

**SECOND DAM REHABILITATION AND IMPROVEMENT
PROJECT (DRIP-2)**

(Funded by World Bank)

**ENVIRONMENTAL AND SOCIAL
MANAGEMENT FRAMEWORK**



**CENTRAL WATER COMMISSION
GOVERNMENT OF INDIA**

April 2020

Table of Contents

Acronyms	4
Executive Summary	6
1. INTRODUCTION	13
1.1 Background	13
1.2 Project Description.....	13
1.3 Lessons learnt from implementation of ESMF in DRIP I and DRIP AF	14
1.4 Purpose of ESMF	15
1.5 Methodology for development of ESMF	15
1.6 Structure of the ESMF	16
2. POLICY, LEGAL AND REGULATORY FRAMEWORK.....	17
2.1 Applicable National Policy, Rules and Regulations.....	17
2.2 Applicability Analysis of World Bank Environmental and Social Framework Standards.....	28
2.3 Comparison of National Policies, Regulations and ESF and Gap Filling Measures/ Redressal	32
3. ASSESSMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS.....	36
3.1 Identified E&S risks and impacts in 10 dams	36
3.2 Overall Project E and S Risks and Impacts Identified by each ESS	40
3.3 Institutional Assessment.....	46
4. ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK.....	48
4.1 Application of ESMF	48
4.2 Stage I: Environmental and Social Due Diligence Assessment	50
4.3 Stage II: Based on risk category, preparing Generic ESMP or conducting detailed ESIA	50
4.4 Mitigation instruments to meet requirements of each ESS	52
4.5 Approach to meeting Directive on disadvantaged or vulnerable individuals or groups.....	53
5. STAKEHOLDER CONSULTATIONS AND DISCLOSURE.....	55
5.1 National legal & Regulatory and WB ESS 10 requirements	55
5.2 Consultation with stakeholders at Sub Project Sites	56
5.3 Consultations on ESMF	57
5.4 Information Disclosure.....	58
6. IMPLEMENTATION ARRANGEMENTS	60
6.1 Institutional arrangements	60
6.2 Monitoring and evaluation	66
6.3 Grievance Redressal Mechanism	68
6.4 ESMF implementation budget	69
6.5 Linkage to the ESCP	69
6.6 Updating of ESMF	69

ANNEXURES.....	71
Annexure 1: ESDD Template	71
Annexure 2: E&S Screening Checklists	72
Annexure 3: Standard ESMP for Low to Moderate Risk Sub Projects	97
Annexure 4: Terms of Reference to undertake Environmental and Social Impact Assessment for High and Substantial Risk Projects	99
Guidance Frameworks to meet requirements for relevant ESS	117
Annexure 5: GBV/SEAH Risk Mitigation Framework (ESS 1).....	117
Annexure 6: Guidance Framework for Occupational Health & Safety Management for Workers and Community (ESS 2 & ESS 4).....	138
Annexure 7: Guidance Framework for Pollution Prevention and Environmental Quality Management Plan (ESS 3) 143	
Annexure 8: Resettlement Policy Framework (ESS 5).....	146
Annexure 9: Guidance Framework for Biodiversity Conservation and Management Plan (ESS 6)	171
Annexure 10: Tribal Development Framework (ESS 7)	174
Annexure 11: Guidance Framework for Cultural Heritage Protection Plan (ESS 8).....	183
Annexure 12: Indicative Table of Contents for Various Assessments and Plan Reports	185
Annexure 13: Suggestive ToR for the position of Social Development Specialist in CPMU/SPMU	193
Annexure 14: Suggestive ToR for the position of Environmental Specialist in CPMU/ SPMU	196
Annexure 15: Consultations on ESMF	199

ACRONYMS

Anganwadi	Frontline worker of the Women and Child Development Department Rural Child Care Centre)
ARAP	Abbreviated Resettlement Action Plan
ASI	Archaeological Survey of India
BPL	Below Poverty Line
CBO	Community Based Organization
CDSO	Central Dam Safety Organization
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
C-ESMP	Contractor's Environmental and Social Management Plan
CoC	Code of Conduct
CPMU	Central Project Management Unit
CSA	Contract Supervision Agency
CWC	Central Water Commission
DC	Divisional/District Commissioner
DRIP	Dam Rehabilitation and Improvement Project
DSO	Dam Safety Organization
DSRP	Dam Safety Review Panel
EAP	Emergency Action Plan
EHSG	Environmental, Health and Safety Guidelines
ESCP	Environmental and Social Commitment Plan
ESDD	Environmental and Social Due Diligence
ESF	Environmental and Social Framework
ESHS	Environmental, Social Health and Safety
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESMU	Environmental and Social Management Unit
ESS	Environmental and Social Standards
EMC	Engineering and Management Consultant
FGD	Focus Group Discussion
FPIC	Free Prior and Informed Consent
GBV	Gender -Based Violence
GDI	Gender Development Index
GoI	Government of India
GPN	Good Practice Note by WB
GRC	Grievances Redressal Committee
GRM	Grievance Redress Mechanism
HDI	Human Development Index

HIV AIDS	Human Immunodeficiency Virus - Acquired Immunodeficiency Syndrome
IA	Implementing Agency
ICC	Internal Compliance Committee
IEC	Internal Educational Content
IPF	Investment Project Financing
IPV	Intimate Partner Violence
JRM	Joint Review Meeting
LMP	Labor Management Procedure
MPR	Monthly Progress Report
M&E	Monitoring and Evaluation
MoEF & CC	Ministry of Environment, Forest & Climate Change
MoJS	Ministry of Jal Shakti
NGO	Non-Government Organization
OHS	Occupational Health and Safety
Panchayat	Local elected body
PAP	Project Affected Person
PD	Project Director
PIU	Project Implementation Unit
PM	Project Manager
PMU	Project Management Unit
PPE	Personal Protective Equipment
PWDVA	Protection of Women from Domestic Violence Act
QPRs	Quarterly Progress Reports
RAP	Resettlement Action Plan
RFCTLARRA	Right to Fair Compensation and Transparency in Land Acquisition and Rehabilitation and Resettlement Act 2013
SC	Scheduled Caste
SDO	Social Development Officer
SEAH	Sexual Exploitation Abuse and Harassment
SEB	State Electricity Board
SEF	Stakeholder Engagement Framework
SEP	Stakeholder Engagement Plan
SPMU	State Project Management Unit
ST	Scheduled Tribe
TDF	Tribal Development Framework
TDP	Tribal Development Plan
TORs	Terms of Reference
WB	The World Bank
WRD	Water Resources Department

EXECUTIVE SUMMARY

Project Description

1. The proposed Dam Rehabilitation and Improvement Project (DRIP-2) would complement the suite of ongoing and pipeline operations supporting India's dam safety program. The project would continue to finance structural improvements but would break with the prevailing build-neglect-rebuild approach by giving greater emphasis to establishing sustainable mechanisms for financing regular O&M and dam rehabilitation, enhancing State capabilities to manage these critical assets through institutional strengthening, and introducing risk-informed dam safety management. The project development objective (PDO) is to increase the safety of selected dams and to strengthen institutional capacity for dam safety in participating States. The project components are as follows:

Component 1: Modernizing and Strengthening Institutions for Dam Safety: This component aims to strengthen the capacities and institutional framework for dam owners, operators, agencies that have oversight of dam safety, and policy makers to identify and address dam safety risks. The component will support various activities to modernize institutions for dam safety.

Component 2: Risk-informed Asset Management and Sustainable Financing: This component aims to increase the financing available for periodic dam safety needs and regular O&M.

Component 3: Dam Safety Planning, Management and Rehabilitation: This component aims to reduce the likelihood and consequences of dam failure by improving dam safety planning, management and rehabilitation in selected dams. This component will support both structural and non-structural interventions.

Component 4: Project Management: This component will ensure effective implementation of project activities and monitoring and evaluating project implementation progress, outputs and outcomes.

2. The primary beneficiaries of the project are the communities that live in dam breach flood inundation areas and the communities that depend on water, irrigation and electricity services provided by the dams that could be compromised by poor dam performance or failure. The Project will be taken up in 18 states covering 300 dams.

Purpose of ESMF

3. The rehabilitation of dams and appurtenant structures taken up as part of Component 3 and revenue augmentation pilot works proposed under Component 2 of the Project will involve both structural and non-structural interventions, which are relevant in the context of ESMF. At the time of preparation of this ESMF, the details of sub projects and corresponding nature, type and extent of environmental and social impacts are known only for 10 dams in 2 states – Rajasthan and Manipur. Other States throughout India with large dams are in various stages of preparing Project Screening Templates (PSTs), which detail the dam rehabilitation plans, including environmental and social safeguards requirements and such details for majority of the dams that are to be taken up under the project, shall be known only during project implementation.
4. Accordingly, this Environmental and Social Management Framework (ESMF) has been developed to serve as an instrument to guide the Implementing Agencies on undertaking necessary E&S due diligence on each sub-project, based on the ESDD findings accord a risk category (Low/Medium/Substantial/High) to each sub-project and undertake detailed ESIAs, if necessary,

including the development of sub-project specific plans to meet the requirements of the relevant Bank Standards. ESMF provides overarching framework to manage environmental, social, health and safety (ESHS) issues associated with the implementation of sub-projects, during construction and operational phases. At the Appraisal Stage the E&S risk classification of the Project is ‘High’.

Approach to development of ESMF

5. Environment and Social Framework (ESF) is applicable to DRIP II which requires greater focus on risk management. The ESMF was developed with consideration to implementation experience and learnings from application of ESMF in DRIP I, review of all types of potential activities under project components of DRIP 2; findings from ESDDs of the first set of 10 dams using E&S screening checklists, overall E&S risk and impacts analysis, assessment of institutional capacity, ESS specific requirements vis-à-vis national legal and policy regulatory framework; and finally consultations and feedback on the draft ESMF and their incorporation towards finalizing ESMF. In light of the COVID pandemic induced restrictions¹ towards stakeholder consultations, consultations on draft ESMF were carried out in a limited manner in accordance with the guidance available².
6. This ESMF comprises of Framework instruments applicable at the project level, guidance frameworks and suggestive ToRs which shall be used as templates for preparation of sub-project specific instruments. The Project level Frameworks included in ESMF are – ESDD framework including checklists; GBV/SEAH risk mitigation framework (ESS1); b. Resettlement Policy Framework (ESS5); c. Tribal Development Framework (ESS 7). The Project level guidance frameworks include – Guidance Framework for ESMP, Guidance Framework for Occupational Health & Safety Management for Workers and Community (ESS 2 & ESS 4); Guidance Framework for Guidance Framework for Pollution Prevention and Environmental Quality Management Plan (ESS 3); Guidance Framework for Biodiversity Conservation and Management Plan (ESS 6); Guidance Framework for Cultural Heritage Protection Plan (ESS 8). The following guidance frameworks/outlines are included to enable taking up studies as well as prepare sub-project level mitigation plans and include - Outline of ESIA, Guiding Framework for Construction Debris and Solid Waste Management Plan; outline of RAP, Outline of Tribal Development Plan, outline of SEP, outline of LMP, outline of Biodiversity conservation plan.

Legal and Regulatory Framework

7. Water Act 1974, Air Act 1981, EP Act 1986, EIA Notification 2006, HW Rules 2016, Wild Life Protection Act 192, Bio Diversity Act 2002, Forest (Conservation) Act 1980, Ancient Sites and Archeological Sites and Remains Act 1958, ST and other Tribes Forest Dwellers (Recognition of Forest Rights) Act, 2006, Fifth Schedule under Article 244 (i) of the Constitution, LARR Act 2013, Minimum Wages Act 1948, Child Labour (Prohibition & Regulation) Act 1986, Sexual Harassment of Women at the Work Place (Prevention, Prohibition and Redressal) Act 2013, Right to Information Act 2005 - are some of the key E&S legislations relevant for the Project. The Dam Safety Bill 2019 establishing and empowering the institutional set-up for dam safety practices is currently under consideration. World Bank’s ESF comprising E&S policy and standards (ESS 1 - 8 and 10) are relevant to identify, avoid, and mitigate the potential negative environmental and

¹ In light of the COVID pandemic, Government of India announced a country wide lockdown between March 25 to April 14, 2020, that constrained holding of consultation meetings

² Technical Note: Public Consultations and Stakeholder Engagement in WB-supported operations when there are constraints on conducting public meetings, March 2020

social risks and enhance the effectiveness of the positive impacts. While the National regulatory framework is largely consistent and is complying with the ESF, certain gaps exist in - ESS2 relating to community workers, establishing a functional GRM for different types of workers, ESS 4 relating to community exposure to health, ESS 5 relating to identification of non-title holders as PAPs, R&R entitlements, ESS 7 relating to consent of tribal habitations outside of designated Schedule V and VI areas , ESS 10 relating to identification of vulnerable and disadvantaged for engagement in project consultations, establishment of GRMs. The gaps are being covered by suitable project specific framework instruments and implementation arrangements listed in this ESMF. The present set of structural interventions from PSTs and outcomes of ESDDs indicated that no additional statutory clearances are required for the Sub-projects, other than the operational clearances required to be taken from local authorities by the Contractor.

E&S Risks and Impacts

8. ESDD assessments were conducted for 8 dams in Rajasthan and 2 dams in Manipur. All the 10 dams are covered in ESS1 and trigger ESS - 2, 3, 4, 6, 7. Bisalpur and Jawai Dams are located closer to conservation area while none are located close to any protected area (wild life sanctuaries/national parks). Mahi Bajaj Sagar and Som Kamla Amba dams are located in Schedule V areas i.e. designated tribal areas. The type of interventions indicate that these are concentrated within dam area and impacts are also localized and range from low to moderate. There is no direct impact due to construction activities envisaged in all these ten dams. Though fishing activities are prevalent in most of the dam areas, the proposed interventions shall not directly or indirectly impact the livelihoods of the fishing communities. The proposed interventions do not alter the u/s storage and d/s flow of water. The outcome of studies indicated that the proposed interventions are taken up in the areas already owned and possessed free of any encumbrances, by the WRD and do not require any additional land acquisition. The works also do not restrict physical and livelihoods access. Public consultations held for all the 10 dams during Jan-Feb 2020 indicated that the stakeholders welcome the implementation of interventions.
9. The environmental and social risk rating for the Project as a whole has been rated as High, because the project is expected to cover many existing dams across various States in India with varying geographical conditions and environmental and social sensitivities. Component 2 will explore piloting of alternative sources of revenue generation, such as tourism, floating solar panels, etc. These pilot activities are currently not known and environmental and social impacts and risks will need to be assessed when they are identified. Additionally, the capacity of implementing agencies, i.e., the Central Water Commission, participating States and other Central dam owning agencies towards management of E&S risks is low and necessitates significant capacity building efforts.
10. Anticipated E&S risks and impacts by each standard include: ESS 1 - The works will lead to interface of migrant labor with communities and this risk would vary by site and depend on the nature of works proposed and under ESS1, SEA/SH (GBV) risk mitigation guidelines as per overall GBV risk mitigation framework is required. E&S risks are also anticipated in respect of Disadvantaged and Vulnerable households and disabled or physically challenged; ESS 2&4 – workers stay at site for a period ranging from some months to about 3 years, the works involve risks of accidents on account of working at heights, working on upstream body of dam, underground activities, etc. The project is likely to involve direct labor, contract labor and community workers, workers compensations, GBV, GRM issues are some of the potential risks herein; ESS 3 - Use of resources such as water and power during construction, pollution generation from storage and handling of material, generation of waste, use of paints and other chemicals for construction activities, transportation of raw material, etc., Risk is associated on soil quality due to disposal of muck, Air quality, water quality, noise level and resource use – all such risk and impacts are

anticipated to be localised and moderate in nature; The piloting of solar power generation projects also contribute, in reduction of GHG emissions. In addition to ESF, the World Bank Group Environmental Health & Safety Guidelines will also be taken care in the project through ESMP; ESS 4: Dam safety assessments in a risk-informed manner will be undertaken as per the Guidelines for Assessing and Managing Risks Associated with Dams (CWC, February 2019) and the Good Practice Note on Risk-Informed Dam Safety Management (World Bank, March 2020) early in the project preparation as basis for identifying / assessing priority remedial measures. The larger construction activity such as additional spillway construction may have risk to ecosystem services which may have results in adverse health and safety risk to depended community and will be assessed through detailed ESIA studies; ESS 5 – The present set of interventions as per PSTs available do not indicate any land acquisition impacts or livelihood impacts. Where such impacts are identified, RPF provisions will apply; ESS 6 - Dams may be located in the vicinity of conservation areas or national wildlife sanctuaries or parks. Construction of larger structures like spillway may lead to cutting of larger number of fully-grown trees and/or diversion of forest area and changes in water flow may have impacts on aquatic ecosystems. May have high risk to ecosystem service and needs to be adequately addressed through appropriate avoidance, minimization or mitigation and compensatory measures; ESS 7 - Non-structural interventions for dams located in Schedule V areas and/or having tribal population that meet characteristics outlined in ESS7. As part of Component 2 – additional Revenue Generation, Tribal households may also benefit from the work/income generation opportunities relating to tourism works, water recreation activities, motor boats, fishing, solar power/floating solar etc. These activities in no way cause restriction on access to land or use of resources by local communities and there is no economic displacement envisaged due to the sub-project. Proposed activities which possibly lead to adverse impacts on land and natural resources, cause relocation, and/or have significant impacts on their cultural heritage will require obtaining Free Prior and Informed Consent (FPIC) and will be only taken if such FPIC is obtained. Non-structural interventions will involve consultation with variety of stakeholders including tribal groups who need to be consulted and informed in culturally appropriate approach – language, techniques that are familiar to them.; ESS 8 - The project is rehabilitating existing dams thus envisaging low risks and impacts to cultural heritage at this stage. However, possibility of chance find will be included for construction activities.; and ESS 10 – Stakeholder consultation is an overarching requirement in the Project preparation and implementation with respect to engagement of all three categories of stakeholders – affected; other interested and disadvantaged and vulnerable.

Application of ESMF to Sub-project development

11. ESMF will be applied to the overall project through a two-stage process. In first stage, Environmental and Social Due Diligence Assessment of all sub-project Dams using E&S scoping and screening checklists will be conducted to identify E&S risks and impacts and to determine risk category of the overall project (L/M/S/H). In second stage, based on risk category, for L or M risk category projects generic ESMP including mitigation plans for the relevant ESS would be prepared. While in case of S or H risk category projects, detailed ESIA as per agreed Terms of Reference (TORs) will be conducted by the SPMU/IA and ESMP including mitigation instruments as per relevant ESS would be prepared.
12. ESDD will be conducted using E&S checklists to identify nature and extent of E&S risks and impacts for all dam sub-projects comprising all structural, non-structural interventions and other pilots tourism/water recreation/floating solar interventions. The Approach includes: study of sub-project information, proposed interventions, their magnitude and locations; assessing the relevance and applicability of laws, regulations and procedures in the assessment, development and implementation of projects; understanding baseline environment and social settings, institutional

assessment to identify existing capacities & relevant gaps to manage E&S risks and impacts; conducting preliminary stakeholder consultations to help identify potential stakeholders and potential concerns and issues; carrying out activity wise environment and social screening and identify risks and impacts and to classify the sub-project based on risk level (low, moderate or substantial and high) and finally, presenting conclusion on risk category, need for the detailed ESIA and recommendations for ESMP.

13. The sub project will be classified as low to moderate risk project only when all the identified risks are between low to moderate. If any one of the identified risks falls under substantial or high category, the sub project will be classified as Substantial or high-risk sub project.
14. For L or M risk projects an ESMP will be prepared comprising set of actions that needs to be completed by Implementing Agency and by the contractor. The ESMP shall also contain Stakeholder Engagement Plan in accordance with SEF. The contractor specific actions shall be annexed in the bid document. All such ESMP plans shall be prepared by SPMU.
15. For all S or H risk projects, a detailed ESIA shall be conducted through an independent ESIA agency in accordance with the Terms of Reference (ToR) prepared and agreed with CPMU and SPMUs. The ToRs require to: define project's 'study area' or project influence area and conduct surveys on existing environment & socio-economic profile/setting from authentic secondary sources; review of Environmental & Social Legal requirements; carry out analysis of impacts and management measures; provide environmental inputs to engineering feasibility studies; conduct Social Impact Assessment including qualitative and quantitative surveys to identify potential adverse impacts on land, assets, encroachments, community assets; impacts on disadvantaged and vulnerable; impacts on tribals; develop mitigation plans in accordance with the entitlement policy and assistance package; identify gender concerns/gaps; identify types of project workers/labor and associated risks; possibility of migrant labor leading to GBV risks; undertake stakeholder assessment & consultations, providing modes for citizen engagement and GRM (including for anonymous, vulnerable and disadvantaged). Based on the ESIA findings, the ESMP will be developed and depending upon the relevance of ESS 2-8, relevant plans will be prepared in accordance with the frameworks – RPF, TDF, SEF etc. These plans shall be ready before the sub project bids are issued and relevant plans would be included in the bid document.
16. Implementation process of application of ESMF in sub projects: ESDD studies will be carried out for 100% of all sub projects. The SPMU will review the ESDD report and finalizes the recommendation on risk classification. 25% of such L or M risk classified projects will be forwarded to CPMU for review on risk classification recommendation. CPMU in turn will seek clarifications if any, revises the risk classification (if required) and approves the ESDD report. CPMU forwards all these 25% reports to World bank for review. World Bank may seek clarification from CPMU, SPMU and if necessary recommend for revision in risk classification. However, where the risk classification is recommended as S or H in the outcome of ESDD, finalized by SPMU, 100% such sub projects are forwarded to CPMU and World Bank. Both CPMU and World bank will seek additional clarifications if needed and approve the risk classification. Similarly, 100% of the pilot works proposed, i.e., tourism, floating solar etc. for augmenting revenue sources will go through ESDD process, SPMU review, CPMU review and World Bank review.

Institutional arrangements for Implementation, Monitoring and Audit

17. Central Water Commission has the responsibility for project oversight and coordination will rest with the DSO in CWC, that will act as the Central Project Management Unit (CPMU). The Chief Engineer of the DSO will be the Project Director (PD), and will be assisted by the Directors, staff

of their respective directorates, individual consultants. CWC will establish and maintain an E&S organizational structure with qualified staffs to support management of E&S risks including at least one Environmental Expert and one Social Expert. It shall ensure these staff are on rolls throughout project period. At the state level, SPMUs, will have overall responsibility for the coordination of the project activities at state level, both technically and qualitatively and will monitor the physical and financial progress including safeguards issues. Each IA will appoint a Project Director (PD) and Project Management Unit (PMU) attached to the Chief Engineer / Superintending Engineer in charge of the DSO. The SPMUs will summarize the implementation of the project and submit reports to the CPMU in a format generated for a MIS. The SPMUs will coordinate the work with Chief Engineers of the WRDs and other owners of dams. Engineering, Management and Consulting (EMC) firm will support CWC and provide it with a team of consultants for managerial, technical, fiduciary, environment and social, and M&E support. National Level Steering Committee (NLSC) for oversight on dam safety assurance and rehabilitation, and disaster management and Multi-disciplinary Dam Safety Review Panel (DSRP) DSRP will also support the project.

18. Internal monitoring of E&S aspects in accordance with the ESMF and ESMPs comprising relevant mitigation plans will be undertaken by the E&S Cell. It will be a regular on-going feature within the SPMU for all the dams in the respective project state. SPMU will share on Quarterly basis ESMP implementation status (50% of the sub projects/ dams in case of low to moderate risk ESMPs and 100% sub projects/ dams, in case of substantial to high ESMPs and other pilot works of high impact such as tourism development, solar power development etc.) relevant plans as per Environment Standards and all activities as stated above, with CPMU at CWC. CWC in turn will share these reports (25 % in case of low to moderate and 100% in case of Substantial to High risk sub projects) with The World Bank. In addition, CWC – CPMU will undertake an Annual Environmental and Social Commitment Plan Audit of all IAs from an independent agency and prepare and submit audit report and corrective actions to The World Bank. This third-party Audit cum monitoring agency will be appointed at the end of each implementation year. The agency shall conduct the Audit within 30 days of engagement and shall submit its report within one month of completion of the Audit. An independent evaluation of the sub project implementation will be commissioned at the pre-conclusion stage of the sub project with specific objective to understand the compliance with the provisions of ESMP. The final reports will be published in the DRIP II Project websites in states/ Implementing agencies as well as at CWC.

ESMF budget

19. The budget for implementation of the ESMF primarily comprises E&S, GBV specialists, trainings/ capacity building activities, preparation of E&S instruments, awareness programmes, external agencies engaged for monitoring, auditing, third party evaluations of the implementation of ESMF. CPMU and SPMUs will provide adequate budget from the counterpart funding for meeting the budget requirements for the provisions of ESMF, including the RPF. The budget estimates and its sources will be reflected in respective sub-project mitigation plans (ESMP, RAP, etc.) and other procurement plans. World Bank funding will be available for costs such as works, purchase of goods and services, where required.

Grievance redressal Mechanism

20. Grievance redressal mechanisms (GRM) will be implemented by CPMU and each SPMUs to address concerns and complaints promptly and transparently with no impacts (cost, discrimination) to project affected people (PAPs), who approach the GRM for the project related grievances. The

GRM works within existing legal and cultural frameworks, providing an additional opportunity to resolve grievances at the local, project level. Existing functional GRM channels at state and central levels will be aptly utilized in implementation of working GRMs for the Project. A separate GRM channel for the workers will be established in compliance with ESS 2. Three tier GRM, ie. at the sub-project level, SPMU level and State government level will be implemented. In addition, Grievance Redressal Committees will be established for addressing unresolved grievances beyond certain time or not to the satisfaction of the approaching PAPs. The decision of the judiciary will be binding on the Project, in case PAPs seek to exercise legal option for grievance redressal. The establishment of GRM/GRC will be well publicized and notified. Vulnerable, physically disadvantaged are provided with special focus in GRMs.

Information disclosure

21. A Project level Stakeholder Engagement Framework is prepared and disclosed, which shall guide the information disclosure of various project information and documents. The DRIP website (<https://www.damsafety.in>) operated by Central Water Commission and websites of Project IAs will be used to disclose Project documents, including those on environmental and social performance. As of date, the 10 ESDDs have been disclosed on the site, which will be followed by this ESMF and other documents. Besides the draft disclosure documents (and the final documents in future), project brochures and updates will be posted. In addition, the site will provide details about the Grievance Redress Mechanism and contact details. CPMU – DRIP II shall update and maintain the website regularly. Executive summary of ESMF will be made available in Hindi and other local languages.

Linkage to ESCP

22. Adherence to the ESMF processes and provisions will be ensured through the ESCP. The ESCP which will be part of legal agreement with all participating states and Implementing agencies (IAs) will require all IAs to abide by the process steps and guidelines of ESMF for structural and non-structural interventions and activities proposed towards additional revenue generation. The ESCP will be prepared considering - the findings of the environmental and social assessment based on the ESMF, the Bank's environmental and social due diligence and the results of engagement with stakeholders. ESCP will clearly spell out the plans to be prepared with timeframe and responsibility. Each state and IA will prepare an ESCP in agreement with the Bank that covers the material measures and actions that are required for the project to achieve compliance with the ESSs over a specified timeframe.

1. INTRODUCTION

1.1 Background

1. India has more than 5400 large dams with a storage capacity of about 300 billion cubic meters which are crucial of water security and India's continued economic growth and poverty reduction. Most of the dams have been constructed and managed by State government. The performance of these dams is steadily declining, largely due factors like: age of dams; damaged structures; inadequate instrumentation and monitoring; outdated reservoir operation practices; inadequate regulatory and operational safety measures. The Government of India (GOI) initiated Dam Rehabilitation and Improvement Project (DRIP-1) to overcome such structural, electro-mechanical and instrumental weaknesses. GOI had undertaken support from World Bank for DRIP-I project for about 223 dam's rehabilitation which is under implementation since 2010. The Project aimed to rehabilitate and improve dams and associated appurtenances, and to strengthen institutions. GOI has proposed to expand the reach of DRIP by bringing in additional States and dams.

1.2 Project Description

2. The proposed Dam Rehabilitation and Improvement Project (DRIP-2) would complement the suite of ongoing and pipeline operations supporting India's dam safety program. The project would continue to finance structural improvements but would break with the prevailing build-neglect-rebuild approach by giving greater emphasis to establishing sustainable mechanisms for financing regular O&M and dam rehabilitation, enhancing State capabilities to manage these critical assets through institutional strengthening, and introducing risk-informed dam safety management. The project development objective (PDO) is to increase the safety of selected dams and to strengthen institutional capacity for dam safety in participating States. Project Components include:

Component 1: Institutional Strengthening (US\$ 40 million): This component supports further strengthening of dam safety management in the country through institutional modernization. A major focus of activities under this component will be increasing the oversight of dam safety by developing dam safety guidelines and by strengthening the capacity of various dam safety actors to carry out the regulatory functions defined in the proposed Dam Safety Bill, which has been passed by the Lok Sabha.

Component 2: Risk-informed Asset Management and Sustainable Financing (US\$ 25 million): This component supports identifying long-term funding needs for dam safety based on asset management and risk assessment financing for dam safety. This component would focus on: (i) improving the efficiency of public financing; (ii) generating alternative revenue streams Alternative revenue streams that could be developed include tourism and water recreational activities, fisheries, and other innovative schemes such as floating solar panels; and (iii) establishing financing arrangements for dam safety (e.g., dedicated budget lines).

Component 3: Rehabilitation of Dams and Appurtenant Structures (US\$ 200 million): This component supports improving the safety of dams through structural and non-structural interventions. Structural measures could include measures for seepage reduction (e.g., grouting, geomembranes), hydrological and structural safety measures (e.g., additional spillways, fuse plugs), enhancing the reliability of operational facilities (e.g., gates), rehabilitating foundation deficiencies, strengthening dam concrete/embankment structures, and improving basic dam facilities (e.g., access roads). Non-structural measures could include standardized dam safety instrumentation, monitoring, assessment and reporting protocols for dam health; flood forecasting and early warning systems; integrated reservoir operations including streamflow forecasting for climate resilient dam management; preparation and

implementation of EAPs; preparation and implementation of sediment management plans; and revised operational rule curves to account for climate change.

Component 4: Project Management (US\$ 15 million): This component will ensure effective implementation of project activities and monitoring and evaluating project implementation progress, outputs and outcomes. The component will support: (i) establishment of the Central Project Management Unit (CPMU), which will oversee and coordinate activities of the implementing agencies of the project, supported by a Engineering and Management Consultant (EMC), which is currently being procured; (ii) establishment and operations of State level Project Management Units (SPMUs) within State implementing agencies, which can hire experts in various fields as and when needed on a contractual basis; (iii) setting up of a monitoring and evaluation system; and (iv) establishment of a Quality Assurance and Quality Control system. This component will also finance consultancies, as well as related material, office equipment and incremental operating costs. The project will provide investment and technical support for the establishment of a Management Information System and Information and Communication Technology systems.

3. The primary beneficiaries of the project are the communities that live in dam breach flood inundation areas and the communities that depend on water, irrigation and electricity services provided by the dams that could be compromised by poor dam performance or failure. In addition to saving lives, improved dam safety will avoid potential flood damage to houses, farm areas, infrastructure (roads, bridges, other public and private infrastructure) and industrial and commercial facilities. Improved dam safety will also reduce the likelihood of service interruptions due to dam failure as well as potentially improving dam service provision, overall efficiency and storage capacity, including during drought periods. Government officials will benefit from capacity building under the project, including training on dam surveillance, dam safety inspections, and preparation and implementation of EAPs.

1.3 Lessons learnt from implementation of ESMF in DRIP I and DRIP AF

4. In the on- going DRIP I and in the Additional financing Phase of DRIP-1, an ESMF approach was adopted to assess the environmental and social impacts of the interventions undertaken for each dam. Key learnings included:
 - a) State Project Management Units (SPMUs) showed little interest in monitoring the Environmental and Social parameters as stipulated in the ESMF
 - b) State level IAs did not designate or appoint nodal persons to manage E&S aspects, besides which periodic reporting on E&S aspects too was absent
 - c) Environmental, Social, Health and Safety (ESHS) monitoring was absent;
 - d) Project contractors were not submitting the mandatory EMPs for approval.
 - e) Very few trainings were conducted to augment capacity of staff with respect to provisions laid down in the ESMF and their application;
5. To ensure adequate attention of environmental and social safeguards on institutional side, during additional financing phase, it was ensured that CPMU and SPMUs were strengthened with dedicated, one or more specialists familiar with environmental and social issues and designated as EE (ESMF) will be appointed. This specialist would review screening forms, EMPs, and other related documents, and monitor the compliance with the agreed documents. It was also ensured that work is not awarded before EMP has been included in the bid document and is signed off by environmental and social designated staff. Reporting requirements were strengthened through standard progress reports about the compliance with the ESMF requirements.

However, despite these, E and S management system improvement remained a challenge

1.4 Purpose of ESMF

6. In the second DRIP project, Component 2 that provides for infrastructure towards additional revenue generation e.g. Tourism, Water recreation activities, floating solar that contribute towards revenue generation and Component 3 that provides for structural and non-structural interventions. At this stage, the details of sub projects and corresponding nature, type and extent of environmental and social impacts are known only for 10 dams in 2 states – Rajasthan and Manipur. However, such details for majority of the dams that are to be taken up under the project, shall be known only during project implementation. Accordingly, this Environmental and Social Management Framework (ESMF) has been developed to serve as an instrument to guide the Implementing Agencies on undertaking necessary E&S due diligence on each sub-project. Based on the ESDD findings accord a risk category (Low/Medium/Substantial/High) to each sub-project and undertake detailed ESIAs, if necessary, including the development of sub-project specific plans to meet the requirements of the relevant Bank Standards. ESMF provides overarching framework to the manage environmental, social, health and safety (ESHS) issues associated with the implementation of sub-projects, during construction and operational phases.

1.5 Methodology for development of ESMF

7. While DRIP I and DRIP – Additional Financing needed to meet the requirements of the Operational Policies, the new Environment and Social Framework (ESF) is applicable to the Second DRIP Project. As the ESF requires greater focus on risk management, ESMF for DRIP II, the methodology for development of ESMF included the following:
 - a. consideration of the implementation experience of ESMF in DRIP I and AF;
 - b. review of project components and sub-projects of DRIP II, including the new types of infrastructure proposed towards Additional revenue generation through a review of Project Screening Templates;
 - c. findings from the ESDD including screening and stakeholder consultations that were undertaken for the first set of 10 dams in the two states of Rajasthan and Manipur;
 - d. analysis of overall E&S risks and impacts;
 - e. assessment of current institutional capacity to manage E&S risks and impacts;
 - f. consideration of additional requirements of the new ESF, particularly as in comparison to the safeguards policies, the ESF has a few new additional requirements. These include: Labor Management Procedure (ESS 2), Stakeholder Engagement Plan (ESS 10), Community health and safety management (ESS 4), and Pollution prevention and resources management measures (ESS 3) to meet the requirements of relevant ESS;
 - g. existing national and state level legislations and guidelines – their provisions and requirements vis-à-vis ESF, 2016 and to identify gaps therein and address them;
 - h. interactions and consultations with CPMU and SPMUs on the draft ESMF for soliciting their views, suggestions and feedback and their subsequent incorporation towards finalizing the ESMF

In light of the COVID pandemic induced restrictions³ towards stakeholder consultations, consultations on draft ESMF were carried out in a limited manner in accordance with the guidance available⁴.

³ In light of the COVID pandemic, Government of India announced a country wide lockdown between March 25 to April 14, 2020, that constrained holding of consultation meetings

⁴ Technical Note: Public Consultations and Stakeholder Engagement in WB-supported operations when there are constraints on conducting public meetings, March 2020

1.6 Structure of the ESMF

8. The ESMF report is presented under the following chapters:

Chapter 1: Introduction that provides a background of the project; project description including components; lessons learnt from application of ESMF under DRIP I and DRIP AF; methodology adopted for preparation of ESMF for DRIP 2

Chapter 2: Policy, Legal and Regulatory Framework: It analyses all relevant legislations, their applicability; compares provisions and requirements with WB' ESF policy and 10 ESS

Chapter 3: Environmental and Social Assessment of the overall project based on the assessment of risks and impacts of all types of sub-projects and sub-project activities and also based on E&S findings from the first set of 10 dams,

Chapter 4: Environmental and Social Management Framework describes the process that shall be adopted for each dam to identify the risk and impacts; accord a E&S risk category to each sub-project; identify necessary mitigation measures

Chapter 5: Stakeholder Consultations and Disclosure describes the consultations held thus far as towards development of ESMF

Chapter 6: Institutional arrangements describes the implementation, monitoring and grievance redressal arrangements including provisions outlined in the Environment and Social Commitment Plan (ESCP)

Annexures: Annexures comprise of ESDD and other templates; Screening Checklists; Terms of Reference for ESIA and other studies; Standard ESMP and other templates; Frameworks to meet the requirements for relevant ESS – GBV/SEAH Risk Mitigation, Occupational Health & Safety Management for Workers and Community, Pollution Prevention and Environment Quality Management, Resettlement Policy Framework, Biodiversity Conservation and Management, Tribal Development Framework Cultural Heritage Protection Plan; and TOCs for various assessments and plans.

