enhancement of household income of PAFs.

- To assess the utility and productivity of IG schemes.
- To assess whether the compensation and resettlement assistance provided were sufficient for both short- and long-term income restoration.
- Utilization pattern of compensation and assistances
- Benefits accrued to PAPs and difficulties encountered.
- Whether training imparted to PAPs:
 - Are being utilized or have been able to enhance their income level.
 - Is as per the resource base of the area.
 - Adequacy of the training
 - Qualification of trainers
 - Whether mid-term corrections were carried out after imparting training.

10.5 Reporting Requirements

PIU Field Office responsible for supervision and implementation of the RP will prepare monthly progress reports on resettlement activities and submit semi-annual reports to AIIB.

The external monitoring expert responsible for monitoring of the RP implementation will submit a semi-annual review report to PIU to determine whether resettlement goals have been achieved, more importantly whether livelihoods and living standards have been restored/ enhanced and suggest suitable recommendations for improvement.

All the resettlement monitoring reports will be disclosed to AFs as per procedure followed for disclosure of resettlement documents by the EA. The monitoring reports will also be disclosed on AIIB Website.

10.6 Disclosure of Project Safeguard Documents

Information will be disseminated to Affected Persons at various stages of the project through project selection, preparation, and project implementation period. For the benefit of the community in general and Affected Persons a summary of the Resettlement Planning Framework and respective Resettlement Plan of the sub-project will be made available in vernacular language.

The Copies of the Resettlement Planning Framework, Indigenous Peoples Planning Framework, Resettlement Plan, and Indigenous Peoples Plan, if required will also be made available at: (i) offices of the PMU and PIU. A report of disclosure, giving details of date and location will be shared with the AIIB.

11. GRIEVANCE REDRESS MECHANISM

Effective grievance redressal mechanism ensures good governance accountability and transparency in managing and mitigation of environmental and social issues of a particular project. This consists of defining the process for recording/receiving complaints and their redressal in respect of environmental and social matters.

An integrated system will be established with Grievance Redressal Cell (GRCs), with necessary officers, officials, and systems at PMU. Grievances, if any, may be submitted through various mediums, including in person, in written form to a noted address, e-mail, or through direct calls to concerned officials/s. The Social Specialist within PMU shall be responsible for coordination of grievance/complaints received.

The grievance redress mechanism should be in place at the time of initiating the implementation of R&RAP and civil construction activities in the project area. A platform for grievance redressal should be organized and its regular meetings may be conducted so as to allow people to put forth their grievances. It will help the appropriate authority to find solutions and amicably address the issues. The project, apart from web-based mechanism, will have a three-tier grievance redressal mechanism, i.e., (1) at the project site level, (2) PMU level, and (3) State level. In case the aggrieved person is not satisfied by all the three tiers, he/she has all the rights to approach the Judiciary.

Web based grievance mechanism²: In case of grievances received through toll free number or web-based system, a person should be made in-charge of screening and resolution of the same/communicating with the concerned divisions for resolution of the same. The person in-charge based on nature of complaint, should forward the same to the concerned official. A ticket or a unique number will be generated for all such complaints. The complainant should follow up based on that unique number. All calls and messages should be responded to within 15 days. If a response is not received within 15 days, the complaint should be escalated to the Project Director.

Tier I: (Site level): Under this project, the concerned Executive Engineer of the PIU will be the focal point who will receive, address, and keep record of the complaints and feedback. The Executive Engineer will be supported by a representative from (i) Construction Supervision Consultant; (ii) RP implementation Agency; (iii) Village level Committee; and (iv) project affected persons. If grievances or disputes cannot be solved at this level within 15 days of the submission of the grievances, the issue will be brought to PMU level for mediation.

Tier II: (PMU level) If the aggrieved person is not satisfied with the verdict of site level grievance cell, he or she can escalate the grievance to the PMU level grievance cell. The tier II cell will be under the Chairmanship of Project Director cum Chief Engineer. The other members include (i) Senior Project Manager EAP, (ii) Concerned Sub Divisional Officer / Sub Deputy Collector, (iii) Social Specialist of PMU, and (iv) Team Leader of RP Implementing Agency. In case the aggrieved

² Works Department, Manipur website will include a link where affected person(s) can register their complaints online. A telephone number will also be on the website of PWD and the project sites, so that the general public can register their complaint with the PMU office.

