

Public Works Department Meghalaya

Detailed Project Report for Roads in Meghalaya (East)
under Meghalaya Integrated Transport Project

Social Impact Assessment
Cum
Resettlement Action Plan & Gender Equity and Social Inclusion Plan

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ABBREVIATIONS

AE	Assistant Engineer
CIG	Common Interest Group
PMC	Project Management Consultant
GoM	Government of Meghalaya
GRC	Grievance Redressal Committee
GRM	Grievance Redressal Mechanism
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immunodeficiency Syndrome
NGO	Non-Government Organization
PAHs	Project Affected Households
PAP	Project Affected Person
PD	Project Director
PIU	Project Implementation Unit
PWD	Public Works Department
R&R	Resettlement and Rehabilitation
RAP & IPDP	Resettlement and Indigenous Peoples Development Plan
RFCTLARR	Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013
RoW	Right of Way
SACS	State AIDS Control Society
SC	Scheduled Caste
SCHM	Suggestion and Complaint Handling Mechanism
SIA	Social Impact Assessment
ST	Scheduled Tribes
VEC	Village Employment Council

1. INTRODUCTION

1.1 Background

1. Meghalaya is a hilly state in north-eastern India, bounded by another state Assam in the North and the East, and Bangladesh in the South and the West sharing a 443 kms international border.

2. The Road transport is the backbone of the state's socio-economic development. More than 80 percent of freight and almost cent percent of passenger movement within the state depends on roads. Yet, about half of the habitations lack all-weather road access. Further, many semi-permanent timber bridges are in dilapidated condition, limiting maximum allowable axle load on them. The problem is further compounded by difficult terrain and extreme climatic condition, leading to high maintenance cost of the roads.

3. Similarly, rapid urbanisation has created a huge gap between demand and supply of urban services and infrastructure. It has been assessed that other than Shillong, urban mobility at other cities and towns of the state are less than satisfactory¹. In most of the towns due to narrow roads, lack of parking facilities and yearly growth of vehicles, traffic congestion is often evident. Further, in most cases the major highway passes through the city center as a result of which regional traffic comes in conflict with the local traffic.

4. To overcome the abovementioned challenges in a holistic and all-inclusive manner, the Government of Meghalaya, with financing and technical support from the World Bank, is preparing a project titled "Meghalaya Integrated Transport Project". The objective of the project is to "provide a well-connected efficient, good quality and safe transport network on long-term basis in a cost-effective manner maximizing economic and social outcomes". This will involve taking a whole-of-the-state approach of the entire transport sector and introduce innovations, efficiency, and new ways of doing business at various stages of service delivery, ensuring value for money. This will involve:

- Integrating transport and development agenda thus resulting in more job-creation, better incomes, and realization of the SDGs;
- Integrating various modes of transport – such as roads, ropeways, waterways, and urban transport to operate as part of one system for optimal performance;
- Integrating climate resilience, green growth, asset management, and safety in the transport sector thus making the sector more resource efficient, reducing carbon footprint, minimizing GHG and contributing to health outcomes.

5. MITP is an ambitious project of the Government of Meghalaya (hereinafter refer to as GoM) under which it intends to strategically transform the Core Road Network of 2000 km road length. In the project, State Road Network roads of 650 km road length will be widened, and 1350 km road length will be provided periodic maintenance besides other institutional, development activities. The Project shall follow a Multiphase Programmatic Approach (MPA). Up-gradation of 266.82 km road length will be carried out in Phase-I. The Department of Economic Affairs (DEA) and The World Bank (WB) has accorded in-principle approval of Tranche-I of MITP for US\$ 110 million (loan assistance of US\$ 82 million and State Share of US\$ 28 million), under which State Road Network roads measuring 128 km length will be upgraded along with certain other institutional development activities. There are total 10 road sections selected under Phase-I, 5 road sections in East Meghalaya and 5 road sections in West Meghalaya.

¹ Planning Department, GoM, http://megplanning.gov.in/MSDR/urban_development.pdf

1.2 Scope of Assignment

6. The main objective of the proposed consultancy assignment is to carry out the Social Impact Assessment of 122.728 km of major district roads in East Meghalaya State under Phase-I of MITP (see table 1 below).

Table 1: List of roads & bridges in Meghalaya East under the project

S.No.	Division	Name of Road	Category	Total Length (km)	Proposed Length (km)
1	N.H. Bye Pass	Shillong - Diengpasoh Road	MDR	21.73	11.769
2	North Jowai	Pasysih - Garampani Road	SH	48	26.982
3	Shillong South	Mawmaram - Nongthliew Mawmih- Mawlyndep Road	MDR	44	41.519
4	N.H. Bye Pass	Laitkor-Pomlakrai - Laitlyngkot Road (5th -16th km)	MDR	15.52	11.358
5	Nongpoh	Umling- Patharkhmah Road	MDR	40	31.100
Total				169.25	122.728

7. This report presents Social Impact Assessment addresses social issues arising out of acquisition of land and other assets resulting in involuntary resettlement and displacement due to project road sections. The SIA has been prepared in line with safeguard policy requirements of the World Bank, Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act 2013, Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Rules, 2015 (Meghalaya) and other related regulations.

1.3 Project Road Description

8. The project road sections are located in Eastern part of Meghalaya State traverse through hill-rolling terrain in the district of East Khasi Hills, Jaintia Hills and Ri-Bhoi.

9. The implementing and administrative agency for executing this work is the Public Works Department, Government of Meghalaya. The proposed road needs to be strengthened & widened for proving improved transportation services, smooth commuting, ensuring safe journey by reducing road accidents.

10. The existing single lane MDR road sections are proposed to develop in intermediate/two lanes within existing right of way. There is no additional land required from private land owners of adjoining villages and habitation for these road sections, except in Shillong –Diengpasoh Road. Since no land acquisition is involve in the proposed improvements for these road sections. Hence, no loss of land and economic effects to villagers are associated with the project road section improvement works. There are anticipated social impacts during project implementation due to construction activities and influx of manpower. The Social Impact Assessment (SIA) has been conducted as per the provisions of operational polices of World Bank and the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (RFCTLARR) Act, 2013.

11. This consolidated SIA/RAP &IPDP is prepared for five Road sections proposed for World Bank funding under the Meghalaya Integrated Transport Project.

1.4 Land Acquisition and Social Impact Assessment

12. The proposed project road sections development is being executed by the Public Works Department, Government of Meghalaya. There are following villages/towns areas (Table-2) through which the proposed road sections pass.

Table 2: List of Villages under the Project road section

.No.	illage Name	lock	istrict
hillong –Diengpasoh Road			
	Mawdiangdianag	Mylliem	East Khasi Hills
	Mawkasiang	Mylliem	
	Siejong	Mylliem	
	Tynring	MawryngKneng	
	Mawpdamg Nongthmmai	Mylliem	
aitkor – Laitlyngkot Road			
	Laitkor	Mylliem	East Khasi Hills
	Mawbynna	Mylliem	
	Mawtharia	Mylliem	
	Liewlong	Mylliem	
	Rangbihbih	Mylliem	
	Umsaw	MawryngKneng	
	Mawpynthih	Mylliem	
	Maweitnai	Mylliem	
	Latah	Mylliem	
0	Laitlyngkot	Mylliem	
awmaram – Mawlyndep Road			
	Mawmaram	Mawphlang	East Khasi Hills
	Kynsew	Mawphlang	
	Dewsaw	Mawphlang	
	Nongthliew	Mawphlang	
	Laitarted	Mawphlang	
	Dewlieh	Mawphlang	
	Krang	Mawphlang	
	Dewsaw	Mawphlang	
	Nongsawin	Mawphlang	
0	Mawlaide	Mawphlang	
1	Umbir	Mawphlang	
2	Umsaw	Mawphlang	
asysih – Garampani Road			

.No.	illage Name	lock	istrict
	Pyntei	Laskien	Jantia Hills
	Biar	Laskien	
	Chatwakhu	Laskien	
	Nongkroh	Laskien	
	Lakadong	Laskien	
	Theym	Laskien	
	Saphai	Laskien	
mling - Patharkhamah Road			
	Umling	Umling	Ri-bhoi
	Umdu	Umling	
	Umladoh	Umling	
	Lailad	Jirang	
	Umsohma	Jirang	
	Old Tasku	Jirang	
	NewTasku	Jirang	
	Mawpnar	Jirang	
	Jali Them	Jirang	
0	Nongladew	Jirang	
1	Umsong	Jirang	
2	Nongbirthem	Jirang	
3	Umtasen	Jirang	
4	Umrit	Jirang	

13. The survey was carried out along the alignment of each project road section. It was found that proposed design has been accommodated within existing RoW of these proposed road sections. For the curve improvement locations, there will be normal widening along the existing alignment for which sufficient RoW is available.

14. There is no additional land acquisition involve for the improvement works on these road sections and structure is proposed to be displaced due to proposed widening.

1.5 Need for the Social Impact Study

15. Social Impact Assessment (SIA) is a tool for anticipating and mitigating the potentially negative impacts of projects, such as dams, roads, power projects, mining and other development projects. SIA alerts project planners (public and private bodies) as to the likely social and economic costs and benefits of a proposed project. The knowledge of the potential costs, when weighed against the likely benefits of a project, helps decision-makers in deciding whether the project should be carried out, with or without modifications, or abandoned completely. The agency carrying out the SIA also develops a mitigation plan to overcome the potential negative impacts on individuals and communities.

16. The purpose of this SIA is to ascertain whether a project proposed by MPWD is involve (a) additional land acquisition; (b) improvement proposals are limited up to existing right of way of the road; (c) impacts on private and community structures in existing RoW; and (d) address community concerns in project design and implementation. The SIA study and the Social Impact Management Plan based upon it, also attempts to ensure that all concerns of affected community in the project area are taken into consideration

1.6 Layout of the Report

17. The layout of this SIA report is as under:

- Chapter-1: Introduction
- Chapter-2: Objective and Study Approach
- Chapter-3: Socio-economic Profile
- Chapter-4: Proposed Improvement
- Chapter-5: Analysis of Alternatives
- Chapter – 6: Socio-economic Profile of project roads
- Chapter – 7: Stakeholders Consultation
- Chapter – 8: Legal Framework
- Chapter -9: Institutional Arrangement
- Chapter – 10: Disclosure, Consultation & Participation Plan
- Chapter -11: Grievance Redressal Mechanism
- Chapter -12: Monitoring and Evaluation
- Chapter -13: Implementation Arrangement and Schedule
- Chapter 14: Indigenous Peoples Development Plan
- Chapter 15: Gender Action Plan
- Chapter 16: Labour Management Plan
- Chapter 17: Budget for IPDP & GAP

2. OBJECTIVES AND STUDY METHODOLOGY

18. The main objective of this study is to map and understand potential social impacts associated with construction of facilities at the sites and to prepare, plan for management of the impacts. The Social Impact Assessment for these project road sections have been identified and accordingly mitigation measures have been proposed to address the adverse impacts.

19. The study began with the identification of social issues and stakeholders and communities, including socially and economically disadvantaged communities. The scope of the study in particular included the following:

2.1 Objective and Scope of Work

20. The assessment of social impacts as provided in this document, have been undertaken with the following objectives:

- i. to assess whether the proposed project involve land acquisition or not
- ii. to assess whether the proposed land acquisition for the project would serve public purpose;
- iii. to estimate the number of affected families, magnitude of land assets based on the actual holdings of the families and the number of families among them likely to be displaced physically or economically due to land acquisition;
- iv. identify the extent of lands, houses, settlements and other common properties likely to be affected;
- v. to examine whether the extent of land proposed for acquisition is the bare minimum necessity;
- vi. to find out whether an alternative site has been considered for the project;
- vii. to study the social impacts of the project by covering both direct land loser Family as well as the indirectly affected Family due to loss of common property resources (CPRs), socio-economic infrastructure etc. and the impact of these costs on the overall costs of the project vis-a-vis the benefits of the project;
- viii. to suggest remedial intervention measures by designing appropriate policies and programs through a social impact management plan or mitigation plan (SIMP).

2.2 Approach of the Study

21. For establishing the social baseline and undertaking the social impact assessment, a participatory approach was adopted. An attempt was made to integrate local community perspectives into the impact assessment process and identification of the mitigation measures. The participative approach allowed for:

- Collect details for assessing extent of loss of properties (land, structure and others) of individual as well as that of community and loss of livelihood;
- Based on the collected data, segregate properties and assets likely to be affected by type of ownership and construction, etc.;
- Carry out Free Prior Informed Consultations in a culturally appropriate manner
- Establish a baseline profile of affected population, sources of income, access to social services and facilities, etc.

22. Various activities that were carried out as part of the study are summarized as under.

2.2.1 Collection of Right of Way (ROW) Data

23. The existing formation width details provided by PWD is considered as the Right of Way of these project road sections. The land beyond existing formation limits if taken is considered as additional land across the entire stretch of the road sections for widening purposes.

2.2.2 Identification of affected land plots

24. A desk-based review and assessment of the available primary and secondary data and information relevant to the project area, and the administrative district has been completed. Information about the right of way of project road sections was requested and received from Public Works Department, GoM.

25. Land plots affected as per the design were identified with representative from PWD. Based on this identification, details related to the land and structure such as ownership, assets on land were collected.

2.2.3 Census and Socio-economic Survey

26. Based on the information of RoW and formation width for proposed design the baseline on socio-economic conditions of PAPs and assess extent of impacts a Census and socio-economic survey was conducted covering owners and tenants using an appropriately devised questionnaire. The baseline data would be used for monitoring the status of project affected persons during and after the implementation of project. The socio-economic questionnaire covered data generation on demography, education, occupation, sources of income, land holding, ownership of dwelling and other properties, consumer durables and consumer assets owned by the households, livestock holding, availability of basic facilities (drinking water, toilet, bath room, electricity, etc.) and their views on the project and option for resettlement and rehabilitation.

27. The survey team followed proposed formation width on both sides of the road sections for the data collection. It was carried out by a team of surveyors recruited locally under the overall supervision of a social expert. They carried out the survey amongst all PAHs and business units within the proposed ROW of the proposed road sections. The questionnaire was administered to Head of the Household and in his/her absence to an adult member of the household for response.

28. Structures and other properties likely to be affected within the proposed ROW, i.e. as per proposed formation width of the road section were identified. Dimension of structures likely to be affected were recorded. Simultaneously, names of owners and/or occupants of structures with or without valid patta/permits, tenants associated with the likely affected structures and properties were also noted. The data was recorded in a format and used to assess the project impacts.

2.2.4 Stakeholder Consultations

29. Consultations were held during screening as well as during survey stage. It was followed by Free Prior and Informed Consultations at villages level with potential Project Affected Persons (PAPs), Village community leader and other stakeholders, including PWD representatives and Social and Environment Consultant. The purpose of these consultations was to inform people about the proposed project and its features and also to understand and know their issues, concerns and perceptions. Further information on entitlements applicable for different categories of impacts were conveyed. In order to ensure significant participation village councils were informed in advance specifying date, venue and time. Design features of the road alignments were informed and explained. Expected benefits and likely anticipated adverse impacts were conveyed. Details on the existing livelihood opportunities, occupations currently pursued, on-going development activities,

programs operated by NGOs in the area, were collected. Concerns, anxieties, fears and suggestions, if any were elicited and recorded. Overall Community support to the project was ascertained. Details of the stakeholder consultations are presented in Chapter 7.

3. SOCIO-ECONOMIC PROFILE

3.1 Introduction

30. The following sections provide briefly the socio-economic profile of Meghalaya state, Project Influence Area (PIA) and Direct Impact Zone (DIZ). The project influence area has been considered as the administrative boundaries of the district i.e East Khasi Hills District, Jantia Hills & Ri-Bhoi districts, whereas Direct Impact Zone are the villages through which the project road sections traverse and upgrading of project road section are likely to affect land, structure and other properties.

3.2 Overview of Meghalaya

31. Meghalaya emerged as a full-fledged State within the Union of India on 21st January 1972. "Meghalaya" (not an indigenous name) meaning „abode of clouds" reflects the salubrity of its climate. The wettest places in the world are also located here. The state has an area of 22429 sq. km. and is located between 24° 57" North latitudes and 26° 10" North latitudes and 89° 46" and 92° 53" East longitudes. The temperature varies from 2 degrees Celsius to 35 degrees Celsius depending upon the altitude which varies in hills from 300 meters to 2000 meters above mean sea level. It has predominantly hilly terrain with foothills as plains and flood-prone areas. It is bounded by the Brahmaputra valley of Assam in the North and Northwest and Cachar area of Assam in the East; the Surma valley (Bangladesh) borders it in the South and partly in the Southwest. Meghalaya has about 443 km of international border with Bangladesh. The capital of Meghalaya, Shillong was also undivided Assam's capital from 1874 till January 1972. Shillong is located at an altitude of 1496 meter above mean sea level.

32. The state is predominantly inhabited by the Khasis, the Jantias, and the Garo tribal communities. The Khasi Hills and Jantia Hills, which form the central and eastern part of Meghalaya, is an imposing plateau with rolling grasslands, hills and river valleys. The southern face of the plateau is marked by deep gorges and abrupt slopes, at the foot of which, a narrow strip of plain land runs along the international border with Bangladesh. Principal languages in the state are Khasi and Garo, with English as official language.

33. The State has a population of 2,966,889 as per the 2011 census of which 79.93% live in the rural areas and are largely dependent on agriculture for livelihood. The overall population density of 132 (382 all India) per sq. km. The sex ratio continuously declined from 1,036 in 1901 to 937 in 1961. Since then it shows an upward trend and stands at 989 in 2011 (see tables-3 & 4).

Table 3: Demographic details of state and districts as per 2011 census

State/District	Area (sq. km)	Population			Density	Sex Ratio
		Rural	Urban	Total		
East Khasi Hills	2748	459441	366481	825922	301	1011
Ri-Bhoi	2448	233587	25253	258840	106	953
Jaintia Hills	3819	366694	28430	395124	103	1013
Meghalaya	22429	2371439	595450	2966889	132	989
NE Region	262179	45533982	5809395	39041167	173	936
All India	3287263	833087662	377105760	1210193422	382	933

Table 4: Demographic

details of Meghalaya state

Indicator	Meghalaya

area (sq.m.)	2429
households	46096
population	966889
male%	0.28
female%	9.72
sex Ratio	89
density per sq.km	32
decadal Growth rate	7.95
literacy Rate%	
overall	4.43
male	5.95
female	2.89
child Population 0-6 years	68536
C%	.58
T%	6.15
workers (% of total population)	9.96
male (% of total workers)	3.53
female (% of total workers)	6.46
main & Marginal Workers	185619
cultivators	94675
agriculture	98364
household	0488
others	72092
marginal workers	64044
non-workers	781270

3.3 Project Influence Area (PIA)

34. The administrative districts are considered as project influenced area for the road sections. The five project road sections cover three districts, namely East Khasi Hills, Jaintia Hills and Ri-Bhoi. In following sections demographic details of project districts are mentioned.

3.4.1 East Khasi Hills District

35. The East Khasi Hills district is situated in the south-central part of Meghalaya having a common border with Bangladesh in the south. The district lies in the central part of the State and occupies a total geographical area of 2,748 km².

36. The main communities inhabiting East Khasi Hills District is the Khasi tribes. The State has a population of 825922 as per the 2011 census of which 55.62% live in the rural areas and are largely dependent on agriculture for livelihood. The overall population density of 301 (132 Meghalaya State) per sq. km. The sex ratio is 1011 higher than the state. Table-5 presents details on the project district.

Table 5: Demographic

details of East Khasi Hills District

Indicator	East Khasi Hills
Area (sq.m.)	748
Households (No.)	63397
Population (No.)	25922
Male%	9.73
Female%	0.27
Sex Ratio	1011
Density per sq.km	301
Decadal Growth rate	4.96
Literacy Rate%	
Overall	4.15
Male	4.51
Female	3.81
Child Population 0-6 years	39055
CR%	1.68
TR%	0.05
Workers (% of total population)	9.57

ale (% of total workers)	2.51
emale (% of total workers)	7.48
ain & Marginal Workers	26786
ultivators	6767
griculture	0889
ousehold	966
thers	06164
arginal workers	7210
on-workers	99136

3.4.2 Jaintia Hills District

37. The Jaintia district is situated in the eastern part of Meghalaya having a common border with Assam in north and Bangladesh in the south. The total geographical area of 3,819 km².

38. The main communities inhabiting Jaintia District is the Jaintia tribes. The district has a population of 395124 as per the 2011 census of which 92.80% live in the rural areas and are largely dependent on agriculture for livelihood. The overall population density of 103 (132 Meghalaya State) per sq. km. The sex ratio is 1013 higher than the state. Table-5 presents details on the project district.

Table 6: Demographic

details of Jaintia Hills District

Indicator	Jaintia Hills
Area (sq.m.)	3819
Households	65679
Population	395124
Male%	49.68
Female%	50.32
Sex Ratio (Females per 1000 males)	1013
Density per sq.km.	103
Decadal Growth Rate	32.10
Literacy Rate %	61.64
Overall	61.64
Male	58.14
Female	65.06
Child Population 0-6 years	90911
SC%	0.33
ST%	95.16
Workers (% of Total Population)	39.02
Male (% of Total Workers)	45.26
Female (% of Total Workers)	32.86
Main & Marginal Workers	154180
Cultivators	50844
Agriculture	5766

Household	2004
Others	65566
Marginal Workers	45563
Non workers	240944

3.4.3 Ri-bhoi District

39. The Ri-Bhoi district is situated in the North-eastern part of Meghalaya having a common border with East Garo Hills in West, Assam in north and East Khasi Hills in the south. The total geographical area of 2,448 km².

40. The main communities inhabiting Jaintia District is the Jaintia tribes. The district has a population of 258840 as per the 2011 census of which 91.24% live in the rural areas and are largely dependent on agriculture for livelihood. The overall population density of 106 (132 Meghalaya State) per sq. km. The sex ratio is 953 low than the state. Table-7 presents details on the project district.