2. POLICY, LEGAL AND REGULATORY FRAMEWORK

9. India has well defined environmental and social regulatory framework. The regulation applicability depends on nature of work and location of work. Broadly legislation can be divided into four categories viz environmental, forests, wildlife conservation and social. The applicability analysis of regulations pertaining to all the above four categories was carried out. Central Water Commission, Ministry of Jal Shakti, Government of India has prepared “Operational Procedures for Assessing and Managing Environmental Impacts in Existing Dam Projects” as a guiding document for the dam owners to systematically address in advance the environmental safeguard requirements and have discussed in detail all applicable legal requirement. Reference has been drawn from this document as well, while carrying out applicability analysis.
10. The applicability of World Bank ESF comprising, 10 ESSs (ESS1 to ESS10) to the proposed rehabilitation proposals and Standard specific requirements were analyzed. Further, a comparison of national environmental and social regulations versus World Bank’s ESS was been carried out along with the gap analysis. Applicability of Indian regulations, World Bank’s ESS along with comparison and gap analysis is discussed in ESMF.

2.1 Applicable National Policy, Rules and Regulations

11. The regulatory applicability analysis to the proposed rehabilitation work has been carried out considering nature of improvements, methodology of construction/improvement, material requirement, sourcing and transportation mode, waste generation and the conditions of the receiving environment. The regulatory applicability analysis is summarized at Table 2.1 below. However, review and applicability will have to be updated at planning stage in and around each dam.

Table 2.1: Applicability analysis of National Policy, Legal and Regulations

S. No.	Legislation	Purpose	Applicability	Reason	Type of permit/specific action and stage of applicability	Administrative Authority
1	Environment Protection Act/Rules- 1986	To protect and improve overall environment	Yes	Applicable to all activities in general	None	MoEF&CC
2	The Forest (Conservation) Act, 1980 and Amendments and The Forest (conservation) Rules 1981 and Amendments	To help conserve the country's forests. It strictly restricts and regulates the de-reservation of forests or use of forest land for non-forest purposes without the prior approval of the Government. To this end the Act lays down the pre-requisites for the diversion of forest land for non-forest purposes	Applicability will depend on specific to dam situation and activities proposed	Depends on requirement of diversion of forest land	None	State Forest Department, MoEF&CC
3	State Forest Acts	Conservation of forest and controlled felling of trees	-do-	Depends on Tree cutting requirement in proposed intervention	None	Forest Department
4	Coastal Regulation Zone (CRZ) notification 2011 and amendments till date	To regulate development activities within the 500 m of high tide line in coastal zone and 100 m of tidal influence rivers.	No	None of the sub-Projects are expected to be located in coastal area	None	SCZMA
5	Air (Prevention and Control of Pollution) Act, 1981, 1987	An Act to prevent and control Air pollution	Yes	Air pollution from proposed activities During construction stage	Consent to establish and operate to be obtained by contractor for operation of DG sets and any other air pollution system like ready mix plant etc.	SPCB
6	Water Prevention and Control of Pollution) Act, 1974, 1988	An Act to prevent and control water pollution.	Yes	Water pollution from proposed activities during construction stage	Consent to establish and operate to be obtained by contractor for setting up construction camp/labour camp	SPCB

7	Noise Pollution (Regulation and Control Act) 2000 and amendment till date	Ambient Noise Standards for different areas and zones	Yes	Noise emission from proposed activities during construction stage like operation of DG sets	None	CPCB & SPCB
8	Hazardous & Other Waste (Management and Trans-boundary Movement) Rules, 2016	Protection to general public against improper handling, storage and disposal of hazardous waste. The rules prescribe the management requirement of hazardous wastes from its generation to final disposal.	Yes	Hazardous waste generation from proposed activities like generation of paints waste, used oil/waste oil	Authorisation for handling and disposal of hazardous wastes	SPCB
9	Manufacture Storage, & imports of Hazardous Chemicals (MSIHC) Rules, 1989 as amended till date	Usage and storage of hazardous substances	Yes	If Painting is proposed which will require use of solvents/thinners which will fall under hazardous chemicals category or generation of waste oil is involved. otherwise not applicable	Arrange MSDS and store quantity of hazardous chemicals below threshold quantity	Chief Inspector of Factories
10	The Batteries (Management and Handling) Rules 2001	To regulate the disposal and recycling of lead acid batteries	No	Batteries are unlikely to be used for proposed activities	None	SPCB
11	Construction and Demolition Waste Management Rules, 2016	To manage the demolition and construction waste and prevent environmental degradation	Yes	Construction and demolition waste will be generated from proposed activities	Contractor needs to submit plan for reuse or safe disposal	Local bodies of the area
12	Solid Waste Management Rules, 2016	To manage solid waste or semi-solid domestic waste, sanitary waste	Yes	Solid Waste will be generated from proposed activities due to influx of labour	Contractor needs to submit plans for its safe disposal/burial	Local bodies of the area
13	Motor Vehicle Act 1988 and amendment till date	To minimize the road accidents, penalizing the guilty; provision of compensation to victim and family and check vehicular air and noise pollution.	Yes	Transportation of manpower and material	None	Motor Vehicle Department (Licensing authority, registration

			authority & State Transport Authorities)
14	The Gas Cylinder Rules 2016	To regulate the storage of gas / possession of gas cylinder more than the exempted quantity.	Yes Gas cylinders may be used during welding and other electromechanical work. Storage within threshold quantity and as per capability analysis. Handling with defined safe practices
15	Ancient Monuments and Archaeological Sites and Remains Act, 1958	Conservation of cultural and historical remains found in India.	Yes If Presence of historical sites of archaeological importance
16	Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996	To regulate the employment and conditions of service of buildings and other construction workers and to provide for their safety, health and welfare measures and for other matters connected therewith or incidental thereto.	Yes Involvement of workforce/labour
17	Plastic waste management Rules, 2016	To manage the plastic waste generated such that it does not affect the water pipeline, animals and other environmental components	Yes Plastic waste generation from proposed activities. Safe disposal as per Rules
18	E-Waste Management Rules, 2016	Protection of environment against improper handling storage and disposal of hazardous waste.	Yes E-waste generation from replacement of instrumentation. Safe disposal as per rules
19	Rajasthan Minor, Mineral Concession Rules, 2017	Control of extraction, collection and removal of minor minerals	Yes Requirement of construction material from quarries and borrow areas

20	The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013	<p>The act provides for a transparent process and fair compensation in land acquisition for public purpose and provides for rehabilitation and resettlement of land owners and those affected by land acquisition. It comprises four schedules that provide the minimum applicable norms for compensation based on market value, multiplier and solatium, resettlement and rehabilitation (R&R) entitlements to land owners and livelihood losers; and facilities at resettlement sites for displaced persons, besides providing flexibility to states and implementing agencies to provide higher norms for compensation and R&R.</p>	Yes	<p>Applicable to all sub-projects when private land is required to acquired involuntary basis i.e. if land is not taken on direct purchase from the owner complying with ESS 5, para 6.</p>	Stage wise notification as per Act	Revenue Department/District Administration of the concerned state
21	Rights of Persons with Disabilities Act, 2016	<p>Ensures that the Persons with Disability (PWD) enjoy the right to equality, life with dignity, and respect for his or her own integrity equally with others.</p>	Yes	<p>As there are sub-projects that are likely to comprise sub-project activities that aim to improved access for the those physically challenged</p>	None	All Government Departments
22	Right to Information Act, 2005	<p>The Act 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.</p>	Yes	<p>Borrower is government organization and is mandated by the act</p>	None	All Government Departments
23	Article 366 (25) of the Constitution of India Article 244(1) of Constitution of India - The Fifth Schedule	<p>Defines following essential characteristics, for a community to be identified as Scheduled Tribes are;</p> <ul style="list-style-type: none"> • Indications of primitive traits; • Distinctive culture; • Shyness of contact with the community at large; • Geographical isolation; and 	Yes	<p>Shall be applicable in case dams are located in such Schedule V or VI Areas and interventions are directly affecting the areas</p>	None	Government of India

under Article 244(1) of a subsequent Act of Constitution “Scheduled Areas” as such areas as the President may by order declare to be Scheduled Areas after consultation with Governor of that State.	• Backwardness.	The criteria for declaring any area as a “Scheduled Area” under the Fifth Schedule are; (a) preponderance of tribal population, (b) compactness and reasonable size of the area, (c) a viable administrative entity such as a district, block or Taluka, and (d) economic backwardness of the area as compared to the neighbouring areas.		
24	Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006	To recognize and vest the forest rights and occupation in forest land in forest dwelling STs and other traditional forest dwellers who are residing in such forests for generations but whose rights could not be recorded. Its objective is to facilitate the overall development and welfare of the tribal people by empowering them socially, economically, politically without any impact on their culture, habitation and tradition and in terms of their age-old rights and privileges.	Yes	None of the project interventions are likely to impact the tribals rights but these cannot be fully ruled out
25	Panchayats (Extension to the Scheduled Areas) Act, 1996	The Gram Sabha or the Panchayats at the appropriate level shall be consulted before making the acquisition of land in the Scheduled Areas for development projects and before re-settling or rehabilitating persons affected by such projects in the Scheduled Areas.	Yes (in select states with Schedule V and VI areas)	The Gram Sabha or the Panchayats at the appropriate level shall be consulted before making the acquisition of land in the Scheduled Areas for development projects and before resettling or rehabilitating persons affected by such projects in the Scheduled Areas

			persons affected by such projects in the Scheduled Areas.
26 Major Labour Laws Applicable to Establishments Engaged In Building And Other Construction Work			
1	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.	Yes Contractor/Labour engagement None
2	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.	Yes Contractor/Labour engagement None
3	Employees P.F. and Miscellaneous Provision Act 1952 (<i>since amended</i>)	The Act provides for monthly contribution by the employer plus workers @ 10% or 8.33%. The benefits payable under the Act are:	Yes Contractor/Labour engagement None
4	Maternity Benefit Act 1961	The Act provides for leave and some other benefits to women employees in case of confinement or miscarriage etc.	Yes Contractor/Labour engagement None
5	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	Yes To address sexual harassment/sexual exploitation and abuse that might occur within project offices or at project locations i.e. labor camps etc. None
6	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	Yes Contractor/Labour engagement None

		Contractor of Principal Employer if they employ 20 or more contract labour.		
7	Minimum Wages Act 1948 ⁵	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.	Yes engagement	Contractor/Labour None
8	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.	Yes Contractor/Labour engagement	Chief labour Commissioner None
9	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.	Yes Contractor/Labour engagement	Chief labour Commissioner None
10	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.	Yes Contractor/Labour engagement	Chief labour Commissioner None

⁵ The Code on Wages, seeks to amend and consolidate the laws relating to wages and bonus and subsumes the provisions of the Payment of Wages Act, 1936 ("Payment of Wages Act"), the Minimum Wages Act, 1948 ("Minimum Wages Act"), the Payment of Bonus Act, 1965 ('Payment of Bonus Act') and the Equal Remuneration Act, 1976 ("Equal Remuneration Act"). Though it has been enacted, it shall apply from the date it is notified by the government.

11	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.	Yes	Contractor/Labour engagement	None	Ministry of Labour and Employment
12	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.	Yes	Contractor/Labour engagement	None	Ministry of Labour and Employment
13	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.	Yes	Contractor/Labour engagement	None	Chief Labour Commissioner
14	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, traveling expenses from home up to the establishment and back, etc.	Yes	Contractor/Labour engagement	None	Chief Labour Commissioner
15	The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act 1996 and the Building and Other Construction Workers Welfare	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	Yes	Contractor/Labour engagement	None	Chief Labour Commissioner

	Cess Act, 1996 (BOCWW Cess Act)	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.			
16	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 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.	Yes	Contractor/Labour engagement	None
17	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.	Yes	Contractor/Labour engagement	None
18	Employer's Liability Act, 1938	This Act protects workmen who file 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.	Yes	Contractor/Labour engagement	None
19	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	Yes	Contractor/Labour engagement	None

	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.		
20	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.	Yes Contractor/Labour engagement None
21	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.	Yes Contractor/Labour engagement None Chief Labour Commissioner

2.2 Applicability Analysis of World Bank Environmental and Social Framework Standards

12. The World Bank Environmental and Social Framework comprises E&S Policy and ten ESS. The applicability of these standards would vary depending on nature of sub-projects and sub-project activities. Applicability analysis is applicable for most of the dams and is presented at **Table 2.2** below,

Table 2.2: Relevance and requirements ESF Policy, Standards and Directives

ESF Policy, Standards & Guidelines	Relevant or Not relevant	Requirements
ESS1: Assessment and Management of Environmental and Social Risks and Impacts	<p>Relevant for the whole project and shall form the basis to assess E&S risks and impacts in all projects, sub-projects and associated facilities; Also covers risks and impacts associated with disadvantaged and vulnerable groups and also impacts relating to potential SEA/SH or GBV risks arising from influx of migrant labor</p>	<ul style="list-style-type: none"> (a) Conduct an environmental and social assessment of the proposed project, including stakeholder engagement; (b) Undertake stakeholder engagement and disclose appropriate information in accordance with ESS10; (c) Develop an ESCP, and implement all measures and actions set out in the legal agreement including the ESCP; and (d) Conduct monitoring and reporting on the environmental and social performance of the project against the ESSs
ESS2: Labour and Working Conditions	<p>Relevant as engagement of labour for various civil, paint and electro-mechanical or any other activities as part of rehabilitation proposal. It applies to project workers including full-time, part-time, temporary, seasonal and migrant workers. It covers working conditions, protecting workforce, Grievance Mechanism and Occupational Health and Safety (OHS).</p>	<ul style="list-style-type: none"> a) Preparation of Labour Management Procedures applicable to the project. b) Establishing Grievance Mechanism including anonymity and sharing with all the workers c) Design and Implement OHS measures
ESS3: Resource Efficiency, Pollution Prevention and Management	<p>Relevant as Resource consumption and pollution generation from proposed activities (civil, electromechanical and paint work). This includes both hazardous and non-hazardous chemical pollutants in the solid, liquid, or gaseous phases</p>	<ul style="list-style-type: none"> a) Assess the resource requirement and implement technically and financially feasible measures for improving efficient consumption of energy, water and raw materials, as well as other resources. b) Preparation of Resource Efficiency and Pollution Prevention Plan to assess and minimize/control the concentration of release of pollutants to air, water and land due to routine, non-routine, and

ESF Policy, Standards & Guidelines	Relevant or Not relevant	Requirements
ESS 4: Community Health and Safety	Relevant as it applies to potential risks and impacts on communities that may be affected by project activities such as transportation of material to project site through village roads, labour colony housing migrant workers near the project site, pollution generation from civil and electro-mechanical work.	<p>accidental circumstances, and with the potential for local, regional, and transboundary impacts.</p> <p>c) water use and water conservation plan and other resource source and use and conservation plan. Contractor will ensure that resource required for Dam rehabilitation program is not sourced from unauthorized sources</p> <p>d) Efficient muck and debris disposal plan</p>
ESS 5: Land Acquisition, Restrictions on Land use and Involuntary Resettlement	Applies to permanent or temporary physical and economic displacement resulting from land acquisition or restrictions on land use undertaken or imposed in connection with project implementation. Land might be required for structural interventions and activities relating to tourism/water recreation etc. if such land is taken, then	<p>a) Pollution from project activities and labour colony and traffic causing pollution and road safety risks on village roads during transportation of material. Community Health and Safety Plan (including in relation project workers, and any risks of labor influx, such as communicable and non-communicable diseases)</p> <p>b) Preparation of Emergency Response Procedure (ERP) to prevent injuries to health and for safety of the community during and emergency event arising from both natural and man-made hazards, typically in the form of fire, explosions, leaks or spills, flooding etc</p> <p>c) to establish and maintain the Dam Safety Review Panel (DSRP) for reviewing and confirming the adequacy of the design of rehabilitation and safety improvement works, quality of construction works, and other dam safety measures including dam safety plans.</p> <p>Preparation of Resettlement Policy framework in accordance with applicable national and state laws and ESS 5 provisions. The RPF shall guide the preparation of RAPs as and when necessary</p>

ESF Policy, Standards & Guidelines	Relevant or Not relevant	Requirements
ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural resources	impacts on land, private and community owned assets, including structures, trees and crops within existing dam area and outside is likely. Also physical and economic displacement too is likely.	Biodiversity and conservation plan assessments specially to the DAM sites close to the conservation areas. A Bio-diversity Conservation and Management Plan for all such sub projects where work or project activities have interface.
ESS 7: Indigenous Peoples/Sub-Saharan African Historically Underserved Tradition Local Communities	Applies to traditional communities or schedule tribes, if they are present or have collective attachment to a proposed project area, as determined during the environmental and social assessment. This ESS applies regardless of whether such Communities are affected positively or negatively, and regardless of the significance of any such impacts. It shall be relevant to select sub-projects that are either located in Schedule areas or have the presence of such tribal groups in the project area that meet the characteristics outlined in ESS and in case Free Prior and Informed Consent (FPIC) is required	Preparation of Tribal Development Framework in accordance with applicable national and state laws and ESS 7 provisions. The TDF shall comprise of actions shall guide the preparation of TDPs as and when necessary
ESS 8: Cultural Heritage	Applies to all projects that are likely to have risks/impacts on cultural heritage	A Cultural Heritage Management Guidelines and if required, a Plan in sub projects if any cultural aspects is likely to be affected from any of the dam scheme/ sub project)
ESS 9: Financial Intermediaries	Applies to Financial Intermediaries (FIs) that receive financial support from the Bank. FIs include public and private financial services providers, including national and regional development banks, which channel financial resources to a range of economic activities across industry sectors.	Not Relevant- Project does not have any FIs
ESS 10: Stakeholder Engagement and Information Disclosure	Applies to all projects supported by the Bank through Investment Project Financing. The Borrower will engage with stakeholders as an integral part of the project's environmental and social assessment and project design and implementation. Meaningful consultations shall be	It requires stakeholder engagement throughout the project life cycle, and preparation and implementation of a Stakeholder Engagement Plan (SEP). It also requires the Project Implementing agency to establish and implement a grievance mechanism to receive and facilitate resolution

ESF Policy, Standards & Guidelines	Relevant or Not relevant	Requirements
	<p>conducted. Special focus on vulnerable, disadvantaged groups shall be given. Consultations shall be held on an ongoing basis during the project period</p>	<p>of concerns and grievances. The grievance mechanism needs to be proportionate to the potential risks and impacts of the project and be accessible and inclusive.</p>
<p>World Bank's Guidance note on managing the risks and adverse impacts on communities from temporary project induced labor influx, 2016⁶</p>	<p>Applicable to all sub-projects, as influx of skilled migrant labour in construction works is likely, even though in majority of the cases the construction workers would be housed within the dam premises and therefore far away from habitations.</p>	<p>Requires preparation of a SEA or SH/GBV risks mitigation plan as part of ESS 1</p>

⁶ Bank Directive Addressing Risks and Impacts on Disadvantaged or Vulnerable Individuals or Groups: applies to Bank staff in addressing E&S risks and impacts on disadvantaged and vulnerable persons or groups that are identified as present and/or affected by the project activities.

2.3 Comparison of National Policies, Regulations and ESF and Gap Filling Measures/ Redressal

13. Table 2.3 provides a comparison of the national Policy, Regulations and ESF duly highlighting the policy gaps and redressal.

Table 2.3: Comparison of National Environmental Policy and Regulations and ESF

S. No	ESS	Equivalent National Environmental Policy and Regulations	Policy Gaps and its redressal
1	ESS1: Assessment and Management of Environmental and Social Risks and Impacts	<ul style="list-style-type: none"> • Environment Protection Act/Rules-1986 • Environmental Impact Assessment Notification-2006, 14th Sep-2006, as amended in 2009 and 2013 	<p>Applicable for all projects, sub-projects and Associated Facilities⁷</p> <ul style="list-style-type: none"> • Conduct an environmental and social assessment of the proposed project,; • Undertake stakeholder engagement and disclose appropriate information in accordance with ESS10; • Develop an ESCP, and implement all measures and actions set out in the legal agreement including the ESCP; and • Conduct monitoring and reporting on the environmental and social performance of the project against the ESSs
2	ESS2: Labour and Working Conditions	<ul style="list-style-type: none"> • 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) • Contract Labour (Regulation & Abolition) Act 1970, Minimum Wages Act 1948, Payment of Wages Act 1936, • Child Labour (Prohibition & Regulation) Act 1986, • Inter-State Migrant workmen's (Regulation of Employment & Conditions of Service) Act 1979 • Employees Compensation Act 1923 • Payment of Gratuity Act 1972 	<p>The National Legal provisions almost cover all requirements in ESS2 except relating to community workers and a functional GRM for different types of workers.</p> <p>Hence, a overall project level Labour Management Procedure will be prepared to regulate working conditions and management of worker relations including workers specific GRM, terms and conditions of employment, non-discriminations and equal opportunity, protection of work force, prohibition of child/force labour and provision of OHS and this would be adopted by each IA</p>

⁷ Ref para 11, ESSI, ESF 2016

S. NO	ESS	Equivalent National Environmental Policy and Regulations	Policy Gaps and its redressal
2		<ul style="list-style-type: none"> • Employees P.E. and Miscellaneous Provision Act 1952 (since amended) • Maternity Benefit Act 1961 • Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 • Payment of Wages Act 1936 • Equal Remuneration Act 1976 • Payment of Bonus Act 1965 • Industrial Disputes Act 1947 • Trade Unions Act 1926 • Inter-State Migrant workmen's (Regulation of Employment & Conditions of Service) Act 1979 • Factories Act 1948 • Bonded Labour System (Abolition) Act, 1976 • Employer's Liability Act, 1938 • Employees State Insurance Act 1948 • The Personal Injuries (Compensation Insurance) Act, 1963 • Industrial Employment (Standing Order) Act 1946 	
3	ESS3: Resource Efficiency, Pollution Prevention and Management	<ul style="list-style-type: none"> • Environmental protection Act, 1986 and Rules with amendments till date • Air (Prevention and Control of Pollution) Act, 1981, 1987; • Water (Prevention and Control of Pollution) Act, 1974, 1988; • Noise Pollution (Regulation and Control Act) 2000 and amendment till date • Notification for use of fly ash, 2003 and MoEF&CC notification dated 25th March 2015 • Municipal Solid Waste (Management & Handling) Rules, 2000 (MSW Rules) • Hazardous & Other Waste (Management and Trans-boundary Movement) Rules, 2016 	<p>The majority of ESS3 requirements are addressed by existing regulations and indirectly for resource efficiency, pollution prevention and management aspects. Further, provisions need to be made to commensurate mitigation measures as:</p> <ul style="list-style-type: none"> • To assess the resource requirement and implement technically and financially feasible measures for improving efficient consumption of energy, water and raw materials, as well as other resources. • Preparation of Resource Efficiency and Pollution Prevention Plan to assess and minimize/control the concentration of release of pollutants to air, water and land due to routine and non-routine circumstances, and with the potential for local and regional impacts.

S. NO	ESS	Equivalent National Environmental Policy and Regulations	Policy Gaps and its redressal
4	ESS 4: Community Health and Safety	<ul style="list-style-type: none"> • Manufacture Storage, & import of Hazardous Chemicals (MSIHC) Rules, 1989 as amended till date • Batteries (Management and Handling) Rules, 2001 • The E-Waste (Management) Rules, 2016 • Plastic waste Management Rules, 2016 • Construction & Demolition, Waste Management Rules, 2016 • Solid Waste Management Rules, 2016 • Motor Vehicle Act 1988 and amendment till date • Rajasthani Minor, Mineral Concession Rules, 2017 • Air (Prevention and Control of Pollution) Act, 1981; • Water (Prevention and Control of Pollution) Act, 1974, for Pollution- Prevention-and-Management; • The Noise Pollution (Regulation And Control) Rules, 2000 • Guide Lines on Traffic Management in Work Zones • IRC:SP:55 – 2014, • Municipal Solid Waste (Management & Handling) Rules, 2000 (MSW Rules) • The Gas Cylinder Rules 2016 • Manufacture, Storage, Import and handling of Hazardous Chemicals Rules 2000 (MSIHC) • Hazardous Wastes (Management, Handling and Trans-boundary Movement) Rules, 2008. • Construction & Demolition, Waste Management Rules, 2016 	<p>While Acts cover for all of ESS 4 requirements, gaps exist for community - community exposure to health issues.</p> <p>The gaps need to be addressed through suitable provisions in ESMP. Also, contractor obligation as part of ESMP for Community health and safety to include need for OHS plan, Influx management Plan, Workers camp management plan, Traffic and road safety management Plan</p>
5	ESS 5: Land Acquisition, Restrictions on Land use and Involuntary Resettlement	<ul style="list-style-type: none"> • The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013 	<p>Gap exists specifically related to aspects such as identification of non-titleholders as PAPs; cut off dates for non-titleholders and valuation of structures with depreciation. The gaps are addressed with suitable provisions in RPF (See Annexure 8).</p>
6	ESS 6: Biodiversity Conservation and Sustainable Management	<ul style="list-style-type: none"> • Biological Diversity Act, 2002, • Wildlife Protection Act 1972 (WLPA), 	<p>Provisions from the acts meet the ESS 6 requirements.</p>

S. NO	ESS	Equivalent National Environmental Policy and Regulations	Policy Gaps and its redressal
	of Living Natural resources	<ul style="list-style-type: none"> The Forest (Conservation) Act, 1980 and amendments and The Forest (conservation) Rules 1981 and amendments State Forest Acts, 	Biodiversity Management Plan will be prepared as part of ESMP if conservation reserve/ other applicable sensitive facilities are in vicinity or has an interface.
7	ESS 7: Indigenous Peoples/Sub-Saharan African Historically Underserved Tradition Local Communities	<ul style="list-style-type: none"> Article 366 (25) of the Constitution of India Article 244(1) of Constitution of India - The Fifth Schedule under Article 244(1) of a subsequent Act of Constitution “Scheduled Areas” as such areas as the President may by order declare to be Scheduled Areas after consultation with Governor of that State. Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006 Panchayats (Extension to the Scheduled Areas) Act, 1996 	While PESA Act requires clear community's acceptance vide a Gram Sabha resolution on the proposed activity with a pre-defined quorum of participation, ESS 7 requires ascertaining Free Prior and Informed Consent under three circumstances – impacts on land, cultural heritage and if requiring relocation. FPIC does not require unanimity and may be achieved even when individuals or groups within Indigenous Peoples/groups explicitly disagree. Hence, in such cases both Gram Sabha resolution and FPIC under these three circumstances will be required.
8	ESS 8: Cultural Heritage	<ul style="list-style-type: none"> Ancient Monuments and Archaeological Sites and Remains Act, 1958 	Provisions from the act meets the ESS 8 requirements. Applicable only if any of the sub project directly or indirectly impacting any cultural heritage.
9	ESS 9: Financial Intermediaries	Not relevant	
10	ESS 10: Stakeholder Engagement and Information Disclosure	<ul style="list-style-type: none"> Environmental Impact Assessment Notification-2006, 14th Sep-2006, as amended in 2009 and 2013 Right to information Act 2005 	There is a provision of public hearing in EIA notification and also RFCTLARR Act 2013 mandates consultations with affected persons Gap exists as this standard prescribes: the way all stakeholders – affected, other interested and physically disadvantaged and vulnerable groups will be identified and engaged by the project; information disclosure that will take place on project activities/developments and feedback sought; and GRM mechanism shall be put in place for the entire project.

3. ASSESSMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS

14. As per the scope of the DRIP-2 project, the project is likely to cover more than many states and agencies in different states of India., located in mountainous, flat and coastal terrain area of the country. The project areas vary from - mountainous areas which are in seismologically high active zone and are rich in biodiversity; coastal areas which are rich in terrestrial and aquatic ecology; Plain areas having large habitations; forest areas prone to flood and scheduled V & VI areas having dominant tribal population. Most of the potential participating states have tribal population and some of these states namely Andhra Pradesh, Chhattisgarh, Gujarat, Madhya Pradesh, Maharashtra, Odisha, Rajasthan and Telangana have Fifth Schedule Area, while the state of Meghalaya has Schedule VI areas. Such areas have preponderance of tribal population. Nearly 60% of the population are engaged in primary occupation, while approximately 17% are engaged in secondary and around 23% are engaged in tertiary sectors. States such as Rajasthan, Uttar Pradesh and Chhattisgarh have high levels of poverty. Besides, there are large sections of population in coastal areas in states of Odisha, Andhra Pradesh that have faced extreme climate events in the recent years and are very vulnerable.
15. This chapter describes the analysis the E&S risks and impacts based on:
 - i) the findings from the first set of 10 dams situated in the two states of Rajasthan and Manipur
 - ii) from a review of the sub-project's activities comprising structural and non-structural interventions and also those proposed sub-projects towards additional revenue generation.

These are described in ensuing sections

3.1 Identified E&S risks and impacts in 10 dams

16. Rehabilitation proposals received for 10 dams located in the states of Rajasthan and Manipur were reviewed. These dams were as follows: Bisalpur, Mahi-Bajaj Sagar, Som Kamla Amba, Jawai, Sukli Selwada, Chhapi, Matrikundia and Gambhiri dams in the state of Rajasthan and Imphal barrage and Singda barrage in the state of Manipur. Proposed activities in these select dams are described below:

Structural Rehabilitation Works

1. Resetting of disturbed Upstream (U/S) Rip Rap
2. Cleaning/Reaming of drainage holes in dam gallery
3. Repairs to parapet walls of dam
4. Extension of Downstream (D/S) guide walls R/s of dam & repair of Left Side, D/S guide wall
5. General maintenance and upkeep of radial gates and hoist bridge of dam
6. Construction of toe drain for seepage control at saddle
7. Repair and renovation of gallery
8. Construction of control room for new DG set
9. Repair of damages to piers of spillway

Electro-mechanical Work

10. Repair /replacement of canal sluice gate of Left and Right Main Canal
11. General maintenance and up keeping of radial gates and hoist bridge

12. Supply and installation of DG Set
13. Providing Lighting over Dam and surrounding area
14. Lighting arrangement of foundation gallery
15. Repairs of Gantry Crane
16. Supply and fixing of new steel wire rope of radial gates
17. Renovation of centralized control system for operating of radial crest gates

Basic facilities improvement

18. Renovation of existing approach road to dam
19. Renovation of existing rest house and surrounding area of dam
20. Providing and installing of lightning arrester at dam
21. Renovation of control room tower of dam

Instrumentation, SCADA, Surveillance system, etc.

22. Installation of instrumentation on Dam
23. Underwater videography for damage assessment

17. While one state Rajasthan is in the desert ecology with flat terrain and other Manipur has hilly terrain, is in the north eastern part of India. The dams in Manipur are located in seismologically high active zone, while two of the dams are in the tribal areas. Two dams out of 10 dams are located closer to conservation area for the protection of specific species though none of the 10 dams are located close to any protected area (wild life sanctuaries/national parks). Rajasthan state has lowest level of forest in the country. Avi fauna activity are observed in all the dams however extent of species and activity vary from dam to dam.
18. The type of interventions indicate that these are concentrated within dam area and impacts are also localized and range from low to moderate. There is no direct impact due to construction activities envisaged in all these ten dams. Though fishing activities are prevalent in most of the dam area, the proposed interventions shall not directly or indirectly impact the livelihoods of the fishing communities. As part of the risk assessment exercise, a locational specific environmental and social sensitivity analysis was carried out. As per the analysis (see Table 3.1), none of the schemes are located in protected area Table 3.1 clearly shows that all interventions proposed in the ten dams are not locationally sensitive and have no impact on these sensitive locations.

Table 3.1 Project Specific Locational Sensitivity for 10 Dams where ESDDs are completed

Environmental and Social sensitivity	Rajasthan	Manipur	Remark
In Protected area (Wild Life Sanctuaries, National Park and other natural habitat even if not protected)	0	0	Jawai dam is in proximity to declared conservation areas of the state ⁸ . It is an old dam and no intervention has been proposed inside the conservation area.
Social sensitivity	0	0	Two dams viz. Mahi Bajaj Sagar and Som Kamla Amba fall in Scheduled V Areas ⁹ (Activities / interventions are on the dam structure and no activities proposed outside the dam property
Cultural or Archaeological sensitivity	0	0	Bisalpur dam has a protected Monument, partially submerged behind dam called Bisaldeo temple, a monument of National Importance as designated

⁸ Conservation Reserves are declared for the purpose of protecting landscapes, seascapes, flora and fauna and their habitat.

⁹ Scheduled V Areas are areas in India with a preponderance of tribal population subject to a special governance mechanism wherein the central government plays a direct role in safeguarding cultural and economic interests of scheduled tribes in the area.

Environmental and Social sensitivity	Rajasthan	Manipur	Remark
			by Archaeological Survey of India (ASI) ¹⁰ but no project activity or intervention are proposed close to this monument.
Legacy issues	0	0	Matrikundia Dam- there were submergence of downstream farm lands from dam releases. Currently the case for compensation is under judicial review ¹¹ . Chappi Dam – During construction, 25 years ago there was a non-fatal accident. Family members expect a job when the project starts ⁶ .
No locational sensitivity	8	2	So, there is no locational sensitivity in any of these 10 dams

19. Stakeholders consultation was undertaken, indicated that these rehabilitation projects were found to have wide acceptability with no issue of concern and the stakeholders welcomed the interventions proposed that would lead to more safety and also address their concerns of occasional flooding. Consultations also brought out that these dams do not have any legacy issues relating to resettlement & rehabilitation. Based on the above, it is clear that E&S risks assessments the first set of 10 dams indicate that environmental and social risks and impacts are either Low to Moderate risk category. Table 3.2 below was used as a guidance tool to analyse the E&S risk and impacts of the proposed activities in these 10 dams.

¹⁰ ASI has carried out restoration and maintains the temple. No construction activity is proposed in the vicinity of the temple and also temple will not be accessible to labour working on construction work

¹¹ Such instances are not uncommon and neither the context of the cases or the outcomes of the cases will have a impact on the proposed interventions

Table 3.2: Analysis of Potential Environmental and Social Risks of 10 dams (by type of activities and interventions)

Project Activity	Risk Assessment						Social Risks					
	Air, water, noise, land use, Soil, Resource use	Pollution downstream and upstream	General Ecology	Protected Area (Wild Life Sanctuaries, National Park and other natural habitat even if not protected)	Other RET species (flora and fauna) outside protected areas	Fish and Aquatic life within dam water body	Land	Tribal	Labor	Cultural heritage	SEA/SH	OH and Safety to Labour/Community
Civil (within Dam Boundary)	M	L	M	L	L	L	L	L	M	L	L	M
Electro Mechanical	M	L	M	None	None	L	L	M	L	L	L	M
Instrumental SCADA, surveillance	L	L	M	None	None	L	L	L	L	L	L	M
Painting	M	L	M	None	None	L	L	M	L	L	L	M
Road work	M	L	M	L	L	M	M	M	M	L	L	M
Safety measures (Siren, Lighting)	L	L	M	L	L	M	M	M	M	L	L	L

Environmental and Social risks for 10 Dams are found to be low (L) to moderate (M) risk category.

Table 3.3 below lists the mitigation plans against relevant ESS.