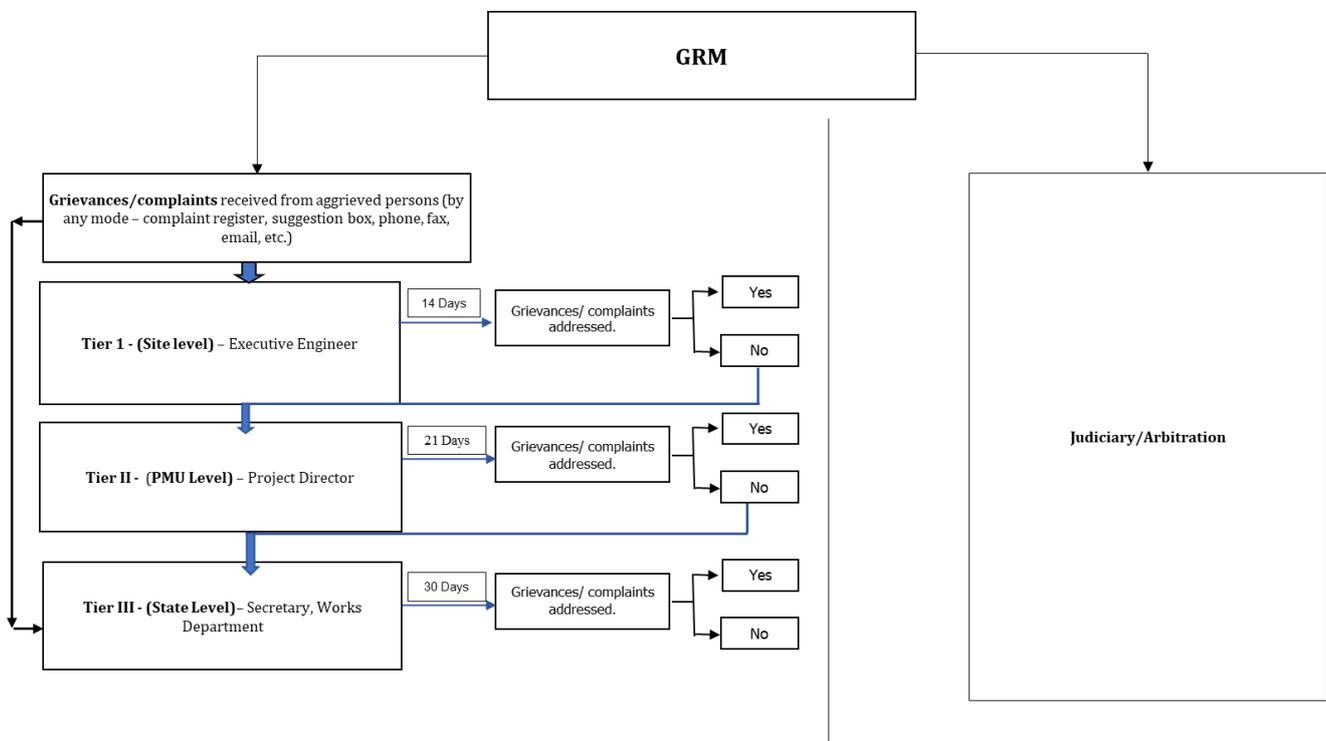
person belongs to tribal community, the Head of tribal village will be invited to be part of the GRC. PMU is expected to inform aggrieved persons or parties to disputes of the resolution in 21 days.

Tier III: (State Level). The aggrieved person if not satisfied with the verdict given by PIU level grievance cell, can approach the State level GRC. The state level will be headed by Administrative Secretary (Works), Government of Manipur and supported by (i) Project Director cum Chief Engineer, (ii) Deputy Commissioner or his/her representative not below the rank of ADM, (iii) representative from Directorate of Environment and (iv) Elected member from Zila Parishad. The State level of grievance cell will provide its view within 30 days of receiving the grievance.

Judiciary: The aggrieved person if not satisfied with the verdict given by the State level grievance cell, will have the right to approach the Judiciary. Project will help the aggrieved person in all respect if person wants to approach the judiciary. This would include the District Commissioner and Legal courts. If the issue cannot be addressed or is outside the purview of the GRC, then it may be taken by the Office of the District Commissioner or a Legal Court.

The process of the project GRM is given in **Figure 1**.