Table 7: Demographic

details of Ri-Bhoi District

Indicator	Ri-Bhoi
Area (sq.m.)	2448
Households	46872
Population	258840
Male%	51.20
Female%	48.80
Sex Ratio (Females per 1000 males)	953
Density per sq.km.	106
Decadal Growth Rate	34.26
Literacy Rate %	
Overall	75.67
Male	76.79
Female	74.49
Child Population 0-6 years	52862
SC%	0.23
ST%	88.89
Workers (% of Total Population)	41.13
Male (% of Total Workers)	48.19
Female (% of Total Workers)	33.73
Main & Marginal Workers	106473
Cultivators	55833
Agriculture	19989
Household	1676
Others	28975
Marginal Workers	15598
Non workers	152367

3.4 Socio-Economic Profile of Direct Impact Zone (DIZ)

41. The villages along the project road sections are in direct impact zone of the project alignment. The profile of affected villages community along the alignment of these road sections is:

3.4.1 Shillong –Diengpasoh Road

42. The project road passes through five villages under two blocks namely, Mawdiang Diang, Mawkasiang, Siejiong, Tynring and Mawpdang. Table-8 provides profile of Direct Impact Zone as per Census 2011.

Table 8: Demographic details of Direct Impact Zone (DIZ) in Shillong –Diengpasoh Road

Indicator	Number
Households	043
Population	369
Male%	8.64
Female%	1.35
Sex Ratio (females per 1000 males)	055
Literacy Rate%	
Overall	2.22
Male	6
Female	4
Child Population 0-6 years	146
C (Nos.)	6
T (Nos.)	073
Workers (% of total population)	5.31
Male (% of total workers)	3.87
Female (% of total workers)	6.12
Main Workers	845
Cultivators	80
Agriculture	24
Household	2
Others	029
Marginal workers	1

on-workers	473
------------	-----

3.4.2 Laitkor – Laitlyngkot Road

43. The project road passes through following villages under two blocks namely, Laitkor, Mawbyinna, Mawtharia, Liewlong, Rangbihbi, Umsaw, Mawpynthih, Maweitnai, Latah & Laitlyngkot. Table 9 provides profile of Direct Impact Zone as per Census 2011.

Table 9: Demographic details of Direct Impact Zone (DIZ) in Laitkor – Laitlyngkot Road

Indicator	Number
Households	2376
Population	12518
Male%	50.34
Female%	49.66
Sex Ratio (females per 1000 males)	990
Literacy Rate%	
Overall	59.51
Male	50.76
Female	49.24
Child Population 0-6 years	2574
C (Nos.)	22
T (Nos.)	10189
Workers (% of total population)	46.36
Male (% of total workers)	59.93
Female (% of total workers)	40.07
Main Workers	5013
Cultivators	2488
Agriculture	521
Household	16
Others	1988
	790

arginal workers	
on-workers	6715

3.4.3 Mawmaram – Mawlyndep Road

44. The project road passes through following villages under one block namely, Mawmaram, Kynsew, Dewsaw, Nongthliew, Laitarted, Dewlieh, Krang, Dewsaw, Nongsawin, Mawlaide, Umbir & Umsaw. Table 10 provides profile of Direct Impact Zone as per Census 2011.

Table 10: Demographic details of Direct Impact Zone (DIZ) in Mawmaram – Mawlyndep Road

ndicator	umber
ouseholds	1248
opulation	6886
ale%	49.78
emale%	50.22
ex Ratio (females per 1000 males)	990
iteracy Rate%	
verall	61.95
ale	47.44
emale	52.56
hild Population 0-6 years	1609
C (Nos.)	1
T (Nos.)	6867
orkers (% of total population)	43.89
ale (% of total workers)	50.63
emale (% of total workers)	49.37
ain Workers	2688
ultivators	2009
griculture	309
ousehold	9
	361

thers	
arginal workers	334
on-workers	3864

3.4.4 Pasysih – Garampani Road

45. The project road passes through following villages under one block namely, Pyntei, Biar, Chatwakhu, Nongkroh, Lakadong, Theym & Saphai. Table-11 provides profile of Direct Impact Zone as per Census 2011.

Table 11: Demographic details of Direct Impact Zone (DIZ) of Pasysih – Garampani Road

Indicator	Number
Households	807
Population	5025
Male%	50.33
Female%	49.67
Sex Ratio (Females per 1000 males)	1010
Literacy Rate %	
Overall	48.50
Male	45.34
Female	54.66
Child Population 0-6 years	1253
SC (Nos.)	2
ST (Nos.)	4749
Workers (% of Total Population)	37.17
Male (% of Total Workers)	62.31
Female (% of Total Workers)	37.69
Main Workers	809
Cultivators	215
Agriculture	215
Household	37
Others	342
Marginal Workers	1059
Non workers	3137

3.4.5 Umling - Patharkhamah Road

46. The project road passes through following villages under two blocks namely, Umling, Umdu, Umladoh, Lailad, Umsohma, Old Tasku, New Tasku, Mawpnar, Jali, Them, Nongladew, Umsong, Nongbirthem, Umtasen & Umrit. Table 12 provides profile of Direct Impact Zone as per Census 2011.

Table 12: Demographic details of Direct Impact Zone (DIZ) of Umling - Patharkhamah Road

Indicator	Number
Households	1090
Population	5822
Male%	51.15
Female%	48.85
Sex Ratio (Females per 1000 males)	1050
Literacy Rate %	
Overall	58.11
Male	53.53
Female	46.47
Child Population 0-6 years	1303
SC (Nos.)	29
ST (Nos.)	5575
Workers (% of Total Population)	43.30
Male (% of Total Workers)	53.51
Female (% of Total Workers)	46.49
Main Workers	2163
Cultivators	1833
Agriculture	91
Household	15
Others	224
Marginal Workers	358
Non workers	3301

4. PROPOSED IMPROVEMENTS

4.1 Salient Features of the Project Road Sections

47. Salient design features of the project road sections are as below:

hillong –Diengpasoh Road	
length	project road length 11.763 km
existing RoW	varies in the range of 12m to 15m
formation Width	proposed in the range of 10m to 11.20m
carriageway pavement & shoulders	highway designed for 2-lane carriageway of 7.0m width, flexible pavement type with paved shoulders of variable width
route alignment	start point at Itshyrwat Junction in Shillong and end at Shillong Bypasses at km 19.00. The total length of road section is 21.73 km. However, in this scope of study 11.763 km of MDR is covered starting from km 2.220 of Shillong - Diengpasoh Road near Itshyrwat Village to km 13.983 of Shillong - Diengpasoh Road. The section from chainage km 13.983 to end point of MDR where it joins Shillong bypass is being rehabilitated under PMGSY program
drains	lined drains in habitation areas
other items	items for road safety and road furniture provided
laitkor – Laitlyngkot Road	
length	project road length 11.357 km
existing RoW	varies in the range of 8.5m to 9.0m
formation Width	proposed in the range of 7.700m to 8.900m
carriageway pavement & shoulders	highway designed for intermediate lane carriageway of 5.5m width, flexible pavement type with paved shoulders of variable width
route alignment	MDR joins NH-6 a primary National Highway connecting Meghalaya, Mizoram and Assam and NH-40 which joins Guwahati and Shillong. The length of this MDR is 15.52 km and in this scope of study 11.357 km of road is covered starting from km 4 of Laitkor-Pomlakarai Road to end point of MDR at Laitlyngkot km 16.00 on NH-40. The existing is single lane carriageway width varies from 3.75m to 4m.
drains	lined drains in habitation areas

ther items	tems for road safety and road furniture provided
awmaram – Mawlyndep Road	
ength	roject road length 41.519 km
xisting RoW	aries in the range of 6.0m to 12.0m
ormation Width	roposed in the range of 6.0m to 7.200m
arriageway pavement & shoulders	ighway designed for single lane carriageway of 3.750m width, flexible pavement type with paved shoulders of variable width
oute alignment	he road section takes off from NH 106 (Mawmaram / Mawsawa Village) and ends before barrage of Badapani which provided connectivity to NH 06 joining Shillong and Gawahati. The length of MDR section is 41.519 km. The MDR after rehabilitation shall act as western bypass to Shillong City and provides connectivity to tourist places like Diengiei Peak, Mawphanlur, Nongkhnum, Mawsynram caves, Mawlyngbna, Sohra, Mawlynnong
rains	ined drains in habitation areas
ther items	tems for road safety and road furniture are provided
asysih – Garampani Road	
ength	roject road length 26.982 km
xisting RoW	aries in the range of 12.0m to 16.0m
ormation Width	roposed in the range of 8.50m to 9.70m
arriageway pavement & shoulders	ighway designed for intermediate lane carriageway of 5.500m width, flexible pavement type with paved shoulders of variable width
oute alignment	he MDR starts from NH 06 at Pasyih known for Coal mining and ends near the boundary of Meghalaya – Assam Border. The length of MDR is 47.00 km and in the scope of study 26.982 km of road starting from km 19.980 of MDR to km 46.960 of Pasyih - Garampani Road at Saphai Village near Kopli Dam is included. The condition of road from km 0.00 to km 19.980 is good that's why this stretch has been excluded from the scope of study. The road provided connectivity of Meghalaya with Assam
rains	ined drains in habitation areas
ther items	tems for road safety and road furniture provided
miling - Patharkhamah Road	

Length	Project road length 31.100 km
Existing RoW	varies in the range of 6.0m to 8.200m
Formation Width	proposed in the range of 6.0m to 7.200m
Carriageway pavement & shoulders	highway designed for single lane carriageway of 3.750m width, flexible pavement type with paved shoulders of variable width
Route alignment	This MDR takes off from NH 06 and ends at junction of MMR Road (Mawmgap Mairang Ranigodown). The total length of MDR is 40 km. The Scope of Study includes 31.1 km of Length starting from Km 8.455 of MDR to the end point of MDR. The stretch of MDR from km 0.00 to km 8.00 has been developed. The road is running on the bank of small stream from approx. 15.00 km to 17.00 km and from 17.00 to 21.00 Km on the right and left bank of River UMTRU road crosses the river Umtru at km 18.00.
Drains	lined drains in habitation areas
Other items	Items for road safety and road furniture provided

48. Details on key features are given below:

- **Re-alignment Alignment & Road Design:** The improvement along the existing alignment of the project road sections is proposed, there is no re-alignment and bypass is proposed in any of the road section.
- **Road Sign, Markings and Furniture:** The project design includes (a) Mandatory / Regulatory Signs, (b) Cautionary / Warning Signs and (c) Information Signs. Route Marker Signs are provided. KM Stones are included as per type design.
- **Street Furniture:** Traffic Safety Posts and Crash barrier are included; Roadside Railing form integral part of bridges; Traffic Signs marking & other Road Appurtenances are provided.
- **Diversion of existing road during construction:** For improvement of existing road in some stretches, relocation and re-grading are proposed due to which traffic movement on existing road would be disturbed. Temporary diversion will be included in the design as to minimizing the structure damage, reducing cost of resettlement and easy and faster movement of vehicles.
- **Road Junctions:** Provisions have been made for the improvement of road junctions along the project road. There is no major junction on these road sections, only village road and access road junction development are required.

5. ANALYSIS OF ALTERNATIVE

5.1 Design Considerations

49. The main objective of the project is to provide all-weather connectivity to the community living along these selected MDR sections in the district of East Khasi Hills, Jaintia Hills and Ri-Bhoi. The proposed MDR road sections under the project are located in rural areas having mixed land use of built-up and open vegetation along the road alignment. In the habitation areas structures were observed next to right of way of the road during screening study. The number of projects affected households on each road section were screened by Social Expert using information on available RoW and proposed formation width.

50. The collected data on PAHs from each road section were discussed with technical team. The proposed formation width and requirement of right of way were reviewed to minimize the land acquisition and R&R impacts. The alternate design options for each road section were studied to eliminate social impacts due to proposed improvement works on these road sections. The details of studied design options for formation width to minimize the social impacts are mentioned in Table-13 below:

Table 13:
Alternative design options to minimize Social Impacts on the road sections

Road Section	Existing Row Width (m)	Initial Design formation width (m)	Project Affected Households (PAHs)	Revised Design Formation width (m)	Project Affected Households (PAHs)	Final Design width (m)	Project Affected Households (PAHs)
hillong – Diengpasoh	1.9 to 15.63	0 to 11.8	4	.7 to 11.52		.7 to 11.52	
aitkor – Laitlyngkot		.7 to 8.9		.7 to 8.3		.7 to 8.3	
awmaram – Mawlyndep	.71 to 9.31	.3 to 8.2		.89 to 7.95		.89 to 7.95	
asysih – Garampani	3.6	0.3 to 9.7		.7 to 8.9		.7 to 8.9	
miling – Patharkhamah	.3	.2		.0		.0	

51. There is no re-alignment or bypass proposed in these road section, to avoid land acquisition in re-alignment sections. The widening of road sections is proposed along the existing alignment and will be limited within the available right of way of the project road sections. Hence, there is no PAH on these road section.

52. The detailed data on studied proposed formation width options and existing RoW of the road sections is given in **Annexure-1**.

6. SOCIO-ECONOMIC PROFILE OF PROJECT ROADS

6.1 Introduction

53. This chapter presents socio-economic profile of the project area and community in project affected villages along the project road sections.

6.2 Socio-Economic Profile of Project Roads

54. The socio-economic details of affected community were collected from secondary sources including number, social category, household size and occupational pattern. This profiling becomes important, as it helps in evaluating the positive as well as negative impacts due to the project on targeted population and communities.

55. Since for improvement work on these road sections no additional land acquisition required, and no structure will be displaced from existing RoW. Hence, there are no titleholders and non-titleholders will be affected. Here social profile of community in the villages along project road sections has been presented in following sections.

6.2.1 Shillong –Diengpasoh Road

(i) Demographic Profile

56. It has been noted from the secondary data from census 2011 that there are 1043 number of households along the project road alignment. Out of total population of 5369, only 46 are scheduled caste and rest are tribes. The village wise details of social stratification is presented in Table-14.

Table 14: Profile of

Shillong –Diengpasoh road

Village	Households	Population			SC	ST
		Total	Male	Female		
Mawdiangdianag	162	714	352	362	6	483
Mawkasiang	98	528	254	274	0	519
Siejong	83	509	237	272	0	509
Tynring	370	2004	979	1025	40	1956
Mawpdang Nongthmmmai	330	1614	790	824	0	1606
Total	1043	5369	2612	2757	46	5073

Source: District Census, 2011

57. The villages along the project corridor has lower literacy rate compared to Meghalaya. In 2011, literacy rate was 62% compared to 74.43 % of Meghalaya state. In area along the project road male literacy stands at 46% while female literacy rate was 54%. The secondary data on literates and illiterates is given in Table-15.

Table 15: Literacy rate of affected community along Shillong –Diengpasoh road

Village	Literates			Illiterates		
	Total	Male	Female	Total	Male	Female
Mawdiangdianag	467	221	246	247	131	116
Mawkasiang	190	86	104	338	168	170
Siejong	310	124	186	199	113	86

Tynring	1389	645	744	615	334	281
Mawpdamg Nongthmmai	985	461	524	629	329	300
Total	3341	1537	1804	2028	1075	953

Source: District Census, 2011

(ii) Occupation

58. Majority of the head of the households are engaged in other works business/self-employment (1029) followed by cultivation/agriculture work (580). Some are also engaged as agriculture labour (224) and in (12) household industry. The break up is presented in the following Table-16.

Table 16: Occupational Profile along Shillong –Diengpasoh road

Village	Cultivator	Agri labour	Household industry	Other Worker	Male	Female	Total Main workers
Mawdiangdianag	4	3	2	229	154	84	238
Mawkasiang	42	3	1	144	116	74	190
Siejong	26	35	2	107	123	47	170
Tynring	320	126	7	239	414	278	692
Mawpdamg Nongthmmai	188	57	0	310	372	183	555
Total	580	224	12	1029	1179	666	1845

Source: District Census, 2011

59. According to the census data, agriculture, agriculture laborer and non-agricultural labourers together constitute the bulk of the total employment of the affected population, Table-17.

Table 17: Details of Workers along the Shillong –Diengpasoh road

Block	Urban			Rural		
	Permanent	Semi-permanent	Temporary	Permanent	Semi-permanent	Temporary
Mylliem	50265 (68.06%)	17961(24.32%)	780 (1.06%)	7836 (49.96%)	7010(44.7%)	636 (4.06%)
Mawryngkneng	0	0	0	4992 (41.69%)	5942(49.63%)	744 (6.21%)
Total	580	224	12	1029	1179	666

Source: District Census, 2011

60. The source of water in the project area mainly tap supply and well, see table -18.

Table 18: Source of drinking water in Shillong –Diengpasoh project area

Block	Total Households	Tap water		Well	
		Treated	Untreated	Covered	Uncovered
Mylliem	15684	7324 (46.6%)	2584 (16.48%)	663 (4.23%)	1457 (9.29%)
Mawryngkneng	11973	3099 (25.88%)	1857 (15.51%)	2595 (21.67%)	1842 (15.38%)

Handpump	Tubewell	Spring	Other source
80 (0.62%)	209 (1.62%)	1287 (9.95%)	2080 (15.28%)
2 (0.03%)	3 (0.04%)	524 (6.73%)	2051 (20.67%)

Source: District Census, 2011

6.2.2 Laitkor – Laitlyngkot Road

(i) Demographic Profile

61. There are 2376 number of households along the project road alignment. Just 22 individuals out of total population of 12518 belongs to SC category and rest are ST. The village wise details of social stratification of affected community is presented in Table-19.

Table 19:

Demographic Profile along the Laitkor – Laitlyngkot Road

Village	Households	Population			SC	ST
		Total	Male	Female		
Mawbyinna	292	1526	729	797	1	1525
Mawtharia	66	372	188	184	0	372
Liewlong	202	1169	589	580	0	1169
Laitkor Lumheh	837	4146	2233	1913	21	4125
Rangbihbih	146	821	392	429	0	821
Umsaw (Myllem)	140	760	375	385	0	760
Maweitnai	196	974	488	486	0	974
Mawpynthih	454	2518	1198	1320	0	2518
Umsaw (MawryngKneng)	43	232	110	122	0	232
Total	2376	12518	6302	6216	22	12496

Source: District Census, 2011

(ii) Literacy

62. The project corridor has lower literacy rate compared to Meghalaya. In 2011, literacy rate of the villages is 59.50% compared to 74.43 % of Meghalaya state. In area along the project road male literacy stands at 50.75% while female literacy rate was 49.24%. The secondary data on literates and illiterates is given in Table-20.

Table 20: Literacy rate along Laitkor – Laitlyngkot Road

Village	Literates			Illiterates		
	Total	Male	Female	Total	Male	Female
Mawbyinna	798	371	427	728	358	370
Mawtharia	292	144	148	80	44	36
Liewlong	459	211	248	710	378	332
Laitkor Lumheh	3057	1704	1353	1089	529	560

Rangbihbih	508	242	266	313	150	163
Umsaw (Myllem)	399	190	209	361	185	176
Maweitnai	347	171	176	627	317	310
Mawpynthih	1434	681	753	1084	517	567
Umsaw (MawryngKneng)	155	67	88	77	43	34
Total	7449	3781	3668	5069	2521	2548

Source: District Census, 2011

(iii) Occupation

63. Majority of the head of the households are engaged as cultivators (2488) followed by other works business/self-employment (1988) and agriculture labour (521). The break up is presented in the following Table-21.

Table 21: Occupational Profile along the Laitkor – Laitlyngkot Road

Village	Cultivator	Agri labour	Household industry	Other Worker	Male	Female	Total Main workers
Mawbyinna	211	59	6	186	361	240	601
Mawtharia	51	1	0	90	96	46	142
Liewlong	260	12	1	196	280	200	480
Laitkor Lumheh	109	65	7	1292	1335	421	1756
Rangbihbih	303	57	1	47	204	225	429
Umsaw (Myllem)	255	45	0	64	196	173	369
Maweitnai	158	219	1	30	365	363	728
Mawpynthih	1056	63	0	62	586	604	1190
Umsaw (MawryngKneng)	85	0	0	21	55	53	108
Total	2488	521	16	1988	3478	2325	5803

Source: District Census, 2011

64. The source of water in the project area mainly tap supply and well, see table -22.

Table 22: Source of drinking water in Laitkor – Laitlyngkot project area

Block	Total Households	Tap water		Well	
		Treated	Untreated	Covered	Uncovered
Myllem	15684	7324	2584	663	1457
Percentage (%)	-	(46.6%)	(16.48%)	(4.23%)	(9.29%)
Mawryngkneng	11973	3099	1857	2595	1842
Percentage (%)	-	(25.88%)	(15.51%)	(21.67%)	(15.38%)

Block	Hand pump	Tube well	Spring	Other source
Myllem	80	209	1287	2080
Percentage (%)	(0.62%)	(1.62%)	(9.95%)	(15.28%)
Mawryngkneng	2	3	524	2051
Percentage (%)	(0.03%)	(0.04%)	(6.73%)	(20.67%)

Source: District Census, 2011

6.2.3 Mawmaram – Mawlyndep Road

(i) Demographic Profile

65. There are 1248 number of households along the project road alignment. Out of total population of 6886 only one belongs to scheduled caste category and rest all are tribes. The village wise details of social stratification is presented in Table-23.

Table 23:

Demographic Profile along the Mawmaram – Mawlyndep Road

Village	Households	Population			SC	ST
		Total	Male	Female		
Mawmaram	164	897	444	453	0	894
Kynsew	109	590	285	305	0	590
Dewsaw	73	418	204	214	0	418
Nongthliew	149	825	394	431	0	821
Laitarted	57	331	159	172	0	331
Dewlieh	20	91	42	49	0	90
Krang Nongshilliang Lumkynton	43	230	127	103	0	228
Krang Nonglum Shilliang lew Jamynthlen	81	426	226	200	0	425
Krang Nongrum	105	637	303	334	0	636
Krang Nongrum Centre	77	438	220	218	0	438
Dewsaw	46	260	138	122	0	257
Nongsawing	22	130	64	66	0	130
Mawlyndep	113	618	307	311	1	617
Umbir	51	222	115	107	0	222
Umsaw	138	773	400	373	0	770
Total	1248	6886	3428	3458	1	6867

(ii) Literacy

66. The project affected village has lower literacy rate compared to Meghalaya. In 2011, literacy rate of villages along the corridor was 61.95% compared to 74.43 % of Meghalaya state. In area along the project road male literacy stands at 47.44% while female literacy rate was 47.44%. The secondary data on literates and illiterates is given in Table-24.