S.No.	E&S risks and impacts	ESS	Applicability by dam and Mitigation instrument
1	Dam with interface of migrant labor with communities –	1	Applicable to all dams SEA/SH (GBV) risk mitigation guidelines as per overall GBV risk mitigation framework
2	Labour involvement for works and their stay at site for a period of ranging from some months to about 3 years. Labour intensive work always involves risks of accidents such as working at heights, working on upstream body of dam, underground activities, etc. The project is likely to involve direct labor, contract labor and community workers.	2 & 4	Applicable to all dams Labor Management Procedure (LMP) and Community Health Management Plan
3	Use of resources such as water and power during construction, pollution generation from storage and handling of material, generation of waste, use of paints and other chemicals for construction activities, transportation of raw material, etc Risk is associated on soil quality due to disposal of muck, however this risk is minimised with proposed planned and controlled disposal of muck. Air quality, water quality, noise level and resource use – all such risk and impacts are anticipated to be localised and moderate in nature	3	Applicable to all dams Resource Conservation Plan Muck and Debris disposal plan Construction management guidelines for noise and air management and water quality monitoring and measurement
4	Dams located in the vicinity of conservation areas or national wildlife sanctuaries or parks	6	Applicable to Bisalpur and Jawai Dams only Bio-diversity management Plan
5	Non-structural interventions for dams located in Schedule V areas and/or having tribal population that meet characteristics outlined in ESS 7	7	Applicable to Mahi Bajaj Sagar and Som Kamla Amba dams only Preparation of TDP
7	All dams involving multiple stakeholders involving structural and non-structural interventions	10	Applicable to all dams Stakeholder Engagement Plan as part of the ESDD

3.2 Overall Project E and S Risks and Impacts Identified by each ESS

20. The environmental and social risk rating for the Project as a whole has been rated as High, because DRIP-2 is expected to cover many existing dams across various States in India with varying geographical conditions and environmental and social sensitivities. The nature of activities known at appraisal stage in the DRIP-2 project are similar to the ongoing DRIP-I project and involve structural and/or non-structural measures for ensuring dam. Component 2 will explore piloting of alternative sources of revenue generation, such as tourism, floating solar panels, etc. These pilot activities are currently not known and environmental and social impacts and risks will need to be assessed when they are identified. Additionally, the capacity of implementing agencies, i.e., the Central Water Commission, participating States and other Central dam owning agencies, requires significant capacity building efforts. Anticipated E&S

risks and impacts by each standard is presented below

21. **E&S risks relating to ESS 1:** Overall E and S risks have will be identified based on E and S screening in the project. The project envisages structural and non-structural measures for dams. Structural measures could include measures for seepage reduction (grouting, geomembranes, etc.), hydrological and structural safety measures (e.g., additional spillways, fuse plugs), strengthening of dam structures (e.g., gates), repairing foundation damages, strengthening dam sections, and improving basic dam facilities (e.g., access roads). Non-structural measures could include standardized dam safety instrumentation, monitoring, assessment and reporting protocols for dam health / audit; flood forecasting and early warning systems; integrated reservoir operations including streamflow forecasting for climate resilient dam management; preparation and implementation of Emergency Preparation Plans (EPPs); and preparation and implementation of sediment management plans. Structural and non-structural measures will be identified in dam rehabilitation plans that are prepared after conducting thorough investigative studies and dam safety assessments to ensure appropriateness of interventions for dam rehabilitation and improvements. Some of such risks identified have been detailed as per applicable standards under ESF. E&S risks and impacts relating to three categories: i) SEA/SH or GBV risks due to migrant labor; ii) Disadvantaged and vulnerable households and iii) disabled or physically challenged are described below:
 - i) GBV risks assessment has been carried out using the risk assessment tool and the risk rating is low. Even though influx of skilled migrant labor in construction works is likely, these will be few in numbers – around 30 to 50 labor, who will mostly operate within the dam premises which is a restricted access zone and away from habitations.
 - ii) In respect of E&S risks on disadvantaged and Vulnerable households the following are defined under the project include: ST, family/household headed by women/female, physically challenged, Below Poverty Line (BPL) and illiterate persons/households, landless and marginal farmers, Scheduled Caste households. While, these groups are likely to experience impacts similar to other general category households but because of physical (e.g. physically challenged) and socio-economic conditions, project would need to provide them with additional assistances, measures and proactively reach out to them to mitigate these impacts and also benefit from the project opportunities.
 - iii) E&S risks on the Disabled or physically challenged is mainly due to access issues to various buildings or offices such as IA offices or tourist spots and this will require to be factored in while designing various sub-project activities e.g. refurbishment or renovation of existing offices,
22. **E&S risks relating to ESS 2 – Labor and Working Conditions:** Based on the findings of the ESIA for the first 10 dams and in discussion with IAs on the proposed execution strategies for all types of proposed sub-projects, the following categories of project workers are identified:
 - i) Direct workers – all the existing dam site officials including those sent on deputation from other departments involved in the project activities;
 - ii) Contracted workers - all IAs would engage Contractors to undertake rehabilitation works; agencies/firms to support core service functions such as SCADA systems, etc. These contractors shall bring skilled Migrant workers for some of more specialized tasks; and
 - iii) community workers (or volunteers particularly for EAP).
23. **Influx** of migrant labor will be low as these works require only few e.g. 30-50 but very skilled labor Also these workers will mostly operate from labor camps within the dam premises and hence there would be minimal interface with communities and therefore significantly lower

SEAH/GBV risks. Labor related risk would include:

- Safety issues while at work like injuries/accidents/ fatalities leading to even death, while at work; Occupational health and safety risks due to exposure of workers to unsafe conditions while working at heights, working using lifts, handling of equipment and machinery, exposure to air and noise pollution etc. will be addressed through OHS guidelines.
- Short terms effects due to exposure to dust and noise levels, while at work
- Long term effects on life due to exposure to chemical /hazardous wastes
- Inadequate accommodation facilities at work force camps, including inadequate sanitation and health facilities
- Non-payment of wages
- Discrimination in Employment (e.g. abrupt termination of the employment, working conditions, wages or benefits etc.)
- Sexual harassment at work
- Absence or inadequate or inaccessible emergency response system for rescue of labour/workforce in situations of natural calamities.
- Health risks of labour relating to HIV/AIDS and other sexually transmitted diseases

In addition, other risks that would be applicable for all types of workers would be as follows:

- Unclear terms and conditions of employment
- Discrimination and denial of equal opportunity in hiring and promotions/incentives/training opportunities
- Denial for workers' rights to form worker's organizations, etc.
- Absence of a grievance mechanism for labour to seek redressal of their grievances/issues
- No impacts are envisaged on cultural heritage as works shall not be undertaken in their vicinity or result in any impact.

24.

E&S risks relating to ESS 3 – Resource Efficiency and Pollution and Prevention and Management:

Various natural resources such as water, sand, gravels, earth and chemical compounds may be required for different dam rehabilitation activities and access road constructions. Optimal use of these resources will be essential with the use of best construction practices and reuse of construction/demolition waste. Commitment for optimal use of resources and adoption of guidelines for optimal use of required resources following the principle 3R (recycle, recovery, reuse) principle of pollution prevention is to be ensure. In addition to resource efficiency measures, use of technicality and financially feasible and cost-effective options will be promoted as part of mitigation measures to avoid or minimize project related air emissions, and effective management of solid and hazardous waste. Dams have waste land areas and large water storages. Sustainable use of dam resources shall be explored for renewable energy generation and income generation activities. Thus, potential of solar power generation shall be assessed, and efforts shall be made to implement such sub projects which will also contribute, indirectly, in reduction of GHG emissions. In addition to ESF, the World Bank Group Environmental Health & Safety Guidelines will also be taken care in the project through ESMP preparations both for low to moderate and substantial to High sub projects. Notwithstanding, that cleaner alternatives would be sought for energy generation, the project will also estimate GHG emission, also, the project could have an impact on the water availability during construction and/or operation, and for that a water management plan will also be prepared. The project will ensure cleaner production principles for the proposed activities. Such a Plan document shall be prepared and included as part of the ESDD/ESIA reports. These shall be prepared by the respective IA with support of ESIA consultants; disclosed by the IA on its website and other accessible location. ESMP will be developed prior

to issuance of the bids and will also be included in the bid documents of each sub projects. Such requirement will be stated as a requirement in the ESCP – that shall be signed by all IAs participating in the project

25. **E&S risks relating to ESS 4 – Community Health and Safety:** Dam safety is intrinsic part of the project. Natural hazards, such as earthquake, cyclones / landslides/debris flow, etc. do exist in many sub project areas. Potential risk of accident and incidence do exist during rehabilitation/construction and operation stages of the project as in today. Dam safety assessments of all dams are required per ESS4 in a risk-informed manner and will be undertaken as per the Guidelines for Assessing and Managing Risks Associated with Dams (CWC, February 2019) and the Good Practice Note on Risk-Informed Dam Safety Management (World Bank, March 2020) early in the project preparation as basis for identifying / assessing priority remedial measures both in structural and non-structural aspects, and preparing the design / construction plan of dam rehabilitation and safety improvement works as well as dam safety plans. As these dam safety related reports are highly technical ones involving safety and security related information, they will be prepared as separate documents from ESDD/ESIAs. Whilst dams are designed against extreme natural hazards, such as Probable Maximum Flood, Maximum Credible Earthquake, etc., possibility of unforeseeable extreme events occurrence beyond design standards cannot be ruled out. The resilience enhancement measures including consideration of likely effect of climate changes for dam rehabilitation /enhancement works and structural / operational modifications can minimize such probability to a larger extent as elaborated in the aforementioned GPN.
26. The larger construction activity such as additional spillway construction may have risk to ecosystem services which may have results in adverse health and safety risk to depended community. ESIAs for each such sub project or dam shall be made including effect of climate change and mitigation measures; to eliminate or minimize such impacts and a comprehensive ESMP shall be prepared. Various measures for protection of occupational health and safety are defined under DRIP I. Emphasis will be given in designation of environment and occupational health and safety officers at each sub project and strengthening their capacity through workshops and training programmes and exposure visits. It will also be ensured that dam safety assessments as well as design and construction supervision of rehabilitation / safety enhancement works should be undertaken by qualified experts. A set of required investigation, survey and analyses should be covered for proper safety assessment and design of remedial works. The risk assessment should also be undertaken in a commensurate manner with potential risk of dams (failure likelihood of existing dams and downstream hazard/consequence in case of failure and/or uncontrolled release of water) and complexity of remedial works. Such assessments should be carried out covering hydrological, geological/geo-technical, seismic, and other operational risks in a comprehensive manner. The results of dam safety /risk assessment as well as adequacy of proposed remedial works and quality of construction works should be periodically reviewed by independent Dam Safety Review Panels to be established by the participating States and other Implementing agencies. The DSRP TORs and qualification of members have been reviewed and considered adequate (to be done for appraisal). Also, dam safety plans should be prepared including: (i) plan for construction supervision and quality assurance, (ii) instrumentation plan (iii) operation and maintenance plan (iv) emergency preparedness plan. The dam sites will ensure security and safety personnel. The plan for construction supervision and quality assurance, preliminary operation & maintenance plan, and framework plan for emergency preparedness along with the estimated budget have been prepared in a satisfactory manner. The instrumentation plan is to be incorporated into the detailed design and bidding documents. The upgraded O&M plans and EPP will be completed during the early phase of project implementation period. (All these aspects are to be confirmed during appraisal). The current ESDD of ten dams undertaken during appraisal indicates risk of labour involvement for works and their stay at site for a period of ranging from some months

to about 3 years. Labour intensive work always involves risks of accidents such as working at heights, working on upstream body of dam, underground activities, etc. The project is likely to involve direct labor, contract labor and community workers. Labor Management Procedure (LMP) and Community Health Management Plan shall be prepared as part of ESMP and will be included for all sub projects. Such a Plan document shall be prepared and included as part of the ESDD/ESIA reports. These shall be prepared by the respective IA with support of ESIA consultants; disclosed by the IA on its website and other accessible location. ESMP will be developed prior to issuance of the bids and will also be included in the bid documents of each sub projects. Such requirement will be stated as a requirement in the ESCP – that shall be signed by all IAs participating in the project. Commitment shall be taken from borrowers as part of ESCP for protection of health and safety of workers/community, traffic/road safety, safe management of hazardous materials, allocation of adequate resources for implementation of proposed protection measures and all time emergency preparedness and response.

27. **E&S risks relating to ESS 5 – Land Acquisition, Restrictions on Land Use and Involuntary Resettlement:** Assessment of sub-projects taken up at appraisal stage indicated that the proposed interventions are limited to the existing dam and will take place on the existing dam structure and/or within its premises and therefore none of the proposed activities/interventions, involve acquisition of private land and/or private assets; in no way cause restriction on access to land or use of resources by local communities; and there is no economic displacement. There might be temporary impacts such as disruption to vehicular movement during construction and might result in temporary inconvenience, but do not involve disruption or loss of access to assets by communities. However, rehabilitation proposals involving major construction activities e.g. Additional Spillway or medium scale construction works e.g. creation of permanent structures for tourism, solar power generation, etc., are likely to come up during project implementation. Such activities, if taken up, might result in the following adverse impacts:

Pre-construction stage

- Loss of fertile agricultural and/or residential land;
- loss of structures used for residential, commercial and other purposes and associated loss of livelihood i.e., loss of livelihood due to impacts on sources of earning;
- impacts on owners/ titleholders, tenants, cultivators, non-titleholders (encroachers, squatters)
- Loss of other properties and assets such as boundary walls, ponds etc.;
- Impacts on common property resources such as religious shrines/structures, school building, health centres, water resources (hand pumps), grazing lands, etc.
- Temporary or permanent disruption to livelihood, particularly to petty shop owners, squatters and encroachers;

Construction stage

- Flooding caused by sudden water discharge caused by repair/replacement of gates
- Temporary – short duration or prolonged disruption to services such as water supply, power supply
- Disruption to traffic movement leading to time delays;
- differential impacts on vulnerable and disadvantaged population such as constraining their access, movement;
- Dust emissions during construction leading to impacts on crops and trees resulting in lower yield or growth;

28. **E&S risks relating to ESS 6 - Biodiversity Conservation and Sustainable Management of Living Natural Resources:** Most of dams has rich biodiversity around it. Some of these dams may be located close to reserve forest areas or protected areas. Construction of larger structures like spillway may lead to cutting of larger number of fully-grown trees and/or diversion of forest area and changes in water flow may have impacts on aquatic ecosystems. Meaning it may have high risk to ecosystem service and needs to be adequately address through appropriate avoidance, minimization or mitigation and compensatory measures.
29. As per the ESDD conducted for 10 dams, only Jawai dam located in Rajasthan state is in proximity to declared conservation areas of the state. However, It is an old dam and no intervention has been proposed inside the conservation area. The risks can be mitigated using construction stage Bio-diversity Management guidelines. All the risks and impacts relevant to ESS6 will be assessed as part of the ESDD/ ESIA and as per the procedures laid down in the ESMF of the Project. The mitigation hierarchy will be applied to manage E&S risks and impacts and ESMPs shall be prepared. If required, a separate Biodiversity conservation and Management Plan (BCMP) will be prepared. Such a Plan document shall be prepared and included as part of the ESDD/ESIA reports. These shall be prepared by the respective IA with support of ESA consultants; disclosed by the IA on its website and other accessible locations. Preparation of such a document prior to commencement of construction shall be stated as a requirement in the ESCP – that shall be signed by all IAs participating in the project.
30. **E&S risks relating to ESS 7 - Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities:** Under this ESS, the term “Indigenous Peoples/Sub- Saharan African Historically Underserved Traditional Local Communities” (or Scheduled Tribes) refers exclusively to a distinct social and cultural group possessing the following characteristics in varying degrees:
- a) Self-identification as members of a distinct indigenous social and cultural group and recognition
 - b) of this identity by others; and
 - c) Collective attachment to geographically distinct habitats, ancestral territories, or areas of seasonal use or occupation, as well as to the natural resources in these areas; and
 - d) Customary cultural, economic, social, or political institutions that are distinct or separate from those of the mainstream society or culture; and
 - e) A distinct language or dialect, often different from the official language or languages of the country or region in which they reside.
31. The project is likely to cover many dams across many states in the country. Of these states, many have significant amount of tribal population such as Odisha, Chhattisgarh, Madhya Pradesh, Meghalaya, West Bengal, etc. Many of these same states also have areas that are declared as Schedule V and VI areas as defined by the Constitution. The proposed structural rehabilitation works **are** being carried out on the existing dam structure and within dam premises and not leading to any new infrastructure; iv) non-structural interventions such as early flood warning system and EAP, would be taken up in midst of tribal population groups.
32. In terms of positive impacts, even though some of the dams are located in Schedule V areas and also many others are likely to be having communities in the vicinity that may be characterized as **Indigenous** persons¹² The proposed structural rehabilitation works are being carried out on the existing dam structure and within dam premises and not leading to any new infrastructure. The non-structural interventions such as early flood warning system and EAP,

¹² As per the characteristics outlined in ESS 7

would be taken up in midst of tribal population groups. The tribal households will be indirectly and positively benefited by the dam safety interventions proposed for each sub-project Dam as these will help improve the overall safety of the dams. In addition, under Component 2 – Additional Revenue Generation, Tribal households may also benefit from the work/income generation opportunities relating to tourism works, water recreation activities, motor boats, fishing, solar power/floating solar etc.

33. In terms of potential adverse impacts, the proposed structural interventions under Component 3 of the project largely are rehabilitation works that are being carried out on the dam structure or within the dam premises and on land available with the dam authorities. In case of the 10 dams that are ready at appraisal, none of the proposed activities/interventions, involve acquisition of private land and/or **private assets**. These activities in no way cause restriction on access to land or use of resources by local communities and there is no economic displacement envisaged due to the sub-project. However, there are many dams that would be taken up under the project– locations of which and activities proposed therein, are not known at present and will be known only during project implementation. Besides, these dams too would have tourism, water recreation activities proposed and might result in adverse impacts on tribal households and in a few cases, possibly involve adverse impacts on land and natural resources, cause relocation, and/or have significant impacts on their cultural heritage, resulting in the obtain Free Prior and Informed Consent (FPIC). Non-structural interventions such as preparation and implementation of EAP and early flood warning systems will involve consultation with variety of stakeholders including tribal groups, living in the vicinity of the dam and would need to be consulted and informed in culturally appropriate approach – language, techniques that are familiar to them.
34. **E&S risks relating to ESS 8 – Cultural Heritage:** The project is rehabilitating existing dams thus envisaging low risks and impacts to cultural heritage at this stage. However, possibility of chance find will be included for construction activities. Appropriate provision and measures shall be made under Environment and Social Management Plan and contractor's contract to deal with chance find and its recovery and preservation. If any such cultural heritage is identified, a cultural heritage management plan shall be developed. The locational sensitivity analysis undertaken as part of ESDDs for the 10 dams indicate that none of the dams involve activities close to any such culturally sensitive location. Only Bisalpur dam has a protected Monument, partially submerged behind dam called Bisaldeo temple, a monument of National Importance as designated by Archaeological Survey of India (ASI) but no project activity or intervention are proposed close to this monument. The project is rehabilitating existing dams thus envisaging low risks and impacts to cultural heritage at this stage. However, possibility of chance find will be included for construction activities. Appropriate provision and measures shall be made under Environment and Social Management Plan and contractor's contract to deal with chance find and its recovery and preservation. If any such cultural heritage is identified, a cultural heritage management plan shall be developed. Such a Plan document shall be prepared and included as part of the ESDD/ESIA reports. These shall be prepared by the respective IA with support of ESIA consultants; disclosed by the IA on its website and other accessible location. ESMP will be developed prior to issuance of the bids and will also be included in the bid documents of each sub projects. Such requirement will be stated as a requirement in the ESCP – that shall be signed by all IAs participating in the project.

3.3 Institutional Assessment

35. As part of project preparation, institutional assessment was carried out in the three 3 IAs that are ready at appraisal. Aspects examined included: the current institutional structure to deal with rehabilitation of dams and associated E&S issues; current levels and modes of engagement with communities living in the vicinity/downstream on dam related developments, water

discharge, flood warning, particularly in light of proposed activities relating to additional revenue generation (e.g. tourism, floating solar, water recreation activities); availability and access to grievance redressal mechanisms for communities to seek redressal, etc.

36. Assessment indicated that CWC and some of the states (Kerala, Karnataka, Tamil Nadu, Odisha) that participated in DRIP 1 project and hence are familiar with the World Bank's environmental and social safeguard policies and related requirements. However, in these three implementing agencies that are ready at appraisal, Central Water Commission, (CWC), Rajasthan Water resources Department (Rajasthan WRD) and Manipur Water Resources Department (Manipur WRD), there is negligible or low capacity towards management of E&S issues. No in-house staff personnel with requisite skills or experience are available. Presently, Chief Engineer at SPMU and Executive Engineer at dam level look after these aspects. Presently, no formal system is established for dealing with external complaint or a formal GRM. There is no internal complaint committee as per Sexual Harassment Act either at dam level or SPMU level, however, such complaints can be made to the head of the department. However, in case of CWC, a Project Management Consultant firm contracted under DRIP 1 continues to provide support on E&S issues. Hence, preparation and implementation of various plans given the low capacity of implementing agencies will be a challenge. Contracting/hiring of E&S staff at each IA; support on E&S issues by the EMC and continuous capacity building activities would be needed. Such actions will need to be stated as key E&S commitments in the ESCP that will be signed by each IA. CPSU under CPMU will need to play a coordinating role in these are followed upon and monitored.

- 37.

4. ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK

38. Environmental and Social Management Framework (ESMF) is a tool for use by a project proponent to identify and address the potential environmental and social concerns or impacts of a project across all stages from planning stage to its implementation and post-implementation operations. Keeping this in view, the present ESMF has been developed for use by all IAs while undertaking rehabilitation and strengthening works of dams. A step-by-step methodology has been provided that can be followed along with engineering and institutional interventions required for the sub-project activities. In development of the ESMF, a standard list of activities as identified from the Project Screening Templates of the 10 dams in Rajasthan and Manipur was developed which would be generally applicable to all sub-projects under the DRIP. Under the ESMF, ESS1 is the overarching ESS, which shall be used to determine the relevance of each of the ESS 2-8 and ESS 10, based on the above identified standard list of activities.

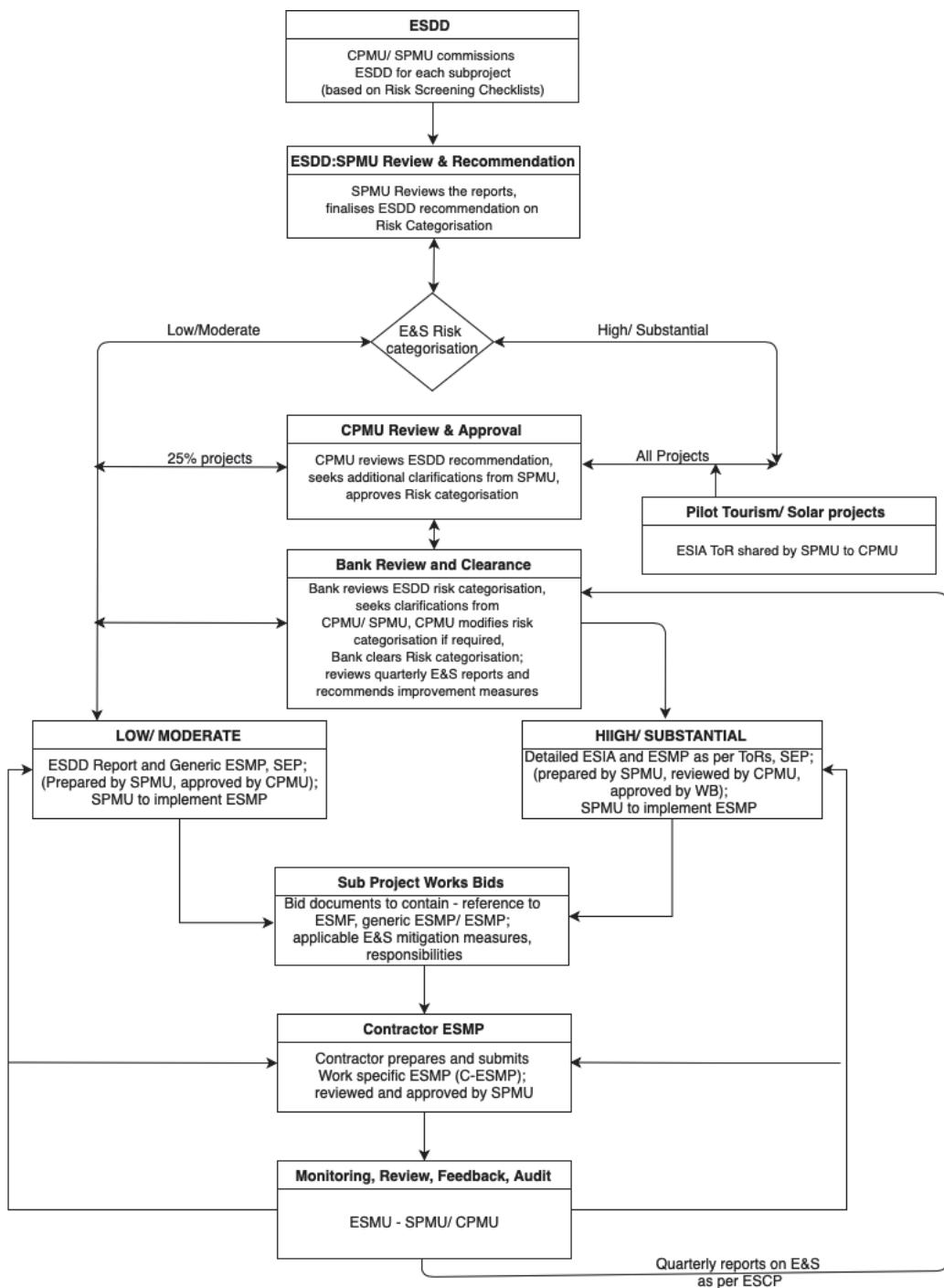
4.1 Application of ESMF

39. ESMF will be applied to the overall project through a two-stage process as described below
- ◆ Stage I: Undertaking Environmental and Social Due Diligence Assessment of all sub-project Dams using E&S scoping and screening checklists to identify E&S risks and impacts and determine risk category of the overall project (L/M/S/H)
 - ◆ Stage II: Based on risk category, preparing Generic ESMP or Conducting detailed ESIA
 - if risk category is L or M prepare generic ESMP including mitigation plans for the relevant ESS
 - if risk category is S or H¹³, conduct detailed ESIA as per agreed Terms of Reference (TORs) and prepare ESMP including mitigation instruments as per relevant ESS

ESMF application by stage is described below. Application of ESM to Sub-project life cycle is presented in Figure 4.1

¹³ Examples where sub projects may get classified as Substantial or High are – interventions include additional spillway construction requiring land acquisition, interventions leading to permanent increase/ decrease of water flow/availability in the dam, interventions triggering a High/substantial GBV risk, consisting of factors outside project control impacting ES performance and outcomes such as complex existing legacy issues (R&R, interim/ final directions issued in interstate disputes) which may trigger High/substantial risks as per ESS, implementation and enforcement arrangements are weak, interventions leading to adverse impacts on IPs, natural habitats etc.

Figure 4.1: Application of ESMF to sub-project cycle (preparation, implementation and monitoring)



ESMF includes Frameworks to meet the requirements for relevant ESS – GBV Risk Mitigation Framework (ESS1), Occupational Health and Safety (ESS2), Resource Management Plan (ESS3), (ESS4), Resettlement Policy Framework (ESS5), Bio-Diversity Conservation and Management Plan (ESS6), Tribal Development framework (ESS7). Stakeholder Engagement Framework (ESS10) is prepared separately.

ESMP includes Resettlement Action Plan, Tribal Development Plan, Stakeholder Engagement Plan, Labor Management Procedure, Community Health Safety Management Plan, Bio Diversity Conservation and Management Plan, Cultural Heritage Management Plan, Construction Debris and Solid Waste Management Plan, Pollution Prevention and Environmental Quality Management Plan

4.2 Stage I: Environmental and Social Due Diligence Assessment

40. The ESDD assessment would be undertaken for each dam sub-project comprising all structural, non-structural interventions and other tourism/water recreation/floating solar interventions.
41. *Approach to ESDD assessment:* ESDD would be prepared by: study of sub-project information, proposed interventions, their magnitude and locations; assessing the relevance and applicability of laws, regulations and procedures in the assessment, development and implementation of projects; understanding baseline environment and social settings, institutional assessment to identify existing capacities & relevant gaps to manage E&S risks and impacts; conducting preliminary stakeholder consultations to help identify potential stakeholders and potential concerns and issues; carrying out activity wise environment and social screening and identify risks and impacts and to classify the sub-project based on risk level (low, moderate or substantial and high) and finally, presenting conclusion on risk category, need for the detailed ESIA and recommendations for ESMP.
42. **ESDD Process:** The ESDD would be undertaken using E&S checklists to identify nature and extent of E&S risks and impacts for different types of proposed interventions.
43. **Scoping exercise** considers the proposed interventions at each dam site as provided in the Project Screening Template¹⁴ (Format SF-1). Applicable interventions are further classified based on the location i.e. within dam area or outside the dam area. Each activity is reviewed for the applicability under-sub project, location of applicable activity as within dam area or beyond dam area and likely risks and impacts. The SF-1 format will be used to scope out or ascertain the types of E&S risks for each of the interventions e.g. Risk/Impact Water Quality, Fisheries, Conservation area, Protected Area, Ecological, Occupational Health, Physical Environment, Cultural, Tribal presence, impact on private land/assets/encroachers/squatters, labor, migrant labor and GBV risks – each of these corresponding to the ESS 2-8. As explained earlier, ESS1 is the overarching ESS and shall govern the applicability of ESS 2-8 and ESS 10, for each of the interventions of the sub project.
44. The second format (SF-2) is used to assess the extent of risk/impact intensity for each of the identified E&S risk and will be used to categorize the risk level as Low/Moderate/Substantial/High.
45. Finally, using a third E&S risk summary format (SF-3), the risk categories for all different types of E&S risk and impacts would be summarized and the highest of the risk categories would be assigned as overall risk category for the given Dam sub-project. Based on the above findings, an “E/S Due Diligence” report for each sub-project would be prepared. The ESDD report will recommend:
 - i) Risk category of the Dam sub-project – whether it is Low/Moderate/Substantial/High
 - ii) Types of instruments that need to be prepared as part of the ESMP along with the responsibilities and timelines¹⁵

4.3 Stage II: Based on risk category, preparing Generic ESMP or conducting detailed ESIA

46. At this stage, for dams that are identified into two groups as - (i) Low to Moderate Risk or (ii) Substantial to High risk. This is done based on risk analysis criteria given under Format SF-2

¹⁴ Screening templates (SF1, SF2, SF3 and SF-R) placed at Annexure 2

¹⁵ ESMP Template place at Annexure 3

and activity specific risk summary given under SF-3. The sub project will be classified as low to moderate risk project only when all the identified risks are between low to moderate. If any one of the identified risks falls under substantial or high category, the sub project will be classified as Substantial or high-risk sub project.

47. Based on the risk classification of subproject further action shall be taken as below:
- i. **Low to Moderate risk**, a generic ESMP shall be developed wherein all mitigation plans to meet requirements of the relevant standards shall be prepared and incorporated within the ESMP (and not as a standalone document). e.g. SEP or LMP will be included as sections within ESMP. ESMP shall comprise set of actions that needs to be completed by Implementing Agency and by the contractor. The contractor specific actions shall be annexed in the bid document. All such ESMP plans shall be prepared by SPMU through their E & S skills available in the State PMU.
 - ii. **Substantial to High Risk dams:** For all such sub-projects a detailed ESIA shall be conducted through an independent ESIA agency in accordance with the Terms of Reference (ToR)¹⁶ prepared and agreed with CPMU and SPMUs. The ToRs require to: define project's 'study area' or project influence area and conduct surveys on existing environment & socio-economic profile/setting from authentic secondary sources; review of Environmental & Social Legal requirements; carry out analysis of impacts and management measures; provide environmental inputs to engineering feasibility studies; conduct Social Impact Assessment including qualitative and quantitative surveys to identify potential adverse impacts on land, assets, encroachments, community assets; impacts on disadvantaged and vulnerable; impacts on tribals; develop mitigation plans in accordance with the entitlement policy and assistance package; identify gender concerns/gaps; identify types of project workers/labor and associated risks; possibility of migrant labor leading to GBV¹⁷ risks; undertake stakeholder assessment & consultations, providing modes for citizen engagement and GRM¹⁸ (including for anonymous, vulnerable and disadvantaged).
48. Based on the ESIA findings, the ESMP will be developed and depending upon the relevance of ESS 2-8, relevant plans such as Resettlement Action Plan (RAP), Tribal Development Plan (TDP)¹⁹, Bio-diversity management Plan, Cultural Heritage Management Plan or Procedures²⁰ etc. will be prepared. These plans shall be ready before the sub project bids are issued and relevant plans would be included in the bid document.
49. The preparation of E/S assessment and management instruments, proportionate to the risks, as specified herein this ESMF is stated as a requirement in the Environment and Social Commitment Plan. All such ESMPs and other relevant Plans will be reviewed by CPMU and shared with the Bank for approval before the same are included in the respective bid documents. Implementation of all such ESMPs will be monitored by CPMU and progress status will be shared with the Bank for information on quarterly basis.
50. Application of ESMF to sub-projects under Component 2: Risk-informed Asset Management and Sustainable Financing- Component 2 aims to explore alternative sources for generating revenue streams such as tourism and water recreational activities, fisheries and other innovative schemes such as floating solar panels. The activities are being considered as a way to help meet maintenance/operational costs of the dams and a small number of such activities at identified

¹⁶ ToR for hiring agency for conducting ESIA studies placed at Annexure 4

¹⁷ GBV/SEAH action plan placed at Annexure 5

¹⁸ Ref SEF

¹⁹ TDF placed at Annexure 10

²⁰ ToC for Bio diversity management placed at Annexure 9

sub projects might be piloted under DRIP II. The dams on which such alternative revenue generating sources could be piloted have not yet been selected. The selection of dams will be based on in-depth studies to determine potential, feasibility, social and environmental impacts, etc. While it is not expected that any of these activities will lead to Substantial or High risk (given the nature of the activity and relatively small amount of money that can be allocated for them). if any S/H tourism sub-projects are proposed 1 such tourism, water recreation etc., activities that are proposed, shall undergo E&S screening using the given checklists. Such an assessment would be undertaken by the contracted ESIA agency/PIU. The findings shall be reviewed by CPMU and shared with the Bank for its endorsement on the identified risks before taking up such activities. Those identified as Substantial or High risk through the screening assessment shall be required to carry out detailed ESIA in accordance with the ToRs¹² and approval from the World Bank.

51. Implementation process of application of ESMF in sub projects: ESDD studies will be carried out for 100% of all sub projects. The SPMU will review the ESDD report and finalizes the recommendation on risk classification. 25% of such L or M risk classified projects will be forwarded to CPMU for review on risk classification recommendation. CPMU in turn will seek clarifications if any, revises the risk classification (if required) and approves the ESDD report. CPMU forwards all these 25% reports to World bank for review. World Bank may seek clarification from CPMU, SPMU and if necessary recommend for revision in risk classification. However, where the risk classification is recommended as S or H in the outcome of ESDD, finalized by SPMU, 100% such sub projects are forwarded to CPMU and World Bank. Both CPMU and World bank will seek additional clarifications if needed and approve the risk classification. Similarly, 100% of the pilot works proposed, i.e., tourism, floating solar etc. for augmenting revenue sources will go through ESDD process, SPMU review, CPMU review and World Bank review.

