

# Resettlement Planning Document

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Resettlement Framework  
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## IND: Proposed Madhya Pradesh State Roads Sector Project II

Prepared by Madhya Pradesh Road Development Corporation

The resettlement framework is a document of the borrower. The views expressed herein do not necessarily represent those of ADB's Board of Directors, Management, or staff, and may be preliminary in nature.

## RESETTLEMENT FRAMEWORK

### A. Project Introduction

1 The ADB MP State Roads Sector Project II entails the rehabilitation and improvement of the existing state roads of Madhya Pradesh (MP). The MP Road Development Corporation (MPRDC) will be the Executing Agency (EA) for the Project. The project will rehabilitate the deteriorated and damaged state roads of the state so as to provide reliable road transport services.

2. In accordance with ADB's procedure for sector lending, one sample subproject has been chosen for project preparation and processing. The details of this sample subproject are enumerated in Table 1 below:

**Table 1: Detail of the sample subproject**

<b>Type of Road</b>	<b>Name of the sample subproject</b>	<b>Districts Covered</b>	<b>Length (in kms)</b>
<b>State Highway</b>	Lakhnadone-Mandla-Dindori Road	Seoni, Mandla, Dindori	189.9 kms
<b>TOTAL</b>	<b>1 Road</b>	<b>3 Districts</b>	<b>189.9 kms</b>

3. This Resettlement Framework has been prepared for use in additional sub-projects as required under ADB policy for sector lending. It outlines the objectives policy principles and procedures for acquisition of land and involuntary resettlement, if any, compensation and other assistance measures, and procedures for preparation of additional subprojects under the Loan. It is expected that land acquisition and involuntary resettlement will be marginal as improvements in state roads are to be undertaken within the existing RoW. Also, the potential impacts on structures are estimated to be none or marginal based on the sample subproject. The Executing Agency - MPRDC will be responsible for preparing resettlement plans for additional subprojects as per this framework and submit to ADB for review and approval prior to contract award.

### B. Resettlement Policy and Framework

4. In India, compensation for land acquisition (LA) and resettlement assistance for project-affected people is generally governed by the Land Acquisition Act (1894), which has been amended from time to time. India also has a National Policy on R&R (2004) and Madhya Pradesh Resettlement Policy (2002), Madhya Pradesh Land Revenue Code (1959) and Madhya Pradesh Pariyojana Ke Karan Visthapit (Punhsthapan) Adiniyam (1985). However, the Act and policies are insufficient to meet ADB's policy requirements.

5. Following the state laws & regulation on land acquisition and incorporating ADB policy on Involuntary Resettlement (1995) and Operations Manual F2 on Involuntary Resettlement (2006), the basic principles for the Project will include the following elements:

- Involuntary resettlement (IR) will be avoided or reduced as much as possible by reviewing alternatives to the Project;

- Where IR is unavoidable, Affected Persons (APs) would be assisted to re-establish themselves in order to at least restore the pre-project income or improve their living standards;
- Gender equality and equity would be ensured and adhered to;
- APs shall be fully involved in the selection of relocation sites, livelihood compensation and development options at the earliest opportunity. RPs should also be prepared in full consultation with AP, including disclosure of RP and project related information;
- Replacement land shall be an option for compensation in the case of loss of land; in the absence of replacement land, cash-for-land compensation on replacement value option will be made available the APs;
- Compensation for loss of land, structures, other assets and income will be based on full replacement cost<sup>1</sup> and will be paid before physical displacement of AP. This shall include transaction costs;
- All compensation payments and related activities<sup>2</sup> will be completed prior to the commencement of civil works;
- RP will be planned and implemented with full participation of local authorities;
- In the event of necessary relocation, APs shall be assisted to integrate into host communities;
- Common property resources and community/public services will be provided to APs;
- Resettlement will be planned as a development activity for the APs;
- All AP's are entitled to receive compensation/assistance irrespective of proof of their titles; however people moving in the project area after the cut-off date will not be entitled to any assistance. In case of land acquisition the date of notification for acquisition will be treated as cut-off date. For non-titleholders such as squatters and encroachers the date of census survey or a similar designated date declared by the executing agency will be considered as cut-off date.
- Vulnerable groups (households below the recognized poverty line; disabled, elderly persons or female headed households) will be identified and given appropriate assistance to substantially restore their pre project status or improve their living standards.