Table 24: Literacy rate along the Mawmaram – Mawlyndep Road

Village	Literates			Illiterates		
	Total	Male	Female	Total	Male	Female
Mawmaram	593	279	314	304	165	139
Kynsew	282	119	163	308	166	142
Dewsaw	293	142	151	125	62	63
Nongthliew	618	291	327	207	103	104
Laitarted	186	80	106	145	79	66
Dewlieh	64	28	36	27	14	13
Krang Nongshilliang Lumkynton	166	94	72	64	33	31
Krang Nonglum Shilliang lew Jamynthlen	272	147	125	154	79	75
Krang Nongrum	418	184	234	219	119	100
Krang Nongrum Centre	248	120	128	190	100	90

Dewsaw	168	81	87	92	57	35
Nongsawing	88	37	51	42	27	15
Mawlyndep	343	153	190	275	154	121
Umbir	115	67	48	107	48	59
Umsaw	412	202	210	361	198	163
Total	4266	2024	2242	2620	1404	1216

(iii) Occupation

67. Data on occupation of community and individuals in the project affected villages revealed that a majority of the head of the households are engaged as cultivators (2009), followed by other works business/self-employment (361) and agriculture labour (309). The break up is presented in the following Table-25.

Table 25: Occupational Profile along the Mawmaram – Mawlyndep Road

Village	Cultivator	Agri. labour	Household industry	Other Worker	Male	Female	Total Main workers
Mawmaram	300	92	0	24	206	212	418
Kynsew	241	0	0	0	122	120	242
Dewsaw	186	0	0	13	99	100	199
Nongthliew	328	0	3	9	162	201	363
Laitarted	18	24	0	22	79	86	165
Dewlieh	43	0	0	5	26	22	48
Krang Nongshilliang Lumkynton	47	0	0	35	49	40	89
Krang Nonglum Shilliang Iew Jamynthlen	135	0	0	25	91	75	166
Krang Nongrum	239	1	2	18	128	142	270
Krang Nongrum Centre	92	0	3	56	100	97	197
Dewsaw	59	10	0	1	48	53	101
Nongsawing	43	0	0	5	24	26	50
Mawlyndep	1	179	0	79	162	97	259
Umbir	3	0	0	25	73	54	127
Umsaw	274	3	1	44	161	167	328
Total	2009	309	9	361	1530	1492	3022

68. The source of water in the project area mainly treated tap supply and well, see table -26.

Table 26: Source of drinking water in Mawmaram – Mawlyndep project area

Block	Hand pump	Tube well	Spring	River/ Canal	Tank/Pond /Lake	Other source
Mawphlang	80	209	1287	54	867	125
Percentage (%)	(0.62%)	(1.62%)	(9.95%)	(0.42%)	(6.71%)	(1.51%)

Block	Total Households	Tap water		Well	
		Treated	Untreated	Covered	Uncovered
Mawphlang	12929	5860	2404	486	1487
Percentage (%)	-	(45.32%)	(18.59%)	(3.76%)	(11.5%)

6.2.4 Pasysih – Garampani Road

(i) Demographic Profile

69. As per census data 2011, there are 807 number of households along the project road alignment whereas, the total population is 5025. Majority of the population is ST (4749) and just 2 individuals belongs to scheduled caste category. The village wise details of social stratification is presented in Table-27.

Table 27:

Demographic Profile of along Pasysih – Garampani Road

Village	Households	Population			SC	ST
		Total	Male	Female		
Pyntei	34	212	113	99	0	204
Biar	93	637	329	308	0	636
Chutwakhu Sarhen	11	63	32	31	0	63
Nongryngkoh	82	499	241	258	0	499
Lakadong	39	230	118	112	0	224
Looksi	138	844	427	417	0	841
Saphai	410	2540	1269	1271	2	2282
Total	807	5025	2529	2496	2	4749

(ii) Literacy

70. The project affected village has lower literacy rate compared to Meghalaya. In 2011, literacy rate of villages along the corridor was 48.49% compared to 74.43 % of Meghalaya state. In area along the project road male literacy stands at 45.34% while female literacy rate was 54.65%. The secondary data on literates and illiterates is given in Table-28.

Table 28: Literacy rate along the Pasysih – Garampani Road

Village	Literates			Illiterates		
	Total	Male	Female	Total	Male	Female
Pyntei	74	38	36	138	75	63
Biar	270	124	146	367	205	162
Chutwakhu Sarhen	43	23	20	20	9	11
Nongryngkoh	168	71	97	331	170	161
Lakadong	151	75	76	79	43	36
Looksi	558	275	283	286	152	134
Saphai	1173	499	674	1367	770	597
Total	2437	1105	1332	2588	1424	1164

(iii) Occupation

71. Data from census 2011 in relation to occupation of community and individuals in the project area shows mainly work is cultivation and agriculture only, very few are engaged in (27) household industry. The break up is presented in the following Table-29.

Table 29: Occupational Profile along the Pasysih – Garampani Road

Village	Cultivator	Agri. labour	Household industry	Other Worker	Male	Female	Total Main
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							workers
Pyntei	31	0	1	3	40	36	76
Biar	3	8	0	34	136	109	245
Chutwakhu Sarhen	0	1	0	6	20	11	31
Nongryngkoh	0	0	0	13	129	57	186
Lakadong	24	0	1	57	54	50	104
Looksie	31	1	6	50	180	115	295
Saphai	126	205	29	179	605	326	931
Total	215	215	37	342	1164	704	1868

72. The source of water in the project area mainly well and spring, see table -30.

Table 30: Source of drinking water in Pasysih – Garampani project area

Block	Total Households	Tap water		Well	
		Treated	Untreated	Covered	Uncovered
Laskien	14129	944	500	6666	1743
Percentage (%)	-	(6.68%)	(3.54%)	(47.18%)	(12.34%)

Block	Hand pump	Tube well	Spring	River/ Canal	Tank/Pond /Lake	Other source
Laskien	34	785	2698	167	375	217
Percentage (%)	(0.24%)	(5.56%)	(19.1%)	(1.18%)	(2.65%)	(1.54%)

6.2.5 Umling - Patharkhamah Road

(i) Demographic Profile

73. As per census data 2011, there are 1090 number of households along the project road alignment and the total population is 5822. Majority of the population belongs to schedule tribes and only 29 comes under SC category. The village wise details of social is presented in Table-31.

Table 31:

Demographic Profile along the Umling - Patharkhamah Road

Village	Households	Population			SC	ST
		Total	Male	Female		
Umdu	74	425	217	208	0	424
Umladoh	26	115	58	57	0	113
Umling	262	1296	656	640	29	1088
Lailad	39	165	84	81	0	165
Umsohma	26	123	54	69	0	113
Tasku Rim	68	356	177	179	0	352
Nongwah Mawpnar	19	98	48	50	0	98
Jali Them	36	195	106	89	0	191
Nongladew	135	788	410	378	0	784
Umsong	137	815	432	383	0	805
Nongbirthem	94	531	270	261	0	529
Umtasen	28	135	82	53	0	135
Umrit	146	780	384	396	0	778
Total	1090	5822	2978	2844	29	5575

(ii) Literacy

74. The project affected village has lower literacy rate compared to Meghalaya. In 2011, literacy rate of affected village was 58.10% compared to 74.43 % of Meghalaya state. In area along the project road male literacy stands at 53.53% while female literacy rate was 46.47%. The secondary data on literates and illiterates is given in Table-32.

Table 32: Literacy rate along the Umling - Patharkhamah Road

Village	Literates			Illiterates		
	Total	Male	Female	Total	Male	Female
Umdu	236	150	86	189	67	122
Umladoh	70	40	30	45	18	27
Umling	726	374	352	570	282	288
Lailad	77	38	39	88	46	42
Umsohma	68	35	33	55	19	36
Tasku Rim	196	106	90	160	71	89
Nongwah Mawpnar	68	36	32	30	12	18
Jali Them	136	74	62	59	32	27
Nongladew	505	287	218	283	123	160
Umsong	584	299	285	231	133	98
Nongbirthem	302	154	148	229	116	113
Umtasen	38	24	14	97	58	39
Umrit	377	194	183	403	190	213
Total	3383	1811	1572	2439	1167	1272

(i) Occupation

75. Majority of the population is engaged as cultivators (1833) followed by other workers (224). The break up is presented in the following Table-33.

Table 33: Occupational Profile along the Umling - Patharkhamah Road

Village	Cultivator	Agri. labour	Household industry	Other Worker	Male	Female	Total Main workers
Umdu	165	1	0	0	82	84	166
Umladoh	65	0	0	0	34	31	65
Umling	319	54	8	151	346	285	631
Lailad	0	0	0	1	47	43	90
Umsohma	58	0	0	1	25	34	59
Tasku Rim	101	4	0	11	85	55	140
Nongwah Mawpnar	26	0	0	1	26	13	39
Jali Them	54	0	0	0	49	24	73
Nongladew	238	23	2	16	174	149	323
Umsong	255	3	0	17	167	159	326
Nongbirthem	202	0	5	13	114	114	228
Umtasen	73	0	0	2	52	30	82
Umrit	277	6	0	11	148	151	299

Total	1833	91	15	224	1349	1172	2521
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76. The source of water in the project area mainly treated tap supply and well, see table -34.

Table 34: Source of drinking water in Umling - Patharkhamah project area

Block	Total Households	Tap water		Well	
		Treated	Untreated	Covered	Uncovered
Umling	15713	3915	3916	768	2244
Percentage (%)	-	(24.92%)	(24.92%)	(4.89%)	(64.28%)
Jirang	5856	1179	1404	57	1021
Percentage (%)	-	(20.13%)	(23.98%)	(0.97%)	(17.44%)

Block	Hand pump	Tube well	Spring	River/ Canal	Tank/Pond /Lake	Other source
Umling	111	242	2722	186	717	892
Percentage (%)	(0.71%)	(1.54%)	(17.32%)	(1.18%)	(4.56%)	(5.68%)
Jirang	24	122	1340	377	265	67
Percentage (%)	(0.41%)	(2.08%)	(22.88%)	(6.44%)	(4.53)	(1.14%)

7. STAKEHOLDERS CONSULTATION

7.1 Stakeholders Consultation

77. Public participation was undertaken to make explicit the social factors that will affect the development impacts of planned highway improvements and mediate project results. Through public participation, stakeholders and key social issues were identified and strategy was formulated. It included socio-cultural analysis and design of social strategy, institutional analysis and specifically addressed the issue of how poor and vulnerable groups may benefit from the project. Participation is a process, through which stakeholder influence and share control over development initiatives and the decisions and the resources, which affects them. The effectiveness of R&R program is directly related to the degree of continuing involvement of those affected by the project. Comprehensive planning is required to assure that local government, NGOs, host population and project staff interacts regularly, frequently and purposefully throughout all stages of the project. Participation of persons directly affected by projects is a primary requirement in development of R&R, if its programs are to be suited to the needs of the resettled population. Their involvement vastly increases the probability of their successful resettlement and rehabilitation.

78. As part of the Social Impact Assessment process, detailed consultations were conducted with all stakeholders. The main objectives of the consultation program were to minimize negative impact in the project corridors and to make people aware of the project. During the process efforts were made to ascertain the views and preferences of the people. The community consultation aimed to understand views of the people affected with respect to the impacts of the road and to identify and assess all major economic and sociological characteristics of the village to enable effective planning and implementation.

79. The consultation held include personal interviews with key informants, focus group discussions and meetings. Discussions were held with the following key stakeholders:

- Community members in affected villages
- Government Agencies and Departments;

80. Particular effort was made to ensure that women and other vulnerable groups like senior citizens, members of working group etc. were represented in these discussions.

7.2 Summary of Public Consultation

81. Overall, majority of the respondents have their apprehensions about the existing right of way of the project road section, additional land requirement, acquisition process and compensation amount and its procedures. However, the respondents or the affected families, in general, showed their agreement towards the proposed road widening and improvement. All the villagers have supported the project.

Table 35: Summary

of Consultation Output			
Date Venue / Place	Category of stakeholders	Issues/Suggestions	Action by the Project
21 October 2019 Village: Mawkasiang	Local Community members, community headmen, village council members, farmers and women	- All villagers were in favour of road widening & strengthening work in the area. - Govt. should also take care of basic services need to be provided for overall community development - The villagers raised their concern about the increased risk of accidents specially of children during construction. It was thus suggested that proper safety measures will be taken. Like diversion of traffic during construction and safety designs should be incorporated in road design wherever it is necessary. - Proper zebra crossing, speed breakers and signage should be given at appropriate locations near habitations - Community has also raised the importance of both-side footpath and adequate street lighting along the roads passing through residential and commercial areas. - Construction of market place/area for agriculture product along the road sections under the project. - Development assistance in public utilities along the road sections like public toilets, parking areas and market sheds was also requested during consultation. - Similar to there was a demand for drains along the roads to be constructed. The consultant shared that provision has been given for road side drains and these are integral part of Road design in habitation areas along the	- Community development works as suggested in IPDP will be carried out. - Road safety measures will be taken. - Local population will be preferred for any suitable employment.
21 October 2019 Village: Laitlyngkot			
22 October 2019 Nartiang Presbyterian Higher Secondary School, Jaintia Hills			
22 October 2019 PWD Inspection Bungalow, Shangpung, Jaintia Hills			

Date Venue / Place	Category of stakeholders	Issues/Suggestions	Action by the Project
		road section. • Shifting of public utilities before starting of project road construction activities. • The local people (labour) should be given priority in labour work and petty jobs during construction	

Figure 1:**Photographical Presentation of Individual discussion**

onsultation with individual at
Mawpdang Village

iscussion with individual at Mawpdang
village

Figure 2: Photos of**Public Consultation**

8. LEGAL FRAMEWORK

8.1 Land Management in Meghalaya

82. The land tenure system and land ownership in Meghalaya mainly follows the traditional system wherein they are governed in accordance with the customary norms and practices of the people. The land tenure system and ownership involve both traditional and non-traditional institutions. The traditional institutions function on the basis of local customary laws and traditions and traditions which have not been codified. The non-traditional are codified and enforced by constitutional bodies such as the Autonomous District Councils.

83. Among all three major tribes of Meghalaya viz. Garo, Jaintia and Khasi, there exists an indigenous practice of benefit sharing, ownership and management of land. Meghalaya is predominantly a matrilineal society which follows a system of inheritance wherein landed property and its ownership are mostly vested with the female member of the household. Ownership and management of land among the three tribes is traditionally very similar.

84. In the Jaintia Hills land is basically classified into two types, namely Hali land and High land. Hali lands are the permanently cultivated terraced wet rice land and are of two kinds; the difference being in the method of irrigation. Whereas, High lands are government and private lands. Hali lands on the other hand include raj lands (previously under the British Raj), service land, village puja lands, private lands and patta lands.

85. The land tenure system amongst the Khasis is classified into two main heads – Ri Raid and RiKynti. Ri Raid is generally community owned land or ‘public’ land wherein no individual has propriety over it. The land is free to use for all and is under the Village Council and the Syiem who has the authority to allot the land for use and occupancy to individuals. The individual may sell the produce from the land but cannot sell the land. While RiKynti land is private lands which are in absolute possession of the owners. It can be sold, mortgaged, leased and disposed of in any manner they deem fit. These lands are demarcated by boundary stones and landmarks. In certain cases, the Syiem, Sordar or Village Councils have no rights over these lands but if they want to sell, mortgage or transfer such lands, consent of the owners, locality, and community is required.

8.2 Applicable Laws

86. The Policy Framework and Entitlements for the program are based on the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act 2013 (RFCTLARR Act 2013); The Meghalaya Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Rules 2017, World Bank’s OP 4.12I; Resettlement Policy Framework agreed for this project and various government rules issued by state government for issues related to R&R and land acquisition.

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

87. The Right to Fair Compensation and Transparency in Land Acquisition, Resettlement and Rehabilitation (RFCTLAR&R) Act, 2013, enacted by the Government of India is the latest legislation. This is in force and supersedes all other old acts for land acquisition and to determining R&R activities throughout the country. Meghalaya too has adopted the same. Apart from this, for land acquisition, Government of Meghalaya has published gazette notification “Meghalaya Right to Fair Compensation and Transparency in Land Acquisition, Resettlement and Rehabilitation (RFCTLAR&R) Rules, dated 25th September 2017 which will also be applicable in suitable cases. The act shall apply, when the Government acquires land for its own use, hold and control for public purpose.

88. The act specifies that the process of obtaining the consent shall be carried out along with the Social Impact Assessment (SIA) study. The act also has the provision that no land shall be transferred by way of acquisition, in the Scheduled Areas in contravention of any law (including any order or judgment of a court which has become final) relating to land transfer, prevailing in Scheduled Areas.

89. The act defines (1) "affected area" as such area as may be notified by the Government for the purposes of land acquisition; (2) "affected family" includes a family whose land or other immovable property has been acquired; a family which does not own any land but a member or members of such family may be agricultural labourers, tenants including any form of tenancy or holding of usufruct right, share-croppers or artisans or who may be working in the affected area for three years prior to the acquisition of the land, whose primary source of livelihood stand affected by the acquisition of land; (3) the Scheduled Tribes and other traditional forest dwellers who have lost any of their forest rights recognised under the Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006 due to acquisition of land (4) family whose primary source of livelihood for three years prior to the acquisition of the land is dependent on forests or water bodies and includes gatherers of forest produce, hunters, fisher folk and boatmen and such livelihood is affected due to acquisition of land.

90. The act further specifies that a member of the family who has been assigned land by the State Government or the Central Government under any of its schemes and such land is under acquisition; and a family residing on any land in the urban areas for preceding three years or more prior to the acquisition of the land or whose primary source of livelihood for three years prior to the acquisition of the land is affected by the acquisition of such land. The gap analysis between RFCTLARR 2013 and WB operational Policy on Involuntary resettlement is given in **Annexure-2**.

8.2.2 Other applicable Labour Laws

- **Payment of Wages Act, 1936:** It lays down as to by what date the wages are to be paid, when it will be paid and what deductions can be made from the wages of the workers.
- **Minimum Wages Act, 1948:** The employer is to pay not less than the Minimum Wages fixed by appropriate Government as per provisions of the Act if the employment is a scheduled employment. Construction of buildings, roads, runways are scheduled employment.
- **Equal Remuneration Act, 1979:** The Act provides for payment of equal wages for work of equal nature to male and female workers and for not making discrimination against female employees in the matters of transfers, training and promotions etc.
- **Contract Labour (Regulation & Abolition) Act, 1970:** The Act provides for certain welfare measures to be provided by the contractor to contract labour and in case the contractor fails to provide, the same are required to be provided, by the principal employer by law. The principal Employer is required to take Certificate of Registration and the contractor is required to take license from the designated Officer. The Act is applicable to the establishments or contractor of principal employer if they employ prescribed minimum (say 20) or more contract labour.
- **Payment of Gratuity Act, 1972:** Gratuity is payable to an employee under the Act on satisfaction of certain conditions on separation if an employee has completed the prescribed minimum years (say, five years) of service or more or on death the rate of prescribed minimum days (say, 15 days) wages for every completed year of service. The Act is applicable to all establishments employing the prescribed minimum number (say, 10) or more employees.
- **Employees P.F. and Miscellaneous Provision Act, 1952:** The Act provides for monthly contributions by the employer plus workers at the rate prescribed (say, 10% or 8.33%). The benefits payable under the Act are:
 - Pension or family pension on retirement or death, as the case may be.
 - Deposit linked insurance on the death in harness of the worker.
 - Payment of P.F. accumulation on retirement/death etc.

- **Payment of Bonus Act, 1965:** The Act is applicable to all establishments employing prescribed minimum (say, 20) or more workmen. The Act provides for payments of annual bonus within the prescribed range of percentage of wages to employees drawing up to the prescribed amount of wages, calculated in the prescribed manner. The Act does not apply to certain establishments. The newly set-up establishments are exempted for five years in certain circumstances. States may have different number of employment size.
- **Maternity Benefit Act, 1961:** The Act provides for leave and some other benefits to women employees in case of confinement or miscarriage etc.
- **Child Labour (Prohibition & Regulation) Act, 1986:** The Act prohibits employment of children below 14 years of age in certain occupations and processes and provides for regulations of employment of children in all other occupations and processes. Employment of child labour is prohibited in building and construction industry.
- **Inter-State Migrant Workmen's (Regulation of Employment & Conditions of Service) Act, 1979:** The Act is applicable to an establishment which employs prescribed minimum (say, five) or more inter-state migrant workmen through an intermediary (who has recruited workmen in one state for employment in the establishment situated in another state). The Inter-State migrant workmen, in an establishment to which this Act becomes applicable, are required to be provided certain facilities such as Housing, Medical-Aid, Travelling expenses from home up to the establishment and back etc.

8.2.3 World Bank Safeguard Policies

91. The World Bank has Social Safeguard Policies to reduce or eliminate the adverse effects of development projects. Details are provided in the table-36 below.

Table 36: Relevant

safeguard policies			
World Bank Safeguard Policies	Objective	Applicability	Safeguard Requirements
OP/BP 4.12	Involuntary Resettlement-The objective of this policy is to avoid or minimize involuntary resettlement where feasible, exploring all viable alternative project designs. Furthermore, it intends to assist displaced person in improving their former living standards; community participation in planning and implementing resettlement; and to provide assistance to affected people, regardless of the status of their legal title.	There will be need for limited land acquisition for certain project corridors resulting in: relocation or loss of shelter; loss of assets or access to assets; loss of income sources or means of livelihood.	Resettlement Action Plan in consultation with the community and project authorities. Resettlement Action Plan will be prepared).
OP/BP 4.11	Cultural Property –This policy aims at assisting in the preservation of cultural	In project cultural property, historical and	Contractor will be responsible for preparation of

World Bank Safeguard Policies	Objective	Applicability	Safeguard Requirements
	property, historical, religious and unique natural value-this includes remains left by previous human inhabitants and unique environment features, as well as in the protection and enhancement of cultural properties encountered in Bank financed project.	religious properties may be impacted .	mitigation plans.
OP/BP 4.10	Indigenous People- This policy aims to protect the dignity, right and cultural uniqueness of indigenous people; to ensure that they do not suffer due to development; that they receive social and economic benefits.	This policy may be triggered if there are indigenous people in the project area; when potential adverse impacts on indigenous people are anticipated; and if indigenous people are among the intended beneficiaries.	Indigenous people development Plan

92. There is no project affected household in these project road sections. However; an entitlement matrix has been developed as part of ESMF of the project to estimate resettlement and rehabilitation budget in case impacts on titleholder and non-titleholders. The entitlement matrix is given in Table-37.