4.4 Mitigation instruments to meet requirements of each ESS

E&S risks and impacts identified in Chapter 3 shall be addressed through following mitigation plans

ESS	Type of plan/instrument	Brief description of content	Annexure with indicative TOC/guideline
1	ESMP	Includes provisions for addressing risks relating environmental and social aspects in each sub project or dam. This will be a standard ESMP for sub projects identified as low to moderate risk (as per ESDD). High risk sub projects will undergo Detailed ESIA and an ESMP. This will also include recommendations as per SEA or SH/GBV and physically challenged	3
2	Labor Management Procedure	Lay down and spell out the requirements relating to: provision of terms and conditions of employment; promoting of non-discrimination and equal opportunity; worker's organization etc. and finally a mechanism to redress grievances mechanism to the direct and contracted workers.	12
3	(a) Construction Debris and Other waste management Plan	(a) Dam rehabilitation activities may generate various type of waste depending on nature of rehabilitation work involved such as debris and construction waste, empty paints containers, waste lubricants, electrical waste, and municipal waste from labour camps. Some of these wastes are bio-degradable, some are reusable/saleable, and some are non-biodegradable and non-reusable. Many of these	12

	(b) Pollution Prevention and Environmental quality management Plan	wastes attract provision of law for its disposal and require controlled handling and disposal. Constructional Debris and Solid Waste Management Plan (CDSWMP) is aimed to fulfil the requirement of safe handling and controlled disposal of these wastes. (b) It follows the principal that any waste is a resource misplaced and If a resource is released to environment than it results in affecting the environmental quality depending on nature of waste released to environment viz air, solid or liquid. This Pollution Prevention and Environment Quality Management Plan (PPEQMP) framework is aimed to evolve guidelines which can result in conservation of resources and thus prevention of pollution	7
4	Community Health and Safety Plan	This plan will include framework for in relation project workers, and any risks of labor influx, such as communicable and non-communicable diseases	6
5	Resettlement Action Plan	In accordance with SIA findings and RPF provisions, RAP will be prepared that enumerates nature and quantum of each type of impact and impacted persons by socio-economic category and entitlement measures, budget	12
6	Bio Diversity Conservation and Management Plan (BCMP)	Biodiversity Conservation and Management Plan for the sub projects /DAM sites close to the conservation areas and suggest biodiversity conservation guidelines and Plan for all such dams.	9
7	Tribal Development Plan	In accordance with ESDD/SIA findings and TDF, the TDP shall be prepared to include: applicable legal and institutional framework and baseline data; framework for meaningful consultation tailored to Indigenous Peoples/Tribals during project implementation; Measures for ensuring Indigenous Peoples/Tribals receive social and economic benefits that are culturally appropriate and gender sensitive and steps for implementing them; measures to avoid, minimize, mitigate, or compensate Indigenous Peoples/Tribals for any potential adverse impacts that were identified in the social assessment, and steps for implementing them; the cost estimates, financing plan, schedule, and roles and responsibilities or implementing the Indigenous Peoples/Tribals Plan;	10
8	Cultural Heritage Management Plan	A Cultural Heritage Management Guidelines and if required a Plan in sub projects if any such cultural aspects is likely to be affected from any of the dam scheme. This will include chance find procedures as well.	11

4.5 Approach to meeting Directive on disadvantaged or vulnerable individuals or groups

52. This ESMF takes into consideration the Directives that relate to risks and impacts on disadvantaged or vulnerable individuals or groups. In this regard, Bank will ensure that:
- i) terms of reference for undertaking ESDD/ESIAs adequately covered such categories of potentially impacted persons;
 - ii) questionnaires and consultation checklists used for conducting census & socio-economic surveys and focus group discussions covered such groups.
 - iii) ESDDAs/ ESIAs that are undertaken:
 - cover such groups in the consultation meetings including the issues and concerns raised by these groups;
 - identify additional measures that could be provided to address these groups
 - present mechanisms and modes by which project will disseminate information to groups and consult with them to elicit their participation in the project interventions.

53. Additionally, design interventions for physically challenged will be explored in sub-project. Disadvantaged and Vulnerable households defined under the project include: ST, family/household headed by women/female, physically challenged, Below Poverty Line (BPL) and illiterate persons/households. Also, Bank will ensure trainings as part of capacity building events which will cover this requirement of the Directive.

5. STAKEHOLDER CONSULTATIONS AND DISCLOSURE

54. Project is required to engage with multiple and varied set of stakeholders for different activities under the project components. The Project risk category is assessed as ‘High Risk’ while the Stakeholders risk is categorized as ‘Substantial’²¹. Stakeholder Consultations mechanism shall describe how two-way communication between the Implementing Agency and the affected communities and stakeholders would be achieved throughout the project cycle. Consultations are used as a tool to inform and educate stakeholders about the proposed actions both before and after the development decisions were made. The involvement of the various stakeholders ensure that the affected population and other stakeholders are informed, consulted and allowed to participate at various stages of project preparation and implementation.
55. Consistent with the requirements of ESS 10 on Stakeholder Engagement, this chapter describes the applicable legal and regulatory framework besides the requirements under WB’s ESS 10, followed by the consultation process undertaken for the first set of 10 dams and consultation process adopted in formulation and finalization of ESMF. The process of consultations is aimed at and mandates that Project components are explained to stakeholders well, setting expectations on the overall project cycle.

5.1 National legal & Regulatory and WB ESS 10 requirements

56. Stakeholder Engagement is mandated within the existing institutional and regulatory framework of the National and State legal instruments as well as the ESS compliance requirements of Environmental and Social Framework (ESF), 2016 of the World Bank and is mentioned below:
 - The Environmental Impact Assessment Notification (EIA), 2006 (including all amendments to date), notified by MoEFCC, GoI
 - Dam safety assessments of all dams as per the Guidelines for Assessing and Managing Risks Associated with Dams (CWC, February 2019) and the Good Practice Note on Risk-Informed Dam Safety Management (World Bank, March 2020)
 - The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013
 - The Right to Information Act 2005
 - ESS 10: Stakeholder Engagement and Information Disclosure, ESF 2016, World Bank
57. The Environmental Protection Laws mentioned above mandate that the Citizens have the right to environmental information as well as to participate in developing, adopting and implementing decisions related to environmental impacts. The provisions of environmental law provide the assurances for public hearing during the process of project planning and also ensure the public discussion during implementations. Public representative bodies have an obligation

²¹ Ref PAD, March 2020.

to take into consideration citizens' comments and suggestions. The Land Acquisition Act, 2013 maintains the ethos and culture of public participation through social impact assessment. 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 ESS-10, Stakeholder engagement and information disclosure mandates stakeholder engagement is an inclusive process conducted throughout the project life cycle.

58. The World Bank's Environmental and Social Framework (ESF)'s Environmental and Social Standard (ESS) 10, "Stakeholder Engagement and Information Disclosure", recognizes "the importance of open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice" (World Bank, 2017: 97). Specifically, the requirements set out by ESS10 are the following:
- "Borrowers will engage with stakeholders throughout the project life cycle, commencing such engagement as early as possible in the project development process and in a timeframe that enables meaningful consultations with stakeholders on project design. The nature, scope and frequency of stakeholder engagement will be proportionate to the nature and scale of the project and its potential risks and impacts.
 - The Borrower will maintain and disclose as part of the environmental and social assessment, a documented record of stakeholder engagement, including a description of the stakeholders consulted, a summary of the feedback received and a brief explanation of how the feedback was taken into account, or the reasons why it was not."

5.2 Consultation with stakeholders at Sub Project Sites

59. While preparing the ESDDs for the first set of 10 dams, public consultation meetings were held at all locations to get an insight about the baseline condition and problems associated with existing dam operation systems and other related issues. These consultations mainly acted as a forum to inform stakeholders about the Project and also to elicit their opinion on the proposed works relating to dam safety. Issues relating to Project components; legacy social issues, role of the community, grievance redress etc., were discussed. Details of consultations held for DRIP II, at this stage are listed below in Table 5.1.

Table 5.1: Details of Consultations

S. No	Date	Place	Type of Stakeholders	Number of Participants (M/F)
1	16.01.2020	SPMU, Sinchai Bhavan, Jaipur	PMU Team headed by PD, DRIP-II Rajasthan, CWC Deputy Director, Consultants from CWC and Consultants from World Bank	10 (6/4)
2	17.01.2020	Bisalpur Dam, Rajasthan	Other interested parties	15 (15/0)
3	18.01.2020	Gambheeri Dam, Rajasthan	Other interested parties	6 (6/0)
4	18.01.2020	Mahi Bajaj Sagar Dam, Rajasthan	Other interested parties	10 (9/1)
5	19.01.2020	Som Kamla Dam, Rajasthan	Other interested parties	4 (3/1)
6	02.02.2020	Imphal Barrage, Manipur	Other interested parties	6 (6/0)

S. No	Date	Place	Type of Stakeholders	Number of Participants (M/F)
7	02.02.2020	Singdha Dam, Manipur	Other interested parties	10 (10/0)
8	10.02.2020	Jawai Dam, Rajasthan	Other interested parties	10 (10/0)
9	10.02.2022	Sukli Selwada Dam, Rajasthan	Other interested parties	47 (42/5)
10	11.02.2020	Chappi Dam, Rajasthan	Other interested parties	16 (16/0)
11	11.02.2020	Matri Kundia Dam, Rajasthan	Other interested parties	15 (7/5)

60. Consultation Findings are presented by type of stakeholder group

Affected parties: As the Project interventions at the 10 dams where consultations were held do not cause any physical or economic displacement and as such do not directly affect the public in general, none of the participants could be considered as affected parties.

Other interested parties: They informed that the Dam officials alert them with siren during gates operation. There is as such no specific impact on women due to dam operations. They have also suggested to improve the security at the dams for enhanced safety to dam premises and assets and also to large tourist population, who frequent during the monsoon season. They mentioned that whatsapp groups exist within their communities and any information about employment opportunities would be helpful.

Disadvantaged and vulnerable groups The Project activities under these 10 dams, is not likely to trigger additional disadvantage or create vulnerability among these group of stakeholders. During preparation of Dam specific SEPs, efforts will be required to address these groups.

61. Majority of stakeholders wanted to have continued consultation meetings during Project preparation and subsequently during Project implementation. The participants requested for periodic consultations to enable them to contribute in the Project as well as benefit from them by getting to know about work opportunities. The participants agreed that they are mobile literate and communications can be sent through mobile messaging services or through websites. The stakeholders were appreciative of the interventions and expressed their concurrence, as any strengthening work on the dam will only help them - dam being their lifeline over the last several years.

5.3 Consultations on ESMF

62. In light of the COVID 19 pandemic induced restrictions²² towards stakeholder consultations, consultations on draft ESMF were carried out in a limited manner in accordance with the guidance available²³. Hence, the following approach was taken:

²² In light of the COVID pandemic, Government of India announced a country wide lockdown between March 25 to April 14, 2020, that constrained holding of consultation meetings

²³ Technical Note: Public Consultations and Stakeholder Engagement in WB-supported operations when there are constraints on conducting public meetings, March 2020

- i. The Draft of the ESMF was disclosed on the project website, www.damsafety.in for stakeholder/beneficiary feedback.
- ii. CWC sent the Draft ESMF by electronic email to all participating states a week in advance, for their review, feedback and suggestions
- iii. CWC organized a consultation workshop vide video-conference on X, 2020. The workshop included representatives from the three participating IAs namely CWC, Rajasthan WRD and Manipur WRD. The consultation workshop was conducted as per the following steps:
 - i. Virtual registration of participants:
 - ii. Distribution of workshop materials to participants, including agenda, project documents, presentations, questionnaires and discussion topics:
 - iii. Review of distributed information materials: .
 - iv. Discussion, feedback collection and sharing:
 - v. Conclusion and summary: The chair of the workshop will summarize the virtual workshop discussion, formulate conclusions and share electronically with all participants.

Key issues, concerns and suggestions raised during the workshop are summarized in the table below

S.No.	Topic	Issue/concern/suggestion	Response provided

See Annexure 15 for list of participants

5.4 Information Disclosure

- 63. Final ESMF incorporating comments given by all participating states was submitted to World Bank. Once approved by World Bank, it was disclosed on www.damsafety.in website and the external website of the World Bank on its portal. Translated executive summary of the ESMF in vernacular language will also be made available.
- 64. Further information dissemination and disclosure shall be undertaken in accordance with the Project' Stakeholder Engagement Framework' (SEF). The SEF outlines - the stakeholders, legal and regulatory provisions, identification, approach to stakeholder engagement, approach to information disclosure, timelines for disclosure and feedback, implementation arrangements, GRM, Training requirements, budgets.
- 65. As per the SEF all the specific assessments and mitigation plans – ESDD/ESIA, ESMP will be placed on the www.damsafety.in website for soliciting feedback. Translated executive

summaries in vernacular language will also be made available and provisions will be made to receive the feedback in local languages and integrate into the overall feedback mechanism. These documents will be made available at the project site offices, SPMUs and CPMU, electronically as well as in hardcopy, on demand. Mechanisms for continued consultations have been detailed in the SEF wherein stakeholders, PAPs and affected communities will be consulted throughout the project cycle period. For more details refer to the www.damsafety.in for Stakeholder Engagement Framework.

6. IMPLEMENTATION ARRANGEMENTS

6.1 Institutional arrangements

66. Implementation arrangements, capacity building actions, monitoring & evaluation aspects are presented in this chapter.

Overall institutional arrangements for implementation of ESMF

67. The organizational structure for day-to-day project coordination and management of DRIP II consists of a Central Project Management Unit (CPMU) at the central level in CWC and one State level PMU for each of the implementing agencies. Institutions at national and state level along with roles are presented below:

National level:

National Level Steering Committee (NLSC): A Committee has been established for oversight on dam safety assurance and rehabilitation, and disaster management. The NLSC is headed by the Secretary Jal-Shakti and includes senior representatives from CWC and participating states. A separate Technical Committee (TC) is also in place providing technical input to NLSC, coordinate with implementing committees of respective state governments, and review progress of development projects.

68. Central Water Commission: The overall responsibility for project oversight and coordination will rest with the DSO in CWC, that will act as the Central Project Management Unit (CPMU). The Chief Engineer of the DSO will be the Project Director (PD), and will be assisted by the Directors, staff of their respective directorates, individual consultants. CWC will establish and maintain an E&S organizational structure with qualified staffs to support management of E&S risks including at least one Environmental Expert and one Social Expert. It shall ensure these staff are on rolls throughout project period.
69. Engineering, Management and Consulting (EMC) firm: This firm will support CWC and provide it with a team of consultants for managerial, technical, fiduciary, environment and social, and M&E support.

State level:

70. Dam Safety Review Panel (DSRP): A Multi-disciplinary DSRP will be constituted by each implementing agency.
71. SPMU: At the state level, SPMUs, will have overall responsibility for the coordination of the project activities at state level, both technically and qualitatively and will monitor the physical and financial progress including safeguards issues. Each IA will appoint a Project Director (PD) and Project Management Unit (PMU) attached to the Chief Engineer / Superintending Engineer

in charge of the DSO. The PD and its team of government staff and consultants will have direct responsibility for the coordination and management of the project at the State level and for Central organizations (such as BBMB and DVC). All PMUs will be staffed with qualified government staff, supplemented with consultants so that the needed technical, safeguards, monitoring and evaluation (M&E), and fiduciary (procurement and financial management) capacity is available. The SPMUs will summarize the implementation of the project and submit reports to the CPMU in a format generated for a MIS. The SPMUs will coordinate the work with Chief Engineers of the WRDs and other owners of dams.

72. Each IA shall establish and maintain an E&S organizational structure with qualified staffs to support management of E&S risks including at least one Environmental Expert, one Social Expert and one Labour Officer for ensuring compliance with the Bank's ESF and ESS's and ensure that these experts are on the rolls throughout project period.
73. E&S specific Institutional arrangements with responsibilities for: a) national institutions – CWC; b) State level institutions – DSRP, SPMU of IA, E&S Cell of SPMU/IA; c) external agencies – EMC, Civil Works Contractor, RAP implementing agency, Third Party Monitoring Agency are presented in below in Table 6.1.

TABLE 6.1 - Institutional Arrangements with responsibilities

Institution	Responsibilities
Central Water Commission – CPMU	<p>Overall responsibility for project implementation and coordination with all participating states</p> <p>Establish and maintain an E&S organizational structure with qualified staffs to support management of E&S risks including at least one Environmental Expert, one Social Expert and one Labor Officer for ensuring compliance with the project ESMF</p> <p>Prepare Environment and Social Management Framework (including Resettlement Policy Framework, Tribal Development Framework, Gender Base Violence Risk Mitigation Framework) and submit for World Bank's review and approval prior to Disclosure</p> <p>Ensure that State WRD/ IA undertake Environment and Social Due Diligence (ESDD) using the E&S screening checklist to identify risk category (Low/Moderate/Substantial/High) of each sub-project including floating solar sub-projects, as per ESMF</p> <p>Ensure that all IAs, depending on Risk category, ensure either prepare customize the generic ESMPs with plans to meet relevant ESS or undertake detailed ESIA as per TORs</p> <p>Ensure E&S screening of all tourism related activities and share with the Bank for its endorsement on the identified risks, before taking up such activities.</p> <p>Review all ESMPs of the sub projects under dam activities and tourism and other activities under component -2 of high and substantial risks</p> <p>Contract an EMC with Environmental and Social team members throughout the duration of the project</p> <p>Engage Third Party Agency (TPA) to undertake an Annual audit of implementation of Environment and Social Commitment Plan (ESCP)</p> <p>Prepare Annual report on SEP implementation by different dams and disseminate at an "Annual Experience Sharing Workshop" event with participation of all Implementing Agencies</p> <p>Ensure that the results of dam safety /risk assessment as well as adequacy of proposed remedial works and quality of construction works should be periodically reviewed by independent Dam Safety Review Panels to be established by the participating States and other Implementing agencies.</p> <p>Ensure dam safety plans should be prepared including: (i) plan for construction supervision and quality assurance, (ii) instrumentation plan (iii) operation and maintenance plan (iv) emergency preparedness plan. The dam sites will ensure security and safety personnel. The plan for construction supervision and quality assurance, preliminary operation &</p>

Institution	Responsibilities
	maintenance plan, and framework plan for emergency preparedness along with the estimated budget have been prepared in a satisfactory manner. The instrumentation plan is to be incorporated into the detailed design and bidding documents. The upgraded O&M plans and EPP will be completed during the early phase of project implementation period. All above recommendations of each dam be conveyed to the World Bank.
DSRP	<p>Visit and assess all dams that shall be taken up under the project; and provide recommendations for remedial measures based on which detailed structural as well as non-structural rehabilitation plans are prepared for implementation under the Project.</p> <p>DSRPs will re-inspect each dam after completion and to confirm that the recommended dam safety interventions have been satisfactorily carried out</p>
SPMU of IA	<p>Have overall responsibility for the coordination of the project activities at state level, both technically and qualitatively and will monitor the physical and financial progress including safeguards issues.</p> <p>Establish and maintain an E&S organizational structure with qualified staffs to support management of E&S risks including at least one Environmental Expert, one Social Expert and one Labour Officer for ensuring compliance with the Bank's ESF and ESS's and ensure that these experts are on the rolls throughout project period.</p> <p>Prepare Standard ESMPs for low to moderate risk dams and Contract ESIA agency to undertake ESIA for Substantial and High-risk projects and also contract agencies for impact evaluation and RAP implementation (if and when required). Include ESMPs in the Standard Bid Documents for contractor's compliance.</p> <p>Disclose ESMF and specifically RPF, TDF shall be translated in local language</p> <p>Approve and disclose all ESMPs including standard specific plans as applicable including translation of Executive Summaries of these plans in local language</p> <p>Establish a Grievance Redress Mechanism (GRM) and operated by the contracted agencies to address Project workers workplace concerns</p> <p>Ensure that work cannot be awarded before ESMP has been included in the bid document and is signed off by environmental and social designated staff.</p> <p>Ensure incorporating relevant aspect of ESMP (E&S mitigation measures, Bill of Quantities (BOQ's, Technical Specifications, drawings and mitigation cost) and ESCP requirements in bidding document for procurement of civil work contractor</p> <p>Include in bidding document Environmental and Safety Manager and Social cum Community Liaison Officer as Key member of Contractor Team and explicitly list resources that would be mandatory for effective ESHS implementation</p> <p>Facilitate preparation of Emergency Action Plan, disclosure workshop and implementation of EAP. For this purpose, liaise with District Administration, State Disaster Management Authority (SDMA), NDMA (National Disaster Management Authority), Police Department, Communities in the vicinity</p>
E&S Cell of SPMU/IA	<p>Undertake Environmental and Social Due Diligence of all the dams proposed under the project and identify risks category (Low/Moderate/Substantial/High) as per procedures laid out in this ESMF</p> <p>Prepare ESMPs, and other mitigation instruments to meet requirements of relevant ESS (Bio-diversity Plan, RAP/ARAP). Prepare Standard ESMPs for low to moderate risk dams and Contract ESIA agency to undertake ESIA for Substantial and High risk projects and also contract agencies for impact evaluation and RAP implementation (if and when required) . Include ESMPs in the Standard Bid Documents for contractor's compliance</p> <p>Prepare Stakeholder Engagement Plans, in accordance with Stakeholder Engagement Framework for all sub-projects and undertake other measures as per LMP and GBV risk mitigation framework</p> <p>Ensure preparation and submission of submit C-ESMP prior to starting of civil work by Contractor and updation every six months</p> <p>Designate a special officer from Revenue Department to overlook land acquisition/resettlement aspects depending on the need,</p> <p>Hire a GBV officer if the sub project is classified as High on SEA/SH risk using the risks assessment tool while undertaking ESDD.</p> <p>Ensure compliance of any legal or statutory clearance/ permission / consent/ permit, if required for any sub project activity.</p>

Institution	Responsibilities
	Monitor the compliance with the agreed documents and ensure adequate reporting is made in progress reports about the compliance with the ESMF and ESMP
EXTERNAL AGENCIES	
Engineering and Management Consultants (EMC) with E&S staff supporting CWC	Assist the PD with the day-to-day responsibilities of project management and implementation including: <ol style="list-style-type: none"> planning and management of the project, including monitoring physical and financial progress, and preparing annual work plans and regular progress reports; vetting of hydrological analyses and advising on the options to cater for the increased design floods, where applicable; ensuring designs of engineering works are technically sound; providing third-party construction supervision and quality control to ensure works are implemented to internationally acceptable standards; and advising on dam safety institutional strengthening measures
	Provide guidance and support in conducting ESDDs to determine the environmental and social impacts, if any, including whether any stand-alone EMPs, RAPs are required to be prepared
	Support CWC and all IAs in undertaking of ESDDs and review of all ESMP for all risk categories of sub-projects
	Support CWC and all IAs in conducting review of detailed ESIA and ESMPs for Substantial and High-risk projects and of Tourism, Floating Solar, Water Recreation sub-projects and share with WB for review and approval prior to disclosure
	Develop formats for regular supervision and monitoring on E&S issues
	Undertake regular site visits/ inspections of the dam sites and monitor the compliance by the implementing agencies and provide quarterly reports to SPMU and World Bank in an agreed format.
	Conduct training/awareness raising on ESMF and related requirements to Central and State level IAs and E&S staff.
	Provide orientation/sensitization and training to targeted groups within IAs on relevant topics (such as stakeholder mapping and engagement, Biodiversity guidelines, OHS, ESHS norms, Labor Management Procedures)
	Collate MPRs from different IAs and summarize and provide a QPR to World Bank for its information
	Set up and monitoring a reporting system on E&S issues
Civil Works Contractor	Ensure that actions agreed to minimize environmental impact and social impacts are being implemented
	Ensure preparation of Contractor ESMP (C-ESMP) as per ESMP within prescribed and submit to IA for review and approval and also ensure periodic updation. These C-ESMP should comprise: Labor influx management Plan, Traffic Management and Road Safety Plan, Emergency Response Plan, Community Health and Safety Plan, Hazardous and Non-hazardous waste management plan, water use plan
	Ensure staffing as per ESMP (Environment officer, Safety Officer and Social-cum-Community Liaison Officer as key members of the Contractor's team
	Implement Labor Management Plan including establishment and functioning of a GRM to receive and redress laborers workplace concerns
	Ensure actions relating to GBV as per GBV risk mitigation procedure
	Prepare and submit periodic progress reports on all E&S aspects provide in the ESMP that is included in the bid document/contract
RAP implementation agency	Ensure compliance with national and state levels in obtaining clearances and permits/licenses
	Provide support to SPMU/IA in implementation of RAP. <ul style="list-style-type: none"> • Verification of PAPs. • Distribution of ID cards. • Preparation of micro plans. • Dissemination of information. • Assist to PAPs to avail R&R assistance and compensation. • Identify resettlement /vendor market sites.

Institution	Responsibilities
	<ul style="list-style-type: none"> • Identify training needs and provide the same. • Facilitate in opening joint accounts. • Enable PAPs to identify alternate sites for house/shop • Assist PAPs to relocate. • Provide monthly progress reports on implementation
Third Party Monitoring Agency	<p>Undertake an Annual Environmental and Social Commitment plan Audit of all IAs from an independent agency and prepare and submit audit report with corrective actions to CPMU – CWC and World Bank. Audit will include:</p> <ol style="list-style-type: none"> 1. Compliance with ESIA and ESMPs requirements developed for the project 2. Compliance to different subject specific plans if required under ESMP ; like Bio-Diversity Management Plan, Occupational Health and Safety Management Plan , Cultural Heritage Management Plan , Labor management plan, implementation status and compliance level. 3. Effectiveness of GRMs 4. Implementation of SEP 5. Compliance with WB ESS requirements

Reporting

74. Quarterly Progress report (QPR) will be prepared capturing details on E&S performance of the project. Details will include implementation status of the following
1. Environmental and Social Commitment Plan
 2. Environmental and Social Management Plan (ESMP, GBV framework and LMP)
 3. Compliance to Environmental and Social statutory requirements
 4. Design modification or change in scope brought to Bank notice
 5. Assessment of changes and updating/addendum to ESIA/ESMP
 6. Site observations on Contractor's performance on Environmental Social Health and Safety (ESH) and other plans in ESMP
 7. Summary of Stakeholder Engagement activities as stated in the SEF
 8. Summary of Grievances received and redressed for each scheme
 9. Status of Environmental and Social staffing within PMU (including PMC) and other implementation partners/agencies
 10. Capacity building /training activities undertaken for different project functionaries
 11. Corrective Actions and planned E&S activities for next quarter

SPMU will share on Quarterly basis ESMP implementation status (50% of the sub projects/dams in case of low to moderate risk ESMPs and 100% sub projects/ dams, in case of substantial to high ESMPs and other pilot works of high impact such as tourism development, solar power development etc.) relevant plans as per Environment Standards and all activities as stated above, with CPMU at CWC. CWC in turn will share these reports (25 % in case of low to moderate and 100% in case of Substantial to High risk sub projects) with The World Bank.

Monitoring and Audit

75. Internal monitoring of E&S aspects in accordance with the ESMF and ESMPs comprising relevant mitigation plans will be undertaken by the E&S Cell. It will be a regular on-going feature within the SPMU for all the dams in the respective project state. SPMU will share on Quarterly basis ESMP implementation status and plans (50% in case of low to moderate risk

ESMPs and 100% in case of substantial to high ESMPs and other pilot works of high impact such as tourism development, solar power development etc.). In addition, CWC – CPMU will undertake an Annual Environmental and Social Commitment Plan Audit of all IAs from an independent agency and prepare and submit audit report and corrective actions to The World Bank. This third-party Audit cum monitoring agency will be appointed at the end of each implementation year (tentatively to initiate by end of December 31 of each year). The agency shall conduct the Audit within 30 days of engagement and shall submit its report within one month of completion of the Audit.

Contractor's Monthly Reports

76. Monthly Progress report (MPR) prepared by contractors explaining the compliance status of the Project with the ESMP in their scope. Details will include status on:
1. Contractor's ESMP implementation work plan and PMC reviewed summary of implementation progress
 2. Implementation of Contractor's ESMP (ESMP and related plans such as OHS Management Plan, Waste Management Plan, Workers' Camp Management Plan, Community Health and Safety Plan, Biodiversity management plan, Debris and Muck disposal Plan, Cultural Heritage Management Plan etc.)
 3. Status of Compliance with E&S statutory requirements (including Consent to Operate (CTO) & Consent to Establish (CTE), quarry permits if applicable, labor licenses, insurance, etc.)
 4. Status on actions indicated in the Labor Management Procedure
 5. ESHS incidents & supervision
 6. Usage (no. required, distributed and ensure used) of Personal Protective Equipment (PPE) such as hard hats, safety shoes and safety vests by workers
 7. Safety at work sites like providing traffic signage, barriers/delineator, management of traffic, drainage and pliable road surface etc.
 8. Training conducted, and workers participation (submit reports with statistics of training and worker's participation)
 9. Functioning of GRM relating to labor aspects, including summary details of Workers grievances
 10. Community grievances
 11. Corrective Actions and planned E&S activities for next month

Capacity Building needs at CPMU and SPMUs

77. In view of new Environmental and Social Framework (ESF), awareness and capacity is required to be built for all implementing agencies and hence, capacity building will be an area of continued focus. In DRIP II, institutional strengthening is required at following levels:

Dam Sites Officials: Select officials at junior levels will be trained in

- understanding of baseline environmental and social conditions,
- understanding the ESDD of sub project activities employing the E&S checklists,

- analysis and assessment of project impacts on environmental and social components;
- segregating of significant impacts;
- identifying mitigation and enhancement measures and development of an environmental and social management plan.

SPMUs: All SPMUs shall have designated environment and social safeguard officials who will be primarily responsible for the application of ESMF and monitor the compliance with ESF and ESSs.

- understanding of baseline environmental and social conditions,
- understanding the ESDD of sub project activities employing the E&S checklists,
- analysis and assessment of project impacts on environmental and social components;
- segregating of significant impacts;
- identifying mitigation and enhancement measures and development of an environmental and social management plan.
- stakeholder mapping and engagement;
- labor management procedures
- GBV risk mitigation requirements
- ESHS norms as per the bid documents/contract document
- emergency preparedness and response; community health and safety.

CPMU: Environment as well as Social Experts at CPMU, including the Project Director will be trained:

- on ESMF including ESF and ESSs and orientation on various ESS requirements e.g. RPF, ESMP, GBV action plan, LMP, TDP, Stakeholder engagement plan through customized training programs/ workshops and study tours.
- understanding the ESDD of sub project activities employing the E&S checklists,
- analysis and assessment of project impacts on environmental and social components;
- identifying mitigation and enhancement measures and development of an environmental and social management plan

Other Stakeholders

- Contractor, Support Consultants on topics such as Labor Management Procedures; OHS guidelines, emergency preparedness and response; community health and safety
- Communities on topics such as construction stage impacts, safety provisions, OHS guidelines
- Project workers on topics such as OHS guidelines, provisions relating to LMP, GBV Risk mitigation framework

6.2 Monitoring and evaluation

78. Monitoring and evaluation is meant to check whether the adverse environmental and social impacts identified are being adequately mitigated and that the proposed mitigation plan is resulting in achieving desired results. Monitoring and evaluation will be done at 2 levels viz., overall Project level monitoring of ESMF implementation and sub-project level monitoring of ESMP implementation. This, essentially, involves cross-checking the implementation of the

ESMF and sub-project ESMPs as well as monitoring the environmental quality through suitable indicators in the specific sub-project locations during both the construction and operation stages.

79. An Environmental and Social Monitoring Plan has been developed covering monitoring of air quality, surface and ground water quality, noise levels, and soil quality. The monitoring plan includes the following:
 - Indicators and parameters to be monitored
 - Methodology
 - Frequency of monitoring
 - Responsible entity for monitoring
80. A Contractor ESMP shall be prepared prior to the start of work as per applicable framework attached as annexures to this ESMF. Compliance to statutory permit conditions, environmental quality, tree survivability norms as applicable shall be carried out as per predefined frequency. Environment Quality standards shall conform to Ambient Air quality, Ambient Noise levels (day and night) and water quality standards for drinking water shall be carried out. SPMU will ensure all elements indicated in the ESMPs be included in the contractor's ESMP. Wherever, Environmental Standard (ES) related plans are to be developed, SPMU will ensure plans are developed and implemented.

Field supervision during sub - project implementation

81. Consultancy / Third Party services will be engaged by CPMU/SPMUs for Project/ sub project monitoring works. The Programme Management Consultant hired by CWC will check compliance of sub-projects being implemented as part of the Project with the ESMF from the stage of inception to the stage of completion and commissioning. This would include compliance to Bank's ESF and ESSs, ESMF (including RPF) provisions. The Project Management Consultants to be hired by SPMUs for each sub-project will undertake inspection of different parts of work, implementation of ESMP and environmental quality monitoring. The terms of reference of the consultants will be finalised in consultation with the Bank to undertake field supervision works.

Independent evaluation at the end of sub - project implementation

82. An independent evaluation of the sub project implementation will be commissioned at the pre-conclusion stage of the sub project with specific objective to understand the compliance with the provisions of ESMP. The scope of the independent evaluation exercise and the evaluation report format is presented below:
 - Project Background, sub project background, brief of ESMF, sub project ESDD/ESIA - understanding legal and regulatory framework, statutory clearances, E&S requirements, categorization of projects.
 - Need, objective, scope of independent evaluation exercise to independent evaluation methodology including sampling plan

- The methodology adopted, which includes field visits, inspection of construction sites, interaction with contractors, interaction with community, interaction with field engineers, environmental quality monitoring tests, etc.
- Evaluation findings - compliance with ESMF, ESMP implementation status based on desk review and site visit findings, onsite monitoring of environmental parameters, etc.
- Action taken report on field supervision consultant findings
- Identified good practices, identified residual issues and recommendations.
- Wrap-up consultations, dissemination workshops.

The consultant engaged will work in close association with CPMU and SPMU. The final reports will be published in the DRIP II Project websites in states/ Implementing agencies as well as at CWC.

6.3 Grievance Redressal Mechanism

83. A grievance redress mechanism shall be developed for potential use by external stakeholders. A grievance redress mechanism (GRM) to uphold the Project's social and environmental safeguards performance is designed to address concerns and complaints promptly and transparently with no impacts (cost, discrimination) for any reports made by project affected people (PAPs). The grievance redress mechanisms described hereunder include both complaints and grievances (hereinafter referred to only as 'grievances'). The GRM works within existing legal and cultural frameworks, providing an additional opportunity to resolve grievances at the local, project level. The key objectives of the GRM are:

- Record, categorize and prioritize the grievances;
- Settle the grievances via consultation with all stakeholders (and inform those stakeholders of the solutions)
- Forward any unresolved cases to the relevant authority.

The types of grievances stakeholders may raise include, but are not limited to:

- Non-payment, or inadequate compensation and/or due R&R assistances; wrong measurement of parcel
- Construction related impacts – cracks, damages to structures; dust damaging crops/trees
- Health and safety risks;
- Negative impacts on the environment;
- Negative impacts on communities, which may include, but not be limited to financial loss, physical harm and nuisance from construction or operational activities;
- Impacts arising from migrant labor on local communities

84. As the GRM works within existing legal and cultural frameworks, it is recognized that the GRM shall comprise project level and respective State level redress mechanisms. Grievance Redress Committee (GRC) shall be formed at each implementing agency level comprising of competent members, who can effectively contribute in grievance redressal. Notifications regarding constitution of committees by SPMU shall be done prior to project negotiations. Prior to commencement of construction, these details shall be notified by pasting notices at the prominent community locations in the downstream. (Pl. refer SEF for further details)

6.4 ESMF implementation budget

85. The budget for implementation of the ESMF primarily comprises of the following items:
 - E&S specialists including GBV officer (where required) within the SPMUs
 - E&S Specialists including GBV officer within the PMC supporting the CPMU
 - Trainings/capacity building events and exposure visits/thematic studies that required to be conducted periodically,
 - Preparation of safeguard instruments – ESDD/ESIA, ESMP (including OHS, GBV, TDP, GRM, consultations), RAP for specific sub-projects, as applicable
 - Awareness programmes for community stakeholders
 - External agencies that might be contracted for monitoring the implementation of ESMP, RAP
 - Third party independent evaluation of at the end of each sub project.
86. In order to meet the expenses towards the aforementioned items/activities, CPMU and SPMUs will provide adequate budget for preparation and implementation of all safeguard instruments from the counterpart funding, besides for conducting any trainings, exposure visits and capacity building events. The budget estimates and its sources will be reflected in respective sub-project mitigation plans (ESMP, RAP, etc.) and other procurement plans. World Bank' funding will be available for costs such as works, purchase of goods and services, where required.

6.5 Linkage to the ESCP

87. The Environmental and Social Commitment Plan (ESCP) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these. The ESCP which will be part of legal agreement and will be signed by each participating states and Implementing agencies (IAs) will requires the IA to comply with the provisions of any other E&S documents required under the ESF and referred to in the ESCP, such as the Environmental and Social Impact Assessments (ESIAs), Environmental and Social Management Plans (ESMPs), Bio-diversity Management Plan, Stakeholder Engagement Plan, etc. The ESCP will be prepared considering the findings of the environmental and social assessment based on the ESMF, the Bank's environmental and social due diligence and the results of engagement with stakeholders. It will clearly spell out the plans to be prepared with timeframe and responsibility. Adherence to the aforementioned ESMF processes and provisions will therefore be ensured through the ESCP.