Figure 1: Grievance Redressal Mechanism



11.1 Grievance management through Electronic Mode

A simplified mobile-based technology feedback system can be used at community level to capture and feed data into the Management Information System of the PMU. A toll-free Helpline number will also be established to make the mechanism widely accessible and gender friendly. This will also help an aggrieved person to approach PMU directly. The toll-free number will be widely disseminated and will also be displayed on the information board at all project sites.

11.2 Independent Accountability Mechanism

The PPM has been established by AIIB to provide an opportunity for an independent and impartial review of submissions from Project-affected people who believe they have been or are likely to be adversely affected by AIIB's failure to implement the ESP in situations when their concerns cannot be addressed satisfactorily through the Project-level GRM or the processes of AIIB's Management. Information on AIIB's PPM is available at: <https://www.aiib.org/en/about-aiib/who-we-are/project-affected-peoples-mechanism/how-we-assist-you/index.html>

11.3 Documentation of grievances

The grievances will be documented and personal details (name, address, date of complaint, etc.) will be included unless anonymity is requested. A tracking number will be assigned to each grievance, including the following elements:

- ▶ initial grievance sheet with an acknowledgement of receipt to the complainant.
- ▶ grievance monitoring sheet with actions taken (investigation, corrective measures); and
- ▶ closure sheet, one copy of which will be handed over to the complainant after he/she has agreed to the resolution and signed off.

The updated register of grievances and complaints will be available to the public at the PIU/ PMU offices. Should the grievance remain unresolved, the person can seek alternative redress through the appropriate court of law which will be the last level recourse.

The local communities in project areas shall be informed on grievance redress procedures and contact people for lodging complaints. All the parties involved in project implementation i.e., contractor, CSC/AE, and PIU shall maintain complaint registers at their respective offices.

All costs involved in resolving the complaints (meetings, consultations, communication, and information dissemination) will be borne by the PMU.

A sample format for Grievance register is appended below:

Table 43: Sample Format for Grievance Register

Complaint Number	Name, address and contact details of the Complainant	Summary of the Complaint	Whether grievance redressed or not	If yes, summary of decision taken	If no, summary of reasons	Remarks

11.4 GRC – Information Disclosure

All the Affected individuals/Families and particularly the displaced/affected persons/Families will be provided with information on various levels of GRC, concerned persons responsible for grievance address with name, designation, contact number. Awareness on grievance redress procedures will be created through Public Awareness Campaign with the help of print and

electronic media and radio. The implementing NGO will ensure that the Indigenous People are made aware of the GRM, their entitlement and assured of their grievances to be redressed adequately and in a timely manner. However, where AFs / community are not literate in language other than their own, special assistance will be taken from Village Authority/community leader/Youth organizations/NGO having knowledge of their language, culture, social norms or having working experience among the DP community, who will help the AFs express their concerns, consult about mitigating measures and explaining to them about project and its potential impact on the Affected Community. This community consultation process will be in place throughout entire project life including maintenance period.

Project Affected Peoples' Mechanism (PPM) of AIIB: The PPM has been established by AIIB to provide an opportunity for an independent and impartial review of submissions from Project-affected people who believe they have been or are likely to be adversely affected by AIIB's failure to implement its Environmental and Social Policy in situations when their concerns cannot be addressed satisfactorily through a project-level GRM or AIIB Management's processes. Information on AIIB's PPM is available at: <https://www.aiib.org/en/policies-strategies/operational-policies/policy-on-the-project-affected-mechanism.html>.

12. IMPLEMENTATION SCHEDULE

The proposed RP implementation activities are divided into three set of activities viz. project preparation activities, RP implementation activities, and monitoring and reporting activities. Each of these is discussed below.

- **Project Preparation Activities:** The activities to be performed in this phase include establishment EA and PIU with a designated officer in charge of safeguards; submission of RP to AIIB for approval; appointment of NGO/RP implementation agency; and establishment of GRC. The information dissemination and stakeholder consultations will commence in this stage and continue till the end of the project.
- **RP Implementation Activities:** The key activities to be carried out include payment of compensation for land and structure; payment of other rehabilitation assistances; and issuing site clearance certificate to enable commencement of civil works.
- **Monitoring and Reporting Activities:** Internal monitoring will commence as soon as RP implementation begins and continue till end of RP implementation. External monitoring will also commence after 6 months of the beginning of RP implementation.

An implementation schedule for land acquisition, payment of compensation and resettlement activities in the project including various sub tasks and timeline matching with civil work schedule is provided in **table below**.