Table 37: Entitlement Matrix for PAPs/PAHs

S. No.	Application	Definition of Entitled Unit	Entitlement	Details
A. Loss of Private, Agricultural or Commercial Land				
1	Land for the Project	Titleholder of the land/ family/ families with legal holding rights and or traditional Land Rights	In case of voluntary consent to gift land to the State for public purpose Compensation in accordance with the First Schedule and rehabilitation and resettlement specified in the Second and Third Schedules of the RFCTLARR Act 2013 In case of request for compensation for lost of land providing livelihood Compensation in accordance with the First Schedule and rehabilitation and resettlement specified in the Second and Third Schedules of the RFCTLARR Act 2013 In case consented to part with the land at market value. Compensation in accordance with the First Schedule and rehabilitation and resettlement specified in the Second and Third Schedules of the RFCTLARR Act 2013	In case of voluntary donation of land through mutual understanding, then a gift-deed on stamp-duty will be executed between the titleholder and State PWD and one-time subsistence allowance of equivalent to at a rate of three thousand rupees per month for a period of one year from the date of the deed executed will be granted. In such cases the title holder will be offered “land for land” if available and a gift-deed on stamp-duty will be executed between the titleholder and State PWD. The land if allotted will be in the same name. For a household it will be allotted to both husband and wife. In addition to this amount, in case of Scheduled Castes and the Scheduled Tribes displaced from Scheduled Areas shall receive an amount equivalent to fifty thousand rupees and, as far as possible, the affected families shall be relocated in a similar ecological zone, so as to preserve the economic opportunities, language, culture and community life of the tribal communities. In case the titleholder of the land provides consent to give the land in lieu of “cost of the land to be paid”, then market value of the land will be paid to the concern person/ family. The market value of the land will be determined in following manner: –(1) The Collector shall adopt the following criteria in assessing and determining the market value of the land, namely:— (a) the market value, if any, specified in the Indian Stamp Act, 1899 (2 of 1899) for the registration of sale deeds or agreements to sell, as the case may be, in the area, where the land is situated; or (b) the average sale price for similar type of land situated in the nearest village or nearest vicinity area; or consented amount of compensation as agreed upon under sub-section (2) of

S. No.	Application	Definition of Entitled Unit	Entitlement	Details
				section 2 in case of acquisition of lands for private companies or for public private partnership projects, whichever is higher. Provided that the date for determination of market value shall be the date on which the notification has been issued under section 11. In case it is a rural land, the final value of the land will be determined by multiplying the value of land with a factor of two(2).
	Residual land (in case only part of land requires to be acquired for the project)	Titleholder family and families with traditional land Right	Compensation in accordance with the First Schedule of the RFCTLARR Act 2013	<i>In case residual land is found to be economically unviable, PAPs/ PAFs have the choice of:</i> <i>a) selling off the residual land at the market value to the project</i> <i>b) take 25% of the compensation value and retain the land parcel.</i>
B. Loss of Private Structures (Residential/Commercial)				
2	Loss of Structure	Title Holder/ Owner	Compensation in accordance with the First Schedule and rehabilitation and resettlement specified in the Second and Third Schedules of the RFCTLARR Act 2013	• A cash compensation for the loss of structure will be offered at market value which would be determined as per as per section 29 of the RFCTLARR Act 2013. • If a housing unit is lost in rural area, then a a constructed house shall be provided as per the Indira Awas Yojana specifications. If a house is lost in urban areas, a constructed house shall be provided, which will be not less than 50 sq mts in plinth area. • The house if allotted will be in the name of both husband and wife. • The benefits listed above shall also be extended to any affected family which is without homestead land and which has been residing in the area continuously for a period of not less than three years preceding the date of notification of the affected area and which has been involuntarily displaced from such area. • Any affected family in urban areas which opts not to take the house offered, shall get a one-time financial assistance for house construction, which shall not be less than one lakh fifty thousand rupees. • Any affected family in rural areas so prefers, the equivalent cost of the house may be offered in lieu of the constructed house. • Each affected family which is displaced from the land acquired shall be given a monthly subsistence allowance equivalent to three thousand rupees per month for a period of one year from the date of award. • In addition to this amount, the Scheduled Castes and the Scheduled Tribes

S. No.	Application	Definition of Entitled Unit	Entitlement	Details
				displaced from Scheduled Areas shall receive an amount equivalent to fifty thousand rupees. - Each affected family having cattle or having a petty shop shall get one-time financial assistance to a minimum of twentyfive thousand rupees for construction of cattle shed or petty shop as the case may be - Each affected family of an artisan, small trader or self-employed person or an affected family which owned non-agricultural land or commercial, industrial or institutional structure in the affected area, and which has been involuntarily displaced from the affected area due to land acquisition, shall get one-time financial assistance to a minimum of twenty-five thousand rupees - Each affected family shall be given a one-time —Resettlement Allowance of fifty thousand rupees only.
3	Structure	Tenants/ Lease Holders	Resettlement & Rehabilitation Assistance	- Registered lessees/ tenants will be entitled to compensation payable to structure owner in case the lessee has erected any of the structure as per applicable local laws. b) A three months vacating notice will be provided along with one-time Resettlement Allowance of fifty thousand rupees only.
C. Loss of Trees and Crops				
4	Standing Trees, Crops	Owners and beneficiaries (Registered/ Un-registered tenants, contract cultivators, leaseholders & sharecroppers	Compensation at market value	- Three months advance notice to project affected persons to harvest fruits, standing crops and removal of trees. Compensation to be paid at the rate estimated by: - The Forest Department for timber trees - The State Agriculture Extension Department for crops - The Horticulture Department for fruit/flower bearing trees. - Registered tenants, contract cultivators & leaseholders & sharecroppers will be eligible for compensation for trees and crops as per the agreement document between the owner and the beneficiaries. - Un-registered tenants, contract cultivators, leaseholders & sharecroppers will be eligible for compensation for trees and crops as per mutual understanding between the owner and the beneficiaries.
D. Loss of Residential/ Commercial Structures to Non-Titled Holders				

S. No.	Application	Definition of Entitled Unit	Entitlement	Details
5	Structures on Government land	Owners of Structures or Occupants of structures identified as per Project Census Survey	Resettlement & Rehabilitation Assistance	- Non-titleholder shall be given three months' notice to vacate occupied land and provided with cash assistance at replacement cost for loss of structures as described in section 29 of the RFCTLARR Act 2013. - All squatters (other than kiosks) will be eligible for one-time grant of rupees thirty-six thousand as subsistence allowance as per section 29 of the RFCTLARR Act 2013.
E. Loss of Livelihood				
6	Families living within the project area	Title Holders/ Non-Title holders/ sharecroppers, agricultural labourers and employees	Resettlement & Rehabilitation Assistance	- Subsistence allowance of rupees thirty-six thousand as one-time grant. - Training Assistance of rupees ten thousand for income generation per family. - Temporary employment in the project construction work to project affected persons with particular attention to vulnerable groups by the project contractor during construction, to the extent possible and preference in the employment of semi-skilled and unskilled jobs in the project with adequate training for the job/ or - One time payment of five lakhs rupees per affected family
F. Additional Support to Vulnerable Families				
7	Families within project area	As per definition of vulnerable	Resettlement & Rehabilitation Assistance	One-time additional financial assistance of rupees fifty thousand.
G. Loss of Community Infrastructure/Common Property Resources				
8	Structures & other resources (e.g. land, water, access to structures etc.) within the project area	Affected communities and groups	Reconstruction of community structure and common property resources	Reconstruction of community structure and Common property resources in consultation with the community.
H. Temporary Impact During Construction				
9	Land & assets temporarily impacted during construction	Owners of land & Assets	Compensation for temporary impact during construction e.g. damage to adjacent parcel of land / assets due to movement of vehicles for transportation of equipment's, machinery and construction activities for infrastructure development.	Compensation to be paid by the contractor for loss of assets, crops and any other damage as per prior agreement between the 'Contractor' and the 'Affected Party'.
I. Resettlement Site				

S. No.	Application	Definition of Entitled Unit	Entitlement	Details
10	Loss of residential structures	Displaced titleholders and non-titleholders	Provision of resettlement site/ vendor market	- Resettlement sites will be developed as part of the project, if a minimum of 25 project displaced families opt for assisted resettlement. Vulnerable PAPs will be given preference in allotment of plots/flats at the resettlement site. Plot size will be equivalent to size lost subject to a maximum of provision given in RFCTLARR Act 2013. - Basic facilities shall be provided by the project at resettlement site as per the provisions given in the Third Schedule of RFCTLARR Act 2013. - Similarly, if at least 25 displaced commercial establishments (small business enterprises) opt for shopping units, the Project Authority will develop the vendor market at suitable location in the nearby area in consultation with displaced persons. - Basic facilities such as approach road, electricity connection, water and sanitation facility, will be provided in the vendor market by the project. - Vulnerable PAPs will be given preference in allotment, of shops in vendor market. One displaced family will be eligible for only one land plot at resettlement site or shop in the vendor market.

9. INSTITUTIONAL ARRANGEMENT

9.1 Project Implementation Arrangement

93. The project activities will be implemented by agencies: Public Works Department (PWD), Urban Affairs (UA) Department, Department of Tourism, Transport Department and Community and Rural Development Department. Each of the mentioned departments, will depute a Project Director (PD) preferably at the level of a Chief Engineer/Superintending Engineer along with the required supporting staff with the overall responsibility for project implementation with the involvement of the various field divisions and other units at the head-quarters (HQ – Shillong).

94. PDs will work under the overall guidance and oversight of a Project Advisory Committee headed by the Secretary of the respective departments. In addition, nodal officers will be deputed from the beneficiary departments like Tourism, Agriculture, Police, Health, Education and C&RD. All civil works component will be implemented mainly by PWD, and involvement UA and Transport departments will be mainly for the technical assistance and pilot projects on improving mobility. When functional, the Transport Sector Board will also be constituted to provide high level policy guidance and oversight for project implementation.

95. Meghalaya Infrastructure Finance Development Corporation (MIFDC) set up under the Planning Department will be responsible for overall planning, coordination, implementation and monitoring of the project along with various departments. It will also be responsible for mobilizing private sector finance for the development works. The State Planning Department will be the nodal department for the Project. MIDFC will be responsible for overall planning and implementation of the entire project. It will ensure that ESIA is conducted and ESMPs are prepared and that the ESMF is followed during project implementation. Additionally, a project management unit (PMU) will be mobilized under MIDFC to support the implementing agencies during project preparation and subsequent implementation. The overall institutional arrangement for the implementation of the project is outlined in the following figure.

Figure 3:

Institutional arrangement for implementation of the project



9.2 Project Management Unit (PMU)

96. The Project Management Unit (PMU) primarily will be set up in MIDFC and will also be represented by PWD and Transport department. PMU will engage a consulting firm, as Project Management Consultant (PMC) for providing technical support to the project and facilitate implementation of project framed activities. The experts of the PMC will assist MIDFC in preparing and updating ESIA (including IPDP and GAP). The PMC will also assist MIDFC in preparing semi-annual safeguards monitoring reports. Specific roles of the PMC with regard to ESMF implementation would include the followings.

➤ Preparatory Stage (for phase II roads):

- (i) Initial field visit to project sites and assessment of environmental and social aspects of project activities;
- (ii) Discussion with different stakeholders, including implementing agencies on safeguard measures and their expected role;
- (iii) Preparing / finalizing assessment framework in line with the Environment and Social indicators;
- (iv) Finalizing TOR of the contractors incorporating safeguard measures to be taken;
- (v) Facilitate / organize training / workshops on safeguard measures for the stakeholders;
- (vi) Designing study / assessment tools for periodic assessment, its piloting and finalization.

➤ Implementation Stage:

- (i) Conducting periodic site visits and observe the measures taken as per the safeguard norms;
- (ii) On the spot guidance to contractor/s / implementing agencies on safeguards;
- (iii) Preparation of site specific reports and sharing with MIDFC;
- (iv) Documentation of learning cases for sharing and dissemination;
- (v) Visual documentation of site specific safeguard measures;
- (vi) Tracking activity specific environmental and social monitoring indicators;
- (vii) Organizing / facilitating refresher training courses for stakeholders;
- (viii) Monthly and quarterly progress report preparation and submission to MIDFC.

➤ Post-Implementation Stage:

- (i) Consolidation of periodic monitoring reports;
- (ii) Support in conducting environment and social audit;
- (iii) Consolidation of good practice documents and its submission to MIDFC;
- (iv) Final sharing workshop on environment and social safeguard practices and its outcome.

97. The PMU shall have one environmental expert and one social and gender expert for implementation of ESMF and RAP.

98. **Social cum Gender Expert:** The Social cum Gender Expert at the PMU will guide the overall process related to social and gender aspects. The district / sub-district level implementing agencies will execute and monitor the social / gender components in consultation with the said Expert. She / he will be associated in the screening process of such activities that require acquisition of land and/or involvement of women and/or need special focus on tribal involvement. She/he will monitor the social processes followed in execution of the planned activities and realisation of the social / gender inclusion parameters. She / he will be looking after social / gender aspects of the project, including monitoring of social / gender indicators and coordinating with different agencies / institutions. The expert will be guided by the Project Director from MIDFC and reporting to the Project Director directly.

99. Institutional arrangements to manage and implement Indigenous Peoples Development Plan and Gender Action Plan (IPDP & GAP) will be set up at PMU (State) and project road levels. Institutional arrangement includes augmenting the capacity of PIU, PWD with regard to land management, and implementation of IPDP & GAP and management of other social issues

9.3 PIU (State) Level

100. The Project Director, PWD, Govt. of Meghalaya will be overall responsible for the implementation of IPDP & GAP. He/she will have delegated administrative and financial powers for the implementation of the project including IPDP & GAP implementation.

101. Institutional arrangement includes augmenting the capacity of PIU, PWD with regard to implementation of IPDP & GAP and management of other social issues. The Project Director will be assisted by a designated Assistant Engineer as IPDP focal point, and a number of technical and secretarial staff. A Social Development Specialist (SDS) will be engaged either as individual consultant to assist the Project Director, PIU as IPDP are likely to be implemented for multiple roads. The PIU will be responsible for ensuring training, guidance, policy and implementation. The SDS will provide policy and strategic assistance to the PIU on social issues including indigenous people's development plan and gender action plan. The Project Director with assistance from SDS, and designated IPDP focal point will ensure the social safeguards compliance. The roles and responsibilities of the SDS would broadly include the following:

- Ensure consultation and stakeholder participation in finalization of IPDP & GAP.
- Ensure preparation and disclosure of IPDP & GAP for the project road.
- Guide and supervise the IPDP & GAP implementation agencies and rolling out HIV prevention activities.
- Interact with implementation agencies on a regular basis and undertake field visits and consultations with IPDP for first-hand information.
- Compile data related to IPDP and GAP activities received from field offices and decide on suitable measures to be taken.
- Facilitate necessary help needed at site with regard to social issues.
- Co-ordinate with government departments in matters related to implementation of IPDP & GAP.
- Ensure budgetary provision and implementation of IPDP & GAP.
- Ensure timely release of budget for implementation of IPDP & GAP.
- Monitor implementation of IPDP & GAP carried out by the agencies.
- Perform other roles and responsibilities related to implementation of IPDP & GAP as required from time to time.
- Facilitate third party audit of IPDP & GAP implementation.

9.3.1 Project road level

102. The Executive Engineer responsible for implementation of project road works of road section will also coordinate with VECs for implementation of IPDP. The executive engineer will provide support to Social Development Expert in interaction and consultation with community to finalize IPDP for the concerned road section.

9.3.2 IPDP Implementation support Agency/NGO

103. For the implementation of IPDP in each project road, the PIU, PWD will engage the services of Non-Government Organisation (NGO) having experience in social development issues as per standard bidding process. Terms of Reference (ToR) for engaging the services of the implementation

agency is given in **Annexure-3**. The implementation agency will work in close co-ordination with Social Development Expert and report to PIU. Financial matters related to services of the IPDP & GAP implementation agency will be dealt by PIU, PWD. Broad roles and responsibilities of implementation agency would be as:

- The IPDP & GAP implementation agency will be the main link between community and the PIU, PWD.
- Undertake public information campaign at the commencement of the IPDP implementation along with Social Development Expert.
- Distribute pamphlets covering brief description of social safeguards, details of indigenous people's development plan, Village Councils, and concerned Govt. Offices in the project area, etc.
- Organize consultations at regular interval with community with regard to IPDP implementation.
- Assist community representative to identify the sites for market sheds, public toilets, playground.
- Hold consultations with community regarding participation of women and tribe peoples etc.
- Generate awareness about the alternative economic livelihood.
- Identify training needs of community and women for income generation and institutions for imparting training.
- Organize training program for skill up gradation.
- Undertake outreach activities for HIV prevention for awareness and behaviour change.
- Consult Village Council and community with regard provision of new facilities under the project.
- Participate in various meetings organised by PWD.
- Submit monthly progress report to Focal point and copy to PIU.
- Any other activities that may be required for the implementation of IPDP & GAP etc.

9.4 Project Management Consultant

104. A Project Management Consultant (PMC) shall be appointed by the PIU, PWD for project roads for the execution of project execution. The PMC shall be based at site(s). In addition to project management, the PMC will also monitor the implementation of IPDP & GAP. One of the key personnel of the PMC team will be a Social expert. The monitoring of IPDP will be done for each activity and against the corresponding time frame. In the event of delay of implementation of any activity the PMC would bring it to the notice of the PIU and suggest corrective measures. The PMC shall submit monthly monitoring report for one year and subsequently quarterly monitoring reports for the remaining period of the project to the PIU, PWD.

10. DISCLOSURE, CONSULTATION AND PARTICIPATION PLAN

10.1 Information Disclosure

105. The Right to Information Act, 2005 provides for setting out the practical regime of right to information for citizens to secure access to information under the control of public authorities, in order to promote transparency and accountability in the working of every public authority, the constitution of a Central Information Commission and State Information Commissions and for matters connected therewith or incidental thereto. The process for obtaining information and details of designated officials shall be posted on the PWD website.

106. The Draft SIA & IPDP need to be disclosed by the PIU, PWD on the Government of Meghalaya. The Executive Summary of the draft SIA & IPDP shall be disclosed at concerned Village Council offices, PWD and District Administration offices. The documents will also be disclosed at the website of PWD, GoM and World Bank at least **four months** prior to the awards of the contracts/commencement of construction. Feedback received from stakeholders shall be incorporated in the final documents.

107. The Executive Summary of final SIA & IPDP and other project related documents/ relevant information shall be translated in language and made available at Project Authority's state and project offices. The final documents in full will replace the draft documents in website of Project Authority's as well at World Bank's Infoshop. The list of tribal community benefits shall be separately disclosed at concerned Village Council Offices/ Urban Local Bodies (ULBs) to ensure transparency. The Social Management Framework, Executive Summary of SIA & IPDP of each project road shall also be placed in English and Local language of the concerned District Administration Office.

108. During the project implementation phase the relevant information related to IPDP and GAP will be shared with the affected community in appropriate language, if required.

10.2 Consultation & Participation Plan

109. To ensure peoples' continued participation in the implementation phase and aiming at promotion of public understanding and fruitful solutions of developmental problems such as local needs of road users and problem and prospects of community development, local peoples and other stakeholders will be engaged in implementation. Key actions would be as follows:

- Communicating and informing beneficiaries in the project area of IPDP provisions and grievance redress mechanism through village level public meetings;
- Placing of micro plan in affected villages for review and minimize grievances;
- Household consultation to identify skill improvement training needs, counseling for usage of assistance amount and other activities towards livelihood restoration.

110. Information dissemination and participation would be ensured through **(a) printed leaflets/ information booklets** that are to be prepared by the IPDP and GAP Implementation Support Agency in local language. These would be distributed to village community members within the immediate project influence area in advance so that people discuss issues among themselves and prepare themselves for meetings/discussions. On the day of public meeting, once again information would be given to those present to ensure awareness about the project in case, they did not get the leaflet/ information booklet. The booklet would provide:

- brief description of the project and its objectives;
- a summary of adverse impacts;

- community development provisions of the project and specific benefits available to affected community/groups;
- avenues for participation by local communities;
- expectations from local communities;
- role of IPDP & GAP IA; and
- Grievance redressal mechanisms, Suggestion and Complain Handling mechanism, etc.

111. **(b) by organizing public meetings** at suitable locations with participation local communities, institutions and line departments with prior information on the date and time. Wide publicity for the meeting would be carried out by beating of drums and announcement through loud speakers in the adjoining areas. The Social Development Specialist & IPDP implementation agency would describe all aspects of the project, importance of consultations and also seek their participation and co-operation in the project. In these public meetings various aspects of the project would be explained and also the status of the project (technical, social & environmental) would be conveyed. Opportunity would be provided to people in general and Women in particular, to provide suggestions and raise issues that concern them and also with a view to maintain good rapport with local community. SDS and IPDP Implementation Support Agency shall be present in these meetings. After the public meeting, Minutes of Meeting (MoM)/ resolution would: be prepared and read out to people present in the meeting; signed by the officials and participants present at the meeting; and kept in project file for documentation purpose.

11. GRIEVANCE REDRESSAL MECHNISM

11.1 Institutional Capacity to Manage Social Aspects

11.1.1 Autonomous District Councils

112. In the state, ADCs were established under the Sixth Schedule of the Constitution of India (Articles 244(2) and 275(1)) with a view to preserve and protect tribal institutions. It is a system of local administration to give greater autonomy to tribal societies, to preserve and safeguard tribal groups' traditional practice and to act as a conduit between the formal state government and the informal grassroots tribal institutions. Moreover, the powers for the regulation and management of natural resources have been conferred on the Councils.

113. There are, at present, three ADCs in the state of Meghalaya, Khasi, Jaintia and Garo Hills Autonomous District Councils. They are constitutional bodies and all laws, rules and regulations made by them are enforceable. The ADC has the right to constitute village councils or courts for the trial of suits and cases between the parties all of whom belong to Scheduled Tribes within their own jurisdiction and may appoint suitable persons to be members of such village councils or presiding officers of such courts, and may also appoint such officers as may be necessary for the administration of the laws of the Sixth Schedule. They may also act as courts of appeal from the decisions made by village councils.

114. As per paragraph 8 of the Sixth Schedule, the ADC also has the power to assess and collect revenue in respect of all lands within the district except those lands which are in the areas under the authority of regional councils, if any, in accordance with the standard followed by the State government. The ADCs also has the power to make laws on matters such as inheritance of property, marriage and divorce as well as on social custom. But if law made on matter by the State Legislature, then ADC's law will be void and the State law will prevail.