6.6 Updating of ESMF

88. Revision/Modification of the ESMF: This ESMF will be an “up-to-date” or a “live document” enabling revision, when and where necessary. Unexpected situations and/or changes in the project or subcomponent design would therefore be assessed and appropriate management measures will be incorporated by updating the Framework to meet the requirements of country’s legislations and Bank ESF. Such revisions will also cover and update any changes/modifications introduced in the legal/regulatory regime of the country/ state. Also, based on the experience of application and implementation of this framework, the provisions

and procedures would be updated, as appropriate in consultation with the World Bank and the implementing agencies/departments.

ANNEXURES

Annexure 1: ESDD Template

CHAPTER 1: INTRODUCTION

- 1.1 Project Overview
- 1.2 Sub-Project Description
- 1.3 Implementation Arrangement and Schedule
- 1.4 Purpose of ESDD
- 1.5 Approach and Methodology of ESDD

CHAPTER 2: INSTITUTIONAL FRAMEWORK AND CAPACITY ASSESSMENT OF IA

- 2.1 Policy and Legal Framework
- 2.2 Description of Institutional Framework

CHAPTER 3: ASSESSMENT OF ENVIRONMENTAL AND SOCIAL CONDITIONS

- 3.1 Physical Environment
- 3.2 Protected Area
- 3.3 Social Environment
- 3.4 Cultural Environment

CHAPTER 4: ACTIVITY WISE ENVIRONMENT & SOCIAL SCREENING, RISK AND IMPACTS IDENTIFICATION

- 4.1 Sub-Project Screening
- 4.2 Stakeholder Consultation
- 4.3 Non-Structural Interventions
- 4.4 Risk and Impact Identification for the Screened Activities

CHAPTER 5: RISKS ANALYSIS CLASSIFICATION AND RECOMMENDATIONS

- 5.1 Environment and Social Standards Triggered
- 5.2 Risk Classification
- 5.3 Recommendations

List of Figures

Figure xx: Selected Photographs of Improvement/Intervention area

Figure xx: Project Area showing major intervention locations

Figure xx: Land Use and Land Cover Map of 5 Km radius around Dam site

Figure xx: Figures depicting the important environmental/ cultural/ heritage sites/areas

Annexures: Screening Forms – SF1, SF2, SF3

(BASED ON THE OUTCOME AND RECOMMENDATION OF ESDD, APPLICABLE ToC's SHALL BE INCLUDED IN ESDD REPORT FOR TAKING UP RESPECTIVE ASSESSMENTS AND MITIGATION PLANS: Ref Annexure 3 and Annexure 12)

Annexure 2: E&S Screening Checklists

Screening Formats have three types and stages as follows:

Form SF-1: Project component, Construction Support Preparatory Intervention related vs extent and nature of risk/impact zone

Form SF -2: Applicable activity (as per outcome of SF-1) linked sub project activity vs extent of risk/impact intensity

Form SF-3: Summary risk/impact (as per outcome of SF-2)

Form SF-R: Reference Matrix for Risk and Impact identification

Form SF-1: Project Component, Construction Support Preparatory Intervention related vs Extent and Nature of Risk/Impact

Sl. No	Project Component	Applicable (A), Not Applicable (NA)	Environment and Social Risk Associated within dam area (DI), Beyond Dam Area (DE)	Likely Nature of Risk/Impact Water Quality (WQ), Fisheries(F), Conservation area (CA), Protected Area (PA), Ecological (E), Occupational Health (OH), Physical Environment (PE), Cultural (C), Tribal presence (T), impact on private land/assets/encroachers/squatters (LA), Labor (L), GBV risks (G), (Write whichever is applicable)
1	2	3	4	5
A	Nature of Project Component Related			
1.	Reservoir Disiltation			
2.	Major structural changes – Spill way construction (Improving ability to withstand higher floods including additional flood handling facilities as needed.)			
3.	Structural strengthening of dams to withstand higher earthquake loads			
4.	Structural Improvement/Repair work -upstream of Dam site (interfacing dam reservoir) (like resetting of Rip- Rap, repair of training walls, treatment of Honeycombed etc.)			
5.	Structural Improvement/Repair work - Downstream of Dam site (with no interfacing with dam reservoir) (like repair of parapet walls, damage spillway crest, downstream training walls, etc.)			
6.	Remodelling earth dams to safe, stable cross sections			
7.	Electro-mechanical activities with interface with dam reservoir			

Sl. No	Project Component	Applicable (A), Not Applicable (NA)	Environment and Social Risk Associated within dam area (DI), Beyond Dam Area (DE)	Likely Nature of Risk/Impact Water Quality (WQ), Fisheries(F), Conservation area (CA), Protected Area (PA), Ecological (E), Occupational Health (OH), Physical Environment (PE), Cultural (C), Tribal presence (T), impact on private land/assets/encroachers/squatters (LA), Labor (L), GBV risks (G), (Write whichever is applicable)
8.	Electro-mechanical activities Downstream of Dam site (with no interfacing with dam reservoir)			
9.	Instrumentation, General lighting and SCADA systems			
10.	Basic Facilities (like access road improvement, renovation of office, etc)			
11.	Utility installation like standby generator, or setting up solar power systems			
12.	Painting Work			
13.	Water recreation activities			
14.	Tourism Development			
15.	Solar power/floating solar			
16.	List any other component not listed above			
B	Pre-construction and construction stage major auxiliary or preparatory intervention			
1.	Acquisition of forest land involved			
2.	Taking of private land (including physical or economic displacement, impact on livelihood; temporary loss of business)			
3.	Major Borrow materials requirement involved			
4.	Major Quarry materials requirement involved			
5.	Blasting involved			
6.	Resettlement and Rehabilitation			
7.	Types of project workers (Direct, Contracted, Community Workers (or Volunteers i.e. for EAP implementation)			
8.	Labour Camps involved (location within dam premises or outside)			
9.	Migrant labor likely to be involved			
10.	Heavy machinery to be deployed and related maintenance workshop set up involved			
11.	Hot mix plant Requirement			
12.	Concrete mixture and heavy pumps to be deployed			
13.	Temporary land acquisition involved			
14.	Temporary disruption to access, livelihoods			
15.	Tree felling/ vegetation clearance involved			
16.	Haulage of machinery involved			
17.	Major Debris Disposal involved			
18.	Major Transport of materials involved			
19.	Utility shifting involved			
20.	Discharge of reservoir water (lowering of reservoir water involved)			
21.	List any other not listed above			

SF -2: Applicable Activity (as per outcome of SF-1) linked Sub Project Activity vs Extent of Risk/Impact Intensity

(List the Sub Activities Involved at Column 2 With Respect To Each Of Major Project Component Found Applicable Under SC-1. Illustratively Few Activities and Subproject Activities Are Indicated at Column 2 of SF-2)

Sl. No	Applicable Project Component/ Construction preparatory Work-related Sub activity (As per SC-1)	Nature of Risk (Conforming to Column 5 of SF-1) and nature of sub activity	Elaborate cause (risk) and its effect (Impact) on environment /social	Risk/Impact intensity for each type of risk/impact Low (L), Moderate (M), Substantial (S), High (H)
1	2	3	4	5
A	Project Component Related			
1.	Structural Strengthening/Improvement/Repair work -upstream of Dam site Improving toe drain and seepage measuring devices Treatment of leakage through masonry and concrete dams and reduction of seepage through earth dams and their foundations Improving Dam Drainage Flood marking Cleaning/Reaming of Drainage holes (In Dam Body and foundation) Repair and cleaning of irrigation outlets Resetting of disturbed Rip-Rap Treatment of Honeycombed area			
2.	Structural Improvement/Repair work -Downstream of Dam site (with no interfacing with dam reservoir) (like repair of parapet walls, damage spillway crest, downstream training walls, etc.) Repairs to damaged spillways, stilling basins and downstream channels Repair to Downstream Right-side Training wall Repairs to steps on downstream face of Dam Providing Epoxy thermal sealing on Dam.			
3.	Electro-mechanical activities Downstream of Dam site (with no interfacing with dam reservoir) Rehabilitation / Improvement of Spillway, head regulator and draw-off gates and their operating mechanisms Repair / Modification of Spillway Gates			

Sl. No	Applicable Project Component/ Construction preparatory Work-related Sub activity (As per SC-1)	Nature of Risk (Conforming to Column 5 of SF-1) and nature of sub activity	Elaborate cause (risk) and its effect (Impact) on environment /social	Risk/Impact intensity for each type of risk/impact Low (L), Moderate (M), Substantial (S), High (H)
4.	Instrumentation, General lighting and SCADA systems			
	Improving dam safety instrumentation			
	Improving communications – real-time as much as possible – between dams, upstream rain/river flow gauging stations and with other dams, control offices and civil authorities in flood plains downstream of the dam			
	Low voltage electrical supplies in inspection and drainage galleries			
	Improving lighting for external areas of dams			
B.	Pre-construction and construction stage major auxiliary or preparatory intervention			
1.	Acquisition of Forest land			
	Cutting of full-grown trees in large number			
	Presence of rare fauna and flora in the forests area			
	Taking of private land /assets/ existing land with encroachers/squatters			
2.	Dredging/Desiltation			
	Dredging material generation and its disposal			
	Silt discharge to water			

Criteria for Risk Evaluation:

Low: Localized, temporary and Negligible

Moderate: temporary, or short term and reversible under control

Substantial: medium term, covering larger impact zone, partially reversible

High: significant, non-reversible, long term and can only be contained/compensated

Occupational Health and safety: it will be treated as Moderate by default as OHS effect can be kept controlled and with negligible effect with adoption of defined guidelines

Form -SF-3: Summary Risk and Impacts (Indicate L / M / S / H as applicable)

Project Activity (Indicative and to be changed as per sub project requirement)	Risk Assessment										
	Environment Risks						Social Risks				
	Air, water, noise, land use, Soil, Resource use	Pollution downstream and upstream	General Ecolgy	Protected Area (Wild Life Sanctuaries, National Park and other natural habitat even if not protected)	Other RET species (flora and fauna) outside protected areas (to be determined by area specific surveys during ESIsAs)	Fish and Aquatic life within dam water body	Land	Tribal	Lab or	Cultural heritage	SEAH/G BV
Civil (within Dam Boundary)											
Electro Mechanical											
Instrumental SCADA, surveillance											
Painting											
Road work											
Safety measures (Siren, Lighting)											
Major Civil Work like Additional Spill Way											
Major Hydraulic Structure (tunnelling)											
Major Civil Work extending beyond Dam Area Like training Structure											
Additional activities for Tourism /Solar/Fisher ies/ Water recreation enhancement											

Form SF- R: Reference matrix on Risk/Impact identification with sub activities

Activity	Component	Risk/ Impact
1.Reservoir Desiltation	1. Dredging/Desiltation	Air / Noise Pollution Water Pollution (Surface) Soil Pollution Trucks Traffic increase Worker local People Exposure Generation Excavated Material Water Delivery reduction, interruption
	2. Resettlement And Rehabilitation	Involuntary Resettlement
	3. Labour Camps	Worker local People Exposure Influx of migrant labour Gender Based Violence Impact on human health (Labour Camps)
	4. Heavy machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	5. Hot mix plant	Air Pollution
	6. Concrete mixture and heavy pumps	Air Pollution Noise Pollution
	7.Material handling and storage	Air / Noise Pollution Soil Pollution Worker local People Exposure
	8.Temporary land acquisition	
	9.Tree felling/ vegetation clearance	Ecological loss
	10.Haulage of machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	11. Debris Disposal	Air / Noise Pollution Water Pollution (Surface) Soil Pollution Trucks Traffic increase Landscape Degradation
	12.Transport of materials	Air / Noise Pollution Soil Pollution Trucks Traffic increase
	13.Small tools and pumps	Air / Noise Pollution
	14. Utility Shifting	Air / Noise Pollution
2.Tourism Development	1. Acquisition of forest land	Ecological Loss
	2. Borrow materials/ area	Air / Noise Pollution Soil Pollution Trucks Traffic increase Soil Erosion Worker local People Exposure Generation Excavated Material Landscape Degradation
	3. Quarry materials / area	Air / Noise Pollution Soil Pollution Trucks Traffic increase Worker local People Exposure Generation Excavated Material

Activity	Component	Risk/ Impact
		Landscape Degradation
	4. Blasting	Noise and Vibration
	5. Dredging/Desiltation	Dreg generation and disposal
	6. Resettlement And Rehabilitation	Land acquisition Impact on local and tribal communities Disruption or loss of livelihood Influx of migrant labour Gender Based Violence
	7. Labour Camps	Worker local People Exposure Influx of migrant labour Gender Based Violence Impact on human health (Labour Camps)
	8. Heavy machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	9. Hot mix plant	Air / Noise Pollution Soil Pollution Worker local People Exposure
	10. Concrete mixture and heavy pumps	Air / Noise Pollution Soil Pollution Worker local People Exposure
	11. Material handling and storage	Air / Noise Pollution Soil Pollution Worker local People Exposure
	12. Temporary land acquisition	Air / Noise Pollution Soil Pollution Disruption or loss of livelihood Worker local People Exposure
	13. Tree felling/ vegetation clearance	Landscape Degradation Impact on flora Soil Erosion
	14. Haulage of machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	15. Debris Disposal	Air / Noise Pollution Soil Pollution Worker local People Exposure Landscape Degradation Water Pollution (Surface)
	16. Transport of materials	Air / Noise Pollution Soil Pollution Worker local People Exposure
	17. Small tools and pumps	Air / Noise Pollution
	18. Sheds to keep machines and tools	Air / Noise Pollution
	19. Utility Shifting	Air / Noise Pollution
3. Approach road, dam crest roads, etc. construction / improvement	1. Acquisition of forest land	Impact on flora Disturbance to Fauna Habitat loss fragmentation Landscape Degradation Impact on flora Soil Erosion Disruption or loss of livelihood Influx of migrant labour

Activity	Component	Risk/ Impact
		Gender Based Violence
	2. Borrow materials/ area	Air / Noise Pollution Soil Pollution Trucks Traffic increase Soil Erosion Worker local People Exposure Generation Excavated Material Landscape Degradation
	3. Quarry materials / area	Air / Noise Pollution Soil Pollution Trucks Traffic increase Worker local People Exposure Generation Excavated Material Landscape Degradation
	4. Blasting	Air / Noise Pollution Soil Pollution Worker local People Exposure Landscape Degradation Generation of Debris
	5. Dredging/Desiltation	Dredge generation and disposal
	6. Resettlement And Rehabilitation	Land acquisition Impact on local and tribal communities Disruption or loss of livelihood Influx of migrant labour Gender Based Violence
	7. Labour Camps	Worker local People Exposure Influx of migrant labour Gender Based Violence Impact on human health (Labour Camps)
	8. Heavy machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	9. Hot mix plant	Air / Noise Pollution Soil Pollution Worker local People Exposure
	10. Concrete mixture and heavy pumps	Air / Noise Pollution Soil Pollution Worker local People Exposure
	11. Material handling and storage	Air / Noise Pollution Soil Pollution Worker local People Exposure
	12. Temporary land acquisition	Air / Noise Pollution Soil Pollution Disruption or loss of livelihood Worker local People Exposure
	13. Tree felling/ vegetation clearance	Landscape Degradation Impact on flora Soil Erosion
	14. Haulage of machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	15. Debris Disposal	Air / Noise Pollution Soil Pollution Worker local People Exposure

Activity	Component	Risk/ Impact
		Landscape Degradation Water Pollution (Surface)
	16.Transport of materials	Air / Noise Pollution Soil Pollution Worker local People Exposure
	17.Small tools and pumps	Air / Noise Pollution
	18.Sheds to keep machines and tools	Air / Noise Pollution
	19. Utility Shifting	Air / Noise Pollution
4. Hydropower Generation	1. Acquisition of forest land	Impact on flora Disturbance to Fauna Habitat loss fragmentation Landscape Degradation Impact on flora Soil Erosion Disruption or loss of livelihood Influx of migrant labour Gender Based Violence
	2. Borrow materials/ area	Air / Noise Pollution Soil Pollution Trucks Traffic increase Soil Erosion Worker local People Exposure Generation Excavated Material Landscape Degradation
	3. Quarry materials / area	Air / Noise Pollution Soil Pollution Trucks Traffic increase Worker local People Exposure Generation Excavated Material Landscape Degradation
	4. Blasting	Air / Noise Pollution Soil Pollution Worker local People Exposure Landscape Degradation Generation of Debris
	5. Dredging/Desiltation	Dredge Generation and disposal
	6. Resettlement And Rehabilitation	Land acquisition Impact on local and tribal communities Disruption or loss of livelihood Influx of migrant labour Gender Based Violence
	7. Labour Camps	Worker local People Exposure Influx of migrant labour Gender Based Violence Impact on human health (Labour Camps)
	8. Heavy machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	9. Hot mix plant	
	10.Concrete mixture and heavy pumps	Air / Noise Pollution Soil Pollution Worker local People Exposure
	11.Material handling and storage	Air / Noise Pollution Soil Pollution

Activity	Component	Risk/ Impact
	12.Temporary land acquisition	Worker local People Exposure Air / Noise Pollution Soil Pollution Disruption or loss of livelihood Worker local People Exposure
	13.Tree felling/ vegetation clearance	Landscape Degradation Impact on flora Soil Erosion
	14.Haulage of machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	15. Debris Disposal	Air / Noise Pollution Soil Pollution Worker local People Exposure Landscape Degradation Water Pollution (Surface)
	16.Transport of materials	Air / Noise Pollution Soil Pollution Worker local People Exposure
	17.Small tools and pumps	Air / Noise Pollution
	18.Sheds to keep machines and tools	Air / Noise Pollution
	19. Utility Shifting	Air / Noise Pollution
5. River Re-gradation	1. Acquisition of forest land	
	2. Borrow materials/ area	
	3. Quarry materials / area	
	4. Blasting	Air / Noise Pollution Soil Pollution Worker local People Exposure Landscape Degradation Generation of Debris
	5. Dredging/Desiltation	Air / Noise Pollution Water Pollution (Surface) Soil Pollution Trucks Traffic increase Worker local People Exposure Generation Excavated Material Water Delivery reduction, interruption
	6. Resettlement And Rehabilitation	
	7. Labour Camps	Worker local People Exposure Impact on human health (Labour Camps) Influx of migrant labour Gender Based Violence
	8. Heavy machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	9. Hot mix plant	
	10.Concrete mixture and heavy pumps	Air / Noise Pollution Soil Pollution Worker local People Exposure
	11.Material handling and storage	Air / Noise Pollution Soil Pollution Worker local People Exposure

Activity	Component	Risk/ Impact
	12.Temporary land acquisition	
	13.Tree felling/ vegetation clearance	
	14.Haulage of machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	15. Debris Disposal	Air / Noise Pollution Soil Pollution Worker local People Exposure Landscape Degradation Water Pollution (Surface)
	16.Transport of materials	Air / Noise Pollution Soil Pollution Worker local People Exposure
	17.Small tools and pumps	Air / Noise Pollution
	18.Sheds to keep machines and tools	Air / Noise Pollution
	19 Utility Shifting	Air / Noise Pollution
6. Wind mill, Solar power	1. Acquisition of forest land	
	2. Borrow materials/ area	
	3. Quarry materials / area	
	4. Blasting	
	5. Dredging/Desiltation	
	6. Resettlement And Rehabilitation	
	7. Labour Camps	Worker local People Exposure Influx of migrant labour Gender Based Violence Impact on human health (Labour Camps)
	8. Heavy machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	9. Hot mix plant	
	10.Concrete mixture and heavy pumps	Air / Noise Pollution Soil Pollution Worker local People Exposure
	11.Material handling and storage	Air / Noise Pollution Soil Pollution Worker local People Exposure
	12.Temporary land acquisition	
	13.Tree felling/ vegetation clearance	Landscape Degradation Impact on flora Soil Erosion
	14.Haulage of machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	15. Debris Disposal	Air / Noise Pollution Soil Pollution Worker local People Exposure Landscape Degradation Water Pollution (Surface)
	16.Transport of materials	Air / Noise Pollution Soil Pollution

Activity	Component	Risk/ Impact
	17. Small tools and pumps	Worker local People Exposure Air / Noise Pollution
	18. Sheds to keep machines and tools	Air / Noise Pollution
	19 Utility Shifting	Air / Noise Pollution
7. Treatment of leakage through masonry and concrete dams and reduction of seepage through earth dams and their foundations	1. Acquisition of forest land	
	2. Borrow materials/ area	
	3. Quarry materials / area	
	4. Blasting	
	5. Dredging/Desiltation	
	6. Resettlement And Rehabilitation	
	7. Labour Camps	Worker local People Exposure Influx of migrant labour Gender Based Violence Impact on human health (Labour Camps)
	8. Heavy machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	9. Hot mix plant	Air / Noise Pollution Soil Pollution Worker local People Exposure
	10. Concrete mixture and heavy pumps	Air / Noise Pollution Soil Pollution Worker local People Exposure
	11. Material handling and storage	Air / Noise Pollution Soil Pollution Worker local People Exposure
	12. Temporary land acquisition	
	13. Tree felling/ vegetation clearance	
	14. Haulage of machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	15. Debris Disposal	Air / Noise Pollution Soil Pollution Worker local People Exposure Landscape Degradation Water Pollution (Surface)
	16. Transport of materials	Air / Noise Pollution Soil Pollution Worker local People Exposure
	17. Small tools and pumps	Air / Noise Pollution
	18. Sheds to keep machines and tools	Air / Noise Pollution
	19. Utility Shifting	Air / Noise Pollution
8. Improving Dam Drainage	1. Acquisition of forest land	
	2. Borrow materials/ area	
	3. Quarry materials / area	
	4. Blasting	
	5. Dredging/Desiltation	
	6. Resettlement And Rehabilitation	
	7. Labour Camps	Worker local People Exposure

Activity	Component	Risk/ Impact
		Influx of migrant labour Gender Based Violence Impact on human health (Labour Camps)
	8. Heavy machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	9. Hot mix plant	
	10. Concrete mixture and heavy pumps	Air / Noise Pollution Soil Pollution Worker local People Exposure
	11. Material handling and storage	Air / Noise Pollution Soil Pollution Worker local People Exposure
	12. Temporary land acquisition	
	13. Tree felling/ vegetation clearance	
	14. Haulage of machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	15. Debris Disposal	Air / Noise Pollution Soil Pollution Worker local People Exposure Landscape Degradation Water Pollution (Surface)
	16. Transport of materials	Air / Noise Pollution Soil Pollution Worker local People Exposure
	17. Small tools and pumps	Air / Noise Pollution
	18. Sheds to keep machines and tools	Air / Noise Pollution
	19. Utility Shifting	Air / Noise Pollution
9. Structural strengthening of dams to withstand higher earthquake loads	1. Acquisition of forest land	
	2. Borrow materials/ area	Air / Noise Pollution Soil Pollution Trucks Traffic increase Soil Erosion Worker local People Exposure Generation Excavated Material Landscape Degradation
	3. Quarry materials / area	Air / Noise Pollution Soil Pollution Trucks Traffic increase Worker local People Exposure Generation Excavated Material Landscape Degradation
	4. Blasting	
	5. Dredging/Desiltation	
	6. Resettlement And Rehabilitation	
	7. Labour Camps	Worker local People Exposure Influx of migrant labour Gender Based Violence Impact on human health (Labour Camps)
	8. Heavy machinery	Air / Noise Pollution

Activity	Component	Risk/ Impact
		Soil Pollution Worker local People Exposure
	9. Hot mix plant	
	10. Concrete mixture and heavy pumps	Air / Noise Pollution Soil Pollution Worker local People Exposure
	11. Material handling and storage	Air / Noise Pollution Soil Pollution Worker local People Exposure
	12. Temporary land acquisition	
	13. Tree felling/ vegetation clearance	
	14. Haulage of machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	15. Debris Disposal	
	16. Transport of materials	Air / Noise Pollution Soil Pollution Worker local People Exposure
	17. Small tools and pumps	Air / Noise Pollution
	18. Sheds to keep machines and tools	Air / Noise Pollution
	19. Utility Shifting	Air / Noise Pollution
10. Remodelling earth dams to safe, stable cross sections	1. Acquisition of forest land	
	2. Borrow materials/ area	Air / Noise Pollution Soil Pollution Trucks Traffic increase Soil Erosion Worker local People Exposure Generation Excavated Material Landscape Degradation
	3. Quarry materials / area	Air / Noise Pollution Soil Pollution Trucks Traffic increase Worker local People Exposure Generation Excavated Material Landscape Degradation
	4. Blasting	
	5. Dredging/Desiltation	
	6. Resettlement And Rehabilitation	Land acquisition Impact on local and tribal communities
	7. Labour Camps	Worker local People Exposure Influx of migrant labour Gender Based Violence Impact on human health (Labour Camps)
	8. Heavy machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	9. Hot mix plant	
	10. Concrete mixture and heavy pumps	Air / Noise Pollution Soil Pollution Worker local People Exposure
	11. Material handling and storage	Air / Noise Pollution Soil Pollution

Activity	Component	Risk/ Impact
	12.Temporary land acquisition	Worker local People Exposure
	13.Tree felling/ vegetation clearance	
	14.Haulage of machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	15. Debris Disposal	
	16.Transport of materials	Air / Noise Pollution Soil Pollution Worker local People Exposure
	17.Small tools and pumps	Air / Noise Pollution
	18.Sheds to keep machines and tools	Air / Noise Pollution
	19.Utility Shifting	Air / Noise Pollution
11. Improving ability to withstand higher floods including additional flood handling facilities, if needed.	1. Acquisition of forest land	
	2. Borrow materials/ area	
	3. Quarry materials / area	
	4. Blasting	
	5. Dredging/Desiltation	
	6. Resettlement And Rehabilitation	
	7. Labour Camps	
	8. Heavy machinery	
	9. Hot mix plant	
	10.Concrete mixture and heavy pumps	
	11.Material handling and storage	Air / Noise Pollution Soil Pollution Worker local People Exposure
	12.Temporary land acquisition	
	13.Tree felling/ vegetation clearance	
	14.Haulage of machinery	
	15. Debris Disposal	
	16.Transport of materials	Air / Noise Pollution Soil Pollution Worker local People Exposure
	17.Small tools and pumps	Air / Noise Pollution
	18.Sheds to keep machines and tools	Air / Noise Pollution
12. Repairs to damaged spillways, stilling basins and downstream channels	1. Acquisition of forest land	
	2. Borrow materials/ area	
	3. Quarry materials / area	Air / Noise Pollution Soil Pollution Trucks Traffic increase Worker local People Exposure Generation Excavated Material Landscape Degradation
	4. Blasting	
	5. Dredging/Desiltation	

Activity	Component	Risk/ Impact
	6. Resettlement And Rehabilitation	
	7. Labour Camps	Worker local People Exposure Influx of migrant labour Gender Based Violence Impact on human health (Labour Camps)
	8. Heavy machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	9. Hot mix plant	
	10. Concrete mixture and heavy pumps	Air / Noise Pollution Soil Pollution Worker local People Exposure
	11. Material handling and storage	Air / Noise Pollution Soil Pollution Worker local People Exposure
	12. Temporary land acquisition	
	13. Tree felling/ vegetation clearance	
	14. Haulage of machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	15. Debris Disposal	Air / Noise Pollution Soil Pollution Worker local People Exposure Landscape Degradation Water Pollution (Surface)
	16. Transport of materials	Air / Noise Pollution Soil Pollution Worker local People Exposure
	17. Small tools and pumps	Air / Noise Pollution
	18. Sheds to keep machines and tools	Air / Noise Pollution
	19. Utility Shifting	Air / Noise Pollution
13. Improving communications – real-time as much as possible – between dams, upstream rain/river flow gauging stations and with other dams, control offices and civil authorities in flood plains downstream of the dam	1. Acquisition of forest land	
	2. Borrow materials/ area	
	3. Quarry materials / area	
	4. Blasting	
	5. Dredging/Desiltation	
	6. Resettlement And Rehabilitation	
	7. Labour Camps	
	8. Heavy machinery	
	9. Hot mix plant	
	10. Concrete mixture and heavy pumps	
	11. Material handling and storage	Air / Noise Pollution Soil Pollution Worker local People Exposure
	12. Temporary land acquisition	

Activity	Component	Risk/ Impact
	13. Tree felling/ vegetation clearance	
	14. Haulage of machinery	
	15. Debris Disposal	
	16. Transport of materials	Air / Noise Pollution Soil Pollution Worker local People Exposure
	17. Small tools and pumps	Air / Noise Pollution
	18. Sheds to keep machines and tools	Air / Noise Pollution
	19. Sheds to keep machines and Utility Shifting	Air / Noise Pollution
14. Flood marking	1. Acquisition of forest land	
	2. Borrow materials/ area	
	3. Quarry materials / area	
	4. Blasting	
	5. Dredging/Desiltation	
	6. Resettlement And Rehabilitation	
	7. Labour Camps	
	8. Heavy machinery	
	9. Hot mix plant	
	10. Concrete mixture and heavy pumps	
	11. Material handling and storage	
	12. Temporary land acquisition	
	13. Tree felling/ vegetation clearance	
	14. Haulage of machinery	
	15. Debris Disposal	
	16. Transport of materials	
	17. Small tools and pumps	Air / Noise Pollution
	18. Sheds to keep machines and tools	Air / Noise Pollution
	19. Sheds to keep machines and tools Utility Shifting	Air / Noise Pollution
15. Low voltage electrical supplies in inspection and drainage galleries	1. Acquisition of forest land	
	2. Borrow materials/ area	
	3. Quarry materials / area	
	4. Blasting	
	5. Dredging/Desiltation	
	6. Resettlement And Rehabilitation	
	7. Labour Camps	
	8. Heavy machinery	

Activity	Component	Risk/ Impact
	9. Hot mix plant	
	10. Concrete mixture and heavy pumps	
	11. Material handling and storage	
	12. Temporary land acquisition	
	13. Tree felling/ vegetation clearance	
	14. Haulage of machinery	
	15. Debris Disposal	
	16. Transport of materials	Air / Noise Pollution
	17. Small tools and pumps	Air / Noise Pollution
	18. Sheds to keep machines and tools	Air / Noise Pollution
	19. Utility Shifting	Air / Noise Pollution
16. Improving lighting for external areas of dams	1. Acquisition of forest land	
	2. Borrow materials/ area	
	3. Quarry materials / area	
	4. Blasting	
	5. Dredging/Desiltation	
	6. Resettlement And Rehabilitation	
	7. Labour Camps	
	8. Heavy machinery	
	9. Hot mix plant	
	10. Concrete mixture and heavy pumps	
	11. Material handling and storage	
	12. Temporary land acquisition	
	13. Tree felling/ vegetation clearance	
	14. Haulage of machinery	
	15. Debris Disposal	
	16. Transport of materials	Air / Noise Pollution
	17. Small tools and pumps	Air / Noise Pollution
	18. Sheds to keep machines and tools	Air / Noise Pollution
	19. Utility Shifting	Air / Noise Pollution
17. Inspection launches provision	1. Acquisition of forest land	
	2. Borrow materials/ area	
	3. Quarry materials / area	
	4. Blasting	
	5. Dredging/Desiltation	

Activity	Component	Risk/ Impact
	6. Resettlement And Rehabilitation	
	7. Labour Camps	
	8. Heavy machinery	
	9. Hot mix plant	
	10. Concrete mixture and heavy pumps	
	11. Material handling and storage	
	12. Temporary land acquisition	
	13. Tree felling/ vegetation clearance	
	14. Haulage of machinery	
	15. Debris Disposal	
	16. Transport of materials	Air / Noise Pollution
	17. Small tools and pumps	Air / Noise Pollution
	18. Sheds to keep machines and tools	Air / Noise Pollution
	19. Utility Shifting	Air / Noise Pollution
18. Rehabilitation / Improvement of Spillway, head regulator and draw-off gates and their operating mechanisms	1. Acquisition of forest land	
	2. Borrow materials/ area	
	3. Quarry materials / area	
	4. Blasting	
	5. Dredging/Desiltation	
	6. Resettlement And Rehabilitation	
	7. Labour Camps	Worker local People Exposure Influx of migrant labour Gender Based Violence Impact on human health (Labour Camps)
	8. Heavy machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	9. Hot mix plant	
	10. Concrete mixture and heavy pumps	Air / Noise Pollution Soil Pollution Worker local People Exposure
	11. Material handling and storage	Air / Noise Pollution Soil Pollution Worker local People Exposure
	12. Temporary land acquisition	
	13. Tree felling/ vegetation clearance	
	14. Haulage of machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	15. Debris Disposal	Air / Noise Pollution

Activity	Component	Risk/ Impact
		Soil Pollution Worker local People Exposure Landscape Degradation Water Pollution (Surface)
	16. Transport of materials	Air / Noise Pollution Soil Pollution Worker local People Exposure
	17. Small tools and pumps	Air / Noise Pollution
	18. Sheds to keep machines and tools	Air / Noise Pollution
	19. Utility Shifting	Air / Noise Pollution
19. Repair / Modification of Spillway Gates	1. Acquisition of forest land	
	2. Borrow materials/ area	
	3. Quarry materials / area	
	4. Blasting	
	5. Dredging/Desiltation	
	6. Resettlement And Rehabilitation	
	7. Labour Camps	Worker local People Exposure Influx of migrant labour Gender Based Violence Impact on human health (Labour Camps)
	8. Heavy machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	9. Hot mix plant	
	10. Concrete mixture and heavy pumps	Air / Noise Pollution Soil Pollution Worker local People Exposure
	11. Material handling and storage	Air / Noise Pollution Soil Pollution Worker local People Exposure
	12. Temporary land acquisition	
	13. Tree felling/ vegetation clearance	
	14. Haulage of machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	15. Debris Disposal	Air / Noise Pollution Soil Pollution Worker local People Exposure Landscape Degradation Water Pollution (Surface)
	16. Transport of materials	Air / Noise Pollution Soil Pollution Worker local People Exposure
	17. Small tools and pumps	Air / Noise Pollution
	18. Sheds to keep machines and tools	Air / Noise Pollution
	19. Utility Shifting	Air / Noise Pollution
20. Construction of new spillway	1. Acquisition of forest land	Impact on flora Disturbance to Fauna Habitat loss fragmentation

Activity	Component	Risk/ Impact
		Landscape Degradation Impact on flora Soil Erosion Disruption or loss of livelihood Influx of migrant labour Gender Based Violence
	2. Borrow materials/ area	Air / Noise Pollution Soil Pollution Trucks Traffic increase Soil Erosion Worker local People Exposure Generation Excavated Material Landscape Degradation
	3. Quarry materials / area	Air / Noise Pollution Soil Pollution Trucks Traffic increase Worker local People Exposure Generation Excavated Material Landscape Degradation
	4. Blasting	Air / Noise Pollution Soil Pollution Worker local People Exposure Landscape Degradation Generation of Debris
	5. Dredging/Desiltation	Air / Noise Pollution Water Pollution (Surface) Soil Pollution Trucks Traffic increase Worker local People Exposure Generation Excavated Material Water Delivery reduction, interruption
	6. Resettlement And Rehabilitation	Land acquisition Impact on local and tribal communities Disruption or loss of livelihood Influx of migrant labour Gender Based Violence
	7. Labour Camps	Worker local People Exposure Influx of migrant labour Gender Based Violence Impact on human health (Labour Camps)
	8. Heavy machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	9. Hot mix plant	Air / Noise Pollution Soil Pollution Worker local People Exposure
	10. Concrete mixture and heavy pumps	Air / Noise Pollution Soil Pollution Worker local People Exposure
	11. Material handling and storage	Air / Noise Pollution Soil Pollution Worker local People Exposure
	12. Temporary land acquisition	Air / Noise Pollution Soil Pollution Disruption or loss of livelihood Worker local People Exposure