6. In the absence of a policy consistent with ADB's Policy on Involuntary Resettlement (1995), this framework and resettlement procedural guidelines shall apply to all subprojects under the loan so as to ensure that persons affected by land acquisition and/or involuntary resettlement will be eligible for appropriate compensation and rehabilitation assistance.

7. Regarding the eligibility of compensation, all APs will be provided with compensation and rehabilitation if – their land is reduced, income source adversely affected houses partially or fully demolished, and other properties such as crops, trees and other facilities or access to these properties will be reduced or damaged due to the Project. Lack of legal documents of their customary rights of occupancy/titles shall not affect their eligibility for compensation. It also must be noted that during the Project implementation stage, if there are any changes in the alignments, thereby adversely affecting the land, livelihood or other assets of the people, the same shall be compensated in keeping with this framework.

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<sup>1</sup> Replacement cost means the method of valuing assets to replace the loss at market value, or its nearest equivalent, plus any transaction costs such as administrative charges, taxes, registration, and titling costs.

<sup>2</sup> While compensation is required prior to dispossession or displacement of affected people from their assets, the full resettlement plan implementation, which may require income rehabilitation measures, might be completed only over a longer period of time after civil works have begun. Affected people will be provided with certain resettlement entitlements, such as land and asset compensation and transfer allowances, prior to their displacement, dispossession, or restricted access.

8. The framework stipulates payment of compensation as per the assessed value of the land and structure to the APs. In addition to compensation payments made by Land Acquisition Officer/competent authority, the APs will receive additional assistance in cash or kind to match replacement costs, which is the difference between the market value and the assessed value, if any, for lost assets (land and houses), transaction costs such as stamps/registration costs (in case of purchase of replacement land) and other cash grants and resettlement assistance such as shifting allowance, compensation for loss of workdays/income due to dislocation. Female-headed households and other vulnerable households (such as Scheduled Tribes/Scheduled Castes, disabled, elderly) will be eligible for further cash assistance for relocation and house reconstruction.

9. The Entitlement Matrix (Table 2) lists various types of losses, identification/eligibility and entitlements and provides basic parameters for preparation of compensation and resettlement benefits. The matrix would apply to additional subprojects, based on the specific project impacts.

**Table 2: Entitlement Matrix**

Type of Loss	Identification of Affected Households	Entitlement	Details
<b>A: LOSS OF LAND</b>			
1. Loss of agricultural land	Owner/Titleholder/ traditional land rights <sup>3</sup> of the affected plot	Compensation at Replacement value	<p>a). Replacement of land or cash compensation at replacement value; plus refund of transaction cost (land registration cost, stamps etc) incurred for replacement land.</p> <p>b). APs with traditional title/occupancy rights will also be eligible for full compensation for land, plus the difference or additional grant.</p> <p>c). If the residual plot(s) is (are) not viable, i.e., the AP becomes a marginal farmer, any of the following three options are to be given to the AP, subject to his/her acceptance:</p> <ul style="list-style-type: none"> <li>• The AP remains on the plot, and the compensation and assistance paid to the tune of required amount of land to be acquired.</li> <li>• Compensation and assistance are to be provided for the entire plot including residual part, if the owner of such land wishes that his/her residual plot should also be acquired by the EA, the EA will acquire the residual plot and pay the compensation for it.</li> <li>• If AP is from vulnerable group, compensation for the entire land by means of land for land will be provided if AP wishes so, provided that the land of equal or more productive value is available.</li> </ul> <p>d). A lump sum transitional/resettlement allowance of Rs. 9000<sup>4</sup> will be provided to each AP.</p>
2. Loss of commercial land	Owner/Titleholder/ traditional land rights <sup>3</sup> of the affected plot	Compensation at replacement value	a). Cash compensation at replacement value.
3. Temporarily affected agricultural land due to plant site for contractor etc	Owner/ Titleholder/ traditional rights of the affected plot	Cash compensation for loss of income potential	<p>a) Compensation for standing crops and trees as per the market rate</p> <p>b) Restoration of land to its previous or better quality</p> <p>c) Contractor to negotiate a rental rate with the owner for</p>