11.1.2 Grassroots Institutions

115. The third centre of authority is the grassroots tribal institutions and practices. In the Khasi and Jaintia Hills, these are powers that rest at the village level's elected members to govern the village. The members mainly belong to the ruling clan called Ki Bakhraw. The elected members organise themselves into a village council or Dorbar Shnong that is headed by a Chief. The council has significant power and legitimacy rooted in the un-codified customary laws and practices. The primary function of the Dorbar Shnong is to undertake development works and to manage local assets. It also functions as a court trying petty cases such as land disputes. The decisions of the Dorbar are considered legitimate and are usually adhered to.

11.2 Grievance Redressal Committee

116. The Grievance Redressal Mechanism involves formation of Grievance Redressal Committee. The main objective is to provide a step-by-step process of registering and addressing the grievances. It is expected that this mechanism will ensure redress of disputes through participative process.

117. An integrated system will be established with Grievance Redressal Cell (GRCs), with necessary officers, officials and systems at MIDFC. 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 official/s. The Social and Environmental Expert within PMU shall be responsible for coordination of grievance/complaints received.

118. 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 three-tier grievance redressal mechanism, i.e., (1) at the community level I, (2) State level (PMU level) and (3) Judiciary level.

119. Level I: Under this project, the local VECs and community level organizations will serve as the first level mechanism to handle complaints and grievances. The local Headman will be the focal point who will receive, address, and keep record of the complaints and feedbacks. The grievance focal point will first review the grievances submitted. If grievances or disputes cannot be solved at the VEC's level within 30 days of the submission of the grievances, the issue will be brought to PMU level for mediation. PMU is expected to inform aggrieved persons or parties to disputes of the resolution in 30 days.

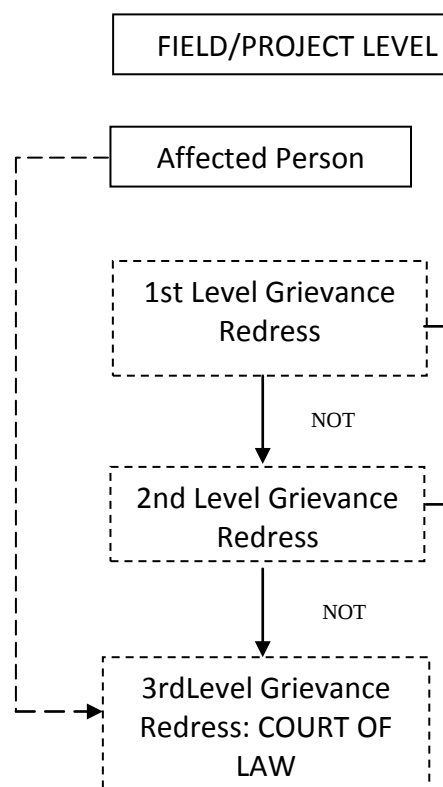
120. Level II: The second level cell will be under the Chairmanship of Secretary, Department of Planning. The other members will include Chief Engineer; Project Director and Social Expert of the Project. The second level of grievance cell will provide its view within 30 days of receiving the grievance.

121. Level III: Third level will be Judiciary system. 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.

122. Grievances of PAPs in writing will be brought to GRC for redressal by the RAP & IPDP implementation agency. The RAP & IPDP implementation agency will provide all necessary help to PAPs in presenting his/her case before the GRC. Grievances brought to the GRC shall be redressed within a time period of one month (30 days) from the date of receipt of grievance. The decision of the GRC will not be binding to PAPs i.e., decision of the GRC does not debar PAPs taking recourse to court of law. Broad functions of GRC are as under:

- Record the grievances of PAPs, categorize and prioritize them and provide solution to their grievances related to resettlement and rehabilitation assistance.
- The GRC may undertake site visit, ask for relevant information from other government and non-government agencies, etc in order to resolve the grievances of PAPs.
- Fix a time frame within the stipulated time period of 30 days for resolving the grievance.
- Inform PAPs through implementation agency about the status of their case and their decision to PAPs.

123. The Grievance Redressal Mechanism for the project is shown in Figure-4.

Figure 4: Grievance**Redressal Mechanism****11.2.1 Integrated Grievance Redress Mechanism**

124. The project implementation is expected to receive a wide range of enquiries, comments, and suggestions from common people, road users, interest groups, village councils, government departments, contractors, consultants, NGOs, others. PWD will establish an integrated grievance redress mechanism (IGRM) to address and handle external and internal inquiries, suggestions and comments, and concerns/complaints/ grievances as well as improve accountability and service delivery under the project.

125. The overall responsibility for the operation and management of grievances will be of PIU, PWD, Govt. of Meghalaya. It will be handled at PIU level and site office level. Since all pre-construction and civil works will be implemented and managed by the PIU, majority of the enquiries, suggestions and complaints related to a specific road is likely to be received by the PIU. However, some of the enquiries, suggestions and complaints are also expected to be received by the site offices. A toll-free number and/or an email account will be set up at the PIU for this purpose. The toll-free number and email account would be displayed on the sign boards at the start and end of each project road. The bidding documents will have a requirement for the contractor to put in place signs at the start and end of the project road which will display the toll-free number and email account to submit enquiries, suggestions and complaints to the PIU, PWD. Similarly, inquiries, suggestions, or complaints related to specific road can also be submitted at site office in writing. Thus inquiries, suggestions, complaints, etc. submitted at site offices and PIU, a due recording and documentation will be carried out by the concerned offices.

126. The Project Director will assign the suitable officer at PIU and site offices to address and handle inquiries, complaints, grievances, etc. submitted at site offices and PIU. His/her responsibilities will include:

- To respond to as many inquiries/comments as possible
- To receive and sort concerns/grievances
- To forward them to appropriate authority for resolution
- To track/monitor complaint/grievance acknowledgement and resolution
- To review and report on complaint/grievance data and trends to the Govt. and the World Bank.

Channels

127. The following channels shall be established to receive inquiries/comments and concerns /grievances:

- Phone No. : **0364-2501556**
- Email : **Meghpwdesia@gmail.com**
- On-line form
- Regular post/mail
- Suggestion box/Walk-ins

128. It is critical to assign a specific e-mail ID and a phone/fax number, and to set up an easy-to-access suggestion box and walk-in office. The project website will have a permanent sub-window that will contain an on-line form and facilitates grievance/complaint collection.

On-line Form for

Suggestions and Complaints

The on-line form for

suggestions and complaints will be provided on the MIDFC website. The form will contain limited entries as outlined below.

Subject:

Project Road:

Content:

Your email:

129. Suggestions/complaints submitted through this on-line form will go directly to (a) the Project Director's email account and (b) internal reporting system for IGRM (excel file).

Reporting Format

The internal reporting system for SCHM (excel file) will have the following entries/columns:

1. Date
2. Subject
3. Road
4. Content
5. Email (of the complainant)

6. Acknowledgment date (Date when PIU sent an email to the complainant to acknowledge that the email has been received, the issue will be handled within that period of time and the response/feedback will be provided to the complainant by that deadline)

7. Responsible Person : 8. Deadline for Feedback

9. Actual Date for Feedback

10. Solution/Feedback on the Suggestion/Complaint

11. Additional Comment (e.g., if the person was unsatisfied with the feedback/solution provided and indicated that he/she will go to another authority to complain)

130. The entries 1-5 should be filled in automatically once an on-line form is submitted. The other entries will be entered manually by the PIU staff. All GRM-related reports will be consolidated by the PD, PIU.

12. MONITORING AND EVALUATION

12.1 Introduction

131. Monitoring and evaluation are important activities of any infrastructure development project particularly, those involving community development and affected tribal peoples. It helps in making suitable changes, if required during the course of IPDP & GAP implementation and also to resolve problems faced by Women. Monitoring is periodical checking of planned activities and provides midway inputs, facilitates changes, if necessary and provides feedback to project authority for better management of the project activities. Evaluation on the other hand assesses the IPDP effectiveness, impact and sustainability of planned activities. In other words, evaluation is an activity aimed at assessing whether the activities have actually achieved their intended goals and purposes. Thus, monitoring and evaluation of indigenous people's development plan implementation is critical in order to measure the project performance and fulfillment of project objectives. Indicators and benchmarks for achievement of the objectives proposed under the Indigenous Peoples Development Plan are of three kinds:

- i. Proposed indicators, indicating project inputs, expenditures, staff deployment, etc.
- ii. Output indicators, indicating results in terms of development in project affected area, training held, credit disbursed, etc.,
- iii. Impact indicators related to the longer-term effect of the project on people's lives.
- iv. Complaints and Grievances received and resolved

132. The benchmarks and indicators are limited in number and combine quantitative and qualitative types of data. The first two types of indicators, related to process and immediate outputs and results, will be monitored to inform project management about progress and results, and to adjust the work programme where necessary, if delays or problems arise. Thus M&E would be carried out for regular assessment of both processes followed and progress of the IPDP & GAP implementation.

12.2 Monitoring

133. Process monitoring would enable the project authority to assess the whether the due process is being followed or not, whereas performance monitoring would mainly relate to achievement in measurable terms against the set targets. Monitoring report will also provide necessary guidance and inputs for any changes, if required during the course of the implementation.

12.2.1 Internal Monitoring

134. The internal monitoring will be carried out by the PIU, PWD with assistance from IPDP Implementation Agency and Social Development Expert.

12.2.2 External Monitoring

135. PIU, PWD will engage an External agency (third party) will carry monitoring twice annually and Evaluations at the mid and end term for each project road by undertaking field visits and all other necessary activities including consultations. The Monitoring reports would:

- cover detailed information on process and progress of IPDP implementation.
- would highlight issues, if any that need attention of the PIU, PWD and
- suggest corrective measures that may be followed for better implementation of IPDP.

Table 38: Monitoring input & output indicators

Frequency	Prepared by	Submitted to	Key Indicators/information
Quarterly	NGO /Social Development Expert	PIU	- Number of locals given employment during construction stage by gender - Consultation: Number of consultation meetings held for IPDP implementation; number of women participants - Number of activities implemented. - Grievances: Number (%) and types of grievances received and resolved;
At the end of project	Impact Evaluation- Independent party	PIU/ World Bank	- Grievance- Success in conflict handling practices at different level of project implementation- Site Offices and PIU. - Consultations- Change in community consultation practices/behavior; Improvement in institutional coordination/consultations. - Gender- % increase in women's participation in community meeting; % decrease in gender gap in education, health, employment status. - Survey: A survey consisting both quantitative and qualitative will be applied, to verify or derive above mentioned information. - Accountability—how adequately the monitoring reports have been submitted to relevant authorities?

12.3 Evaluation

136. The external agency engaged by the Project Authority shall carry out at the end of IPDP implementation possibly at the end of project implementation. The End term evaluation would assess the impacts and outcomes of the IPDP & GAP interventions and thereby achievement of the overall IPDP objective. The independent evaluation will focus on assessing whether the overall objectives of the project have been met and will use the defined impact indicators as a basis for evaluation. Specifically, the evaluation will assess:

- i. the level of success (including the constraints and barriers) in implementation of IPDP, income generation of the community in the project area after providing training and assistance; and,
- ii. the types of complaints/ grievances and the success of the handling of grievances and public complaints towards the construction of project's infrastructures, means of income generation and the amount of livelihood enhancement and other forms of complaints.

137. The evaluation will be carried out under a set term of reference. The evaluation study would involve both quantitative and qualitative surveys and compare results before and after the implementation of the project. It may be noted that one of the key objectives of the project is improvement of economic status of the community. It will focus on assessing whether the overall objectives of the project are being met and will use the defined impact indicators as a basis for evaluation. The evaluation study would undertake the following but not limited to:

- Review monthly progress report submitted by IPDP Implementation Agency (IPDP & GAP IA);

- Undertake consultations with community in order to assess their point of view with regard to overall process;
- Intensity and effectiveness of information dissemination with regard to IPDP implementation covering eligibility of different categories, frequency of interactions by IPDP IA personnel with community, deployment of IPDP IA staff, quality of rapport maintained by IPDP IA personnel with community, capability of IPDP IA personnel, behavior of IPDP IA staff, availability of GAP & IPDP IA staff, level of satisfaction as regards the work of IPDP IA, etc;
- Collect information about distribution of awareness generation materials, adequacy of dissemination of information, consultations meetings with regard to policy and eligibility for training and skill development, understanding and use of grievance procedure, and other IPDP and GAP related issues, compliance of IPDP, etc;

13. IMPLEMENTATION ARRANGEMENT AND SCHEDULE

13.1 Introduction

138. Indigenous People Development Plan is a sensitive matter to deal with and therefore engagement of experienced IPDP & GAP Implementation Agency will be of utmost importance. Experience from projects involving community development issues indicates that good rapport with community in general and Women in particular help in smooth implementation. The implementation arrangement necessitates engagement of agency having experience in community development issues.

139. Upgrading of project road involves scheduled tribes as affected community. Scheduling of IPDP implementation is linked with development of facilities as mentioned in consultation. The proposed period for IPDP Implementation is 24 months considering the long rainy season prevalent in the project area and whole state. However; IPDP implementation needs to be scheduled in a manner so that initial activities such as identification of locations for market sheds, public toilets and playground development can be completed during initial stage of the project implementation. The other activities such as preparation of micro plan for livelihood enhancement, women self-help group formation, training and skill development need assessment can be done once project execution work starts. The mobilization of IPDP & GAP Implementation Agency is coordinated with the mobilization of the contractor so that progress of civil works is not affected. Important aspects are as under:

- Social management plan with specific emphasis on community development,
- Preparation of micro plan,
- Institutional arrangements,
- Civil construction works vis-à-vis IPDP & GAP Implementation
- Development of facilities as per IPDP based on community consultation,
- Identification of individuals for training and skill development with the help of VECs.
- Role of various other agencies particularly District Community and Rural Development, Agriculture, Horticulture, Forests, PHED, Other utility agencies etc.

13.2 Schedules for IPDP & GAP Implementation

140. The implementation of IPDP & GAP consists of following major activities:

- Deployment of required staffs (at PIU and Project road Level);
- Information dissemination activities by holding consultations, distributing leaflets containing salient features etc,
- Preparation of micro plan for various tasks under IPDP & GAP,

141. IPDP & GAP implementation activities to be carried and respective agencies likely to be involved are presented in Table 39. The implementation schedules lists and briefly describes the set of activities that are to be carried out.

Table 39: Implementation Schedule of RAP & IPDP

S.No.	Activities	Month wise																							
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
A	Preparatory Activities																								
1	Collection and review of IPDP Report & other relevant documents by the Contracted IPDP Agency																								
2	Initial site visit, rapport building with community & district officials, establishment of site office																								
3	Orientation training of project staff on the IPDP & GAP																								
4	Establishment of GRC																								
B	IEC and Awareness Campaign																								
5	Preparation and distribution of SMF provisions and community development initiatives																								
6	Organize awareness campaigns for sharing information on IPDP & GAP																								
7	Rapport building through participatory process																								
8	Consultation meetings with project staff, contractors and labours																								
9	Develop messages and training material for awareness on HIV/ AIDS in association with MSACS																								

10	Organize awareness campaigns for construction labors on HIV/AIDS and Malaria																					
11	Holding of health awareness, checkup camps (prevention of malaria)																					
12	Information regarding jobs and provision of labor opportunities by Contractor with preference to local community – Intermittently																					
C	Community Development																					
13	Livelihood analysis/options for women group																					
14	Identification of training needs																					
15	Formation of CIGs																					
16	Vocational, skill up gradation trainings based on the micro plans etc.																					
D	Monitoring and Evaluation																					
E	Submission of Monthly Reports and Implementation Completion Report																					
17	Submission of Inception and Monthly Progress Reports																					
18	Submission of Completion Report																					

14. INDIGENOUS PEOPLES DEVELOPMENT PLAN

142. The Socio-economic profile of the State and social screening exercise indicates that the major population in the project area is schedule tribe. The main sources of income of households in the project influence area are agriculture and small business enterprises. The population has limited capacity to benefit from the livelihood opportunities created under the development projects or any government sponsored program. One of the objectives of the Indigenous Peoples Development Plan (IPDP) will be to improve the livelihood conditions tribal people along with development of the area. In other words, under the project the main focus of IPDP is to address the concerns of the indigenous peoples in the area.

14.1 Relevant Legal Acts & Policies

143. In order to safeguard Indigenous Peoples and to empower them, there are also important legal provisions to safeguard their interests like: The Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006, the Scheduled Castes and Scheduled Tribes: (Prevention of Atrocities) Rules, 1995, provision of Scheduled Areas under 5th Schedule of the Constitution and Panchayat Extension to Scheduled Areas (PESA) Act to safeguard their rights and development.

144. The World Bank's operation policy 4.10 on Indigenous people is triggered in these project road sections. This policy asserts that the adverse impacts of the development projects on the indigenous people should be mitigated or avoided and the benefits of the project should be accrued to them.

145. The majority of community in these project areas is schedule tribe, so the all relevant Acts and Policies mentioned in Chapter-8 will be applicable.

14.2 Community Consultation

146. As part of project preparation, a participatory approach through a free, prior and informed community consultation has been conducted in the villages along these road sections. In these consultations' local leaders and representatives of the tribe households and members of tribe clans has participated. The majority of (more than 90%) population in the project region is belong to tribal community. Hence, no separate consultation was required as part of IPDP preparation. The details of community consultation are given in Chapter-7.

147. During community consultation various concerns and demand were received from tribal community. The concerns mainly on traffic safety and employment opportunities to local peoples during construction and operation stage of these road sections. The concerns on traffic safety will be addressed through application of national regulation on road safety and by following World Bank's environmental, health & safety guidelines during construction and operational stage of the project. Local peoples will be given preference to work on the project as per their skill and capacity.

148. There were request from tribal community to develop some facilities under the project. These facilities in the project influenced areas will support peoples to improve their livelihood and will bring development in the region. The facilities include construction market shed along the road section at selected locations, development of playground for cultural and creational activities in the villages, streetlight and foot path in the habitation area along the road, training and skill development on livelihood generation like tailoring, handloom, poultry and piggery in household backyard etc.

149. Consultation with affected communities and key stakeholders in the project area is important during implementation stage of the project. Such consultation will ensure broad participation and

support of community in project implementation. At each village level consultation need to arrange through VEC to disseminate project details and to receive community input in implementation of IPDP.

14.3 Community Need Assessment

150. While the road sections proposed under the project are expected to facilitate development of roads within district, these roads also seem to have the potential to boost local level trade and improving linkages of the villages in the interiors with the local and regional markets.

151. For better acceptance of the project, livelihood concerns of the villagers may need to be addressed. The project intends to create benefit sharing arrangements with communities along the project roads and build capacity for increasing the production and trade potential of Project Affected Communities specifically and the residents of Meghalaya more generally. Based on a rapid assessment of risks and opportunities, and strategy has been developed with the objective to make the community along the road as long-term beneficiaries of the project.

152. Based on careful considerations of the potential activities, the mandate of the PWD department (executing the road project), the complexity of implementation of the options, and the sustained effort that that may be required to make it viable, following activities have been selected. These include:

- i. Construction of market sheds along the road at a convenient location in villages to sell their green products (i.e. vegetable and fruits) etc.
- ii. Provision of streetlight and footpath in habitation areas along the road sections
- iii. Development of safe play grounds for cultural and recreation activities
- iv. Skill development in backyard poultry and piggery
- v. Organizing capacity building of the community institutions to take up the proposed activities

14.3.1 Construction of Market Sheds

153. Communities living in villages along the project road have agriculture produce that they normally sell along the road side either in open, on the ground or in temporary structures, particularly to road users. Inadequate infrastructure such as a market shed poses a serious constraint to these communities in marketing their produce particularly as intermittent rain often spoil the produce and makes the items easily perishable. Construction of small market sheds at a convenient location along the proposed road will be an important support that will help villagers sell their green produce mainly agricultural and fruit products.

154. As the present project shall rehabilitate and upgrade the existing roads to double/intermediate lane standards, improved connectivity and better access present an opportunity to provide this much needed infrastructure. Provision of a permanent market shed will prove highly beneficial to these village communities. This will not only support the project affected individuals and families but also supports the village at large, and hence can bring better acceptance of the project.

14.3.2 Piggery and Backyard Poultry for Livelihood Improvement

155. Chicken, eggs and pork meat forms the regular diet among local population. Shillong urban is net importer of eggs, chicken along with food grains, livestock and other products. It is common among rural Meghalaya and in the project area that many households rear desi (local breed) chicken for their own consumption but rarely doing it commercially. Given huge local demand, small marketing effort may work to the benefit of the producer.

14.3.3 Streetlights and footpath

156. Provision of streetlight and foot path in the village area along the project road section will reduce traffic accidents. Further these infrastructures will improve living conditions of peoples in village areas. Providing solar streetlights under the project will reduce dependency of power supply and further improve environmental conditions of region.

14.3.4 Development of Safe Playgrounds

157. The state has unique culture and has good potential in Sports. Considering this development of playground near to school and church in the villages will enhance community potential and overall develop the community. Installation of fencing around playgrounds along the road will effectively reduce chance of road accidents with playing children.

14.3.5 Construction of Public Toilets

158. There is request for public toilets near to market shed and bus stop locations in the habitation area under the project. The provision of public toilets will improve health and hygiene conditions. Leading to overall more civilized way of life in the area.

14.4 Institutional Mechanism

159. At community level, Common Interest Groups (CIGs) will be formed to take up specific activities in each of the project villages in consultation with Village Employment Council.

160. Funds will be allocated in the Project for these mentioned facilities. PWD-PIU shall take lead in coordinating with the Department of Agriculture, Department of Horticulture, Rural and Community Development and Department of Education to develop a detailed Plan and budget estimates for specific activities to be supported under the project.

161. PWD-PIU will be directly implementing all infrastructure facilities development and will take necessary support from respective Government departments and institutions such as Department of Horticulture, Department of Animal Husbandry & Veterinary, Department of Community & Rural Development, and Krishi Vigyan Kendras (KVKs) of respective districts to provide necessary training and technical support to beneficiary groups through calling resource persons from the departments for specific activities. IPDP focal point at PIU will have the overall responsibility to implement development plan and will report to the Project Director-PIU.

162. Capacity building and training of CIGs and beneficiary members will be done in all project affected villages under the proposed road. An adequate fund will be apportioned for the same. This will be supervised and monitored jointly by Social Expert and IPDP focal point at PIU. An estimated budget for community development activities is given in GAP and IPDP Budget.