Activity	Component	Risk/ Impact
	13. Tree felling/ vegetation clearance	Landscape Degradation Impact on flora Soil Erosion
	14. Haulage of machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	15. Debris Disposal	Air / Noise Pollution Soil Pollution Worker local People Exposure Landscape Degradation Water Pollution (Surface)
	16. Transport of materials	Air / Noise Pollution Soil Pollution Trucks Traffic increase
	17. Small tools and pumps	Air / Noise Pollution
	18. Sheds to keep machines and tools	Air / Noise Pollution
	19. Utility Shifting	Air / Noise Pollution
21. Cleaning of foundation drain & porous drain	1. Acquisition of forest land	
	2. Borrow materials/ area	
	3. Quarry materials / area	
	4. Blasting	
	5. Dredging/Desiltation	
	6. Resettlement and Rehabilitation	
	7. Labour Camps	Worker local People Exposure Influx of migrant labour Gender Based Violence Impact on human health (Labour Camps)
	8. Heavy machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	9. Hot mix plant	
	10. Concrete mixture and heavy pumps	Air / Noise Pollution Soil Pollution Worker local People Exposure
	11. Material handling and storage	Air / Noise Pollution Soil Pollution Worker local People Exposure
	12. Temporary land acquisition	
	13. Tree felling/ vegetation clearance	
	14. Haulage of machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	15. Debris Disposal	Air / Noise Pollution Soil Pollution Worker local People Exposure Landscape Degradation Water Pollution (Surface)
	16. Transport of materials	Air / Noise Pollution Soil Pollution Worker local People Exposure

Activity	Component	Risk/ Impact
	17. Small tools and pumps	Air / Noise Pollution
	18. Sheds to keep machines and tools	Air / Noise Pollution
	19. Utility Shifting	Air / Noise Pollution
22. Repair and Clearing of irrigation outlets	1. Acquisition of forest land	
	2. Borrow materials/ area	
	3. Quarry materials / area	
	4. Blasting	
	5. Dredging/Desiltation	
	6. Resettlement And Rehabilitation	
	7. Labour Camps	Worker local People Exposure Influx of migrant labour Gender Based Violence Impact on human health (Labour Camps)
	8. Heavy machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	9. Hot mix plant	
	10. Concrete mixture and heavy pumps	Air / Noise Pollution Soil Pollution Worker local People Exposure
	11. Material handling and storage	Air / Noise Pollution Soil Pollution Worker local People Exposure
	12. Temporary land acquisition	
	13. Tree felling/ vegetation clearance	
	14. Haulage of machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	15. Debris Disposal	Air / Noise Pollution Soil Pollution Worker local People Exposure Landscape Degradation Water Pollution (Surface)
	16. Transport of materials	Air / Noise Pollution Soil Pollution Worker local People Exposure
	17. Small tools and pumps	Air / Noise Pollution
	18. Sheds to keep machines and tools	Air / Noise Pollution
	19. Utility shifting	Air / Noise Pollution
23. Construction of new spillway	1. Acquisition of forest land	Impact on flora Disturbance to Fauna Habitat loss fragmentation Landscape Degradation Impact on flora Soil Erosion Disruption or loss of livelihood Influx of migrant labour Gender Based Violence
	2. Borrow materials/ area	Air / Noise Pollution

Activity	Component	Risk/ Impact
		Soil Pollution Trucks Traffic increase Soil Erosion Worker local People Exposure Generation Excavated Material Landscape Degradation
	3. Quarry materials / area	Air / Noise Pollution Soil Pollution Trucks Traffic increase Worker local People Exposure Generation Excavated Material Landscape Degradation
	4. Blasting	Air / Noise Pollution Soil Pollution Worker local People Exposure Landscape Degradation Generation of Debris
	5. Dredging/Desiltation	Air / Noise Pollution Water Pollution (Surface) Soil Pollution Trucks Traffic increase Worker local People Exposure Generation Excavated Material Water Delivery reduction, interruption
	6. Resettlement And Rehabilitation	Land acquisition Disruption or loss of livelihood Influx of migrant labour Gender Based Violence Impact on local and tribal communities
	7. Labour Camps	Worker local People Exposure Influx of migrant labour Gender Based Violence Impact on human health (Labour Camps)
	8. Heavy machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	9. Hot mix plant	Air / Noise Pollution Soil Pollution Worker local People Exposure
	10. Concrete mixture and heavy pumps	Air / Noise Pollution Soil Pollution Worker local People Exposure
	11. Material handling and storage	Air / Noise Pollution Soil Pollution Worker local People Exposure
	12. Temporary land acquisition	Air / Noise Pollution Soil Pollution Disruption or loss of livelihood Worker local People Exposure
	13. Tree felling/ vegetation clearance	Landscape Degradation Impact on flora Soil Erosion
	14. Haulage of machinery	Air / Noise Pollution Soil Pollution Worker local People Exposure
	15. Debris Disposal	Air / Noise Pollution

Activity	Component	Risk/ Impact
		Soil Pollution
		Worker local People Exposure
		Landscape Degradation
		Water Pollution (Surface)
	16. Transport of materials	Air / Noise Pollution
		Soil Pollution
		Trucks Traffic increase
	17. Small tools and pumps	Air / Noise Pollution
	18. Sheds to keep machines and tools	Air / Noise Pollution
	19. Utility Shifting	Air / Noise Pollution

Annexure 3: Standard ESMP for Low to Moderate Risk Sub Projects

(ESMP Shall be included in Bid documents)

1. INTRODUCTION
 - 1.1. Scope
 - 1.2. Objectives
 - 1.3. Meeting the ESMP Objectives
 - 1.4. Context for the ESMP
 - 1.5. Key Impacts to be Addressed
 - 1.6. Methodology for ESMP Preparation
 - 1.7. Legal Requirements
 - 1.8. Other Legislations/Acts/Rules Applicable to DAM Rehabilitation Projects
 - 1.9. Environmental And Social Framework Of World Bank
 - 1.10. World Bank ESF Policy, Directives and Standards – Extent of Relevance
 - 1.11. Comparative Analysis of Key National, State And Bank Policies
 - 1.12. Comparison of National Environmental Framework And ESF, 2016
 - 1.13. Institutional Framework
2. ENVIRONMENTAL AND SOCIAL RISKS AND MITIGATION MEASURES
 - 2.1. Summary of Risk/Impacts
 - 2.2. Mitigation Measures
3. ENVIRONMENTAL MANAGEMENT ACTION PLAN
 - 3.1. Pre-Construction Stage
 - 3.2. Construction Stage
4. ENVIRONMENTAL MONITORING PROGRAMME
 - 4.1. General
 - 4.2. Performance Indicators
 - 4.3. Monitoring Plan for Environmental Conditions
 - 4.4. Reporting System
 - 4.5. Institutional Arrangements
5. EMERGENCY RESPONSE PLAN
 - 5.1. Introduction
 - 5.2. Risk Assessment
6. ENVIRONMENTAL, SOCIAL, HEALTH AND SAFETY REQUIREMENTS
 - 6.1. Policy on Environmental and Social Aspect
 - 6.2. Minimum ESHS Requirements
 - 6.3. Minimum Requirements for the Bidder's Code of Conduct
7. ESMP BUDGET

APPENDIX

Appendix 1: Borrow Area Management Plan

Appendix 2: Quarry Materials

Appendix 3: General Guidelines for Contractor's Construction Water Management Plan

- Appendix 4: Selection and Management of Construction Camp
- Appendix 5: Debris Disposal Site Management
- Appendix 6: Traffic and Safety Management During Construction
- Appendix 7: Formats for Environmental Reporting
- Appendix 8: National Standards of Air, Noise, Water and Soil Pollutant
- Appendix 9: Safeguard Provisions in the Design
- Appendix 10: Environment Friendly Construction Methodology
- Appendix 11: Soil Erosion And Sedimentation Control
- Appendix 13: Storage Handling, Use and Emergency Response for Hazardous Chemicals
- Appendix 14: Environment Compliance Certificate
- Appendix 15: Mitigation & Enhancement Drawings
- Appendix 16: Septic Tank and oil Interceptor
- Appendix 17: Management Plan for Labour Influx
- Appendix 18: General Guidelines for Contractor's Construction Water Management Plan
- Appendix 19: State Government's Strategy To Rehabilitate Areas Infested With Invasive Alien Plant Species (Exotic Weeds)

LIST OF TABLES

- Table 0-1 Key Environmental Issues to be Addressed
- Table 2-1: Environment and Social Management Plan – Environmental Impacts
- Table 3-1: Performance Indicators
- Table 3-2: Environmental Monitoring Plan for Air, Water, Noise and Soil
- Table 3-3: Reporting System
- Table 3-4: Summary Details of Reporting Formats
- Table 3-5: Roles and Responsibilities of the Staff in ESMU of SPMU

Annexure 4: Terms of Reference to undertake Environmental and Social Impact Assessment for High and Substantial Risk Projects

Environmental and Social Impact Assessment for Substantial or High-Risk projects and prepare Environmental and Social Risk Assessment and Mitigation instruments

TERMS OF REFERENCE

1.0 Project Background

23. Over the last 50 years, India has invested heavily in dams and related infrastructure. According to the International Commission on Large Dams (ICOLD), India with 5264 large dams accounts for nearly 10% of the world's large dams registered with ICOLD, ranking third in terms of numbers after China and the United States.¹ Most of the dams were constructed and are managed by State governments, in addition to a few federal agencies such as Damodar Valley Corporation (DVC) and Bhakra Beas Management Board (BBMB). This extensive network of dams has been pivotal to achieving greater water security, and to bolstering agricultural growth and economic development. But the performance of dams is declining due to the aging of infrastructure (most dams are well over 25 years old; several hundred are more than 50 years old), backlog in maintenance, damaged structures, inadequate instrumentation and monitoring, deficient reservoir operation practices, and inadequate regulatory and operational safety measures. The root causes of the poor condition of dam assets are a pervasive “build-neglect-rebuild” cycle characterized by deferred maintenance and premature deterioration, insufficient funds and lack of sustainable mechanisms to finance dam operations and maintenance (O&M) and safety measures, and inadequate capacity of dam engineers.
24. Since 2010, GOI has been implementing the World Bank-supported Dam Rehabilitation and Improvement Project (DRIP-1) to begin to address dam safety concerns. DRIP-1 covers 223 dams in six States (Karnataka, Kerala, Madhya Pradesh, Odisha, Tamil Nadu and Uttarakhand) and under DVC. It is financing rehabilitation of dams and associated appurtenances and strengthening institutions. GoI has approached the World Bank for a Phase II of this project. The formal GoI request was for DRIP Phases 2 and 3, over a period of 10 years and a total amount of US\$ 1.4 Billion, equally split between the two phases. DRIP-2 builds on the lessons and successes of DRIP-1 and would continue to finance structural improvements but would break with the prevailing ‘build-neglect-rebuild’ approach by giving greater emphasis to establishing sustainable mechanisms for financing regular O&M and dam rehabilitation, enhancing State capabilities to manage these critical assets through institutional reform and strengthening, and introducing risk-based dam management.
25. The proposed Project Development Objective (PDO) is to “improve dam safety and strengthen institutional capacity for enhanced operational performance of selected existing dams in participating States. The proposed project would comprehensively address State-

¹ The definition of a large dam in India is based on the International Commission on Large Dams (ICOLD) that defines a large dam to be more than 15 meters high, or more than 10 meters high and either: (i) more than 500 meters long; or (ii) having a reservoir volume of more than one million cubic meters; or (iii) having a maximum flood discharge greater than 2000 cubic meters; or (iv) with difficult or unusual features. Under the World Bank's Environmental and Social Framework, large dams are defined as those with a height between 5 meters and 15 meters and a reservoir capacity of more than 3 million cubic meters, in line with the current ICOLD constitution.

level dam safety concerns in the participating States (including institutional reforms and modernization, instrumentation, etc.), although the investments in dam rehabilitation will be limited to selected dams in each State. Many dams will be taken up across many States such as –, Chhattisgarh, Goa, Gujarat, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Meghalaya, Odisha, Punjab, Rajasthan, Tamil Nadu, Telangana, Uttar Pradesh, and West Bengal and two Central agencies (Central Water Commission and BBMB). As shown in the figure below, the number of dams varies across the States, with Rajasthan and Maharashtra having the most under the project and BBMB, Goa and Manipur having the least.

The project components are as follows:

Component 1: Modernizing and Strengthening Institutions for Dam Safety: This component aims to strengthen the capacities and institutional framework for dam owners, operators, agencies that have oversight of dam safety, and policy makers to identify and address dam safety risks. The component will support various activities to modernize institutions for dam safety.

Component 2: Risk-informed Asset Management and Sustainable Financing: This component aims to increase the financing available for periodic dam safety needs and regular O&M.

Component 3: Dam Safety Planning, Management and Rehabilitation: This component aims to reduce the likelihood and consequences of dam failure by improving dam safety planning, management and rehabilitation in selected dams. This component will support both structural and non-structural interventions.

Component 4: Project Management (US\$35 million, of which IBRD US\$24 million): This component will ensure effective implementation of project activities and monitoring and evaluating project implementation progress, outputs and outcomes.

2.0 Objective of DRIP II

An indicative (but not exhaustive) list of the sub-projects, based on preliminary screening of sub-project proposals are as follows:

- i. rehabilitation and improvement of dams and associated appurtenances (repair of cracks, resettling of rip/rap, repairs to internal dam roads, paths, parapet walls on dam top; repairs to damaged spillway;
- ii. Concrete masonry dams and spillways (works to arrest seepage, grouting, geo-membrane, works in spill channel; repairs to training/divide walls, Protective works, drainage, radial gate maintenance; Sedimentation management, inundation mapping, catchment area treatment, monitoring etc;
- iii. Hydro mechanical works (repairs/replacement to gates, stand by generators, electrical works);
- iv. Electrical works (lighting over dams, galleries); and
- v. Basic facilities (basic facilities, reconstruction /renovations to existing building offices, repair of culverts, tourism development; dam instrumentation; construction of control room; establishment of training centres relating to Dam Safety, etc.)

Based on a combination of risks and impacts following a preliminary screening of the above sub-projects identified at this stage, the Environmental & Social risk at the Project Concept stage is rated as **High for the overall project**.

The objectives of this assignment are to prepare Environmental and Social Impact Assessment and preparation of E&S risks and impacts management tools for the dams requiring structural and non-structural measures and related interventions and other Associated facilities, in accordance with the World Bank's new Environmental and Social Framework (ESF) and in conformity with the applicable

Social and Environmental Legal and Regulatory framework of the Government of India and governments of participating project states. **The ESIA will be conducted for all such dams, where ESDD studies have recommended the sub-project classification as High/ Substantial or where high impact Tourism Development or Solar development works are going to be piloted under the project.** The ESIA will be conducted in accordance with Environment and Social Standard ESS1: Assessment and Management of Environmental and Social Risks and Impacts, and will consider, in an integrated way, all relevant direct, indirect and cumulative environmental and social risks and impacts of the project, including those specially identified in accordance with ESS 1 to 10 Standards.

Preceding steps to ESIA preparation: Carrying out ESDD: It will be applicable to all the dams having major or minimal structural, or strengthening and non-structural activities. The ESDD is conducted employing screening and assessment method based on screening formats and will help identify which of the ESS are relevant and therefore mitigation measures/plans to meet the particular ESS's requirements Outcome of ESDD will determine the level of risk viz Low, Moderate, Substantial or High. The dam having high or substantial risk or Major Structural changes will move to step II below. For the sub projects having low or moderate risk ESMP as detailed under step III will be prepared.

Step II: Detailed ESIA: based on recommendation of ESDD, those dams having major structural and non-structural activities having High and Substantial Risk /impacts and influence may extend even beyond dam area will undergo detailed ESIA. There may be possibility that such dams will also require environmental clearance under EIA notification 2006. The detailed ESIA will have to conform to all ESS 1 to 10 standards. The data and other studies will be undertaken as per scoping report. This will follow scope of work given at section 4 B.

Step III: Dam having low or Moderate Risks: Those dams having low or medium risk and also requiring no environmental clearance under EIA notification 2006, will follow Environmental Compliance requirements as per the DRIP II ESMF and detailed ESMP will be prepared, through ESDD consultant.

Step IV: ESIA approvals: The ESIA and deliverable under this step will be approved by SPMU/CPMU and will be shared with Bank for its clearance.

However, in all cases, Labor Management Procedures by implementing agency; a Stakeholder Engagement Plan for each dam/intervention based on the overall and approved Stakeholder Engagement Framework and a site specific Migrant Labor Management cum Gender Based Violence Mitigation Plan (if required) will be developed.

3.0 Scope of Work

In line with the requirements of the World Bank's ESF, (Insert Name of Implementing Agency) now wishes to engage a Consulting Firm (hereafter named "the Consultant") for the preparation of an Environmental and Social Assessment and preparation of management/mitigation instruments to address project's E&S risks and impacts for sub-projects in DRIP II.

The scope of work to be carried out by the Consultant shall include but not limited to the following:

- a) Undertake review of due diligence and screening activities as summarized in **ESDD report**
- b) Conduct detailed Environmental and Social Impact Assessment (ESIA) for the dams in accordance with Bank's new ESF. In addition, the Consultant will prepare as necessary Environmental and Social Management Plan (ESMP), Biodiversity Conservation and Sustainable Management of Living Natural resources Plan (BCSMP), Resource Efficiency and Pollution Prevention and management plan (REPPMP), Community Health and Safety Plan (CHSP), Resettlement Policy Framework (RAP), Tribal (Indigenous)/Indigenous Peoples Development Plan (IPDP), Labor Management Procedure and Stakeholder Engagement Plan (SEP) etc. as appropriate.
- c) The Consultant will support the client in complying with requirements such as preparation of application and supplementary reports (survey and preparation) required per local regulatory

requirements for obtaining project's clearances like forest /environmental/wildlife clearances, if applicable, and presentation before expert panel committees of MoEF&CC, Central Water Commission (CWC) Govt. of India.

- d) Develop a coordination mechanism to ensure timely sharing/exchange of information and documents with DPR Consultant. The Consultant shall ensure DPR Consultant/Implementing Agency integrates recommendations on environmental and social mitigation measures in design, working drawings, developing specifications, estimates of quantity and ESMP budget; and linking quantity and management measures in bid document.
- e) The Consultant shall **conduct consultations** with identified stakeholders and project-affected parties/community from early project planning and design stages of the assignment. The Consultant shall support the client in developing Stakeholder Engagement Plan (SEP) for entire project cycle and its disclosure.
- f) Support (Insert Name of Implementing Agency) **complying with** 'Environment and Social Commitment Plan' (ESCP) agreed with the World Bank. The ESCP will provide according to a specific timeframe (a) a list of management plans, based on ESA/ESIA findings that borrower will develop and implement, (b) the appropriate plans and actions required for the project to meet ESSs requirements, (c) adaptive management process for changes in project scope and unforeseen circumstances, and (d) include targets and performance indicators for borrower's monitoring.
- g) **Conduct capacity building training** on Bank's new Environmental and Social Framework (ESF), Environmental and Social Management Plan, and aspects like slope stabilization and erosion control; efficient use of raw materials i.e. use of local materials, recycled aggregates; climate resilient measures; water conservation and management, GHG reduction, emergency preparedness etc. which are integral part of Bank's ESF policy.

4.0 Detailed Scope of Work

Task A: Activities to be undertaken during Inception Stage

- a) The Consultant shall use the inception period to familiarize with the project details. The Consultant shall be cognizant/take cognizance of engineering studies already prepared/being prepared in parallel. The Consultant should also recognize that due care and diligence planning during the inception stage helps in improving the timing and quality of the ESIA reports.
- b) During the inception period the Consultant shall (i) study the project information to appreciate the context within which the ESIA should be carried-out, (ii) carry out review of due diligence of each project and identify the magnitude of risk and impacts and likely influence area or impact zone. Finding of this due diligence will be shared with the consultant to identify the detailed scope of ESIA/ESMP. The consultant shall identify the sources of secondary information on the project and on the project area and conduct preliminary planning survey to understand environment settings, available/existing land and required land for sub-project activities; design and developing formats for field and design survey. The consultant shall prepare preliminary estimation of impacts on private and community properties including impacts on non-titleholders and carry out identification of stakeholders, plan consultations with stakeholders and likely project affected parties. The consultant shall study the various available surveys, techniques, models and software in order to determine the most appropriate options in the context of the project.
- c) The Consultant shall review and identify Borrower's E&S rules/regulations to identify required actions considered necessary for the project to achieve compliance with local legal requirements, insofar as they do not contradict the Bank ESF Policy;
- d) The Dam Rehabilitation and Improvement Project (DRIP) and DRIP – Additional Financing Projects, preceding the current proposed DRIP II, has implemented measures to minimize the impacts of project on overall environment by undertaking interventions like design modification and adoption of innovative technologies. The Consultant shall review (select DPRs and

Environment and Social Management Framework) of DRIP I and DRIP II and will assess applicability of identified good engineering practices in the project. The Consultant will summarize how lessons learnt from the previous project and completed studies of DRIP II would be applied to the preparation and implementation of this project.

- e) The Consultant after appreciation of consultancy assignment scope and site conditions, shall fine-tune the methodology(ies) that shall be used to carry out Environmental and Social Impact Assessment (ESIA) for the first the dams.
- f) The Consultant shall interact with the /Implementing Agency to determine how the ESIA activities fits into the overall project preparation/ project cycle; and to appropriately plan the timing of the deliverables of the ESIA process. In addition, a mechanism for continuous interaction between the Implementing Agency and ESIA Consultant teams shall be formalized and succinctly documented in the Inception Report.

Deliverable at this stage:

1. Inception report consisting of review findings, proposed plan of action, support required, deployment of resources and deliverables timeframe.
2. Suggested ESMP and contents
3. Primary data collection plan for detailed ESIA based on Secondary data availability and ESDD.
4. Outline of different Environmental management plans, RAP, TDP (if applicable) required.

Task B: Undertaking ESIA and Preparation of Sub-project specific E&S assessment and plans

As this stage, social and environmental assessment will be undertaken as per tasks listed below

a) Define project's 'study area' or project influence area

The Consultant shall define the 'study area' considering different project activities and associated facilities² and environment setting in likely influence area. Specify the boundaries of the study area for the assessment: in-migration and settlement, natural resource exploitation, commercial development for financial resource generation, air and noise pollution, terrestrial and aquatic ecology of the area (presence of forests areas, national parks etc), land use, etc

b) Surveys

The Consultant shall collect information on the existing environment & socio-economic profile/setting from authentic secondary sources, and identify gaps to be filled, relevant to the environmental & social screening needs from primary surveys. Primary surveys shall include baseline monitoring of air, water, soil, noise and vibration at representative and sensitive locations, and identification of all macro-level environmental & social issues within the project's study area. The extent of primary data collection may vary depending upon the project activities and extent of associated risk and impacts identified during inception stage.

The Consultant shall survey the environmentally & socially sensitive locations in the sub-project area as well as within the project's study area. All regionally or nationally recognised environmental resources and features within the project's study area shall be clearly identified, and studies in relation to the proposed scope of the project. Typically, these will include areas ecological importance, congested habitation area around the dam and which are likely to be impacted, trees; land use around dam area including depiction of environmental and common property resources such as forests, water bodies; archaeological sites and major/minor physical cultural properties such as temples, shrines, mosques, etc, transportation systems, migratory route of animals if any, public utilities like water supply line depended on dams, waste disposal sites etc All these parameters for impact assessments shall be depicted using an toposheet and area map. The information of longitude, latitude should be indicated

²Refer ESF, 2016 of the World Bank

for importation locations and sensitive areas. In addition, the consultant is to ascertain presence of tribals in dam sub-projects whose characteristics match with requirements as listed under ESS 7 and thereby assess the need to prepare Tribal Development Plans for such dam sub-projects.

c) Review of Environmental & Social Legal Requirements

Taking cognizance of existing state and national's social and environmental acts, rules and regulations, the Consultant shall review environmental and social legal requirements set forth per local regulations to assess their applicability to the project. The permissions and clearances required shall be listed beforehand for implementation of the project.

d) Baseline Data

The Consultant while planning baseline data collection shall ensure (a) relevance of baseline data to predict impact and design mitigation measures; (b) identify data gaps and uncertainties associated with prediction;(c) based on current information, assess the scope of the area to be studied based on physical, biological, and socioeconomic conditions; (d) takes into account current and proposed development activities within the project area but not directly connected to the project. This section should indicate the accuracy, reliability and sources of the data and consequences for assessing impacts and their mitigation). This section will address the separate Project influence Area (PIA) of each of the dam and will present GIS map, as appropriate.

e) Analysis of Impacts and Management Measures

The Consultant shall conduct a preliminary analysis of the nature, scale and magnitude of the impacts that the project is likely to cause on the environment, especially on the identified sensitive environmental receptors, and classify the same using established methods and tools. For the negative impacts identified, alternative avoidance/mitigation/management options shall be examined (in line with mitigation hierarchy outlined in the ESF), and the most appropriate ones suggested. For the positive measures identified, alternative and preferred enhancement measures shall be proposed

f) Scoping

The Consultant shall define boundaries of the project ESIA after careful consideration of the baseline scenario, likely potential environmental risks and impacts on the identified sensitive environmental receptors/VECs, and the proposed mitigation and enhancement measures. The scoping shall include a listing of potential environment issues that do not deserve a detailed examination in the project ESIA (covering induced impacts that may be outside the purview of the client) along with a justification. The scoping needs to identify potential environmental risks and impacts that should be studied during ESIA and recommend additional studies needed to comply the requirements of Environmental and Social Standards (ESSs) of the World Bank. If extensive study is recommended in future which is beyond the scope of the project, the draft ToR should be attached in the Annex. Detailed content of ESDD shall also form part of Scoping report.

g) Stakeholder Engagement Plan

The Consultant shall develop a draft Stakeholder Engagement plan that shall be applicable throughout the project cycle. Nature and scope of stakeholder engagement would be proportionate to the nature and scale of the project and its potential risks and impacts. In preparing this SEP, the Consultant shall carry out preliminary consultations with communities that are likely to be affected, NGOs, selected Government Agencies and other stakeholders. An indicative (but not exhaustive) list of stakeholders indicates stakeholders to be: district administrations of areas with dams, departments of forests, horticulture, agriculture, revenue and tourism; local communities civil society organizations, media agencies – both print and audio/visual; police authorities, district administration, State Disaster Management Authority (SDMAs) and National Disaster Response Force (NDRF), and people likely to be affected due to pre-construction and construction stage impacts; and response providers i.e. NGOs/CSO involved as part of the GBV risk mitigation plan.

The purpose of these interactions would be to: (a) collect baseline information, (b) obtain a better understanding of the potential risks and impacts and capacities (c) appreciate the perspectives/concerns of the stakeholders. Consultations shall be preceded by a systematic stakeholder analysis, which would (a) identify the individual or stakeholder groups relevant to the project and to social and environmental issues including affected parties, other interested parties, disadvantaged/vulnerables or groups (b) determine the nature and scope of consultation with each type of stakeholders, (d) determine the tools to be used in contacting and consulting each type of the relevant stakeholders (e) mode of consultation and time of consultation (f) management functions and responsibilities (g) monitoring and reporting. Consultation with the stakeholders shall not be treated as a project information dissemination session but as step to improve the plan and design of the project and shall continue through project implementation. A single Stakeholder Engagement Framework (SEF) is prepared for the overall project that would lay down principles, process and protocol to be followed for consultations, identification of stakeholders, etc. at each dam level.

Deliverables at this stage:

- i) Scoping Report and ii) Stakeholders engagement plan

C. Tasks for Conducting ESIAAs

h) Environmental inputs to Engineering Feasibility Studies

The Consultant shall make location-specific design recommendations, wherever possible, construction material use, , erosion control, and mitigation & enhancement measures. For all the different alternative improvement proposals under consideration, using acceptable/established valuation techniques, the Consultant shall prepare {a} an estimate of economic costs of the environment damages, and economic benefits from the direct positive impacts that the project is likely to cause, and {b} an estimate of financial cost on the mitigation and enhancement measures that the project is likely to require, and financial benefits, if any.

i) Legal and Institutional Framework

The Consultant shall review and assess applicability of existing national and state's Environmental and social requirement according to applicable policies, laws, regulations, rules and procedures; as well as the institutional framework relevant to environmental and social aspects. The assessment will identify inconsistency or lack of clarity and aspects relevant to address project's E&S risks and impacts; and deviations with respect to requirements in ESSs. Based on assessment findings, the Consultant in discussion with (Insert Name of Implementing Agency) shall suggest actions to address E&S risks and impacts that may be implemented during project preparation and implementation. The Consultant based shall assist the client in preparing application and supplementary reports for obtaining requisite clearances or permits.

j) Baseline Surveys:

The Consultant will {a} collect information from secondary sources that are relevant to understand the baseline, as well as the design of mitigation measures pertaining to physical, biological and socio-cultural environments; consultant will provide details of sources of these secondary data in ESIA report {b} carry out site visits and identify environmentally sensitive features locations within direct or indirect project area and document them on the base maps to identify conflict points with preliminary designs.

All surveys shall be carried out in compliance with the (Insert name of State) GoI standards/guidelines/norms. However, extent of duration of baseline survey may vary. Wherever such guidelines/norms are not available, the techniques, tools and samples employed for the surveys shall conform to the International practices. Whenever directly relevant secondary data is available, these should be used, while indirectly relevant data should be verified through primary survey. Environmental quality (air, water, noise and vibration) monitoring shall include an adequate number of samples, as established on a sampling network to provide a representative picture of pollution levels in sub-project areas. Additional data for sensitive environmental / ecological receptors, if any, shall be collected such as to analyze and predict the possible risks and impacts to a degree and precision of acceptable

standards. The surveys shall necessarily cover inventory of trees, historical/cultural sites, construction material sources, settlements, land use, sensitive receptors etc. in project areas, including preparation of tree cutting schedules and forest land diversion case if involved. Further, additional specialized surveys, such as biodiversity assessment survey, and hydrological surveys shall be conducted, if and when required as part of environmental scoping.

The Consultant shall collect information on all regionally or nationally recognized environmental resources and features within the project area, which shall be clearly identified and studied in relation to activities proposed under the project. These will include all protected areas (national parks, wildlife sanctuaries, reserved forests, biosphere reserves, wilderness zones), unprotected and community forests and forest patches, all wetlands, and surface water bodies.

The Consultant shall consolidate all such information on maps in digital database and superimposed with the sub-projects area.

k) Social Impact Assessment

- i. Consultations with stakeholders: The Consultant shall carry out meaningful consultations as outlined under ESS 10 with each stakeholder category and present a Stakeholder Analysis of local stakeholders such as local government, associations, who could play a role in the project implementation process (including R&R) with positive/negative influence on the outcomes. These consultations will also cover issues relating to Gender Based Violence (GBV) and GBV-related concerns about the project. It shall record and analyze people's perception of the project, its adverse impacts, and minimum acceptable mitigation measures (relocation options, if any are required assistance offered) that will enable them to cope with displacement or loss of livelihoods – temporary or permanent in nature, if any. As part of this process, disadvantaged and vulnerable groups will be identified and separate focused group discussions (FGDs) with such groups besides women will be held.
- ii. In case of tribals, the Consultant shall conduct consultations and identify if the project impacts are result in loss of land, livelihood, relocation; and has significant impacts on indigenous peoples' cultural heritage that is material to their identify and /or the cultural/ceremonial/spiritual aspects of their lives and in such cases obtain Free Prior and Informed Consent of the affected indigenous persons/tribals. In case FPIC cannot be ascertained, the project will not proceed with those sub-projects/activities. The same shall be recorded in the ESCP. Summarize the concerns, suggestions by stakeholder for consideration by project authorities during design.
- iii. Quantitative and qualitative surveys: This shall involve identification of adverse (on the finalized alternative) and positive impacts of the project through consultations and quantitative survey. Survey should cover all categories of impacted persons and results of the Census and Socio-economic survey on affected households, should be presented segregated by gender and social category. It will help to establish impact categories that is critical to the determination of potential adverse impacts and help analyze the relative vulnerability of, and risks to, the affected communities. The assessment should analyse key impacts on different groups of people (such as land owners, small, farmers; small businesses, shopkeepers; commercial establishments, SCs/STs, disadvantaged and vulnerable groups and women³), and communities (common properties, lands). The impacts should be segregated by pre-construction and construction stage (such as disruption, loss of access, loss of livelihood, debris disposal following hill cutting, impact on host community, if any, issues arising due to labour influx, etc.). Besides all the affected community assets such as worship place, drying up of drinking water source, impacts to schools and the community facilities need to be recorded. As some of the districts and possibly some sub-project corridors have presence of scheduled tribes, and if the Screening

³ In accordance with Bank Directive on Addressing Risks and Impacts on Disadvantaged or Vulnerable Individuals or Groups

exercise indicates the need, the SIA needs to assess the current socio-cultural living style of the tribal communities in line with the World Bank's ESS 7 and ascertain required measures.

- iv. Entitlement policy and assistance package: Analyze state specific approaches to land taking, compensation and assistances along with national acts. The consultant should further assess the approach to better understand the processes and also whether the method meets the requirements of ESS 5. Also, the gap analysis between this method and ESS5 requirements will cover the treatment of non-title holders, such as squatters and encroachers. Hence, based on discussions with (Insert name of State) and WB, the study will help establish the criteria for eligibility of compensation and other resettlement assistance and present entitlements by type of impacted assets and category of impacted persons including disadvantaged and vulnerable persons.
- v. Identification of gender concerns/gaps: In order to meet the Bank's requirements on gender, the project should carry out sub-project specific assessment of projects through gender perspective; hold separate FGDs with women households (amongst affected households) and those likely to be affected in case of Dam emergencies; and women site engineers; and explore areas for potential intervention. The exercise is expected to formulate commensurate actions relating to gender and help devise suitable monitoring indicators.
- vi. Identify modes for citizen engagement: As persons and communities would be impacted/influenced by the project activities, identify all the relevant stakeholders, revise the preliminary stakeholder analysis and plan, to identify means to engage with citizen/communities in respect to design and mitigation measures, monitoring, grievance mechanisms.
- vii. Institutional Capacity Building & Training: Assess the role of the key institutions, departments, and stakeholders involved in the project and describe their roles, responsibilities and relationship with the project activities in specific relation to implementation of RAP, TDP. Provide an assessment of the strengths, weaknesses and opportunities for capacity enhancement to address social and gender issues.
- viii. Grievance Redressal Mechanism and procedures: Assess existing grievance redressal mechanisms (available for DRIP I and DRIP AF and also for the state as a whole) to help develop a GRM as required and outlined under ESS 10.
- ix. Labor related aspects: Project will involve: a) Direct workers (Central Water Commission and all IAs); b) contracted workers engaged in construction works including migrant skilled workers, consultancy services firms (for preparing DPRs, RAP & IPDPs where required, SEPs and EPPs); c) primary supply workers could include suppliers of equipment necessary towards the many structural and non-structural interventions. At present due to the nature of the project, involvement of community workers is not envisaged, however there could be community volunteers involved particularly in the operationalization of the EPPs.

Preparation of ESIA will assess the following aspects towards preparation of Labor Management Procedure: applicability of labour laws and, non-discrimination and equal opportunity, potential risks of child labor and forced labor, including the workers to be brought to the project by brokers (sub-contractors); grievance mechanism to all workers, occupation health and safety aspects, etc. Assess applicability of labour laws and, non-discrimination and equal opportunity, potential risks of child labor and forced labor, including the workers to be brought to the project by brokers (sub-contractors); grievance mechanism to all workers, occupation health and safety aspects, etc. The assessment to be carried out in accordance with 'ESS 2 – Labor and Working Conditions' will scope out impact and absorptive capacity on host communities to address risks that arises from labour influx and identify measures that need to be incorporated in the bid documents for the civil works contractor.

- x. Gender Based Violence aspects: To minimize the risk of GBV (and Sexual Exploitation and Abuse), the consultant shall: (a) Assess the overall GBV risks in the project area based on (i) existing gender country diagnostics/country action plans; (ii) data on partner/non-partner physical violence against women; (c) cultural practices vis-à-vis women (early marriage, physical practices); and (d) information obtained from consultations carried out as part of consultations with stakeholders; b) Prepare a mapping of GBV service providers in the project area that indicates the type of services, including formal service providers (i.e., hospitals, NGOs, government offices) and informal (i.e., women's groups, community elders, etc). The mapping should indicate any capacity constraints of informal GBV service providers; c) Confirm the GBV risk assessment rating provided by the World Bank for the project and assess the capacity of the implementing agency to supervise GBV mitigation measures; d) Identify GBV mitigation measures linked to activities to manage labor influx (including specifications for placement of worker camps, signage, infrastructure for men and women, etc.); e) Consult with women's groups, groups that advocate for children and adolescent rights, and other stakeholders.