<sup>3</sup> Traditional land rights refers to households with customary rights to land and needs to be treated equivalent to titleholders

<sup>4</sup> Based on the local average income of about Rs. 5000 per annum derived from 1 acre of agriculture land.

			temporary use of land.
<b>B: LOSS OF RESIDENTIAL, COMMERCIAL &amp; OTHER STRUCTURES</b>			
4. Loss of frontage, residential and commercial structures.	Titleholder of affected structure	Compensation replacement cost	at a). Reconstruction cost (without depreciation) for lost frontage/structure; affected person shall be allowed to take salvaged material from the demolished structure at no costs. b). A lump sum transfer grant of an amount of Rs.2000 to Rs.5000 <sup>5</sup> (based on type of structures) for shifting households assets and other belonging to relocated sites. c). Rental assistance as per the prevalent rate in the form of grant to cover maximum three month rental accommodation
	Tenants	Assistance lump sum	a). Rental assistance for both residential & commercial tenants as per the prevalent rate in the form of grant to cover maximum three month rentals . b) Shifting allowance of Rs.2000 to Rs.5000 based on type of house and household assets. c). Additional structures erected by tenants will also be compensated and deducted from owner's compensation amount. d). Any advance deposited by the tenants will be refunded from owners total compensation package to the tenant on submission of documentary evidences.
5. Impact on market place/ area on a minimum of 25 shops/businesses	Titleholder <sup>6</sup> (Owner) & non-titleholder <sup>7</sup> (tenants, leaseholders or squatters) losing commercial enterprise in the market area	Relocation Assistance	Affected enterprises will be provided with the following options: a) Self managed reconstruction of shops by the shop operators with all benefits as per the entitlement matrix; or b) Project assisted relocation option will be provided to those whose commercial structure can no longer be used as a commercial enterprise as a result of the Project impact. The allotment of the shops in the market complex will be based on the ownership status of those affected. c) A lump sum transfer grant of an amount of Rs.2000 to Rs.5000 <sup>8</sup> (based on type of structures) for shifting households' assets and other belonging to the new area. d) Right to salvage material from demolished structure at

<sup>5</sup> These rates have been fixed based on the estimates of local prevalent rates for hiring of vehicles and labour for shifting households assets and other belongings.

			no cost.
<b>C: LOSS OF CROPS &amp; TREES</b>			
6. Loss of crops and trees	Owner/sharecropper/ Tenants affected	Compensation at 'market value'	<p>a) Advance notice to APs to harvest their crops.</p> <p>b) In case of standing crops, cash compensation for loss of agricultural crops at current market value of mature crops based on average production.</p> <p>c) Compensation for loss of timber trees at current market value of wood/timber or firewood depending on the kind of tree.</p> <p>d) In case of fruit trees, compensation at average fruit production for next 15 years to be computed at current market value.</p>
<b>D: LOSS OF LIVELIHOOD SOURCE</b>			
7. Loss of primary source of income	Titleholders losing income through business	Transitional assistance	a) Title holders losing their business establishment due to displacement will be provided with a lump sum transitional/resettlement allowance of Rs. 9000 <sup>9</sup> .
	Titleholders losing income through agriculture	Training Assistance for income restoration	a) Training Assistance will be provided for income generating vocational training and skill upgradation options as per APs choice at the rate of Rs. 5000 per affected household to those households losing their primary source of income.
	Non-titleholders namely squatters and encroachers losing primary source of income	Training Assistance for income restoration	a) Training would be provided for upgradation of skills @ Rs. 5000/- per family to the APs belonging to vulnerable groups and losing their income or to those losing significant income as result of the loss and becoming vulnerable.
	Wage earning employees indirectly affected due to displacement of commercial structure	Transitional assistance	a). This is valid for persons indirectly affected due to the employer having being displaced, on case-by-case, based on local wage rates for three months

<sup>6</sup> In case of affected Title owners – the affected title owners will be allotted a shop in the market in lieu of compensation. No additional compensation will be paid to them. However, they will be entitled to transitional allowance and shifting assistance as applicable and provided for in the Entitlement Matrix.