15. GENDER ACTION PLAN

15.1 Introduction

163. Towards mainstreaming gender equality, the gender action plan proposes measures that promote and ensures participation of the women in the project. Safety and security of women, sharing of project benefits, employment generation due to the project and livelihood support for women are some of the key areas of focus in this chapter. The objectives of the Plan are:

- a. Institutionalize/mainstream gender-related considerations into the project;
- b. Reduce gender disparities and enhance women's participation in the project activities;
- c. Increase equitable access to all transport opportunities;
- d. Develop capacities of the implementing units to enable gender sensitive programming;
- e. Establish a set of indicators and targets to monitor progress.

15.2 Legal Framework

164. There are many legal provisions and schemes to safeguard the interest of women, which has relevance to the project. Some of these laws and schemes are listed as follows in Table 40.

Table 40: List of relevant laws and schemes on Gender Safeguard

Laws	Objective	Relevance to the Project
The Immoral Traffic (Prevention) Act, 1956	The Act intends to combat trafficking and sexual exploitation for commercial purposes.	To counter exploitation of women vulnerable to human trafficking in the project areas. In a transport project, human trafficking is a critical issue as migrant labour and vulnerable host population can be potential victims.
Maternity Benefit (Amendment) Act, 2017	The Act aims to regulate employment of women employees in certain establishments for certain periods before and after child birth and provides for maternity and certain other benefits.	Applicable to staff and other institutions established under the project.
Minimum Wages Act, 1948	The Minimum Wages Act, 1948 safeguards the interests of workers by providing fixation of minimum wages mainly focusing on unorganized sector and in specified occupations (called scheduled employments) (Section 2 g)	The minimum wages established for the sector by the state should be ensured by the employers to all workers, male and female.
Contract Labour (Regulation and Abolition) Act, 1970	To regulate the employment of contract labourers in certain establishments and to provide for its abolition in certain	Applicable to construction activities that engage contract labourers. Women are often engaged as contract labor and are particularly vulnerable to

	circumstances and for matters connected therewith.	exploitative practices.
Equal Remuneration Act, 1976	To provide for the payment of equal remuneration to men and women workers and for the prevention of discrimination, on the ground of sex, against women in the matter of employment and for matters connected therewith or incidental thereto.	Women engaged in the activities supported by the project should be paid at par with their male counterparts.
The Child Labour (Prohibition and Regulation) Amendment Act, 2016	Prohibits employment of children below 14 years in specific occupation and processes.	Applicable to construction activities to prohibit employment of children below 14 years of age.
Bonded Labour System (Abolition) Act, 1976	To abolish all debt agreements and obligations arising out of India's longstanding bonded labour system.	Applicable to construction activities to prohibit any form of human trafficking including bonded labour.
Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013	Provides measures for prevention, prohibition and redressal of complaints of sexual harassment by any woman who is harassed at a workplace.	To address any issues related to sexual harassment at the workplace within the context of the project.

15.3 Institutional Mechanisms to address Gender Based Violence (GBV)

165. In addition to various national and state level schemes for socio-economic support to women, in Meghalaya the tribes follow the matrilineal structure of society. In Meghalaya, three government departments primarily focus on women's issues: (1) the Meghalaya Social Welfare Department (MSWD), (2) the National Rural Health Mission (NRHM), and (3) the Women's Special Cell.

166. Further, as per *The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act, 2013 (SHWW Act 2013)*, which applies to the organized and unorganized sector, government and private sectors, employers are required to constitute an Internal Complaints Committee (ICC) to look into complaints of sexual harassment. Various other compliances related to creating a safe and enabling work environment are also required.

15.4 Gender Profile of Meghalaya

167. Studies have continuously pointed out the fact that all the indicators of status of women in Meghalaya viz. literacy, employment, sex ratio, age at marriage, health and nutrition are very higher compare to male. In Meghalaya, the child sex ratio in 0-6 age group is a dismal 970, compared to the national average of 914. Female literacy rate is with 72.89 % of the female population being literate, which much lower than the national average of 65.46% (*Census 2011*).

168. There has been a decline in work force participation among females in the last ten years (*Census 2011*). The work participation rate for males and females in the state stands at 50.3% and 49.71%, respectively. Overall, the Gender Empowerment Measure (0.346) in Meghalaya was found to be low, as compared to the national average of 0.497 (*UNDP, 2011*).

169. Meghalaya is among peaceful states that has recorded the low crime rate against women in the country (*NCRB, 2016*). The state reported 194 cases of rape under section 376 has been reported, 20 cases of sexual harassment under Section 354A IPC and total 68 cases of assault on women with intent to outrage her modesty.

170. As per NCRB, in year 2016 there is no human trafficking case linked to women is reported in the state. In such a context, it seems that gender-related aspects are taken by society in high level consideration to improve development effectiveness, sustainability and to reduce gender inequality. Transport sector can also play a significant role in ameliorating or exacerbating the life conditions of other vulnerable groups such as children, elderly and differently-abled. The Gender Action Plan will identify opportunities where women and other vulnerable groups can play a role in the planning and implementation of the road transport operation, particularly through participatory approaches.

15.5 Potential project Impacts on Women

171. As per census 2011 data, there is 49.72% of female in Meghalaya state. In the state of Meghalaya there is maternal rights of property is followed in the schedule tribes. The women in the project affected community has decision making powers on issues related to financial matters, health and property, purchase of assets and children education. Involvement of women is foreseen in the project especially during construction and operational stage.

15.6 Gender Mainstreaming in project

15.6.1 Women Role in Project Planning

172. As part of project preparation community consultation were organized in villages along these road sections. The concerns from women group of the community were integrated in project design such as providing road safety during construction and operational stage, provision of footpath and drain in habitation area along the road.

15.6.2 Involvement of Women in Construction Activities

173. A limited number of high-skilled labor forces will be required for the construction activities. The requirement of un-skilled labor forces will be met from the project influence area. Majority of un-skilled labor forces will be from the local area. It is important to mention that seasonal migration from the project influence area to other states take place for employment. Employment in road construction works will be taken by both men and women. Local labor forces are not likely to stay in labor camps as majority of them will be commuting from their home. Whereas women members of the skilled and semi-skilled laborers will be staying in the construction camps and some of them will also be directly/indirectly involved in the construction. The families of these labor forces include their children also. There will be involvement of local women also in the local labor force. Foreseeing the involvement of women both directly and indirectly in the construction activities, certain provisions have been made for the welfare of women and children, in particular during the road construction work.

15.6.3 Participation in Project operation

174. During the operational stage, there are provision to include for women of the project area in road maintenance works. A self-help group (SHG) of women can be created who are willing to participate in road maintenance work. The road maintenance work like vegetation clearing from shoulder and cleaning of drain and cross-drainage structures of a length of 10-15 km will be given to the SHG in the villages along the road section alignment. With this provision women will be part of project in operational stage and opportunity to women in the area will be provided for income generation.

15.6.4 Provisions for Women in Construction Camp

175. Provisions for women in the construction camps include temporary housing, health care facilities, day-crèche facilities, appropriate scheduling of construction works. Details are presented in ensuing paragraphs.

- **Temporary Housing** - Families of laborers /workers shall be provided suitable accommodation during the construction work at labor camp site. The size of the room shall be as per the standard. In case of non-availability of standards, a design for the same will be prepared by the contractor. The design will be duly approved by the construction supervision consultant. Rooms for such families will be constructed as per the approved design.
- **Health Centre** - Health problems of the workers shall be taken care of by providing basic health-care' facilities through health centers temporarily set up for the construction camp. The health centre shall have at least a visiting doctor, nurses, general duty staff, free medicines and minimum medical facilities to tackle first-aid requirements or minor accidental cases, linkage with nearest higher order hospital to refer patients of major illnesses and critical cases. The health centre should have MCW (Mother and Child Welfare) units for treating mothers and children in the camp. Apart from this, the health centre shall provide with regular vaccinations required for children.
- **Day Crèche Facilities** - It is expected that among the women workers there will be mothers with infants and small children at the construction site. Provision of a day crèche may solve the problems of such women who can leave behind their children in such crèche and work for the day in the construction activities. The crèche should be provided with at least a trained ICDS (Integrated Child Development Scheme) worker with 'ayahs' to look after the children. The ICDS worker, preferably women, may take care of the children in a better way and can manage to provide nutritional food (as prescribed in ICDS and provided free of cost by the government) to them. In cases of emergency, she, being trained, can tackle the health problems of the children and can organize treatment linking the nearest health centre.
- **Scheduling of Construction Works** - Owing to the demand of a fast construction work it is expected that 12 hours- long work schedule would be in operation. Women shall be exempted from late working hours.

176. The Civil Works Contractor shall be responsible for the above interventions.

15.7 Skill Development and Capacity Building

177. Under the project provision for skill development and capacity building in livelihood generation like tailoring, handicrafts and handloom for women group. The target group will be identified in each project affected village through Village Employment Council (VEC). The interested individuals will be registered for skill development and capacity building in nearest training and skill development center. The budget provision has been kept under capacity development under the

project. The implementation of skill development program will be coordinated by VEC and Social Development Specialist at PMU.

15.8 Controlling STD and AIDS

178. In the project area, there will influx of work force from outside the state. There will be possibilities of interaction of outside work force with local labour and community. This could potentially lead to interactions between the existing groups practicing high risk behaviors and road work force. These interactions could include increase risk of HIV among workers and communities along the road sections.

179. As on October 2019, there are 4,525 registered people living with HIV in Meghalaya. Out of these 2,104 are males, 2,198 are females and 223 children (104 boys and 119 girls). Based on the data collected by National Aids Control Organization (NACO) there is 10 percent increase HIV& AIDS prevalence in the State. NACO confirms that the HIV epidemic is very high in Meghalaya (0.76%), which is the third highest in the country after Mizoram (1.19%) and Nagaland (0.82%). Around 30% of people who are infected with HIV in Northeastern states are injecting drug users.

180. The following approach shall be adopted to prevent spread of HIV in project area.

- **Sensitization of Gate Keepers to get a buy-in and to mobilize their involvement:** A key priority of the program shall focus on sensitizing stakeholders at each level especially the Clients- PIU, Contractors-management and Project Management Consultant. This should lead to increased level of awareness among the gate keepers and further generate supportive attitudes and create an enabling environment to implement HIV prevention programs among the target population.
- **Interventions will be built around existing health service structures:** The project interventions will be built around existing health service structures already in place. Support will be sought from the Meghalaya State AIDS Control Society (MSACS), Technical Support Units (TSU), District AIDS Prevention and Control Units (DAPCU) and People Living with HIV (PLHIV) network to plan and implement the program effectively. The involvement of the mainstreaming division from MSACS will also bring in the needed technical support and guidance to the project.
- **Program to be guided by the 'Contract Clause:** In the contract issued to the contractor "the contractors according to the contract clause will be responsible to create an enabling environment for their workforce to avail HIV prevention services. The contractor would provide Leadership – from all levels to ensure effective program implementation, allocate time to conduct prevention education sessions for their workforce and build an environment of trust and non-discrimination.

16. LABOUR MANAGEMENT PLAN

16.1 Overview of applicable Labour Laws and Policies

- Employees Compensation Act 1923: The Act provides for compensation in case of injury, disease or death arising out of and during the course of employment.
- Payment of Gratuity Act 1972: gratuity is payable to an employee under the Act on satisfaction of certain conditions on separation if an employee has completed 5 years' service or more or on death at the rate of 15 days wages for every completed year of service. The Act is applicable to all establishments employing 10 or more employees.
- Employees P.F. and Miscellaneous Provision Act 1952 (since amended): The Act provides for monthly contribution by the employer plus workers @ 10% or 8.33%. The benefits payable under the Act are:
 - Pension or family pension on retirement or death, as the case may be.
 - Deposit linked insurance on the death in harness of the worker.
 - Payment of P.F. accumulation on retirement/death etc.
- Maternity Benefit Act 1961: The Act provides for leave and some other benefits to women employees in case of confinement or miscarriage etc.
- Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013: This Act defines sexual harassment in the workplace, provides for an enquiry procedure in case of complaints and mandates the setting up of an Internal Complaints Committee or a Local Complaints Committee
- Contract Labour (Regulation & Abolition) Act 1970: The Act provides for certain welfare measures to be provided by the Contractor to contract labour and in case the Contractor fails to provide, the same are required to be provided, by the Principal Employer by law. The Principal Employer is required to take Certificate of Registration and the Contractor is required to take license from the designated Officer. The Act is applicable to the establishments or Contractor of Principal Employer if they employ 20 or more contract labour.
- Minimum Wages Act 1948: The Employer is supposed to pay not less than the Minimum Wages fixed by appropriate Government as per provisions of the Act if the employment is a scheduled employment. Construction of Buildings, Roads, Runways are scheduled employments.
- Payment of Wages Act 1936: It lays down the mode, manner and by what date the wages are to be paid, what deductions can be made from the wages of the workers.
- Equal Remuneration Act 1976: The Act provides for payment of equal wages for work of equal nature to male and female workers and for not making discrimination against Female employees in the matters of transfers, training and promotions etc.

- Payment of Bonus Act 1965: The Act is applicable to all establishments employing 20 or more employees. Some of the State Governments have reduced this requirement from 20 to 10. The Act provides for payments of annual bonus subject to a minimum of 8.33% of the wages drawn in the relevant year. It applies to skilled or unskilled manual, supervisory, managerial, administrative, technical or clerical work for hire or reward to employees who draw a salary of Rs. 10,000/- per month or less. To be eligible for bonus, the employee should have worked in the establishment for not less than 30 working days in the relevant year. The Act does not apply to certain establishments.
- Industrial Disputes Act 1947: the Act lays down the machinery and procedure for resolution of Industrial disputes, in what situations, a strike or lock-out becomes illegal and what are the requirements for laying off or retrenching the employees or closing down the establishment.
- Trade Unions Act 1926: The Act lays down the procedure for registration of trade unions of workmen and employers. The Trade Unions registered under the Act have been given certain immunities from civil and criminal liabilities.
- Child Labour (Prohibition & Regulation) Act 1986: The Act prohibits employment of children below 14 years of age in certain occupations and processes and provides for regulation of employment of children in all other occupations and processes. Employment of Child Labour is prohibited in the Building and Construction Industry.
- Inter-State Migrant workmen's (Regulation of Employment & Conditions of Service) Act 1979: The Act is applicable to an establishment which employs 5 or more inter-state migrant workmen through an intermediary (who has recruited workmen in one state for employment in the establishment situated in another state). The Inter-State migrant workmen, in an establishment to which this Act becomes applicable, are required to be provided certain facilities such as housing, medical aid, travelling expenses from home upto the establishment and back, etc.
- The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act 1996 and the Building and Other Construction Workers Welfare Cess Act, 1996 (BOCWW Cess Act): All the establishments who carry on any building or other construction work and employ 10 or more workers are covered under these Acts. All such establishments are required to pay cess at the rate not exceeding 2% of the cost of construction as may be notified by the Government. The Employer of the establishment is required to provide safety measures at the building or construction work and other welfare measures, such as Canteens, First – Aid facilities, Ambulance, Housing accommodations for workers near the work place etc. The Employer to whom the Act applies has to obtain a registration certificate from the Registering Officer appointed by the Government.
- Factories Act 1948: the Act lays down the procedure for approval of plans before setting up a factory engaged in manufacturing processes, health and safety provisions, welfare provisions, working hours, annual earned leave and rendering information regarding

accidents or dangerous occurrences to designated authorities. It is applicable to premises employing 10 persons or more with aid of power or 20 or more persons without the aid of power.

- Weekly Holidays Act -1942
- Bonded Labour System (Abolition) Act, 1976: The Act provides for the abolition of bonded labour system with a view to preventing the economic and physical exploitation of weaker sections of society. Bonded labour covers all forms of forced labour, including that arising out of a loan, debt or advance.
- Employer's Liability Act, 1938: This Act protects workmen who bring suits for damages against employers in case of injuries endured in the course of employment. Such injuries could be on account of negligence on the part of the employer or persons employed by them in maintenance of all machinery, equipment etc. in healthy and sound condition.
- Employees State Insurance Act 1948: The Act provides for certain benefits to insured employees and their families in case of sickness, maternity and disablement arising out of an employment injury. The Act applies to all employees in factories (as defined) or establishments which may be so notified by the appropriate Government. The Act provides for the setting up of an Employees' State Insurance Fund, which is to be administered by the Employees State Insurance Corporation. Contributions to the Fund are paid by the employer and the employee at rates as prescribed by the Central Government. The Act also provides for benefits to dependents of insured persons in case of death as a result of an employment injury.
- The Personal Injuries (Compensation Insurance) Act, 1963: This Act provides for the employer's liability and responsibility to pay compensation to employees where workmen sustain personal injuries in the course of employment.
- Industrial Employment (Standing Order) Act 1946: It is applicable to all establishments employing 100 or more workmen (employment size reduced by some of the States and Central Government to 50). The Act provides for laying down rules governing the conditions of employment by the Employer on matters provided in the Act and get the same certified by the designated Authority.

16.2 Labour Influx Management

181. According to preliminary estimates, approximately 50-150 workers would be required on the project road corridor, of which 30%-50% may be brought in from other states including Assam, West Bengal and Bihar. Migrant labor may be semi-skilled or may be brought in where requirement of labor is large. The contractor has to identify the location for the labor camp and need to be approval from PMC and State pollution control board before establishment and operation.

182. Labour would be required during construction of the road. Preference would be given to offer these jobs to PAPs and other local people. The bid documents specify that the contractor shall give preference to local villagers for unskilled labour requirement. However; skilled labour would also be

required for technical support and construction. The skilled workers could be primarily migrant labours from places outside the state of Meghalaya.

183. The basic issues related with migrant labour may include:

- Conflict amongst workers, and between workers and local community, based on cultural, religious or behavioural practices;
- Discontent amongst local community on engagement of outsiders;
- Mild outbreaks of certain infectious diseases due to interactions between the local and migrant populations. The most common of these are respiratory (TB), vector borne (Malaria, Dengue), water borne (Stomach infections, typhoid) and sexually transmitted diseases (HIV, Syphilis and Hepatitis);
- Security issues to local women from migrant workforce;
- Use of community facilities such as health centers, churches/temples, transport facility etc. by migrant labour may lead to discontent with local community;
- In case contractors bring in unskilled migrant labour, there stands the risk of exploitation of a labourer. This can happen in the form of hiring underage labourers, low and unequal wage payments, forced labour and discrimination on basis of the basis of caste, religion or ethnicity.

16.3 Potential Adverse Impacts

184. Labour influx for construction works can lead to a variety of adverse social and environmental risks and impacts.

a. Risk of social conflict

Conflicts may arise between the local community and the construction workers, which may be related to religious, cultural or ethnic differences, or based on competition for local resources, such as water which is already scarce for the host communities. Tensions may also arise between different groups within the labor force, and pre-existing conflicts in the local community may be exacerbated. Ethnic and regional conflicts may be aggravated if workers from one group are moving into the territory of the other.

b. Increased risk of illicit behaviour and crime

The influx of workers and service providers into communities may increase the rate of crimes and/or a perception of insecurity by the local community. Such illicit behaviour or crimes can include theft, physical assaults, substance abuse, prostitution and human trafficking. Local law enforcement may not be sufficiently equipped to deal with the temporary increase in local population.

c. Influx of additional population

Especially in projects with large footprints and/or a longer timeframe, people can migrate to the project area in addition to the labor force, thereby exacerbating the problems of labor influx. These can be people who expect to get a job with the project, family members of workers, as well as traders, suppliers and other service providers (including sex workers), particularly in areas where the local capacity to provide goods and services is limited.

d. Impacts on community dynamics

Depending on the number of incoming workers and their engagement with the host community, the composition of the local community, and with it the community dynamics, may change significantly. Pre-existing social conflict may intensify as a result of such changes.

e. Increased burden on and competition for public service provision

The presence of construction workers and service providers (and in some cases family members of either or both) can generate additional demand for the provision of public services, such as water, electricity, medical services, transport, education and social services. This is particularly the case when the influx of workers is not accommodated by additional or separate supply systems.

f. Increased risk of communicable diseases and burden on local health services

The influx of people may bring communicable diseases to the project area, including sexually transmitted diseases (STDs), or the incoming workers may be exposed to diseases to which they have low resistance. This can result in an additional burden on local health resources. Workers with health concerns relating to substance abuse, mental issues or STDs may not wish to visit the project's medical facility and instead go anonymously to local medical providers, thereby placing further stress on local resources. Local health and rescue facilities may also be overwhelmed and/or ill-equipped to address the industrial accidents that can occur in a large construction site.

g. Gender-based violence

Construction workers are predominantly younger males. Those who are away from home on the construction job are typically separated from their family and act outside their normal sphere of social control. This can lead to inappropriate and criminal behaviour, such as sexual harassment of women and girls, exploitative sexual relations, and illicit sexual relations with minors from the local community. A large influx of male labour may also lead to an increase in exploitative sexual relationships and human trafficking whereby women and girls are forced into sex work.

h. Local inflation of prices

A significant increase in demand for goods and services due to labor influx may lead to local price hikes and/or crowding out of community consumers.

i. Increased pressure on accommodations and rent

Depending on project worker income and form of accommodation provided, there may be increased demand for accommodations, which again may lead to price hikes and crowding out of local residents.

j. Increase in traffic and related accidents

Delivery of supplies for construction workers and the transportation of workers can lead to an increase in traffic, rise in accidents, as well as additional burden on the transportation infrastructure.

17.1 Labour Influx Assessment and Management Plan

185. Effective assessment and management of the potential impacts of labor influx on communities include the following steps, which are best undertaken in parallel with the respective stages of the project cycle.

- Screening and assessment of the type and significance of potential social and environmental impacts that may be generated by labor influx
- Assessment of the socio economic and cultural factors of the project road section and in Meghalaya and assessment of these factors in policy and legal framework of the project;
- Development of a management plan for social and environmental impacts in consultation with affected communities; Implementation of appropriate mitigation and monitoring programs, which includes development and implementation of a stakeholder engagement program;
- Establishment of a grievance redress mechanism (GRM) for workers and host community; and
- Monitoring and supervision, and, as needed, adaptive management actions.

186. For this assessment, data on labour requirements would be required. This can be obtained from the contractor's bid documents.

16.4 Mitigation Measures and Labour Law Compliance

187. All migrant workers are envisaged to be accommodated in temporary campsite within the project area. If migrant workers are accompanied by their families, provisions should be made accordingly. Inclusion of requirements for labour camp required to be established by contractor during construction phase of the project. Contractor shall ensure implementation of the measures to minimise the potential negative impacts.