Table 44: RP Implementation Schedule

Activity	2024				2025				2026			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Preparation of land acquisition / purchase plan												
Coordination with District Collector Office (LAO) and other line departments												
Appointment of RP Implementing Agency												
Establishing GRC												
Organize awareness campaigns for sharing information on RP												
Consultation with the landowners												
Agreement on the compensation amount												
Joint Measurement Survey of Land												
Verification of Trees & Structures with concerned Departments												
Measurement and valuation of structure and other assets												
Disbursement of Compensation												
Verification of PAP												
Preparation of micro plan												
Preparation and distribution of entitlement cards and entitlements after approval from PIU office												
Disbursement of R&R assistance on												

Activity	2024				2025				2026			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
approval of micro plan												
Training need assessment of PAPs												
Trainings on Income restoration Options to PAPs												
Restoration of Common Property Resource												
Implementation of Gender Action Plan												
Monitoring of implementation of labour management plan												
Concurrent monitoring of RP and GAP implementation												
Submission of quarterly progress reports by RP Implementing Agency												
Mid -term evaluation of RP and GAP implementation												
End term evaluation of RP and GAP implementation												

13. RESETTLEMENT BUDGET

13.1 Introduction

A consolidated overview of the budget is provided, and the cost estimates given below shall be viewed accordingly. In the Resettlement Budget, the provision for compensation and R&R assistance to the affected people is made as per the entitlement framework based on The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013.

The R&R budget includes a tentative cost of agriculture land, built-up properties such as residential and commercial units, religious, community buildings, government properties and boundary wall. In addition, the budget also includes the cost of R&R assistance, administrative expenses and Monitoring and Evaluation (M&E).

13.2 Cost of Land

Closely work with District collector and officials of the same to expedite the payment process for land of affected person. Affected properties (Land) to be affected will be compensated at their full replacement cost determined by the constituted body as per the Resettlement Plan. For payment of compensation and other assistance for assets, incomes and livelihoods targets is resettlement assistance for substituting and restoration of loss of income, especially for the vulnerable households.

Table 45: Estimated Land Acquisition Cost

Sl. No.	Quantity (Sq. feet)	Quantity (Hect.)	Total Amount (Rs.)	Compensation (with Factors multiplication) (Factor 2 X Land Rate)	100% Solatium	Total land Cost (Rs)
1	2484709.96	23.0921	24,84,70,996	49,69,41,992	49,69,41,992	99,38,83,984

Note- The base rate of land has been multiplied by the area as the circle rate. (1 bigha = 27000 sq. ft as per Notification No-2/1/SR/2007-com (Rev) dated 20th March,2012)
1. Imphal East-100/sq. Ft 2. Imphal West-100/sq. Ft

13.3 Cost of Structure

The average rates of various types of structures are estimated based on the latest BSR and market assessment. The average rate for permanent structures without land has been calculated on the basis of its construction type such as Rs. 24,306/m² for permanent structure (Pucca), Rs. 19,460/m² for semi-permanent structures (Semi-pucca) and Rs. 6,729/m² for temporary/ Kutcha structures. However, the actual compensation will be calculated by the professional Valuer taking into account the latest BSR without depreciation as per replacement cost. The estimated cost of the properties/ structures being affected has been delineated in the following Table.

Table 46: Valuation of Structures

Sl. No.	Category of Structure	Title Holders (TH)	Area (In Sq.m)	Non-Title holders (NTH)	Area (In Sq.m)	Rate per Sq. m	Cost (In Rs.)			Total Rs.
							Title (TH)	Holder	Non-Title Holder (NTH)	
1	Permanent	1914	9996	7	27.86	24306	24,29,62,776.00	6,77,165.00	24,36,39,941.00	
2	Semi-Permanent	1347	6984.08	1	3.75	19460	13,59,10,196.80	72,975.00	13,59,83,171.80	
3	Temporary	67	356.68	1	3.75	6729	24,00,099.72	25,233.75	24,25,333.47	
Boundary Wall										
1	Permanent	754	3492.32	0	0	3343	1,16,74,825.76	0	1,16,74,825.76	
2	Semi-Permanent	341	1678.16	0	0	1511	25,35,699.76	0	25,35,699.76	
3	Temporary	33	136.4	0	0	1511	2,06,100.40	0	2,06,100.40	
Total		4456	22643.64	9	35.36	56860	3E+07	0	39,64,65,072.19	

13.4 Compensation for Common and Government Property

The unit cost for religious and common structures (CPRs) is calculated as per market value in consultation with DPs. The average rate for permanent structures without land has been calculated on the basis of its construction type such as Rs. 24,306/m² for permanent structure (Pucca), Rs. 19,460/m² for semi-permanent structures (Semi-pucca) and Rs. 6,729/m² for temporary/ Kutcha structures.