These consultations should feed into the identification of potential GBV issues and possible prevention and mitigation strategies. As part of these consultations, those affected by the project should be properly informed of GBV risks and project activities to get their feedback on project design and safeguard issues. Community consultations should never directly ask about experiences of GBV and should follow ethical protocols; f) Depending on the project risk rating, prepare a draft GBV Action Plan and Accountability and Response Framework which provides details on (i) available service providers; (ii) the responsibilities of the Grievance Redress Mechanism to handle complaints and link to service provision; (iii) monitoring arrangements and responsibilities; and, (iv) awareness raising strategy in the local community (stakeholder engagement plan); g) Identify potential actions or initiatives to support GBV broader prevention in the project area such as: (i) need to broader support to health services or for health provision; (ii) youth engagement; or (iii) behaviour change communication, among others. The draft ESIA report shall articulate the findings of the targeted consultations and GBV mapping and present a matrix off issues and recommendations of the consultant to mitigate the critical GBV issues, including the engagement third party monitoring, as required.

I) Environmental and Social Risk and Impacts and Mitigation Measures:

The Consultant shall determine all relevant direct, indirect and cumulative environmental and social risks and impacts of the project related to key issues identified through the scoping, such as, but not limited to (a) construction impacts such water and soil contamination from wastewater generated from construction/workers camps; spillage and handlings of chemical and hazardous materials; damage to vegetation; disposal of spoils ; air pollution due to fugitive dust from repair/ rehabilitation work , and emission from operation of vehicle, equipment and plants; cutting of trees reduction of natural resources base and degradation due to extraction/quarrying; land degradation from project induced development; change in aesthetic of landscape; impacts on archaeological and historical sites/assets, culturally and socially important common properties, religious properties/sites, sacred groves on or near the project; distress of public/community due disruption of utility services; and likely direct, indirect and induced impacts on ecological functions of forests, other natural habitats including protected areas; community health and safety risks and issues; (b) occupational health and safety risks and issues during construction and operation; (c) operation stage safety concerns and risks, (d) environmental impacts during operational e.g. air pollution, noise, traffic safety, and impacts on wildlife, etc.

The Consultant shall (a) identify feasible measures for resource efficiency i.e. energy use, water usage and management, and raw materials so as to minimize project's foot prints on finite natural resources; (b) estimate carbon and GHG emissions due to implementation of project, identify feasible measures for reducing such emissions, creating carbon sink, and climate resilient measures to suite local needs and challenges.

The Consultant for identified environmental risks and impacts shall prepare Environmental and Social Management Plan, in accordance to ‘mitigation hierarchy’, which will (a) identify the set of responses to potentially adverse impacts; (b) determine requirements for ensuring that those responses are made effectively and in a timely manner; and (c) describe the means for meeting those requirements.

m) Analysis of Alternatives

The Consultant while doing analysis of alternatives shall compares feasible alternatives to the proposed project site, technology, design, and operation—including environmental and social risks and impacts “with project” and “without project” scenarios. The Consultant shall quantify and provide estimated budget for the alternative mitigation measures; and suggest institutional, training and monitoring requirements for implementation.

The Consultant shall suggest on efficient use of environment friendly construction materials and technologies, energy and resource efficiency, water conservation and management, reduction of GHG emission and increasing carbon sink, climate resilient measures etc. The Consultant to the extent possible shall attaches economic values where feasible.

Deliverables at this stage:

1. Environmental & Social Assessment Report (Detailed ESIA).
2. Labor Management Procedures by Implementing Agency
3. GBV Mitigation Framework

TASK D: PREPARATION OF SUB-PROJECT SPECIFIC PLANS & INSTRUMENTS

- Based on the environmental and social impacts assessed, ESMPs, RAP, TDP (if required) and other plans as required for confirming to ESS1 to ESS10 for each dam shall be prepared that consists a set of mitigation, monitoring, and institutional measures required to eliminate/address adverse environmental and social risks and impacts. These instruments shall be prepared as per the requirements of WB’s ESSs and should identify responses to potentially adverse impacts; determine requirements for ensuring timely responses; and describe the means for meeting those requirements. The technical details for each mitigation measure shall include the type of impact to which it relates, the conditions under which it is required (e.g., continuously or in the event of contingencies), as well as preliminary design, equipment descriptions, and operating procedures, as appropriate.
- Estimate the impacts and costs of the mitigation measures for each of the activities separately and of the institutional and training requirements to implement them. Assess compensation to affected parties/persons for impacts that cannot be mitigated. However, this assessment and subsequent compensation plan are to be more strongly addressed in the Resettlement Action Plan document.
- The Consultant shall recommend feasible and cost-effective measures to prevent or reduce significant negative impacts to acceptable levels. Apart from mitigation of the potential adverse impacts on the environmental component, the ESMP shall identify opportunities that exist to induce positive impacts of project. This shall include but not limited to the enhancement of specific locations as water bodies; enhancement of community and cultural assets, fisheries productivities, etc. Residual impacts from the environmental measures shall also be clearly identified. Include measures for emergency response to accidental events (land slide during construction or operation.), as appropriate
- The ESMP shall include: a) specific or sample plans, such as for management and redevelopment of quarries, borrow areas and construction camps; b) detailed specification, bill of quantities, execution drawings and contracting procedures for execution of the environmental mitigation and enhancement measures suggested, separate for pre-construction, construction and operation period; c) actions identified based on assessment of potential quarry sites if any are identified, conditions of primary supply workers with a focus on child, forced

- labor and OHS; and d) good practice guides that relates to construction and upkeep of plant and machinery.
- Responsibilities for execution and supervision of each of the mitigation and enhancement measures shall be specified in the ESMP.
 - To monitor implementation of ESMP, for different stage of project (pre-construction, construction, post construction), the Consultant shall identify the performance indicators, approach of monitoring, and frequency. The performance indicators should include both quantitative and qualitative types, but the Consultant shall consider practicality aspect and provide approach for monitoring each identified indicator.
 - The Consultant shall also prepare a detailed management plans with specific actions to be taken by the contractors and sub-contractors with regard to working conditions and management of workers, management of chemical, hazardous and non-hazardous material/waste, noise, occupational health and safety of workers and community, labor influx (workers accommodation, HIV/ AIDS prevention etc.) and other key impacts under contractors' control.
 - The ESMP shall specify the environmental supervision, monitoring and auditing requirements. The monitoring program shall specify performance indicators, monitoring parameters (air, water, noise, soil and vibration), reference standards, monitoring method, frequency, duration, location, and reporting on progress and results of mitigation. In addition, the program will specify what action should be taken and by whom in the event that the proposed mitigation measures fail, either partially or totally, to achieve the level of environmental protection expected. An outline of the contents of the EMP to be included in the project's Operational Manual should be provided along with environmental/social protection clauses for contracts and specifications.
 - ESMPs should include provisions/actions relating to construction stage social impacts, gender mainstreaming, citizen engagement, management of labor influx⁴, HIV/AIDS and gender-based violence, etc.
 - The ESIA shall highlight the special environmental clauses (SECs) to be included in the Tender Document under General/Particular Specification. These clauses are aimed at ensuring that the Contractor carries out his responsibility of implementing the EMP and other environmental and safety measures. The EIA shall also include a health safety plan of the project to be included in the tender document.
 - The Consultant shall provide assessment on existing institutional/organizational status to support timely and effective of environmental and social project components. The findings shall be basis to identify measures and actions to strengthen environmental and social management capability in (Insert Name of Implementing Agency). The ESMPs shall describe the implementation arrangement needed for the project, especially the capacity building proposals including the staffing of the environment unit adequate to implement the environmental mitigation and enhancement measures. For each staff position recommended to be created, detailed job responsibilities shall be defined. Equipment and resources required for the environment unit, training plan and modules shall be specified, and bill of quantities prepared. All key actions identified essential for capacity development for effective implementation of project's E&S mitigation measures shall be linked with ESCP.
 - The Consultant in the ESMP shall provide implementation schedule for measures that must be carried out as part of the project, showing phasing and coordination with overall project implementation plans; and estimated cost and sources of funds for implementing the ESMP (integrated into the total project cost tables).
 - The ESMP prepared shall be incorporated into the ESCP. The Consultant shall ensure implementation costs of mitigation measures and actions is integrated into the project's overall planning, design, budget, and implementation.
 - Prepare Dam Safety Assessments: Dam Safety Assessment Reports will be prepared, with recommendations.

⁴Guidance note on managing the risks of adverse impacts on communities from temporary project induced Labour Influx, 2016

- Prepare Resettlement Action Plan: The scope and level of detail of the resettlement plan vary with the magnitude and complexity of resettlement. The plan shall be prepared based on detailed Census and Socio-economic survey that should cover the impacts on the community and other adversely affected groups and provides mitigation measures⁵.
- Prepare Tribal Development Plan: The project shall cover 18 states, of which many have significant amount of tribal population such as Odisha, Chhattisgarh, Madhya Pradesh, Meghalaya, West Bengal, Manipur, etc. Many of these same states also have areas that are declared as Schedule V and VI areas as defined in the Constitution. Commensurate instruments, such as Tribal Development Plans (TDPs), will be developed for sub-projects identified before appraisal. FPIC would be undertaken in sub-projects involving impacts on land, livelihood, cultural heritage and in cases requiring relocation and in case FPIC cannot be ascertained, the project will not proceed with those activities. On the basis of the social assessment and in consultation with the affected Indigenous Peoples' communities, Consultant shall prepare an Tribal Development Plan that sets out the measures through which the project will ensure that (a) tribals affected by the project receive culturally appropriate social and economic benefits; and (b) when potential adverse effects on tribals are identified, those adverse effects are avoided, minimized, mitigated, or compensated for.⁶
- Develop Labor Management Procedures. In accordance with ESS2, the consultant shall help (Insert Name of Implementing Agency) to develop and implement written labor management procedures applicable to the project. These procedures will set out the way in which project workers will be managed, in accordance with the requirements of national law and this ESS. It will cover the following aspects: a) Provisions on the treatment of direct, contracted, community, and primary supply workers; b) Requirements on terms and conditions of work, non-discrimination and equal opportunity and workers organizations; c) Provisions on child labor and forced labor; d) Requirements on occupational health and safety, in keeping with the World Bank Group's Environmental, Health, and Safety Guidelines (EHSG); e) grievance mechanism for these workers and f) Estimate the total number of workers including contracted and migrant workers, the skill requirement and timing and the associated risks and the facilities to be provided as per the World Bank Group occupational health and safety requirements.

Additionally,

- Review and recommend updates to Resettlement Policy Framework based on ESIA study findings, where appropriate.

Deliverables at this stage

26. Labor Management Procedures⁷
27. Stakeholder Engagement Plan based on overall Stakeholder Engagement Framework
28. GBV Mitigation Plan (if required) based on the overall GBV Mitigation Framework
29. Dam Specific ESMP i.e. RAP, EMP, TDP (if required)
30. Pollution Prevention, Resource Conservation, occupational health and safety and community safety plan, biodiversity conservation and sustainable management plan
31. Update recommendations to Resettlement Policy Framework for overall DRIP 2

Task E: Public Disclosure

The Consultant will prepare a plan for in-country disclosure, specifying the timing and locations; translate the key documents into local language, such as the executive summary of Environmental and Social Impact Assessment, Environmental and Social Management Plan, RPF, RAP, TDP, or any other documents in local language and draft advertisement for the newspaper announcements for disclosure; and help the client to place all the related Environmental and Social Impact Assessment reports on the

⁵ Indicative contents of RAP placed at Annexure 12

⁶ Indicative content of TDP is placed at Annexure 12

⁷ Outline placed at Annexure 12

client's website. The draft ESIA and management plans should also be available in a public place accessible to affected groups and local NGOs for appropriate consultation.

Relevant materials will be provided to affected groups in a timely manner prior to consultation and in a form and language that is understandable and accessible to the groups being consulted. The Consultant should maintain a record of the public consultation and the records should indicate: means other than consultations) eg, surveys used to seek the views of affected stakeholders; the date and location of the consultation meetings, a list of the attendees and their affiliation and contact address; a video of the consultation workshop and summary minutes.

Formal consultation shall be organised prior to ESIA preparation and after ESIA preparation. The public consultation input shall be duly addressed in the ESIA/mitigation measures.

Deliverables 8: Inputs to review and compliance of Environmental and Social Commitment Plan (ESCP).

Task F: Environment, Social, Health and Safety Requirements for Bidding Document

Based on the special environmental clauses (SECs) identified from the EIA study – which require to be included in the Bidding documents, the Consultant shall prepare detailed specifications for environmental, social, health and safety (ESHS) requirements for the bidding documents. These would also cover (Insert Name of Implementing Agency)'s ESHS policies that will apply to the project, minimum requirements for bidder's code of conduct, and requirement of contractors ESHS staff and other aspects identified as relevant to civil works.

Task G: Other Assistance to the Client

The Consultant shall support the client to furnish any relevant information required for obtaining clearance from various state and central government agencies where required. This may include {a} assisting the client in the submission of application for the Clearance of Reserved or Protected Forests to the State Forest Department, which shall include marking boundary pillar of proposed right-of-way, conduct tree counting survey and its enumeration, preparation of forest land diversion map and delineate its boundary by conducting DGPS survey, coordinate verification of trees for cutting and forest area to be acquired, presentation of case before MoEF & CC, preparation of forest diversion proposal, coordination and follow-up with forest departments till obtaining FC approvals; {b} completion and submission of the MoEF&CC questionnaire for Environmental Appraisal for the project, if applicable; {c} assistance in presentation to the Wildlife Board of the MoEF&CC in obtaining clearance for any area passing through the Wildlife Reserves or Sanctuaries or other protected areas, if any; {d} assistance in submission for any other clearance requirements with respect to the environmental components relevant to the project; {e} to prepare presentation, brochures, pamphlets for any kind of stakeholder consultation and disclosure; {f} consultation with WB Mission as and when required upon instruction of client; {g} to attend all progress review meetings with Team Leader as and when called by the client as well as to prepare progress review reports.

Task H: Training of Client's Staff

The Consultant shall conduct training for the client at various levels. The training should as far as possible be conducted in the (Insert Name of Implementing Agency) office at X. This is to ensure that the knowledge, skills and perspectives gained by the Consultant is transferred to the client so that these can be utilized effectively during project implementation. The training should be focused (a) borrowers responsibilities and ESSs requirements of the World Bank and (b) on ESMP's covering both central and field offices. The Consultant shall develop a plan for training the client's staff. The plan should specify the types of training, the participants for each training type, the number of sessions required, the duration of each session and when it should be conducted. At the end of the training, when the ESMPs are ready, brief reports shall be prepared for the training conducted and observations relevant for future training, if any.

Task I: Co-ordination with DPR Consultant:

The Consultant shall at the direction of (Insert Name of Implementing Agency) to ensure absolute coordination and shall include but not limited to the following as part of the scope of work:

- Coordination with Consultant hired for DPR and preparation of detailed design report.
- Provide assistance to (Insert Name of Implementing Agency) as appropriate in preparation of the project;
- Develop mechanism to establish a strong co-ordination with the other project-preparation /management Consultant appointed in the project;
- Work under the overall supervision of (Insert Name of Implementing Agency) will facilitate the consultancy in contacting relevant officials, departments and agencies;
- Ensure the timely flow/exchange of information and documents with DPR Consultant and stakeholders of the project;

5.0 Inputs to be provided by the Client

The Client shall provide all necessary and reasonable support to the Consultant to collect secondary data by issuing authorization letters. The Consultant will be responsible for any translation of documents and for processing of data. The Project Director or his representative will liaise with the Consultant for all activities and participate as possible in the study. The (Insert Name of Implementing Agency) will provide the following reports:

- ESDD report of the Dam sub project
- All relevant documents related to the specific projects and any other background documentation and studies, available with (Insert Name of Implementing Agency)
- Making all necessary arrangements for supporting the work of the Consultant(s), by e.g. facilitating access to government authorities and other project stakeholders and infrastructure facilities.
- Templates/outlines for preparation of ESIA, RPF, RAP, IPDP, LMP and SEP

Reporting Schedule

Reporting Requirements/ Deliverables: -

SN	Deliverables	No. of copies	Due date for submission from the start date of the service (Months)	Remarks
	i. Inception report: methodology and site visit plans , Primary data collection plan for detailed ESIA.			
	(a) Scoping Report with outline of different required environmental management plans, & RAP and TDP (if required)			
	(b) Preliminary Stakeholder Engagement Plan (SEP)			
	(c) Review Report of Feasibility stage reports			
	i. Update inputs to Resettlement Policy Framework ii. Tribal (Indigenous) Peoples Planning Framework iii. Draft Labor Management Procedure			

SN	Deliverables	No. of copies	Due date for submission from the start date of the service (Months)	Remarks
<i>Submit for X Dams and related interventions/associated facilities</i>				
	i. Dam Safety Assessments ii. Environment and Social Impact Assessment Report			
	iii. Resettlement Action Plan iv. Indigenous People Development Plan (if required) v. Sub-project specific ESMP vi. Other Environmental Plans such as pollution prevention and resource conservation plan, Biodiversity conservation and sustainable management plan etc.			
	i. Updates to Stakeholder Engagement Framework (SEF) ii. Final Labor Management Procedure by IA			
	iii. Gender Based Violence Mitigation Framework			
	Translation of documents for disclosure by (Insert Name of Implementing Agency)			
	Review, update/review the RPF and TPPF			

Terms of Payment

The mode of payments to be made in consideration of the work to be performed by the Consultant shall be as follows:

SN	Deliverables	No. of copies	Due date for submission from the start date of the service (Months)	Payment Schedule (%)

Note: all above payments shall be made after review and approval by the client and the World Bank and submission of pre-receipted bills by the Consultant in quadruplicate for respective stages.

Review of reports:-

A review committee (to be restricted to Five members) consisting of following officers of the client's Department will review all reports of Consultant (inception, progress, intermediate and draft final)

and suggest any modifications/changes considered necessary within 15 days of receipt.

- Engineer-in-chief (Insert Name of Implementing Agency)
- Chief Engineer-Cum-Project Director (Insert Name of Implementing Agency)
- Superintending Engineer (Insert Name of Implementing Agency)
- Nodal Officer Environment ((Insert Name of Implementing Agency)
- Environment and Social development officers (Insert Name of Implementing Agency)

Duration of the Assignment:

The total duration of the assignment would be about X months.

Accordingly, the total man-month requirements for the assignment would be as follows:

Subject Expert	No. of Experts per ESIA	Total Man-months
Environment Expert (ESIA & Emp) cum team leader	1	25
Sr Support Environmental Expert (EIA)	10 (@ 10 ESIA per expert)	50
Social Expert (SIA & R&R)	10 (@ 10 ESIA per expert)	50
Ecological Expert Terrestrial	10	25
Ecological Expert- Aquatic	5	25
Air pollution Experts	5	25
Noise & Vibration Expert	5	25
Water Expert	5	25
Landuse expert	5	10
Gender Expert with specific knowledge and experience on GBV	3	15
Community Consultation Expert	5	25
Support Staff – Social and Environment	As required	

Key Qualifications

1. Environmental Specialist

Educational Qualifications

Minimum – Master's engineering/Technology degree in chemical /civil/ environment or

General Experience

Minimum total work experience after post-graduation – 15 years for team leader and 10 years Sr support specialist

Relevant Experience

(i) Minimum 7 years of total work experience on carrying out environment impact assessments of development projects.

(ii) Desirable - Environmental Expert in at least two World Bank funded projects

Essential Knowledge and Experience

(i) The candidate must have knowledge of the World Bank's guidelines, procedures and operational policies/directives.

(ii) Candidate should be conversant with all the activities expected to be undertaken for Environmental / Forest / Wild life clearance procedures and pertinent guidelines of Ministry of Environment & forests (MoEF), Government of India.

- (iii) The candidate must have the experience of preparing environmental management plans and supervising & monitoring implementation of the plans.
- (iv) Working in hilly terrain will be given performance.

2. Social Development Specialist

Educational Qualifications

Minimum – Master’s Degree or equivalent in Social Sciences or related field

General Experience

Minimum total work experience after post-graduation – 15 years

Relevant Experience

- (i) Minimum 7 years of total work experience on carrying out Social impact assessments and preparation of Resettlement Action Plans of development projects
- (ii) Desirable - Social/resettlement expert in at least two World Bank funded projects

Essential Knowledge and Experience

- (i) The candidate must have knowledge of the World Bank’s guidelines, procedures and operational policies/directives.
- (ii) Experience in preparation of RAP, gender plan, LAP, community consultations and IPDP is required.
- (iii) Familiarity with project area and local language will be advantageous

3. Ecological Experts (Terrestrial and Aquatic) Specialist, Air, Water, Noise expert

Educational Qualifications

Minimum – Master’s Degree or equivalent in terrestrial and Aquatic biology, engineering, or related field as the case be.

General Experience

Minimum total work experience after post-graduation – 7 years

Relevant Experience

- (i) Minimum 7 years of total work experience on carrying out conducting biodiversity impact assessment for subprojects located in areas with similar types of biodiversity values and should be conversant in preparing management/mitigation measures for at least two projects of similar type; working knowledge of ecosystem services analysis would be an advantage.
- (ii) Desirable – Expert in at least two project funded by World Bank or international financial institutions funded projects is required

Essential Knowledge and Experience

- (i) The candidate must have knowledge of the World Bank’s guidelines, procedures and operational policies/directives.
- (ii) Candidate should be conversant with all the activities expected to be undertaken for Environmental / Forest / Wild life clearance procedures and pertinent guidelines of Ministry of Environment & forests (MoEF), Government of India.
- (iii) The candidate must have the experience of preparing Biodiversity management plans and supervising & monitoring implementation of the plans.

Guidance Frameworks to meet requirements for relevant ESS

Annexure 5: GBV/SEAH Risk Mitigation Framework (ESS 1)

Understanding GBV

GBV is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed gender differences. GBV includes acts that inflict physical, mental, sexual harm or suffering; threats of such acts; and coercion and other deprivations of liberty. GBV also affects men, boys and sexual minorities or those with gender-non-conforming identities. Disproportionately, however, GBV affects women and girls throughout their lifecycle, with profound, long-term impacts on well-being, agency¹, and self-actualization, including educational achievement, livelihood and employment prospects, physical and emotional health, involvement in civic activities, and many more. GBV greatly undermines the ability of survivors, and often their families, to engage in meaningful and productive lives. The key definitions of GBV are described in Annexure 5.1.

35% of women worldwide have experienced either non-partner sexual violence or physical and/or sexual intimate partner violence (IPV) (WHO 2013), both manifestations of Gender-Based Violence. Violence against women in India is systematic and occurs in the public and private spheres. It is underpinned by the persistence of patriarchal social norms and inter- and intra-gender hierarchies. Women are discriminated against and subordinated not only on the basis of sex, but on other grounds, such as caste, class, ability, sexual orientation, tradition and other realities. Women are subjected to different forms of violence including intimate partner violence, sexual violence, early marriage, forced marriage, deprivation of freedom of movement and of choice.

GBV in Major Infrastructure Projects

Large infrastructure projects often involve major civil works² that require labour force and associated goods and services that cannot be fully met by local supply. In such cases, workers are often brought in from outside the project area. Under DRIP-2, large scale construction activities are envisaged only for a few sub-projects³. However, all project interventions would create a presence of migrant workers due to the likely inability of local communities to fulfil the need for skilled manpower requirement. Other than this, there will also be a floating population of suppliers and transporters for the whole duration of the projects. This influx of workers can exacerbate existing GBV risks and even create new ones. Major civil works can exacerbate the risk of GBV in both public and private spaces by a range of perpetrators in many ways, for example⁴:

- Projects with a large influx of workers may increase the demand for sex work—even increase the risk for trafficking of women for the purposes of sex work—or the risk of forced early marriage in a community where marriage to an employed man is seen as the best livelihood strategy for an

¹At the individual level, *agency* means the capacity to make decisions about one's own life and act on them to achieve a desired outcome, free of violence, retribution, or fear.

²Major civil works include construction, maintenance and/or upgrading of infrastructure (transport, energy, water & sanitation, irrigation and urban infrastructure, school or hospital construction, etc.) and related supervision oversight, as well as technical assistance activities related to such projects.

³Project Appraisal Document of Second DRIP

⁴Good Practice Note: Addressing Gender Based Violence in Investment Project Financing involving Major Civil Works, 28 September 2018, the World Bank group.

adolescent girl.⁵ Furthermore, higher wages for workers in a community can lead to an increase in transactional sex. The risk of incidents of sex between laborers and minors, even when it is not transactional, can also increase.

- Construction workers are predominantly young males, typically separated from their families on a construction job for extended periods of time. They can therefore act outside their normal spheres of social control, which can lead to a spectrum of unacceptable and illicit behaviours, including sexual exploitation and abuse of women and girls and illicit sexual relations with minors from the local community.
- Projects create changes in the communities in which they operate and can cause shifts in power dynamics between community members and within households. Male jealousy, a key driver of GBV, can be triggered by labour influx on a project when workers are believed to be interacting with community women.

Legal and Policy Environment for Women's Safety

International Instruments: The international legal and policy framework establishes standards for action by countries to meet their legal obligations and policy commitments to address violence against women. Some of the key International instruments⁶ for the protection of women include the following:

- **United Nations General Assembly, Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW):** Under CEDAW, States ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination and refrain from engaging in any practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation.
- **Fourth World Conference on Women, Beijing Declaration and Platform for Action:** The Platform for Action states that ‘women may be vulnerable to violence perpetrated by persons in positions of authority in both conflict and non-conflict situations. Training of all officials in humanitarian and human rights law and the punishment of the perpetrators of violent acts against women would help to ensure that such violence does not take place at the hands of the public officials in whom women should be able to place trust, including police and prison officials and the security forces’ (Para. 121).
- **United Nations General Assembly, Resolution 52/86 on Crime Prevention and Criminal Justice Measures to Eliminate Violence Against Women**
- **World Bank's Guidance note on Management of Labour Influx, 2016.** The document provides guidelines to address issues and risks arising from influx of migrant labour leading to gender-based violence, forced labour etc.

National Instruments

- India has signed and ratified **Convention on Elimination of Discrimination against Women (CEDAW)**⁷. Since then, the national policy for Women 2016 and other policies and amendments on acts has been reflecting the principles highlighted in the related international conventions. The goal of this Policy is to bring about the advancement, development and empowerment of women.
- **The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, aims to prevent and provide redressal of complaints of sexual harassment. One of the main provisions in this act is that it calls for constituting an Internal Complaints Committee at each office or branch with 10 or more employees/workers.

⁵As per Demographic & health Survey (2015-16), among the women now in the age between 20-49, 36.9% were married before the age of 18. See <https://dhsprogram.com/what-we-do/survey-Types/dHs.cfm>

⁶Gender based violence: A guide for capacity building of gender responsive police service delivery: Institute for Development & Communication / International Development Research Centre

⁷<http://treaties.un.org/>

Gaps in Gender Institutional and Legal Framework

Despite the above-mentioned positive developments, deeply entrenched patriarchal attitudes, and the ineffective implementation of those laws and the allocation of financial resources to support their execution adequately is reportedly lacking in many instances as outlined below:

- Sexual violence, including rape and sexual harassment, is widespread across the country and perpetrated in public and private spaces. There is a general sense of insecurity for women in public spaces, especially in urban settings. Women are easy targets of attacks, including sexual violence, whether while using public transportation or sanitation facilities or on the way to collect wood and water.
- Although the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 Act seeks to prevent the revictimization of victims who are unable to provide adequate proof or substantiate a complaint, in practice, women are reluctant to raise complaints against their male colleagues especially seniors. There is also lack of sensitization among staff with regards to the act and lack of clarity of roles and responsibilities of the ICC members⁸

Good Practices for Assessing, Addressing & Monitoring GBV

Finding solutions to reduce and respond to GBV is a critical due to the high prevalence and social acceptability of violence against women and girls. The World Bank Good Practice Note⁹ provides a comprehensive understanding of the nature and kinds of GBV (see Annexure 5.2). The GPN establishes an approach to identifying risks of GBV, in particular sexual exploitation and abuse and sexual harassment, that can emerge in major infrastructure projects with civil works contracts. The GPN builds on World Bank experience and good international industry practices, including those of other development partners.

Methodology of addressing GBV

The GPN outlines the three Step that need to be undertaken during project preparation and implementation¹⁰ as described below.

- **Identify and assess** the risks of GBV during preparation as part of exercise of undertaking ESDD/ESIAs including social and capacity assessments and include measures for their mitigation in project design. Ideally, this is done during project preparation, with the understanding that GBV risk assessment is a continuous process and should take place throughout the project life cycle as GBV can occur at any moment.
- **Address** the risks during project implementation by identifying and implementing appropriate GBV risk mitigation and monitoring measures – that are commensurate to the risk level, on an ongoing basis
- **Respond** to any identified GBV incidents, whether related to the project or not, ensuring that effective monitoring and evaluation mechanisms are in place to report on such incidents and to monitor follow up.

Measures to address the Gender Gaps

Gap: Victims not reporting due to fear of reprisal and social stigma

Measure: The GRM will be handled by a capable and ethical GBV Service Provider who will be able to offer a suite of services to the survivor (health, legal, security etc). They will establish close ties with

⁸ Based on discussions with ICC members of IA

⁹ Good Practice Note: Addressing Gender Based Violence in Investment Project Financing involving Major Civil Works, 28 September 2018, the World Bank group.

¹⁰ Good Practice Note: Addressing Gender Based Violence in Investment Project Financing involving Major Civil Works, 28 September 2018, the World Bank group.

various civil departments like police, healthcare, judicial, Anganwadi, Asha Jyoti Kendra etc for their effective functioning. The GBV Service provider, in co-ordination with the GBV specialist within SPMU, will route the complaints to the correct department and follow-up for redressal. Signing of CoCs by all workers and sensitization training's for workers at all levels will also be carried out in the project.

Gap: Sexual Harassment of women in workplace despite of PoSH Act

Measure: ICC committees will be formed/strengthened as described in the action plan.

Assessment of GBV Risk and Capacity to respond

The GBV risk assessment process for DRIP-2 comprised of the following:

- i. Review of existing surveys and research available at the national & State level.
- ii. Assessment of Area of Impact

S.No.	Areas of impact	Reasons
1	Women workers at Construction sites.	<ul style="list-style-type: none"> ○ Since the planned project intervention is expected to take 3 to 5 years, the migrant workforce is required to stay for long durations. It is likely that the workers will come in contact with the local community and vice-versa. With varied cultural and economic backgrounds, the likely interactions between communities and workers may lead to potential GBV risks. ○ Cultural insensitivity towards women and the stigma associated with GBV, makes women silent and and/or are skeptical about a sincere and unbiased redressal.¹¹ ○ Lack of adequate and safe means of commuting to the project site and back. The risks are augmented significantly if travel is required at night. ○ There is lack of awareness of compliance to PoSH Act ¹² in institutions. Women staff are often not aware of the escalation matrix (within the organization) for such violations. ○ Absence of Separate toilets for women at sites
2	Community Women and Girls in adjoining communities	<p>The project interventions will cause an increased interaction between the staff/workers and the communities and could exacerbate GBV risks as outlined below:</p> <ul style="list-style-type: none"> ○ The movement of transport vehicles through the residential areas in the villages and towns could make the public places (like markets, schools, playgrounds, access roads etc.) unsafe for women, adolescent girls and children. ○ Some of the project works could take place in the vicinity of the dam or outside and might have interface with communities and for a longer duration
3	GBV Hotspots – Labor camps	<p>Labour camps are sometimes negligent in following national labour laws with regards to safety and security provisions for women labourers. The key reasons that lead to incidents of GBV within the labour camps are:</p> <ul style="list-style-type: none"> ○ Absence of adequate provisions for sanitation and water. ○ Same toilets and bathing areas for men and women. ○ No doors or broken locks on toilets doors.

¹¹ A recent study by Oxfam India across 8 cities showed that 17% of working women in India had faced sexual harassment at work and an overwhelming majority of them did not resort to any formal action against the perpetrator for the fear of ‘losing the job’ and ‘absence of complaint mechanisms at the workplace’.

¹²ICC committee to be constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("POSH Act")

		<ul style="list-style-type: none"> ○ Absence of creche and lack of privacy for lactating mothers for feeding their children. ○ Inadequate accommodation for women workers; women workers having to sleep in the open in the same area as men. ○ Inadequate lighting in the camps and the toilets. ○ Absence of adequate security personnel in the camp. ○ Lack of knowledge of an escalation matrix and coupled with the skepticism of a fair redressal.
4	GBV Hotspots Education institutions (including schools, colleges, vocational training centres)	Children and adolescent girls in all educational institutes in the adjoining communities of the construction site, are susceptible to the risks of GBV perpetrated by the migrant and floating population of workers.
5	Development of Tourism:	One of the components envisaged under DRIP 2 is developing of revenue streams including tourism around the water bodies. This has implications on GBV risks on the one hand on local women, adolescent girls and children, and women employed in the tourist industry on the other.

- iii. Feed the site specific data into the Risk Assessment Tool for each Dam sub-project and arrive at a score to determine the risk level

Risk Tier	Score out of 25
Low risk	0 – 12.25
Moderate risk	12.5-16
Substantial Risk	16.25-18
High Risk	18.25-25

- iv. Developing a GBV Risk mitigation guidelines for each dam as per the above finding and the actions described in the GBV Risk Mitigation Framework below:

GBV ACTION FRAMEWORK

The steps and measures of the GBV Action Framework are summarized in table below:

Table 5.1 ACTIONS TO ADDRESS PROJECT INDUCED SEA/SH RISKS – BY LEVEL OF RISK

Key Action to Address SEA/SH Risks	L	M	S	H	By when	By Whom
Include SEA/SH risks in ESDD/ESIAs (based on visits, risk assessment tool, interactions); No prevalence data or baseline data should be collected as part of risk assessments)	√	√	√	√	Preparation	SPMU

Key Action to Address SEA/S ^H Risks	L	M	S	H	By when	By Whom
Map out GBV service providers /response actors in communities adjoining the projects	✓	✓	✓	✓	Preparation Implementation	SPMU
Include adequately SEA/S ^H risks, GBV service provider in mitigation plans documents – Project ESMP, C-ESMP	✓	✓	✓	✓	Preparation	SPMU/Contractor
Develop SEA/S ^H Prevention and Response Action Plan including an Accountability and Response Framework, as part of the ESMP.	X	X	✓	✓	Preparation	SPMU/Contractor
Inform & Consult those affected by the project, of the SEA/S ^H risks and project activities, to get their feedback on project design and safeguard issues.	✓	✓	✓	✓	Through-out project cycle	<ul style="list-style-type: none"> • GBV Focal Point at SPMU • GBV Service Provider
Address SEA/S ^H -related issues in the SEP of the project to keep the local communities and other stakeholders informed about the project's activities	○	○	✓	✓	Through-out project cycle	<ul style="list-style-type: none"> • GBV Focal Point at SPMU • GBV Service Provider
Create an effective SEA/S^H GRM with multiple channels; should have specific procedures for SEA/S ^H , including confidential reporting with safe and ethical documenting of SEA/S ^H cases.	✓	✓	✓	✓	Prior to contractor mobilizing.	<ul style="list-style-type: none"> • GBV Focal Point at SPMU • GBV Service Provider
Ensure GBV Focal Point to support project preparation	✓	✓	✓	✓	Preparation	SPMU
Engage Third Party Monitoring (TPM) organization with experienced GBV staff to monitor implementation of the SEA/S ^H Prevention and Response Action Plan.	X	X	○	✓	Preparation	SPMU
Ensure funding is available to SPMU for recruiting GBV Service Providers	X	X	○	✓	Preparation	SPMU
Clearly define SEA/S ^H requirements in Bid-documents and also the requirement for a CoC which addresses SEA/S ^H	✓	✓	✓	✓	Preparation	SPMU
Review C-ESMP to verify that appropriate mitigation actions are included.	✓	✓	✓	✓	Periodic during Implementation	SPMU
Review SEA/S ^H GM's reception and processing of complaints regularly to ensure that the protocols are being followed in a timely manner for addressing the SEA/S ^H complaints arising in the project.	✓	✓	✓	✓	Implementation.	<ul style="list-style-type: none"> • GBV Focal Point at SPMU. • GBV Service Provider.