188. The following checklist contains formats for labour-related data to be maintained by the contractor and to ensure compliance with applicable laws:

CHECKLIST FOR TRACKING LABOUR-RELATED ISSUES

	1. PROJECT DATA	
1.1	Name of Project	
1.2	Duration	
1.3	Start Date	
1.4	Estimated Completion Date	
1.5	Location	
1.6	Name and Contact Information (email/phone) of Contractor	
1.7	Name and Contact Information (email/phone) of all sub-Contractors	
1.8	Type of Project (project	

	description)			
1.9	Types of activities undertaken phase wise, with timeline	<i>Phase 1 (timeline)</i>	<i>Phase 2 (timeline)</i>	<i>Phase 2 (timeline)</i>
		<i>Phase 1 (type of activity)</i>	<i>Phase 2 (type of activity)</i>	<i>Phase 2 (type of activity)</i>

2. LABOUR PROFILE						
	This data is to be collected for each <u>individual</u> labourer working on the project, including temporary labour, labour hired through sub-contractors or labour contractors / groups					
2.1	Number of labourers by sex	Male	Female			Total
2.2	Number of labourers by skill	Skilled	Semi-skilled		Unskilled	Total
2.3	Number of labourers by origin	Local (same or adjoining districts)	Other state		Other Country	Total
2.4	Number of labourers by age	14-18	18-25	25-50	Above 50	Total
2.5	No. of labourers by Source	Contractor	Subcontractor	Independent	Other	Total

3. WAGES				
3.1	Amount of wages paid per month (men)	<i>Skilled</i>	<i>Semi-skilled</i>	<i>Unskilled</i>
3.2	Amount of wages paid per month (women)	<i>Skilled</i>	<i>Semi-skilled</i>	<i>Unskilled</i>
3.3	Rate of wages below, equal to or more than Minimum Wage?			
3.4	Frequency of payment (daily/weekly/monthly)			
3.5	Deductions made, if any (with details)			
3.6	Mode of Payment (cash / Bank transfer / cheques)			
3.7	Is overtime paid, and if so, at what rate?			

3.8	Is Overtime Register maintained at work-spot as per Form IV of Minimum Wages Central Rules	
3.9	Is Muster maintained at work-spot as per Form V of Minimum Wages Central Rules	
3.10	Is Register of Wages maintained at work-spot as per Form X of Minimum Wages Central Rules	
3.11	Is Labor provided with Wage Slip as per Form XI of Minimum Wages Central Rules	
3.12	How many hours is the working day?	
3.13	How many leaves in a week does the labor get?	

4. MAINTENANCE OF OTHER LABOR RECORDS		
4.1	Is a copy of photo ID of each laborer kept with the employer?	
4.2	Is verification of qualifications / experience for all semi-skilled and skilled labor done? If so, by which documents?	
4.3	Is contact information of labor's next-of-kin kept for each laborer?	
4.4	How many labourers have been employed from State Employment Exchange?	

5. FACILITIES					
5.1	Details of labor camps	Number	Permanent/Temp.	Location	Distance from nearest village/habitation
		1...			
		2...			
5.2	Type of housing in labor camp on leased land (temporary shelters/kuchha/pukka)				

5.3	Is there any housing on public land like roadsides, open fields and other spaces?	
5.4	Is there any housing in rented accommodation in residential areas? If so, who is it rented by?	
5.5	How many laborers have families on/near worksite?	
5.6	Is drinking water available on site and at the campsite?	
5.7	Are latrines and urinals provided on site and at the campsite?	
5.8	Are First Aid facilities provided on site?	
5.9	Does a doctor visit the worksite / campsite regularly?	
5.10	Is there a tie-up with a hospital or dispensary near the worksite / campsite	
5.11	Is woolen clothing/rainwear provided?	
5.12	Is there a provision for a crèche/nursery?	
5.13	Is there a facility for cooking / canteen facility for all labor?	
5.14	Are leisure activities / facilities available for all labor	
5.15	Is transport to and from the worksite provided to labor?	

6. SUPERVISION BY LABOR OFFICIALS		
6.1	Has the worksite / campsite been inspected by a labor official?	
6.2	How many times has the worksite / campsite been inspected by a labor official since commencement of work?	
6.3	What documents were inspected by labor officials?	

6.4	What documents were maintained, and which ones were not?	
6.5	What directions were given by labor officials?	
6.6	What is the mode of compliance with such directions?	
6.7	Are you facing any legal proceedings on labor issues in Labour Court/ Commissioner for Employees' Compensation/ Other?	

7. ACCIDENTS, EMERGENCIES AND INCIDENTS		
7.1	What is the nature of accidents / emergencies usually occurring at a worksite like yours?	
7.2	Is a functioning First Aid available at the campsite / worksite?	
7.3	Is functioning fire-fighting equipment available at the campsite / worksite?	
7.4	Which is the nearest doctor / clinic / dispensary?	
7.5	Which is the nearest hospital?	
7.6	Which is the nearest Police Station?	
7.7	Are details of nearest doctor / clinic / dispensary / hospital / Police station available and prominently displayed at worksite / campsite?	
7.8	What is the system of informing next of kin?	
7.9	Do you have ESI / ECA coverage?	
7.10	What is your familiarity with accident reporting procedures?	
7.11	What is your familiarity with police reporting procedures?	
7.12	Has an Internal Complaints Committee been constituted, and other appropriate measures undertaken at the workplace as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013?	

17. BUDGET FOR IPDP AND GAP

189. The budget comprises estimated value of institutional cost, contingency, hiring of IPDP implementation Agency for IPDP implementation, HIV/AIDS awareness generation, capacity building, External monitoring and evaluation consultant, etc. The total IPDP & GAP budget for all project road sections is estimated at about Rs. 6.97 crore (See Table-41)

Table 41: RAP & IPDP Implementation Budget

S.No.	Items	Units (Nos.)	Unit Cost (Rs.)	Amount (Rs.)
1	Support to village for livelihood (Piggery & Poultry)	20	1000000	20000000
2	Support to CIGs for livelihood (Tailoring & handloom)	22	800000	17600000
3	Development of Safe playground	10	250000	2500000
4	Construction of market sheds	20	800000	16000000
5	Construction of public toilets	25	50000	1250000
6	Capacity building of beneficiary group	Lump sum		2000000
7	Institutional Cost (IPDP & GAP IA)	Lump sum		1000000
8	Awareness on HIV/AIDS	Lump sum		500000
9	Capacity building of executing agency	Lump sum		750000
10	Cost of External M&E agency	Lump sum		1000000
11	Dissemination of project information and project progress by PIU	Lump sum		800000
12	Sub-Total			63400000
13	Provision of Contingency @10% of sub-total			6340000
14	Total			69740000

Annexure-1: Alternative options studied for minimizing social impacts

Shillong - Diengpasoh Road

Chainage (Km)	Item	Side	Existing Row Width (m)	Design formation width (m)	Project Affected Households (PAHs)	Revised Design Formation width (m)	Project Affected Households (PAHs)	Final Design width (m)	Project Affected Households (PAHs)
6+240	Fencing	Both side	15	10.6	1	10	0	10	0
6+340	Fencing	Both side	15	10	1	8.64	0	8.64	0
7+875	Hut	Both side	13.72	11.2	1	9.58	0	9.58	0
7+925	Fencing	LHS	13.72	10	1	6.7	0	6.7	0
7+990	Fencing	LHS	13.72	10	1	8.25	0	8.25	0
8+375	Fencing	RHS	15.63	10.6	1	9.6	0	9.6	0
8+640	Fencing	LHS	13.72	11.8	1	11.17	0	11.17	0
8+690	Fencing	Both side	13.72	10.6	1	8.81	0	8.81	0
8+740	Hut	LHS	13.72	10.6	1	8.8	0	8.8	0
8+890	Fencing	Both side	15.63	10.6	1	9.42	0	9.42	0
8+910	Fencing	RHS	15.5	11.2	1	8.2	0	8.2	0
9+460	Building	LHS	14.5	10	1	8.2	0	8.2	0
9+930	Fencing	Both side	14.5	10.6	1	8.8	0	8.8	0
10+020	Building	RHS	14.5	10.6	1	8.8	0	8.8	0
10+075	Hut	LHS	14.5	10.6	1	8.8	0	8.8	0
10+375	Hut	RHS	14.5	11.2	1	10.62	0	10.62	0
10+425	Hut	RHS	14.5	11.2	1	10.59	0	10.59	0
11+550	School	LHS	11.9	11.8	1	11.2	1	11.2	0
11+825	Building	LHS	11.9	11.8	1	11.52	1	11.52	0
12+365	Building	RHS	14.83	11.2	1	10.61	0	10.61	0
12+390	Building	LHS	14.83	11.6	1	11.21	0	11.21	0

12+590	Hut	RHS	14.83	10.6	1	10	1	10	0
12+605	Hut	LHS	14.83	10.6	1	10	0	10	0
12+910	Hut	RHS	15	11.6	1	11.2	0	11.2	0
Total					24		3		0

Laitkor-Laitlyngkot

Chainage (Km)	Item	Side	Existing Row Width (m)	Design formation width (m)	Project Affected Households (PAHs)	Final Design width (m)	Project Affected Households (PAHs)
4+125	Fencing	both side	9	7.7	1	6.7	0
4+340	Fencing	both side	9	8.9	1	7.7	0
4+400	Fencing	both side	9	7.7	1	6.7	0
4+450	Fencing	both side	9	7.7	1	7.2	0
8+100	Shop	LHS	9	8.9	1	7.9	0
8+118	Building	RHS	9	8.9	1	7.9	0
8+145	Shop	LHS	9	8.9	1	7.9	0
9+040	Boundary	RHS	9	8.9	1	8.3	0
		Total			8		0

Mawmaram - Mawlyndep

Chainage (Km)	Item	Side	Existing Row Width (m)	Design formation width (m)	Project Affected Households (PAHs)	Final Design width (m)	Project Affected Households (PAHs)
4+925	Gate	RHS	7.8	7.5	1	7.21	
7+330	Shop	RHS	7.8	7.3	1	7.05	0
7+400	Shop	RHS	7.8	7.7	1	7.6	0
12+050	Shop	LHS	7.71	7.5	1	7.41	0
18+400	Boundary	RHS	8.5	8.2	1	7.95	0
36+125	Fencing	LHS	9.31	7.7	1	6.89	0
Total					6		0

Pasysih - Garampani

Chainage (Km)	Item	Side	Existing Row Width (m)	Design formation width (m)	Project Affected Households (PAHs)	Final Design width (m)	Project Affected Households (PAHs)
36+200	Wall	LHS	13.6	10.3	1	9.7	0
36+800	Fencing	RHS	13.6	9.7	1	8.9	0
37+000	Hut	LHS	13.6	9.7	1	8.9	0
37+200	Shop	LHS	13.6	9.7	1	8.9	0
Total					4		0

Umling - Patharkhamah

Chainage (Km)	Item	Side	Existing Row Width (m)	Design formation width (m)	Project Affected Households (PAHs)	Final Design width (m)	Project Affected Households (PAHs)
24+200	Hut	RHS	7.3	6.2	1	6	0
Total					1		0

Annexure-2: Gap between RFCTLARR 2013 and WB OP on Involuntary Resettlement

Topics/ Issues/ Areas	World Bank OP4.12	RFCTLAR&R	Remarks / Measures taken to address in ESMF
Application of LA	Direct economic and social impacts that both result from Bank-assisted investment projects. Applies to all components of the project that result in involuntary resettlement, regardless of the source of financing.	Section 2 Applicable to projects where government acquires land for its own use, hold, and control, including PSU and for public purpose;	In line with bank OP 4.12
Principle of avoidance	Involuntary resettlement should be avoided where feasible or minimized, exploring all viable alternative project design	Alternatives to be considered as Act in chapter II, point # 4 (d) says "extent of land proposed for acquisition is the absolute bare minimum needed for the project; and (e) says land acquisition at an alternate place has been considered and found not feasible.	In line with bank OP 4.12
Linkages with other projects	OP 4.12 applies to all components of the project that result in involuntary resettlement, regardless of the source of financing. It also applies to other activities resulting in involuntary resettlement, that in the judgment of the Bank, are(a) directly and significantly related to the Bank-assisted project, (b) necessary to achieve its objectives as set forth in the project documents; and(c) carried out, or planned to be carried out, contemporaneously with the project.	No such provision	The RPF will be applicable for all components of the project or any linked project necessary to achieve its objective.
Application of R&R	Same as above	In addition to the above, Section 2(3) land purchased by private company as prescribed by Govt. or when part acquired by govt	Provision of OP 4.12 to apply.
Affected area	Involuntary take of land resulting in loss of shelter, loss of assets or access to assets, loss of income sources or means of livelihood	Section3(b): Area notified for 'acquisition'	Provisions of OP 4.12 will be applicable as Act only notifies for titleholders of private land
Family		Section 3(m) includes a person, his and her spouse, minor	The definition of family given in the

Topics/ Issues/ Areas	World Bank OP4.12	RFCTLAR&R	Remarks / Measures taken to address in ESMF
		children, minor brothers, and sisters dependent. Widows, divorcees, abandoned women will be considered as separate families.	RFCTLAR&R Act 2013 will be followed for both titleholders and non-titleholders.
Affected family for eligibility	All adversely affected people whether have formal legal rights or do not have formal legal rights on land	Section 3 (a): whose land and other immovable property acquired. (b)&(e): Family residing in affected areas such as labourers, tenants, dependent on forest and water bodies, etc whose primary source of livelihood is affected due to acquisition (c) Scheduled tribes and other forest dwellers whose rights recognized under the Forest Dwellers Act 2006. (f) Family assigned land by state or central government under any schemes (g) Family residing on any land in an urban area that will be acquired or primary source of livelihood affected by acquisition.	The Act does not support non-titleholders on government land, hence provision of OP 4.12 will prevail. The gap has been addressed in the entitlement matrix of RPF in ESMF.
Cut-Off date Notice to affected person	Date established by the borrower and acceptable to the Bank. It is the date of the census.	Section 3 c (ii), (iv) (vi): Families residing for preceding 3 years or more prior to “acquisition of land”. Section 21 (1) The Collector shall publish the public notice on his website and cause public notice to be given at convenient places on or near the land to be taken, stating that the government intends to take possession of the land. and that claims to compensations and rehabilitation and resettlement for all interests in such land may be made to him.	Provisions of OP 4.12 will be followed as RFCTLAR&R Act has no such provision for people living on public land. Moreover, RFCTLAR&R Act requires proof of residing in the project area at least three years prior to initial notice on LA.
Non-application of Chapter II	Stand-alone SIA for all investments	Section 6(2): Irrigation projects where EIA is required under other laws, provisions of SIA not applicable.	The provision of OP 4.12 will be followed.
Consultation – Phase I during preparation	Consultation a continuous process during planning and implementation	Section 4(1) date issued for <i>first consultation</i> with PRIs, Urban local bodies, Municipalities, etc to carry out SIA. Section 5: Public hearing of SIA in the affected area. Provide adequate publicity of date and time.	Provisions of OP 4.12 will be followed. The draft and final SIA will be disclosed in public as per the provision given in RFCTLAR&R Act, 2013.

Topics/ Issues/ Areas	World Bank OP4.12	RFCTLAR&R	Remarks / Measures taken to address in ESMF
Time duration to prepare SIA and SIMP	Draft Social Assessment, Resettlement Action Plan and or Social Management Framework prepared before appraisal.	Section 4 (2): within six months from the date of its commencement.	No gap found. RFCTLAR&R Act specifies a timeframe which is followed by the client.
Disclosure – Stage I	To be disclosed before appraisal.	Section 6(1): Translated in local language available in PRI institutions and local urban government bodies; district administrative offices and websites of concerned government agency.	No gap found.
Formation of Expert Group to appraise SIA and SIMP	Appraised by Bank staff	Section 7(1): Constitute a multi-disciplinary Expert Group includes members of decentralized govt Institutes (PRIs, ULBs).	No gaps found.
Time stipulated for Group to submit its report	Before the decision meeting for appraisal	Section 7(4): Submit its report within two months from the date of its constitution	No gaps found.
Scope of work of the Expert group	Social Assessment, resettlement action Plan reviewed and appraised by Bank staff and approved by Regional safeguard advisor	Section 7 (4) (a&b): assess whether it serves any public purpose or not; if social costs outweigh potential benefits then should be abandoned; Section 7 (5) (a&b): if serves a public purpose, then it has considered minimum land acquisition and alternate options to minimize displacement; potential benefits outweigh social costs	No gap found.
Consultation – Phase II during appraisal	In practice, consultation workshops are organized in project affected areas at district and state levels.	Section 2 (2): Prior consent of 80% and 70% of land owners in PPP and where private company has approached the govt to acquire balance land has been obtained,	No gap found.
Disclosure – Stage II	Information dissemination through the planning and implementation	Section 7 (6): recommendations of the expert group under 7(4&5) to be made public in local language in district and block administrative office and PRIs	No gap found.
Minimize impact on multi-crop land	Select a feasible design that has minimal adverse impact.	Section 10: In case multi-crop land is to be acquired under exceptional circumstances, the area to be acquired cannot exceed the aggregate of land of	No gap found.

Topics/ Issues/ Areas	World Bank OP4.12	RFCTLAR&R	Remarks / Measures taken to address in ESMF
		all projects in district or state. The area to be acquired cannot exceed the total net sown area of the district or state. Wasteland equivalent to twice the area acquired will be developed.	
Information dissemination of preliminary notice	Continuous part of the preparation and participation	Section 11 (1), (2) & (3): Notice published in local language and meetings called of gram sabhas, municipalities to provide full information about the purpose of the project, summary of SIA and particulars of administrator appointed for R&R' summary of R&R scheme	No gap found.
Updating land records	To be part of RAP	Section 11 (5): Once established that the land is required for public purpose, accordingly notice to be issued <i>under section 19 following which land records to be updated within two months</i>	No gap found.
Census and preparation of R&R schemes	To be part of RAP including both titleholders and non-titleholders	Section 16 (1) (2): carry out a census of affected people and their assets to be affected, livelihood loss and common property to be affected; R&R scheme including time line for implementation.	RFCTLAR&R Act takes only titleholders into account. Provision of OP 4.12 to be followed.
Information dissemination and Public hearing - Stage III	Consultation throughout the process is mandatory	Section 16(4) & (5): mandatory to disseminate information on R&R scheme including resettlement area and organize a public hearing on the Draft R&R scheme in each Gram Sabha, Municipality and consultations in Scheduled area as required under PESA.	Provisions of OP 4.12 to be followed.
Approval of R&R Scheme	As part of RAP prior to appraisal	Section 17 & 18: Draft R&R Scheme to be finalized after addressing objections raised during the public hearing and approved.	No gap found
Final declaration of R&R Scheme	Approved RAP including budgetary provisions to implement it	Section 19 (2): Only after the requiring body has deposited the money will the govt issue the notice along with 19(1) .	No gap found.
Time period stipulated.	Included in RAP - Time line synchronized with Government's procedures or adopts innovative methods to reduce the time which is based operated on the	Section 19 (2): the entire process to update land records disseminate information, preliminary survey, census, hearing of objections, preparation of R&R schemes and approval,	No gap found.

Topics/ Issues/ Areas	World Bank OP4.12	RFCTLAR&R	Remarks / Measures taken to address in ESMF
	principles of participation and transparency.	deposit of money must complete within 12 months from the date on which section 11, the preliminary notice issued. Section 19 (7): If the final declaration not made within 12 months of section 11 (1), the process will lapse, except under special circumstances.	
Preparation of land acquisition plans	Included in RAP.	Section 20: Land marked, measured for preparation of acquisition plans.	No gap found.
Hearing of claims		Section 21(1) (2): Notices issued indicating govt's intension to take possession of land and claims on compensation and R&R can be made not less than one month and not more than six months from the date of issue of section 21(1).	
Time period stipulated for declaring the award		Section 25: It is required to announce the award within 12 months of issue of Section 19 (final declaration to acquire land, approved R&R scheme) after completing land acquisition plans, hearing of objection, settling individual claims for declaration of the award. If award not made within the stipulated time, the entire proceedings will lapse.	
LA Act 1984 deem to lapse and RFCTLAR&R is applicable		Section 24: where award is not declared under section 11, or where made five years ago but land not taken in possession or where award declared but money not deposited in the account of the majority of beneficiary.	No gap found.
Methodology for determining market value for land	Full replacement Cost	Section 26 and First Schedule: Recognizes 3 methods and whichever is higher will be considered which will be multiplied by a factor given in Schedule First; compensation given earlier will not be considered; if rates not available floor price can be set; steps to be taken to update the market value.	No gap found.
Valuation of	Full Replacement cost	Section 29 (1) without deducting the depreciated value.	Provisions of OP 4.12

Topics/ Issues/ Areas	World Bank OP4.12	RFCTLAR&R	Remarks / Measures taken to address in ESMF
structures			
Solatum and interest		Section 30(1) 100% of the compensation amount Section 30(3): 12% per annum on the market rate from the date of notification of SIA to the date of ward or land taken over	No gap found.
R&R Award	Total cost included in RAP to resettle and rehabilitate the affected persons and assist in their efforts to improve their livelihoods and standards of living or at least to restore them, in real terms, to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher	Section 31, Second Schedule: A family as a unit will receive R&R grant over and above the compensation and those who are not entitled to compensation. Second Schedule: Homeless entitled to constructed house, land for land in irrigation projects in lieu of compensation, in case of acquisition for urbanization 20% of developed land reserved for owners at a price equal to compensation' jobs or onetime payment or annuity for 20 years' subsistence grant, transportation, land and house registered on joint name husband and wife, etc	No gap found
Transparen cy		Section 37(1): Information of each individual family including loss, compensation awarded, etc will be available on the website.	No gap found.
Possession of land	Taking of land and related assets may take place only after compensation has been paid and, where applicable, resettlement sites and moving allowances have been provided to the displaced persons.	Section 38(1): Land will be taken over by the government within three months of compensation and 6 months of R&R benefits disbursed; infrastructure facilities at resettlement sites will be completed within 18 months from the date of award made under section 30 for compensation; in case of irrigation and hydel projects R&R completed six months prior to submergence.	No gap found.
Multiple displaceme nt		Section 39: Additional compensation equivalent to compensation determined will be paid to displaced	No gap found.
Acquisition for emergency purpose	Not permeable in bank funded projects	Section 40 (5): 75% additional compensation will be paid over and above the compensation amount	Provisions of OP 4.12 will be followed.
Prior consent before	Affected persons to be consulted.	Section 4: Public disclosure of SIA and R&R Plan is mandatory.	No gap found.