Table 47: Relocation and Enhancement cost of Govt. & CPRs Structures (As per area)

Type of Structure	No. of Structure	Area of Structures (SQM)	Applicable Rate per Sq. m (in Rs.)	Cost (Rs.)
CPR	18	360	24306	87,50,160.00

13.5 R & R Assistance

R&R assistance is given to all the affected families irrespective of their legal holdings. Affected titleholders losing land and non-titleholder affected Person, losing structures will be eligible for one-time resettlement allowance of Rs. 50,000/- (Rupees Fifty Thousand Only). Titleholder APs losing land will be eligible for one-time assistance of Rs. 500,000/- (Rupees five lacs only) for each affected families whose livelihood is primarily dependent on land to be acquired. Titleholder APs losing structure, non-titleholder DPs losing structures and tenants will be eligible for one time shifting assistance of Rs. 50,000/- (Rupees Fifty Thousand Only) towards transport costs. DPs losing cattle shed will be eligible for Rs. 25,000/- (Rupees Twenty-Five Thousand Only). All APs losing livelihood will be eligible for monthly subsistence allowance of Rs. 3,000/- per month for a period of one year from the date of award i.e. Rs. 36,000/- (Rupees Thirty-Six Thousand Only). The cost of training of PAPs and / or formation of SHGs for livelihood restoration and community based road maintenance has been estimated at Rs. 10,000 per person.

Table 48: Estimated Cost of the R&R Assistance

Sl. No.	Item	Eligibility	Quantity	Unit Rate (Rs.)	Amount (Rs.)
1	Resettlement Allowance losing Structure (TH-4442, NTH-401)	Affected TH & NTH Losing structure.	4843	50000	24,21,50000
2	Assistance to Vulnerable family	Vulnerable Family	704	25000	1,76,00,000
3	One-time financial assistance losing Cattle Shed	Cattle Shed	55	25000	13,75,000

Sl. No.	Item	Eligibility	Quantity	Unit Rate (Rs.)	Amount (Rs.)
4	Training of individuals for livelihood enhancement	Affected TH and NTH	800	10,000	80,00,000
Total					26,91,25,000

13.6 RP Implementation and Support Cost

The unit cost for hiring the implementing NGO has been calculated on a lump sum basis for Rs. 100,00,000. This is based on similar earlier project experiences and informal consultation and feedback received from the local staff and taking into consideration one year duration of an NGO's involvement. Costs will be updated during implementation. A 5% contingency has been added in order to adjust any escalation. For grievance redress process and carrying out consultation during project implementation a lump sum of Rs. 150,000 is provided. The other cost of RP is a part of existing departmental expenditure.

13.7 R&R Budget

The total R&R budget for the proposed project RP worked out to Rs.214, crore (Approx). A detailed indicative R&R cost is given in the below table.

Table 37: R&R Budget

Sl. No.	Components	Cost (Rs.)
1	Land Acquisition Cost	99,38,83,984.00
2	Cost of Private Trees	33,54,00,000.00
3	Cost of Private Structure	39,64,65,072.00
4	Relocation and Enhancement cost of CPRs Structures	87,50,160.00
5	Cost of R&R Assistance	26,91,25,000.00
6	Implementation Agency (NGO) Cost for RP/IPP	1,50,00,000.00
7	For execution of Grievances Redressal Mechanism	25,00,000.00
8	Monitoring and Evaluation	1,50,00,000.00
Total Sum (1+2+3+4+5+6+7+8)		2,036,124,216.00
Contingency@5%		101,806,210.80
Grand Total (In Rs.)		2,137,930,426.80

Annexure is attached as per the details mentioned below.

- 1. QUESTIONNAIRE USED FOR BASELINE CENSUS SURVEY**
- 2. LAND ACQUISITION PLAN**
- 3. FORMAT FOR MICRO PLAN**
- 4. FORMAT FOR RECORDING GRIEVANCES**
- 5. TOR FOR NGO**
- 6. TOR FOR HIRING OF M & E AGENCY**