<sup>7</sup> In case of affected non-title owners, tenants and leaseholders, squatters and vulnerable encroachers, who have been carrying out business for 10 or more years, will be re-established by creation of market place. The constructed shops in this market will be provided on rent to them. For first 3 months, no rent will be charged from these APs. However, after three months these APs need to pay to the authority the agreed rent by demand draft monthly and if he/she wishes to own the same can pay the total amount in agreed installments. The APs opting for this option will not be paid cash compensation for their structure loss.

<sup>8</sup> These rates have been fixed based on the estimates of local prevalent rates for hiring of vehicles and labour for shifting households assets and other belongings.

<sup>9</sup> This rate has been fixed based on the estimates of average income for a period of three months.

<b>E: LOSSES OF NON-TITLEHOLDERS</b>			
8. Encroachers	Land and structures within ROW	No compensation for land but assistance for assets to vulnerable groups	<p>a). Encroachers will be notified a time in which to remove their assets to be affected.</p> <p>b). Right to salvage material from demolished structure at no cost.</p> <p>c). Compensation for affected structures at replacement value to the vulnerable<sup>10</sup> households.</p>
9. Loss of structure by squatters and informal settlers	Land and structures within ROW	No compensation for land but compensation for structure at replacement cost and other assistance	<p>a) Squatters will be notified of a time in which to remove their assets that will be affected.</p> <p>b) Right to salvage material from demolished structure at no cost.</p> <p>c) Compensation for loss of structure at replacement cost to be paid by the Project.</p> <p>d) A lump sum transfer grant of an amount of Rs.2000 to Rs.5000 (based on type of structures) for shifting households' assets and other belonging to the new area.</p>
<b>F: LOSS OF COMMON PROPERTY RESOURCES</b>			
10. Loss of Common Property Resources	Affected community/Institution responsible	Cash compensation/reconstruction	a). Cash compensation at replacement value or reconstruction of the community structure in consultation with the community
<b>G: REHABILITATION MEASURES</b>			
11. Additional assistance to vulnerable groups	Households categorized as vulnerable (BPL households, female-headed households, SC/STs, disabled/elderly)	Lump sum assistance	<p>a) Additional lump sum assistance of Rs. 9700 per household to vulnerable groups such as – female headed households, households with disabled family members, households below poverty line, scheduled tribe and scheduled caste households etc.</p> <p>b) Provide priority to vulnerable groups for employment as construction workers under the Project during the construction period.</p>
12. Any unanticipated adverse impact due to project intervention	Any unanticipated consequence of the project will be documented and mitigated based on the spirit of the principles agreed upon in this policy framework.		

<sup>10</sup> The groups of population are considered socially 'vulnerable' comprise of - (a) those who are below the poverty line (BPL); (b) those who belong to scheduled castes (SC), scheduled tribes (ST); (c) female-headed households (FHH); (d) elderly (above 65 years ) and (e) disabled persons.

### C. Procedures for Resettlement Plan (RP) Preparation

10. The additional subprojects will be prepared by the EA in keeping with the following:
- (i) Social impact assessment surveys including 100% census survey of the affected people, an asset inventory, landownership, usage and productivity assessments and data on the existing economic and social condition of the affected people including a poverty assessment and a survey of at least 10% of the affected people and 20% of the seriously affected people, together with local-level impact data, for each of the subprojects based on final technical designs.
  - (ii) If subproject impacts are less than significant<sup>1</sup>, a short RP (Format & scope of the Short RP enclosed as Annexure 1) will be prepared for that subproject for approval prior to award of contracts for that subproject.
  - (iii) The RP would also include measures to ensure that socio-economic condition, needs and priorities of women are identified and that the process of land acquisition and resettlement does not disadvantage women.
  - (iv) If there is no impact on subproject, a brief report will be submitted confirming the same and also stating reasons for the same.
11. A Due Diligence process will be completed on all non sample subproject roads. Any subproject entailing significant<sup>9</sup> impacts will be dropped from ADB financing under this Project.
12. The RPs must comply with ADB policy on Involuntary Resettlement (1995) and ADB Policy on *Indigenous People* (1998). In case impacts on Indigenous People are identified, then appropriate mitigate actions for them depending on the magnitude of the Project impacts and sensitivity of IP issues will be undertaken in the form of either preparation of a full Indigenous People's Development Plan (IPDP) or integration of specific actions in favour of the indigenous people in the Resettlement plan for the respective subproject in keeping with ADB Policy on *Indigenous People* and IPDP Framework. The EA will submit the RPs to ADB for approval, which will be a condition for contract of civil work, including compensation payments prior to displacement.