Topics/ Issues/ Areas	World Bank OP4.12	RFCTLAR&R	Remarks / Measures taken to address in ESMF
acquisition and alienation			
Development plans for SC and ST	Indigenous Peoples' Development plan required along with RAP. Land for land is an option across all sectors.	Section 41: Separate development plans to be prepared, settle land rights before acquisition; provision of for alternate fuel fodder, non-timber produce on forest land to be developed within 5 years; 1/3 rd compensation amount to be paid as first instalment and rest at the time of taking possession; ST to be resettled within Scheduled area; land free of cost for community purpose; land alienation will be null and void and ST and SC considered for R&R benefits; fishing rights restored in irrigation and hydel projects; if wish to settle outside the district additional benefits to be provided in monetary terms; all rights enjoyed under other laws will continue. Second Schedule: additional provisions for SC&ST for land for land in irrigation projects, additional sum over and above the subsistence grant,	No gap found.
Institutional arrangement	Institutional arrangement must be agreed upon and included in the RAP	Section 43-45: Appointment of administrator, R&R Commissioner, when more than 100 acres of land is to be acquired, R&R Committee will be formed at project level, social audit to be carried out by Gram Sabha and Municipalities.	Provisions of OP 4.12 will be followed
Change of land use	Compensation and R&R assistance should be disbursed before taking physical possession of land.	Section 46(4): Land will not be transferred to the requisitioning authority until R&R plan is not fully implemented.	No gap found.
Monitoring and Evaluation	Indicators and monitoring system included in RAP	Section 48-50: Set up National and State level Monitoring Committee to review and monitor progress	The Act does not specify indicators. Provisions of OP 4.12 will be followed.
Authority to settle claims		Section 51-74: The Authority will be set up to settle any legal disputes that arise from acquisition and R&R, the aggrieved party can move to the high court thereafter.	No gap found

Topics/ Issues/ Areas	World Bank OP4.12	RFCTLAR&R	Remarks / Measures taken to address in ESMF
Exempt from tax and fee	Project to bear all taxes and other expenses if new assets are purchased by the PAP	Section 96: Compensation and agreements will not be liable to tax	No gap found
No change in the status of land acquired		Section 99: Once the land is acquired for a particular purpose, its purpose cannot be changed	No gap found
Return of unutilized land		Section 101: If the acquired land remains unutilized for 5 years, then it will be returned to the original owner, heir or included in land bank	No gap found
Distributio n of increased value of land transferred		Section102: 40% of the appreciated value of acquired land will be distributed to owners provided no development has taken place.	No gap found
Grievance Redress Mechanis m	Appropriate and accessible grievance mechanisms are established	Section 15: Any person interested in any land which has been notified under sub-section of section 11 as being required or likely to be required for a public purpose, may within sixty days from the date of the publication of the preliminary notification, has the right to object. The person can approach the Administrator of R&R and if not satisfied can to Commissioner R&R. The aggrieved person has the right to approach the judiciary as well.	Since there is no provision for local level grievance mechanisms, the provision of this ESMF will be followed.

Annexure-3: TERMS OF REFERENCE (TOR) FOR THE NGO TO IMPLEMENT THE IPDP FOR FIVE ROAD SECTIONS UNDER MITP IN MEGHALAYA

A. project Background

1. MITP is an ambitious project of the Government of Meghalaya (hereinafter refer to as GoM) under which it intends to strategically transform the Core Road Network of 2000 km road length. In the project, State Road Network roads of 650 km road length will be widened, and 1350 km road length will be provided periodic maintenance besides other institutional, development activities. The Project shall follow a Multiphase Programmatic Approach (MPA). Up-gradation of 266.82 km road length will be carried out in Phase-I. The Department of Economic Affairs (DEA) and The World Bank (WB) has accorded in-principle approval of Tranche-I of MITP for US\$ 110 million (loan assistance of US\$ 82 million and State Share of US\$ 28 million), under which State Road Network roads measuring 128 km length will be upgraded along with certain other institutional development activities. There are total 10 road sections selected under Phase-I, 5 road sections in East Meghalaya and 5 road sections in West Meghalaya.
2. The project road sections are located in Eastern part of Meghalaya State traverse through hill-rolling terrain in the district of East Khasi Hills, Jaintia Hills and Ri-Bhoi.
3. The implementing and administrative agency for executing this work is the Public Works Department, Government of Meghalaya. The proposed road needs to be strengthened & widened for proving improved transportation services, smooth commuting, ensuring safe journey by reducing road accidents.

**List of roads
in Meghalaya East under the project**

S.No.	Division	Name of Road	Category	Total Length (km)	Proposed Length (km)
1	N.H. Bye Pass	Shillong - Diengpasoh Road	MDR	21.73	11.769
2	North Jowai	Pasysih - Garampani Road	MDR	48	26.982
3	Shillong South	Mawmaram - Nongthliew Mawmih- Mawlyndep Road	MDR	44	41.519
4	N.H. Bye Pass	Laitkor-Pomlakrai - Laitlyngkot Road (5th -16th km)	MDR	15.52	11.358
5	Nongpoh	Umling- Patharkhmah Road	MDR	40	31.100
Total				169.25	122.728

4. All possible steps have been taken to minimize land acquisition and demolition of structures so as to reduce adverse impacts on people settled along the road. Based on the State Resettlement and Rehabilitation (R&R) Policy, GOI norms and World Bank's OP R&R policies, MPWD has prepared Resettlement Action Plans (RAP) and Indigenous People Development Plan to deal with involuntary resettlement and tribe community development in the project area.
5. To assist in the implementation of the IPDP & GAP for these five roads, MPWD now invites the services of eligible NGO.

B. The objectives of the consultancy services are as given below:

- (i) The Consultant will be the main link between the Client including PMU and PIU and PAPs
- (ii) The Consultant shall undertake public information campaign along with Rehabilitation & Resettlement Officer (RRO) at the commencement of the RAP & TDP,
- (iii) The Consultant shall be responsible for verification of PAPs as prepared by the DPR Consultant,
- (iv) The Consultant shall develop rapport with PAPs,
- (v) The Consultant shall distribute pamphlets of rehabilitation and resettlement policy to PAPs, Panchayat Raj institutions, and concerned government offices in the project area, etc.
- (vi) The Consultant shall include PAPs who could not be enumerated during census cum socio-economic survey and ensure certification from RRO,
- (vii) The Consultant shall prepare format for making identity cards for PAPs'
- (viii) The Consultant shall prepare and distribute photo identity cards,
- (ix) The Consultant shall undertake valuation of affected structures, land under acquisition, CPRs, trees and other private properties as detailed in Entitlement Matrix in the ESMF,
- (x) The Consultant shall prepare Micro Plans,
- (xi) The Consultant shall submit a Micro Plans to RRO for approval from Client,
- (xii) The Consultant shall organize consultations at regular interval with PAPs with regard to resettlement and rehabilitation,
- (xiii) The Consultant shall organize training program for skill up gradation of the PAPs,
- (xiv) The Consultant shall assist PAPs in all matters related to rehabilitation and resettlement,
- (xv) The Consultant shall assist and facilitate aggrieved PAPs by bringing their cases to Grievance Redressal Committee (GRC),
- (xvi) The Consultant shall facilitate opening of joint account of PAPs,
- (xvii) the Consultant shall generate awareness about the alternative economic livelihood and enable PAPs to make informed choice,
- (xviii) The Consultant shall carry out periodic consultations with PAPs regarding the choice of resettlement (i.e. self or assisted), development of resettlement site, participation of women, etc.
- (xix) The Consultant shall identify training needs of PAPs for income generation and institutions for imparting training,
- (xx) The Consultant shall carry out consultations with local people and Panchayat Raj Institutions with regard to relocation, rehabilitation, reconstruction of affected common property resources (CPRs) as well as availability of new facilities under the project,
- (xxi) The Consultant shall participate in various meetings,
- (xxii) The Consultant shall submit monthly progress report, and
- (xxiii) The Consultant shall carry out any other activities that may be required for the implementation of RAP & IPDP, etc.

C. Scope of the Consultancy Services, Tasks and Expected Deliverables

6. The Consultant shall play a role of secondary stakeholder in implementation of the RAP including IPDP as applicable and in mitigating the adverse effects of the project. The Consultant shall remain responsible for the development of a comprehensive livelihood system to facilitate the project displaced persons to take advantages of the options available as per the RAP. The Consultant shall assist the Client including PCU and PIU in ensuring social responsibilities of the Client, such as, compliance with labour laws, prohibition of child labour, HIV/AIDS, gender and tribal issues. The Consultant shall work in close coordination with RRO in carrying out the tasks as elaborated in succeeding Para.

- (i) **Verification and Creation of PAPs Database.**
 - a. All Verification has to be conducted jointly with RRO.
 - b. The RRO shall undertake joint verification of the project displaced persons and shall create the database of the eligible PAPs along with their road chainage and distance

from center line. The Consultant shall verify the information already contained in the RAP and the individual losses of the PAPs and validate the same and make suitable changes if required.

c. During the identification and verification of the eligible PAPs, the Consultant shall ensure that each of the PAPs are contacted and consulted. The Consultant shall ensure consultation with the women from the PAP families especially women-headed households. The Gender Expert in the team of the Consultant will personally remain responsible for all consultations with women.

d. Verification exercise shall include actual measurement of the extent of total property loss/damage, and valuation of the loss/damage/affect along with the RRO. The Consultant shall display the list of eligible PAPs in prominent public places like Panchayat Offices, Taluk and District Headquarters.

e. The Consultant has to identify any private or community structure built within the Right of Way (ROW) after the cut-off date, and notify the same to the PIU. The Consultant shall through consultation facilitate removal of the said ineligible project affected structures as per RPF from the ROW, and inform them that any project benefits do not apply to them.

(ii) **Distribution of Identity Card**

a. After verification the Consultant shall distribute identity cards to all eligible Project Affected Households (PAHs). The identity card should include a photograph of the head of the household, the extent of loss suffered due to the project, and the choice of the entitlements with regard to the mode of compensation and assistance, with necessary family details. The Identity Cards are to be signed by the Team Leader of the consultant and RRO.

(iii) **Consultation**

a. The Consultant shall educate the PAPs on their rights, entitlements and obligations under the Resettlement Action Plan. It shall disseminate information to the PAPs on the possible consequences of the project on the communities' livelihood systems and the options available, so that they do not remain ignorant. It shall explain to the PAPs the need for land acquisition, the provisions of the policy and the entitlements under the RAP. This shall include communication to the roadside squatters and encroachers about the need for their eviction, the timeframe for their removal and their entitlements as per the RAP. The Consultant shall carry out consultations in separate groups by gender and caste in culturally appropriate manner as required to ensure effective participation in the implementation process.

b. R&R Cost Estimation:

The Consultant shall undertake valuation of affected structures, land under acquisition, common property resources (CPRs), trees and other private properties as detailed in the Entitlement Matrix in Resettlement Policy Framework (RPF).

(iv) **Preparation of Micro Plan**

a. The Consultant shall prepare Micro Plans indicating category of entitlement; alternate livelihood options; land identification; skill up gradation and institutions responsible for training. A separate plan has to be prepared for shifting of community assets. The Micro Plans may be prepared for Titleholders and Non -Titleholders separately.

(v) **Training and Support for Income Restoration**

a. In addition to providing assistance given in the entitlement package, the Consultant shall be responsible for training and assisting the PAPs to establish linkages with government programmes.

b. The Consultant shall train eligible PAPs losing their livelihood, in suitable income restoration programmes, depending on the skills and interest of the PAPs. The Consultant

shall prepare individual Income Restoration Plan, as a part of the Micro Plan for all PAPs whose livelihoods are getting affected. The Consultant shall explore the potential of employment opportunities with the local contractors, and where ever possible ensure suitable employment with the contractors. This will include providing the list of people willing to work under contractors and to facilitate these types of jobs to PAPs and local people. The Consultant shall maintain the database for job opportunities created under the project both within the project and outside.

c. The Consultant shall assist the PAPs to establish linkage with financial institutions for facilitating access to credit.

d. The Consultant shall assist the PAPs to establish linkages with Government departments, district administration, etc. to ensure that the PAPs are included in the development schemes, as applicable especially with reference to vulnerable groups such as pension schemes for senior citizens, schemes for women for women-headed household families, widow pensions, schemes for handicapped persons etc.

e. The Consultant shall link up PAPs to training institutes for imparting skill and management training for enterprise creation and development.

f. For those PAPs who are interested in skill upgrading or training for economic generation programmes, the Consultant shall facilitate formation of Self Help Groups and impart skill training to the displaced persons.

(vi) **Disbursement of Assistance and Delivery of Entitlements**

a. The Consultant shall ensure that PAPs obtain their full entitlements under the RAP. Where options are available, the Consultant shall provide advice to PAPs on the relative benefits of each option.

b. The Consultant shall assist the PIU in ensuring a smooth transition helping the PAPs to take salvaged materials and shift with proper notices. In close consultation with the PAPs, the Consultant shall inform the PIU about the shifting dates agreed with the PAPs in writing and the arrangements desired by the PAPs with respect to their entitlements.

c. The Consultant shall assist the PAPs in opening bank accounts explaining the implications, the rules and the obligations of a joint account and how he/she can access the resources he/she is entitled to.

d. The Consultant shall ensure proper utilization of assistance made available under the RAP to the PAPs. The Consultant will be responsible for advising the PAPs on how best to use any cash that may be provided under the RAP. Emphasis should be placed on using such funds in a sustainable way e.g. purchasing replacement land for that acquired. The Consultant shall ensure proper utilization of the Rehabilitation & Resettlement Budget available for the project. It shall identify means and advise the RRO to disburse the entitlements to the eligible persons/families in a transparent manner and shall report to the PIU on the level of transparency achieved in the project.

(vii) **Grievance Redressal**

a. The Consultant shall make PAPs aware of the grievance mechanism set out in the RAP and shall assist PAPs who have grievances to pursue a suitable remedy. The Consultant shall help the PAPs to file a grievance application.

b. The Consultant shall maintain a log of the grievances directly received by them and forward the same to the designated complaint officer as per GRM within 30 (Thirty) days of receipt of the grievance from the PAPs. It shall submit a draft resolution with respect to the particular grievance of the PAP, suggesting solutions, if possible, and deliberate on the same in the GRC meeting through the Consultant representative in the GRC.

c. The Consultant shall assist in the GRC process whenever necessary.

(viii) **Identification of Sites**

a. As part of the RAP, eligible PDPs will receive alternative sites for residential and commercial structures getting affected. The Consultant will identify with PIU and the revenue department of Government of Meghalaya, suitable government land and assist in

negotiating its transfer to the PDPs. Where suitable government land is not available, the Consultant will assist the PDPs to locate a willing seller of his land and will assist in the negotiation of the purchase price.

b. The Consultant has to identify the need for Resettlement Centers in consultation with the PDPs, according to the RAP. In case the need arises, the Consultant shall identify suitable site for the same.

(ix) **Coordination between PAPs and the PIU**

a. The Consultant shall develop rapport between the PAPs and the project PIU. This will be achieved through regular monthly meeting with both the PIU representatives and the PAPs. All meetings and decisions taken are to be documented. The Consultant shall also coordinate with independent monitoring agency and share project data as requested.

(x) **Public Information Campaign**

a. The Consultant shall assist the RRO to undertake public information campaign at the commencement of the project to inform the affected communities of the project RAP, the Resettlement Policy Framework and the entitlement package, Suggestion and Complaint Handling Mechanism etc.

(xi) **Village Level Meetings and Progress Reporting in the Village Councils**

a. The Consultant shall ensure that village level meetings are held in every village with special emphasis on PESA – applicable villages. The frequency of such meetings will depend on the requirements of the PAPs, to allow the PAPs to remain up to date on project developments. Besides contacting PAPs on an individual basis to regularly update the baseline information, progress shall be reported in the VECs by the Consultant. The Consultant will encourage participation of individual PAPs in such meetings by discussing their problems regarding land acquisition, rehabilitation and resettlement and other aspects relating to their socioeconomic lives. Such participation will make it easier to find a solution acceptable to all involved.

(xii) **Reporting the Status of PAPs after shifting**

a. The Consultant shall submit a status report of the PAPs to the PIU post relocation.

(xiii) **Road Safety Awareness.**

a. The Consultant shall conduct road safety awareness to the children of schools and community at large in the villages located along the project by way of training, distribution of pamphlets and fixing of posters.

(xiv) **Assistance to the PIU in activities with respect to HIV Awareness Campaigns/ Child Labour/ Gender Mainstreaming / Tribal Development/Social Welfare**

a. The Consultant shall assist the PIU to implement information campaign/advertisement in collaboration with existing health infrastructure and agencies such as, State AIDS Control Organization, Technical Support Units (TSU), District AIDS Prevention and Control Units DAPCU (if present in the project area) and PLHIV network etc. including provision of signage/hoardings at suitable locations, distribution of vehicle stickers and provision of condom vending machines at suitable locations (rest areas, truck parking lay-byes etc.) apart from collaborating with existing agencies.

b. The Consultant shall ensure in collaboration with PIU that medical facilities and health checkups which may include detecting STD/AIDS for the workers are provided at the construction camps.

c. The Consultant shall assist PIU to ensure that the contractors comply with applicable labour laws (including prohibition of child labour) and maintain conducive environment for women participation in the labour force.

- d. The Consultant shall support PIU in implementation of Tribal Development Plan in consultation with likely affected tribal community as per the Tribal Development Plan in the RAP, as applicable.

D. Team Composition and Qualification Requirements & Duties of Key Experts and Non-Key Experts

- 5. The Consultant's team shall comprise of following Key Experts. Duration of services of Key Experts is indicated against each.
 - a) Position K-1 (Social Development Expert) -12 person-months
 - b) Position K-2 (Gender Expert)- 6 person-months
- 6. The qualification requirements of the Key Experts are given below:

a. Social Development Expert. The Social Development Expert should be a post-graduate in social sciences. He/she should have about 7 years' experience in implementation of R & R works. Knowledge of local language is a necessary qualification. The Social Development Expert should have completed IPDP and GAP work in at least 2 infrastructure projects in the capacity of Key Expert. Experience in training and livelihood restoration activities is must.

b. Gender Expert. The Gender Expert should be a post-graduate in social sciences. He/she should have about 7 years' experience in implementation of rural development/community welfare programs. Knowledge of local language is a necessary qualification. Should have the ability to engage with women and marginalized groups. He/she should have completed community outreach and awareness work in at least 3 social welfare projects in the capacity of key expert.

E. Reporting Requirements & Time Schedule for Deliverables

- 7. The Consultant will submit reports as well as photographs, videotapes etc. taken during the assignment along with an electronic copy of the documents. All reports should be in English language only. However, the supporting documents can be attached in local language along with the translated versions/summaries in English. The details of documents to be submitted are given below:

a. Inception Report. The Consultant shall submit to the PIU an inception report-detailing plan of action, manpower deployment, time schedule, and detailed methodology within 15 days of the commencement of the assignment.

b. Monthly progress Reports. The Consultant shall submit monthly progress reports on the activities carried out during that month and proposed activities for the coming month. The monthly progress reports will include data on input and output indicators as required by the PIU, with work charts as against the scheduled timeframe of RAP implementation. All progress reports shall include data on input and output indicators as required by the PIU.

The Consultant shall document in full details, the consultation/counseling processes, the process of identification of the resettlement sites, and a full description of the training imparted (or facilitated) as part of the assignment. The progress achieved in land acquisition as per entitlements have to be documented. This documentation shall be submitted to the PIU as a part of the monthly progress report.

Copies of the monthly report have to be submitted to PIU and PCU.

c. Final Report. The Consultant shall submit a completion report at the end of the contract period summarizing the actions taken during the project, the methods and personnel used to carry out the assignment, and a summary of supports/assistance given to the PAPs, overall physical progress on the key activities under the RAP implementation.

d. Records of Meetings. The Consultant shall prepare minutes of the meetings of GRC, VECs, meetings between PIU and PAPs etc. and submit to (i) PIU and (ii) PCU.

e. Record of Grievances. The Consultant shall record all grievances and the process of redressal documented and submitted to (i) Assistant Commissioner/SDO; (ii) PIU and (iii) PCU on a monthly basis.

f. Submission of Micro Plans. The Consultant shall submit all Micro Plans with the status of disbursement and payment of compensation, on a monthly basis. Where changes occur during the project implementation requiring changes in the Micro Plans, the Consultant will update the relevant plans and resubmit them to the (i) PIU and (ii) PCU.

F. Data, services, and facilities to be provided by the Client:

8. The PIU will provide to the Consultant copies of the RAP, Social Impact Assessment Report, PAP database, land acquisition details, and any other relevant reports/data prepared by the DPR Consultants.

G. Payments, Time Schedule, Site Office and Other Conditions

9. The Consultant shall ensure that the RAP is implemented in an effective and proper manner. The prime responsibility of the Consultant shall ensure that each and every eligible PAP receive appropriate and due entitlement as per the entitlement matrix given in RAP. Additionally the Consultant shall help the PIU in all other matters deemed to be required to implement the RAP in its spirit and entirety.

All documents created, generated or collected during the period of contract, in carrying out the services under this assignment will be the property of the PIU. No information gathered or generated during and in carrying out this assignment shall be disclosed by the Consultant without explicit permission of the PIU.

10. **Consultant's Site Office.** The Consultant will open a site office at Shillong and function from there. All costs associated with the site office shall be borne by the Consultant.

11. **Time Schedule.** It is estimated that the Consultant services will be required for 10 months for participating in the implementation of RAP. The Consultant shall carry out all assigned tasks based on the timelines as set out in the table below.

12. **Payment.** Payments to the Consultant will be made in stages on completion of the tasks/deliverables as given below along with timeline for tasks/deliverables

	Task/deliverable	Timeline	Payment Schedule
1.	Submission of Inception Report	1 month	20% Contract Price
2.	Joint verification of locations for community development infrastructures, information, dissemination and distribution of project information to community	4 months	25% of Contract Price
3.	a) Submission of Micro Plan for training and skill development need assessment and individuals for livelihood enhancement b) Disbursement of assistance to community for income generation.	6 months	25% of Contract Price
4.	a) Completion of road safety awareness. b) Completion of HIV / AIDS awareness.	9 months	5% of Contract Price

5.	a) Full implementation of IPDP b) Submission of Final Report	12 months	25% of Contract Price
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