### D. Institutional Responsibilities

13. Resettlement Plan will include adequate institutional arrangements to ensure effective and timely design, planning, consultation, and implementation of compensation, resettlement and rehabilitation measures. The EA will have the primary responsibility of planning, coordination and financing of the sub-project RPs. The EA will hire experienced NGOs / agency for assisting in implementation of RP. The EA has a Social & Resettlement Unit in place comprising of a full-time Resettlement Officer. The RO presently has limited capacities and will be provided with trainings on resettlement management. The EA (MPRDC) will have dedicated resource allocation for strengthening this Unit. The RO will be responsible for supervising and

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<sup>1</sup> Source: *Asian Development Bank Operations Manual –Operational Procedure on Involuntary Resettlement*  
 Involuntary Resettlement Category A: Significant means 200 or more people will experience major impacts, which are defined as (i) being physically displaced from housing, or (ii) losing 10% or more of their productive assets (income generating). Categories A projects require a full resettlement plan. Some of these projects may require a resettlement framework prior to the full resettlement plan. Involuntary Resettlement Category B: Not Significant include involuntary resettlement impacts that are not deemed significant and require a short resettlement plan.

undertaking internal monitoring of the RP implementation work. The NGO / agency staff will also undergo an orientation and training in resettlement management.

14. The resettlement plan must give detailed implementation schedule describing all activities related to R&R and establishing the fact that payments of compensation for losses and preparation for relocation site, will be done before displacing any affected household and commencement of civil work activities.

#### **E. Valuation of Affected Assets**

15. The asset valuation of the acquired land and asset will be done based on the principle of compensation at the replacement value of the affected asset.

16. **Valuation of Land:** For land acquisition for the project, a Land Valuation Committee (LVC) will be established at the district level. The Committee will be chaired by the District Collector or his/her representative and will have representatives of local self government institutions, public representatives and affected persons. The LVC will be responsible to make independent valuation of land based on existing market replacement value.

17. Land surveys for determining the payment of compensation would be conducted by the LVC on the basis of updated official records and ground facts. In determining the replacement value of land, the LVC will (i) appraise recent sales and transfer of title deeds and registration certificates for land in subproject area; (ii) determine whether the compensation being paid is a true reflection of replacement value of land based on compilation of appraised rates; and (iii) consider any other relevant method.

18. **Valuation of Structures:** The value of houses, buildings and other immovable properties will be determined on the basis of relevant Basic Schedule of Rates (B.S.R.) as on date without depreciation. While considering the BSR rate, EA will ensure that it uses the latest BSR for the residential and commercial structures in the urban areas of the state. Compensation for properties belonging to the community or common places of worship will be provided to enable construction of the same at new places through the local self-governing bodies/appropriate authority in accordance with the modalities determined by such bodies / authority to ensure correct use of the amount of compensation.

19. **Valuation of Crops & Trees:** The valuation of crops and trees will be based on survey of market prices in the area for different types of crops to establish an average market price and an assessment to know whether the compensation is less or greater than that price.

20. All compensation and other assistances<sup>2</sup> will be paid to all APs prior to commencement of civil works. After payment of compensation, APs would be allowed to take away the materials salvaged from their dismantled houses and shops and no charges will be levied upon them for the same. The value of salvaged materials will not be deducted from the overall compensation amount due to the APs. A notice to that effect will be issued intimating that APs can take away the materials. APs receiving compensation for trees will be allowed to take away timber of their acquired trees for their domestic use. Trees standing on the land owned by the government will

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<sup>2</sup> While compensation is required prior to dispossession or displacement of affected people from their assets, the full resettlement plan implementation, which may require income rehabilitation measures, might be completed only over a longer period of time after civil works have begun. Affected people will be provided with certain resettlement entitlements, such as land and asset compensation and transfer allowances, prior to their displacement, dispossession, or restricted access.

be disposed off through open auction by the concerned Revenue Department/ Forest Department.

#### **F. Disclosure, Consultation and Grievances**

21. Each RP will be prepared and implemented in close consultation with the stakeholders and will involve focus group discussion (FGD) and meetings, particularly with the affected households. In addition, a Public Consultation and Disclosure Plan will be prepared for each of the subproject. (Format of the Public Consultation and Disclosure Plan enclosed as Annexure 2).

22. This RP/s will be made available in local language(s) during the public meetings at the community level. Copies of draft RPs will also be made available at the local level public offices such as *tehsil* (revenue) and district offices, Block Development Office (BDO), and *gram panchayats* to stakeholders for local inputs prior to award of civil work contract. The RP/s will be disclosed on ADB and MPRDC website and the consultation will continue throughout the project implementation period. In case there is no impact and no RP, the EA will make disclosure of the same informing the main villages, habitations, market places along the corridor that no land or structure, irrespective of their title will be affected by any activities of this project. The report of this disclosure giving detail of date, location will be shared with ADB.

23. Each RP will also outline a detailed procedure for community complaint and grievance redressal. All project related grievances will be redressed at the local level by Grievance Redressal Committee (GRC) in a consultative manner. The GRC will comprise of the District Collector, member from the Revenue Department, Project officials, Panchayat members and representatives of affected people, including women and vulnerable groups. Grievances will be redressed within two to four weeks from the date of lodging the complaints. All costs incurred in resolving the complaints will be borne by the project. A comprehensive record will be maintained by EA for all grievance proceedings.

#### **G. Resettlement Budget**

24. Detailed budget estimates for each RP will be prepared by the EA. The budget shall include: (i) detailed costs of land acquisition, relocation, and livelihood and income restoration and improvement; (ii) source of funding; (iii) administrative costs (iv) monitoring cost (v) cost of hiring consultants (vi) arrangement for approval, and the flow of funds and contingency arrangements. All land acquisition, compensation, relocation and rehabilitation, administrative, monitoring and consultant cost, income and livelihood restoration cost will be borne by the EA which will ensure timely disbursement of funds to the District Collector office and the implementing NGOs for RP implementation.

#### **H. Implementation Schedule**

25. An indicative schedule will be prepared for RP preparation and implementation activities in relation to technical works. It will show the time schedule of all land acquisition and resettlement activities including commencement and finish dates before acquisition/demolition and procedures for implementing the key elements.

#### **I. Monitoring and Evaluation**

26. The EA will conduct regular internal monitoring of resettlement implementation and prepare six monthly progress reports for submission to ADB. The reports will contain progress made in RP implementation with particular attention to compliance with the principles and matrix set out in the resettlement plan. The report will also document consultation activities conducted; provide summary of issues or problems identified and actions taken to resolve the issues; and provide summary of grievances or complaints lodged by households and actions taken to redress such complaints. Independent monitoring & evaluation agency/expert will be hired under supervision consultant by EA in agreement with ADB to undertake external monitoring for the entire project. The monitoring/evaluation will be carried out every year during project implementation.

### Annexure-1

#### Format and Scope of a Short Resettlement Plan

Topic	Contents
<b>Executive Summary</b>	
<b>Scope of land acquisition and resettlement</b>	<ul style="list-style-type: none"> <li>• Alternative options, if any, considered to minimize land acquisition and its effects, and why the remaining effects are unavoidable.</li> <li>• Summary of key effects in terms of land acquired, assets lost, numbers of people affected, and socio-economic data</li> </ul>
<b>Objectives, policy framework, and entitlements</b>	<ul style="list-style-type: none"> <li>• Borrower's policy and legal framework for resettlement, with any gaps in this framework as compared to ADB policy</li> <li>• Measures proposed to bridge the gap between ADBs and borrower's policies</li> <li>• Eligibility policy and entitlement matrix for all categories of loss, including compensation rates at replacement costs.</li> </ul>
<b>Gender Impact and Mitigative Measures</b>	<ul style="list-style-type: none"> <li>• Identify socio-economic condition, needs, and priorities of women</li> <li>• Include measures to ensure that process of land acquisition and resettlement does not disadvantage women and that land/house titles should be in the name of both spouses</li> </ul>
<b>Information Dissemination, Consultation, Participatory Approaches and Disclosure Requirements</b>	<ul style="list-style-type: none"> <li>• Identification of project stakeholders.</li> <li>• Disclosure of project Information</li> <li>• Consultations for determining principles</li> <li>• Mechanisms for stakeholder participation in planning, management, monitoring, and evaluation</li> <li>• Disclosure of RP to people affected</li> <li>• Local institutions or organizations to support people affected. Potential role of non-government organizations (NGOs), women's groups and community-based organizations (CBOs).</li> </ul>
<b>Grievance Redress Mechanisms</b>	<ul style="list-style-type: none"> <li>• Mechanisms for resolution of conflicts and appeals procedures</li> </ul>
<b>Compensation, relocation, and income restoration</b>	<ul style="list-style-type: none"> <li>• Arrangements for valuing and disbursing compensation.</li> <li>• Arrangements for housing relocation, including transfer, re-establishment and integration with host populations</li> <li>• Income restoration measures</li> <li>• Environmental risks identification and arrangements for environmental management and monitoring.</li> </ul>
<b>Institutional framework</b>	<ul style="list-style-type: none"> <li>• Main tasks and responsibilities in planning, managing and monitoring land acquisition and resettlement.</li> <li>• Ensure that (i) women's groups are involved in resettlement planning, management and operations, job creation and income generation; and (ii) female staff should be hired by the resettlement agency to work with and assist women in all aspects of resettlement activities.</li> </ul>
<b>Resettlement budget and financing</b>	<ul style="list-style-type: none"> <li>• Land acquisition and resettlement costs and funding sources including arrangements for timely disbursement to APs.</li> </ul>
<b>Implementation schedule</b>	<ul style="list-style-type: none"> <li>• Time bound actions for projected activities to ensure that people affected are compensated and assisted before award of civil works contracts.</li> </ul>
<b>Monitoring and Evaluation</b>	<ul style="list-style-type: none"> <li>• Arrangements for M&amp;E.</li> <li>• Impact on women monitored and evaluated separately</li> </ul>
<b>Arrangements for Reviewing RP at detailed technical/engineering design if this is not yet complete</b>	
<b>Formal Agreement by the EA</b>	
<b>Covenant in RRP and Loan Agreements</b>	
<b>Disclosure of full RP on ADB Website upon project approval</b>	

## Annexure 2

## Public Consultation and Disclosure Plan

Activity	1. Task	Timing (Date/Period)	No of People	Agencies	Feedback/Issues/Concerns Raised	Remarks
Stakeholder Identification	Mapping of the project area					
Project information Dissemination	Distribution of information leaflets to affected persons (APs)					
Consultative Meetings with APs during Scoping Phase	Discuss potential impacts of the project					
Public Notification	Publish list of affected lands/sites in a local newspaper; Establish eligibility cut-off date					
Socio-Economic Survey	Collect socio-economic information on AP's perception on the project					
Consultative Meetings on Resettlement Mitigation Measures	Discuss entitlements, compensation rates, grievance redress mechanisms					
Publicize the resettlement plan (RP)	Distribute Leaflets or Booklets in local language					
Full Disclosure of the RP to APs	Distribute RP in local language to APs					
Web Disclosure of the RP	RP posted on ADB and/or EA website					
Consultative Meetings during DMS	Face to face meetings with APs					
Disclosure after Detailed Measurement Survey (DMS)	Disclose updated RP to APs					
Web Disclosure of the Updated RP	Updated RP posted on ADB and/or EA website					