Key Action to Address SEA/SH Risks	L	M	S	H	By when	By Whom
Ensure Codes of Conduct are clearly understood and signed by those with a physical presence at the project site; Train project staff on the behaviour obligations under the CoCs and Disseminate CoCs (including visual illustrations) and discuss with employees and local communities.	√	√	√	√	Upon contractor mobilization	<ul style="list-style-type: none"> • Contractor. • Consultant. • SPMU Staff.
Train Project workers and local community on SEA/SH	√	√	√	√	Implementation	<ul style="list-style-type: none"> • SPMU, • Contractors, • Consultants
Undertake regular M&E of progress on SEA/SH prevention and response activities, including reassessment of risks as appropriate.	√	√	√	√	Implementation	<ul style="list-style-type: none"> • GBV Focal Point at SPMU, • GBV Service Provider, • Contractors, • Consultants
Implement appropriate project-level activities such as: <ul style="list-style-type: none"> • separate, safe and easily accessible facilities for women and men in the place of work and the labour camps. (e.g. toilets should be located in separate areas, well-lit) • display signs that the project site is an area where SEA/SH is prohibited. 	√	√	√	√	Prior to works commencing.	<ul style="list-style-type: none"> • Contractor (implementation). • GBV Focal Point at SPMU. • GBV Service Provider

√: Action recommended; ○: Action may be considered; ✕: Action not required

The actions are further elaborated below

- i. Designating GBV Focal Point / Hiring GBV Specialists (for Substantial or High risk sub-projects¹³):** Designating /hiring of a GBV specialist in these departments will assist in meeting the necessary GBV requirements and oversee all GBV activities of the project which includes:
 - Strengthening of the ICC Committee.
 - Working closely with the GBV service providers for developing and implementation of the GBV prevention and response strategy.
 - Supervision, oversight, monitoring and reporting of GBV strategy.
 - Channelizing the complaint appropriately for redressal (ICC committee in case the perpetrator is a staff member or the contractor for workers on contractor's payroll).
 - Following-up for redressal and either closing the case if the issue is resolved or escalating.
 - Develop IEC material in regional language and display adequate number of posters and signages with good visibility, all over the construction site and other hot spots, conveying the participating State's policy against sexual harassment in the workplace; zero tolerance for SEA

¹³ Assessment would be carried out by using the GBV risk assessment tool

- or SH in the project, and contact persons for escalation and all help line numbers for reporting GBV incidents.
- Supervision and oversight of labour camps to ensure that suitable work and accommodation conditions for migrant women labourers is provided for which is in accordance with country labour laws and WB ESS2. This includes, safety & security issues, child care facilities, health and sanitary requirements and separate toilets for women, gender-equal wage rates and temporary housing for families of labourers during the construction work at the labour camp site with strict compliance to availability of water and sanitation facilities.
- Develop a Code of Conduct for the project and a strategy for implementing it.

ii. **Mapping & Contracting of GBV Service Providers¹⁴:** GBV Service Providers are critical in addressing any case of GBV that may arise and in assisting the project to proactively prevent GBV cases. For this purpose, after a thorough capacity assessment, the SPMU will map and engage a GBV Service Provider/s in the area. For an effective GBV plan execution, GBV service provider engaged with the project, will report directly to the SPMU and will be managed and monitored by the GBV Specialist at SPMU. Broadly the role of the GBV Service Provider is explained below:

- Creating synergies with various actors in community is the key to managing GBV risks. GBV service providers will identify active community members, women's groups, Gram Panchayat and other Community Based Organization in the adjoining areas. Stakeholder guidance will be sought to identify existing and potential local GBV risks, and they will be consulted on interventions and risk mitigation measures. Consultations with those working with at-risk groups, will be prioritized to enable understanding of GBV risks and trends in the community.
- The GBV Service Providers will engage in continuous consultations/dialogue with local communities in the project's adjoining areas throughout the life of the project. These regular consultations will provide opportunities to share information with communities on project-related risks, reporting, response measures, and in identifying new issues that may be arising with regards to GBV. This means the consultations will have a particular focus on women, children and other at-risk groups—each of which may require different approaches to enable a safe space for discussion.
- Hot Spots will be identified, and close monitoring of these areas will be done throughout the project life cycle.
- Awareness Raising Strategy will play an important role in the risk mitigation process. GBV Service providers will regularly sensitize stakeholders and citizens about GBV risks exacerbated in the community by the project intervention and the redressal mechanism devised by the project management. The worker's CoC, GRM, principle of confidentiality of information, and all ways for submitting the GBV grievances will be explained.
- A GBV GRM will be managed by the project's GBV Service Provider and overseen by the GBV Specialist hired at SPMU and CPMU level.
- Multiple channels will be made available (phone numbers of GBV Service Provider, for reporting GBV and checked regularly for proper functioning).
- GBV Service providers will periodically inspect the labour camps for living conditions to be in line with the Labour Laws of India and the Environment and Social Safeguard policies of the World Bank, since such adherence will help reduce risk of GBV in the labour camps, significantly.

iii. Addressing GBV risk and responses to GBV incidents

To properly address GBV risks, SPMU will mandatorily set up GRM for workers and community members, prior to contractor's mobilization. For GBV—and particularly SEA and SH—complaints, there are risks of stigmatization, rejection and reprisals against survivors. The GRM therefore needs to

¹⁴ For Substantial and High risk operations.

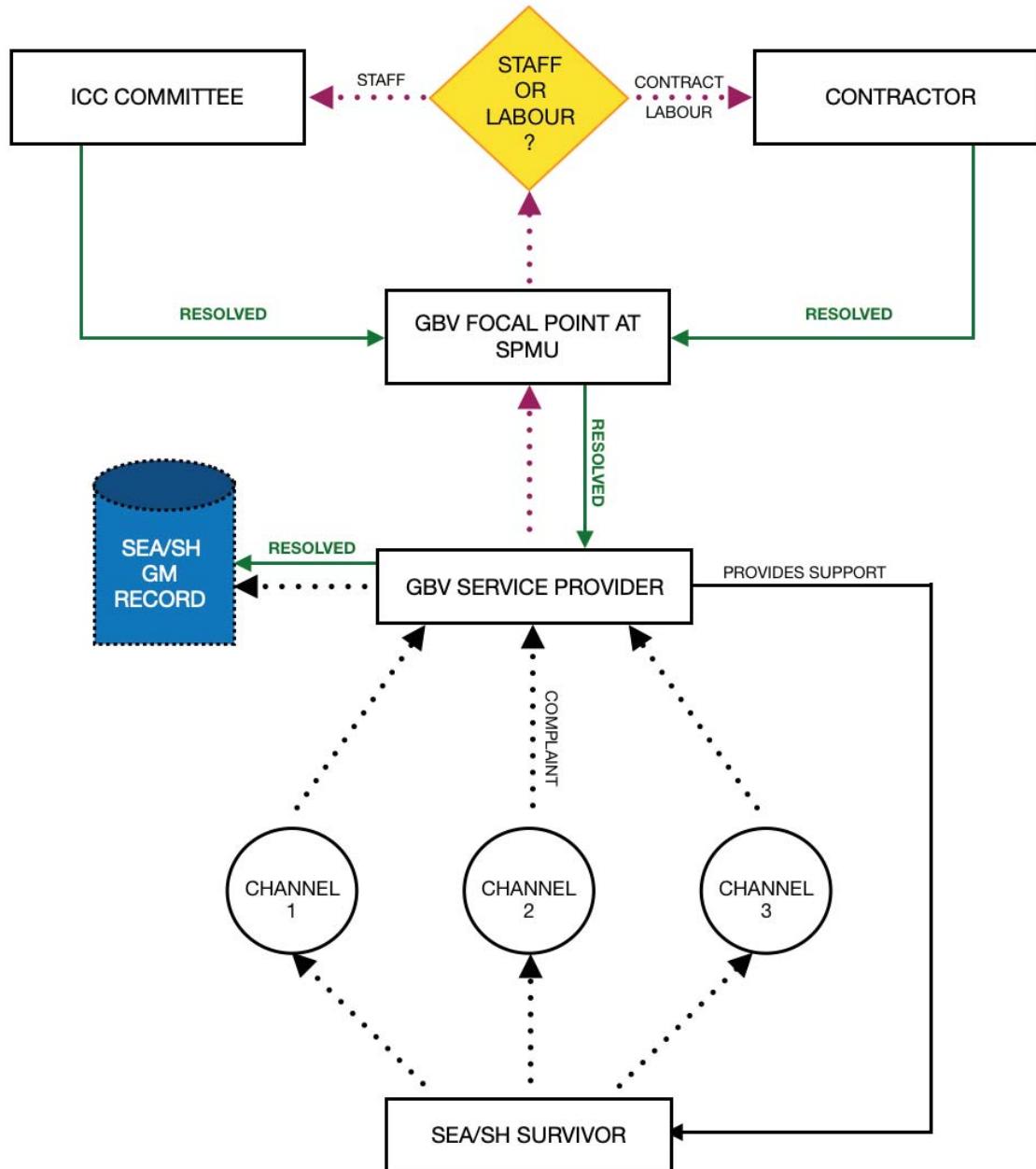
have multiple channels through which complaints can be registered in a safe and confidential manner.¹⁵ GRM operators should be trained on how to collect GBV cases confidentially and empathetically (with no judgment). The GRM should not ask for, or record, information on no more than three aspects related to the GBV incident:

Accountability and Response Framework

- As illustrated in the diagram below, the GBV survivor can lodge a complaint of SH or SEA through multiple channels like helpline number. The request will be received by the GBV Service provider. Owing to the sensitive nature of the complaint and the need for confidentiality, the GBV Service Provider will log only the following information in their records:
 - Nature of the complaint
 - The age of the survivor
 - If the perpetrator was associated with the project.
- Upon gaining the consent of the survivor, this information will be shared with the GBV Focal point/Specialist in SPMU.
- The GBV Service Provider will support the survivor with all the services needed (medical, paralegal, security, psycho-social, shelter etc), either through its own capabilities or through its institutional linkages.
- The GBV Specialist will be informed about the GBV incident as soon as it happens. Depending on whether it is a staff member or a contracted worker, either the escalation will be made to the appropriate level or the complaint will be sent to the contractor for necessary action.
- Upon redressal, then the GBV Service Provider will be informed by the GBV Specialist so that the case can be marked - “Closed” in the GRM record, along with the date of closure.

¹⁵Good Practice Note: Addressing Gender Based Violence in Investment Project Financing involving Major Civil Works,28 September 2018, the World Bank group

INSTITUTIONAL ARRANGEMENT FOR GBV FRAMEWORK IMPLEMENTATION



iv. Code of Conduct and Strategy for Implementation

Code of Conduct defines the mandatory Dos and Don'ts expected from each staff member, worker, contractor and supplier/vendor associated with the project and having footprint on the project site. A worker's Code of Conduct will be introduced and made a part of the employment contract and signed by all. At the time of signing, workers will be explained the required strict compliance of the CoC and the sanctions for a possible breach of the Code (e.g. termination). Refer to Annexure 5.3 for indicative CoC. Implementation of the CoC will be carried out as per strategy outlined in Annexure 5.4. The "Accountability and Response Framework" will be developed by SPMU which defines a mechanism to hold accountable alleged perpetrators associated to the project and timeframe within which the supervisor/contractor is expected to take action.¹⁶ Mandatory trainings (Annexure 5.5) for the workforce on: state and department policies on sexual harassment in the workplace; unacceptable conduct toward local community members, specifically women; GBV CoC; "Zero tolerance" for SH and SEA; GRM for "reporting and response" of GBV incidents will be conducted regularly.

v. Safeguard document and Contractor's Bid document

The client's E&S documents should identify the risk of SEA/SW and propose prevention and mitigation measures—particularly through the project ESMP—in accordance with the Table 5.1 above. The project ESMP is usually the foundation for the C-ESMP, which is the plan prepared by the contractor outlining specifically how it will implement the civil works activities in accordance with the project ESMP's requirements and with the contract.

Embedding SEA/SW requirements in procurement processes is a critical mechanism to ensure legal accountability for addressing SEA/SW in projects. Requisite provisions will be included in the bid documents as well, so that the contractors are aware of all required roles and responsibilities of GBV action plan and accordingly price the bids.

vi. Training

GBV COC Training to workers/ staff at all levels, will broadly cover:

- What GBV (particularly SEA and SW) is and how the project can exacerbate GBV risks
- Roles and responsibilities of actors involved in the project (the standards of conduct for project-related staff captured in CoCs).
- GBV incident reporting mechanism, accountability structures, and referral procedures within the project and for community members.
- Services available for survivors of GBV.

Training modality and frequency for all levels of staff/ workers is indicated in Annexure 5.6.

vii. Monitoring and Reporting

- Monitoring will be integrated into the projects safeguard monitoring framework with a special focus on identified Hot Spots.
- GBV action plans will be monitored during Joint Review Meetings (JRM) by a GBV specialist.
- QPRs will include updates on the status of the GBV activities on the project.
 - GBV GRM Indicators
 - Number of GBV cases received
 - Number of GBV cases resolved
 - Time taken to resolve

¹⁶"Accountability and Response Framework" outlines the disciplinary action for violation of the CoC by workers. It is essential that such actions be determined and carried out in a manner that is consistent with local labour legislation and applicable industrial agreements, otherwise there is risk that the CoC will not be implemented effectively.

- GBV Activities indicators
 - Successful implementation of agreed GBV Action Plan.
 - Number of training courses related to GBV delivered.
 - Percentage of workers that have signed a CoC.
 - Percentage of workers that have attended the CoC training.

viii. Supervision and Oversight

The supervision of Contractors on civil works under DRIP-2 projects shall be done by a Dam Authorities (Chief Engineer). This section outlines activities that can be incorporated into the project to make supervision and oversight more proactive. Effective oversight requires various actors with additional ones needed in higher risk projects. All entities involved - supervision consultants, PMC, SPMU, etc. must have clear roles and responsibilities throughout the implementation of the project. All those involved in GBV activities should have appropriate training and skills for the tasks assigned to them.

ix. Budget

Budgetary provisions for implementation of GBV plan for the sub-projects under DRIP-2 (Ref **Table 5.2**). Requisite provisions will also be included in the bid documents, so that the contractors will be aware all required roles and responsibilities of GBV action plan and accordingly price the bids.

Table 5.2: Budget for Implementation of GBV Action DRIP-2

SI No	Particulars	Unit	Unit Cost Provision (INR)	Amount (INR)
1	Cost of GBV Service Provider			
2	Hiring of local field support on intermittent requirement basis, training requirement, cost of signage, resource materials and community meets/interactions etc. *	Lumpsum	Lumpsum	
				Sub Total
				Contingencies
Total INR Rounded off to				
INR Only				

Appropriate budgetary allocations shall support and include the process to prevent and respond to GBV in the project. The budgetary provision includes for investment in:

- Staff development and training programs.
- Guidance notes and continuous learning.
- Client capacity-building on SEA.
- To partner with GBV Services Providers to facilitate access to timely, safe and confidential services for survivors (including money for transportation, documentation fees, and lodging if needed).

ANNEXURE 5.1: UNDERSTANDING GBV KEY TERMS AND DEFINITIONS

GBV is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed gender differences. GBV includes acts that inflict physical, mental, sexual harm or

suffering; threats of such acts; and coercion and other deprivations of liberty, whether occurring in public or in private life. The term GBV, is most commonly used to underscore systemic inequality between males and females - which exists in every society in the world - and acts as a unifying and foundational characteristic of most forms of violence perpetrated against women and girls. The term GBV stems from the 1993 United Nations Declaration on the Elimination of Violence against Women, which defines violence against women as “any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women”. Discrimination on the basis of sex or gender identity is not only a cause of many forms of GBV, but also contributes to the widespread acceptance and invisibility of such violence - so that perpetrators are not held accountable and survivors are discouraged from speaking out and accessing support.

Violence against women and girls (VAWG)	<p>The 1993 UN <i>Declaration on the Elimination of Violence against Women</i> defined violence against women and girls as any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life (Article 1). Violence against women and girls shall be understood to encompass, but not be limited to, the following:</p> <ul style="list-style-type: none"> • Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation. • Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced sex work. • Physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs (Article 2). <p>Violence against women and girls is a manifestation of historically unequal power relations between men and women, which have led to domination over and discrimination against women by men and to the prevention of the full advancement of women.</p>
Gender-based violence (GBV)	Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (i.e. gender) differences between males and females. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private (IASC 2015). Women and girls are disproportionately affected by GBV across the globe.
Sexual harassment (SH)	Unwelcome sexual advances, requests for sexual favours, and other unwanted verbal or physical conduct of a sexual nature. SH differs from SEA in that it occurs between personnel/staff working on the project, and not between staff and project beneficiaries or communities. The distinction between SEA and SH is important so that agency policies and staff training can include specific instructions on the procedures to report each. Both women and men can experience SH.
Sexual Exploitation and Abuse (SEA)	Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. Sexual abuse is further defined as “the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.” Women, girls, boys and men can experience SEA. In the context of World Bank supported projects, project beneficiaries or members of project-affected communities may experience SEA.

Child/ Forced early Marriage	Forced marriage is the marriage of an individual against her or his will. Child marriage is a formal marriage or informal union before age 18. Even though some countries permit marriage before age 18, international human rights standards classify these as child marriages, reasoning that those under age 18 are unable to give informed consent. Therefore, child marriage is a form of forced marriage as children are not legally competent to agree to such unions (IASC 2015).
Human Trafficking	The recruitment, transportation, transfer, harbouring or receipt of persons, by means of force, the threat of force, other forms of coercion, abduction, fraud, deception, of the abuse of power, or of a position of vulnerability, or giving or receiving of payments or benefits to achieve the consent of a person, having control over another person, for the purpose of exploitation. Exploitation includes, at a minimum, the exploitation of the sex work of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs (United Nations 2000. Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children).

ANNEXURE 5.2: SCOPE OF GBV RISK

IPFs that involve major civil works, focuses on two of the four GBV risk categories that can arise – SEA and Workplace SH. (See Figure 1 below).

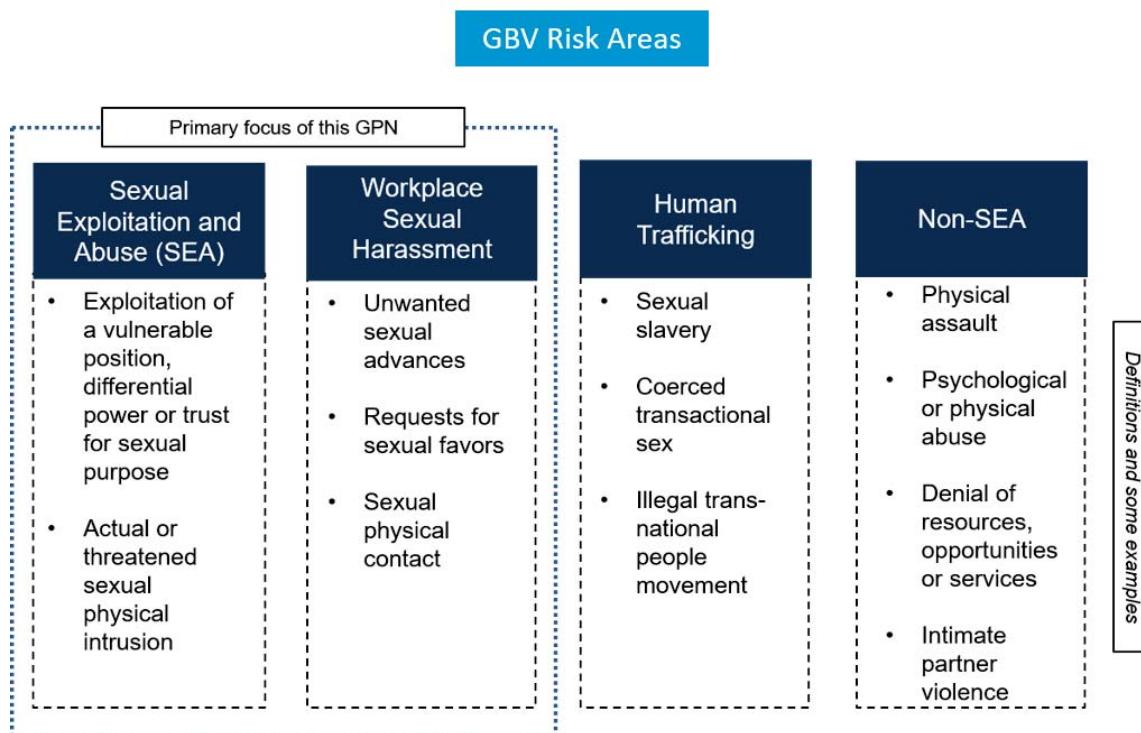


Figure 1: GBV Risk Areas

ANNEXURE 5.3: GENDER BASED VIOLENCE – CODE OF CONDUCT

1. Compliance with applicable National and Company **laws, policies, rules, and regulations** (including policy on sexual harassment).
2. Compliance with applicable **health and safety requirements** to protect the Local Community (including vulnerable and disadvantaged groups), the Employer's Personnel, and the Contractor's Personnel (including wearing prescribed personal protective equipment, preventing avoidable accidents and a duty to report conditions or practices that pose a safety hazard or threaten the environment).
3. Will not use illegal substances.
4. Will **not discriminate** in dealing with the local community and all co-workers. Treat women, children (persons under the age of 18), and men with respect regardless of race, colour, language, religion, political or other opinions, national, ethnic or social origin, property, disability, birth or other status.
5. Will not indulge in **Sexual Harassment** (for example prohibition of the use of language or behaviour, particularly towards women and/or children, that is inappropriate, abusive, sexually provocative, demeaning or culturally inappropriate).
6. **No Violence, including sexual** and/or gender-based violence (for example acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion, and deprivation of liberties).
7. **No Exploitation** including sexual exploitation and abuse (for example the prohibition of the exchange of money, employment, goods or services for sex, including sexual favours or other forms of humiliation, degrading behaviour, exploitative behaviour, and abuse of power).
8. Refrain from **Sex** with anyone under the age of 18 and that the breach of this code will incur sanctions that could impact employment.
9. Will not **mix/ interact with children** including sexual activity or abuse, or otherwise unacceptable behaviour towards children (anyone under the age of 18), and ensure their safety in the project areas.
10. **Sanitation** requirements (for example, to ensure workers use specified sanitary facilities provided by their employer).
11. Avoid **conflict of interest** (such that benefits, contracts, or employment, or any sort of preferential treatment or favours, are not provided to any person with whom there is a financial, family, or personal connection).
12. Respect reasonable **work instructions** (including environmental and social norms).
13. Protection and **proper use of property** (for example, to prohibit theft, carelessness or waste).
14. Will **attend training** for the duration of the contract for understanding this Code of Conduct.
15. Will **report violations** of this Code. All staff must report suspected or actual violations by a fellow worker, whether in the same contracting firm or not. Reports must be made through the GRM setup for this purpose.
16. **Sanctions** may be applied if an employee is confirmed to be a gender-based violence perpetrator. The sanctions will be proportional to the transgression and in accordance with applicable laws and policies.
17. **Non- retaliation** against workers who report violations of the Code, if that report is made in good faith.

I have read and was explained all the contents given above, and I understand the requirement. I shall strictly adhere to this Code of Conduct in all the areas of work. I understand the insistence on compliance with these norms which are mandatory for me.

IR – INCHARGE

NAME OF WORKMEN

CONSTRUCTION

DATE:

ANNEXURE 5.4: STRATEGY FOR IMPLEMENTATION OF CoC

Sl No	Particulars /Actions	Responsibility	Timelines
1	Draft GBV CoC and inclusion in ESMP	GBV Specialist at CPMU & SPMU	Before mobilization of contractor.
2	Sharing with WRD staff and all stakeholders through Half day Orientation Programme.	GBV Specialist at CPMU & SPMU	Within one month of project effectiveness
3	Inclusion of GBV CoC in ESMP and Bid Documents.	SPMU	Bid Documents Preparation/Finalization Stage
4	Sharing Draft GBV CoC with Contractors and finalizing it	SPMU and GBV Specialist	Upon mobilization of contractor and before deployment of workforce
5	Signing of the CoC along with the Employment contract by each new worker	Contractor	For all new workers on their first day of employment
6	Inclusion in Health Safety Induction, Tool Box Talk and task Briefing /Training's for new labour	GBV Specialist service provider with support from GBV Specialist (SPMU) and Contractor	Monthly and when new workers join. For the complete duration of the project.
7	Training of Health and Safety Engineers /staff on GBV	GBV Specialist service provider with support from Contractor	Quarterly after the mobilization of contractor and deployment of workforce for the complete duration of the project.
8	Review of QPRs on CoC	GBV Specialist in SPMU & CPMU, GBV Specialist service, Contractor	Every 3 months after the mobilization of the contractor, for the complete duration of the project.
9	Joint Review Meeting (JRM)	External GBV Consultant, CWC, MoJS, WB	Bi-annually after the mobilization of the contractor, for the complete duration of the project.

ANNEXURE 5.5: RESPONSIBILITY AND TIMELINES FOR GBV ACTION FRAMEWORK

The table below gives a comprehensive list of actions, the accountabilities and the timeframe.

Action to Address GBV Risks	Detail	By Whom	By When
Designating GBV Specialist by SPMU	He/she will supervise issues related to GBV (e.g., signing of Codes of Conduct (CoCs), verify working GRM for GBV, monitor activities of GBV Service Provide, routing complaints to the appropriate contractor/dept within WRD and follow-up for redressal, periodic reporting etc)	SPMU	At project initiation. Before mobilization of contractor/s.
Hiring GBV Specialist by CPMU	A GBV specialist within the Social and Environment dept of CWC (CPMU), will handle escalations from SPMU, related to GBV and work with SPMU for redressal, periodic review and reporting (to CWC and MoJS).	CPMU	At project initiation. Before mobilization of contractor/s.
Hiring of GBV Service Provider	SPMU will hire a GBV Service Provider after a Capacity Assessment of its abilities to provide quality survivor centred services including security, legal, health care, safe space, case management and also providing referral services to link to other services not provided by it.	SPMU	At project initiation
Identification of project's GBV Risks	Mapping of below mentioned GBV Risks done on the basis of experience from DRIP 1 and Secondary data: At-Risk Groups Hot Spots	GBV Service Provide/GBV Specialist at SPMU & CPMU	Once before mobilization of Contractor/s; Ongoing throughout the life of the Project.
Updation of Project Safeguard Documents	Have GBV risks adequately reflected in all safeguard instruments (i.e., Project ESMP)—particularly as part of the assessment in the ESA. Include the GBV mapping in these instruments.	GBV Specialist at SPMU & CPMU	Once before mobilization of Contractor/s; Ongoing throughout the life of the Project.
	Have the GBV Risk reflect in the Contractor's C-ESMP which is derived from the ESMP.	Contractor	Once before hiring workforce; Ongoing throughout the life of the project.
Accountability and Response Framework	Develop a GBV Action plan including the Accountability and Response Framework as part of the ESMP.	GBV Specialist at SPMU & CPMU and Contractors	Once before mobilization of Contractor/s; Ongoing throughout the life of the Project.
	Contractor's response to the Accountability and Response Framework in the ESMP, will be made in C-ESMP . C-ESMP will be evaluated at the time of	Contractor	Once before hiring workforce; Ongoing throughout the life of the project.

Action to Address GBV Risks	Detail	By Whom	By When
	bidding, to evaluate contractor's capacity to address the GBV risks of the project.		
Capacity Assessment	Assessment of the local capacity of the GBV Service Provider to prevent and respond to GBV, including the availability of safe and ethical service provision for survivors.	GBV Specialist at SPMU&CPMU	Once before hiring the GBV Service Provider/s; Ongoing throughout the life of the project.
Monitoring and implementation of Stakeholder Engagement Plan	As part of the project's stakeholder consultations, those affected by the project should be properly informed of GBV risks and project activities to get their feedback on project design and safeguard issues . Consultations need to engage with a variety of stakeholders (political, cultural or religious leaders, health teams, local councils, social workers, women's organizations and groups working with children).	GBV Service Provide and GBV Specialist at SPMU & CPMU	Once before Contract mobilisation; Consultations need to occur continuously throughout the life of the project.
	The Stakeholder Engagement Plan of the project, which will be implemented over the life of the project will create awareness in the local communities and other stakeholders about the project's activities, to specifically address GBV related issues.	GBV Service Provide and GBV Specialist at SPMU & CPMU	Once before Contract mobilization; Consultations need to occur continuously throughout the life of the project.
Institutionalizing and monitoring a GRM	Make certain the availability of an effective grievance redress mechanism (GRM) with multiple channels to initiate a complaint. It will have specific procedures for safe and ethical documenting of GBV cases. GBV GRM outside of the project GRM to ensure the requirement for confidentiality and delicate handling.	GBV Service Provide/GBV Specialist at SPMU & CPMU	Once before hiring the GBV Service Provider/s; Ongoing throughout the life of the project.
Review GRM	Review that the GRM receives and processes complaints to ensure that the protocols are being followed in a timely manner, referring complaints to an established mechanism to review and address GBV complaints.	GBV Specialist at SPMU&CPMU	Ongoing throughout the life of the project.
Code of Conduct Implementation Strategy	<p>The implementation Strategy for CoC covers the following:</p> <ul style="list-style-type: none"> • Codes of Conduct to be created to cover the specific GBV Risks of the project. • Ensure requirements in CoCs are clearly understood by those signing. • Have CoCs signed by all those with a physical presence at the project site. • Train project-related staff on the behaviour obligations under the CoCs. 	GBV Service Provide, GBV Specialist at SPMU and Contractors	CoC to be created by SPMU prior to mobilization of contractor/s. All CoC implementation activities are ongoing throughout the life of the project.

Action to Address GBV Risks	Detail	By Whom	By When
	• Disseminate CoCs and discuss with employees and surrounding communities.		
Training plan for SEA and SH	Have project workers and local community undergo mandatory training on SEA and SH. The training curriculum and schedule to be finalized before civil work begins. Orientation on SH/SEA to be included in Safety Induction, Tool Box Talk and task Briefing/Training's for new labour etc.	GBV Service Provide and GBV Specialist at SPMU & CPMU	Curriculum and training schedule to be fixed before mobilization of Contractor. Training ongoing throughout the life of the project.
Evaluation and Monitoring of Proper Residential and Working Conditions	Proper residential and work conditions can help reduce GBV Risks. Evaluation and monitoring of the working conditions to be in line with what is proposed as the GVP Action Framework, Labour laws of India and ESS of WB. Reporting and follow-up for deviations found in the facility.	GBV Service Provide and GBV Specialist at SPMU & CPMU	Once before mobilization of Contractor/s; Ongoing throughout the life of the Project.
Signage	Adequate signages and posters are required to be placed in strategic places in the labour camp, dept and construction site. They will carry the message (in regional language) of "Zero Tolerance" to SH and SH. The IEC material will also have information of access points for reporting GBV.	GBV Service Provide, GBV Specialist at SPMU&CPMU	Once before mobilization of Contractor/s; Ongoing throughout the life of the Project.
Reporting	QPRs will report various parameters of the implemented GBV Action Framework. They will be circulated in the SPMU and CPMU.	GBV Service Provide, GBV Specialist at SPMU&CPMU	Quarterly; Ongoing throughout the life of the project.
Supervision & Oversight	The performance of the GBV Action Framework will be will discussed in JRM for supervision.	GBV Service Provide, GBV Specialist at SPMU&CPMU	Bi-annually; Ongoing throughout the life of the project.

ANNEXURE 5.6: MODALITY, FREQUENCY AND CONTENT OF TRAINING

Group	Modality	Frequency	Topic
ICC Members for CWC and WRD	2 day workshop including power point presentations, Oral discussions, case studies and	1-2 days orientation workshops every 6 months	<ul style="list-style-type: none"> Introduction on GBV, SEA and SH. Identified GBV risks in the project. National and state policies on SH and roles and responsibilities of ICC committee members.

Group	Modality	Frequency	Topic
	Group work.		<ul style="list-style-type: none"> Potential GBV risks and hotspots in the project. Understanding of the roles and responsibilities in accordance with the accountability and results framework. Mitigation strategies and effective implementation of the action plan. Monitoring and reporting on GBV and GBV GRM.
WRD staff	1 day orientation programme on GBV. Power point presentation, Oral discussions, sharing of best practices and group activities	Every 6 months (1 month after the project initiation)	<ul style="list-style-type: none"> Introduction on GBV, SEA and SH. Identified GBV risks in the project. Working with contractors to prevent SH in the workplace (as well as within the agency and the contracting firms) and other forms of GBV in the project-affected communities (for example, through CoCs). Strengthening GRMs and other monitoring mechanisms to provide safe and ethical reporting systems for people wishing to report cases of GBV, and their linkage with adequate response actors. Understanding of the roles and responsibilities of the GBV CoC and the accountability and response framework. Effective implementation of the action plan. Available service providers working on GBV in the area and other referral pathways.
Contractor and including sub-contractors	1-day orientation program on GBV. Power point presentation Oral discussions, case studies of best practices and group discussions/work.	Every 6 months (one month after contractors are engaged)	<ul style="list-style-type: none"> What constitutes GBV, SEA and SH. National, state and corporate policies on SH Available service providers working on GBV in the area and other referral pathways. Strengthening GRMs and other monitoring mechanisms to provide safe and ethical reporting systems for people wishing to report cases of GBV, and their linkage with adequate response actors. Promoting interventions to reduce the level of tolerance to GBV by contributing to community

Group	Modality	Frequency	Topic
			<p>mobilization around project sites, including the use of partnerships with NGOs, national and local authorities and other leaders.</p> <ul style="list-style-type: none"> • Key elements of the CoC, • Strengthening and monitoring of the GBV GRM systems and reporting and response protocols.
Workers	One day orientation. Power point presentations, Oral discussions and group activities.	Every 6 months and daily	<ul style="list-style-type: none"> • Explaining GBV, SEA and SH and key GBV risks identified. • Key elements of the CoC. • Zero tolerance policy on GBV
Workers	10 mins discussion in the tool-box talks and during safety inductions	Daily	<ul style="list-style-type: none"> • Explaining GBV, SEA and SH and key GBV risks identified. • Key elements of the CoC. • Zero tolerance policy on GBV
Community volunteers/ focal point	One day orientation. Power point presentations Oral discussions and group activities	Every 3 months	<ul style="list-style-type: none"> • Explaining GBV, SEA and SH in the context of the project, including identified GBV risks and hotspots. • Awareness about the key mitigation strategies and GRM mechanisms for GBV incidents and response. • Their roles as focal points for continuous dialogue and feedback from the community for GBV prevention and mitigation.

Annexure 6: Guidance Framework for Occupational Health & Safety Management for Workers and Community (ESS 2 & ESS 4)

A. Background

Dam rehabilitation work may have associated hazard such as working at height, working in confined areas, fire etc which can cause occupational and safety risk for workers and community mandating planning or its prevention and management. Workers are also subject to occupational health risks depending on workplace environment and hygiene conditions. It is essential that an effective and site specific Occupational health and safety Management Plan along with emergency preparedness is prepared at planning stage itself and implemented at site for ensuring incident free dam rehabilitation work and safety of community.

ESS 2 aims to promote Safety and Health at work. Similarly, ESS4 recognise that project activities equipment and infrastructure can increase community exposure risks and impacts as well workers involved. Its sets many objectives the following objectives:

1. To ensure that the safeguard of personnel and property is carried out in a manner that avoids or minimise risk to the project affected communities
2. To anticipate and avoid adverse on the health and safety of project affected communities during the project lifecycle from both routine and non-routine circumstances
3. To promote quality and safety and considerations relating to climate change. In the design and construction and infrastructure including dams.
4. To avoid or minimise community exposure to project related traffic and road safety risks, diseases and hazardous material.
5. To have in place effective measures to address emergency events.

Dam rehabilitation improvement work may not affect community in general. However to ensure safety of worker and community this framework has been prepared.

B. Scope of an Occupational Health Safety management plan (OHSMP):

OHSMP shall meet the following aspects:

1. Hazard identification associated with each activity during construction and operation stage
2. Define procedure for work zone classification, incident and emergency management
3. Define management of injuries, illness and specific hazard associated with workplace/activities
4. Define facilities like medical, and resources like PPE, Ambulances requirements
5. Defines training, OHS monitoring and reporting requirements.
6. To comply with IFC E & S guidelines

C. OHSMP Preparation and Approval

OHSMP shall be prepared prior to start of construction, conforming to all requirements listed at section 'D' below. It shall be prepared by contractor and finalised and approved by SPMU. The finalised version of OHSMP shall also be shared with CWC and Bank.

D. Content of Site Specific OHSMP

i. Hazard Identification and Risk Management:

Hazard Identification: For effective prevention of incidents and safety of workers and community, it is essential first to identify all potential hazards and risks associated with construction activities, material handling, movement/use of heavy machinery, handling of hazardous substance (like fuel, oil and paints, gas cylinders use which are flammable in nature) and electrical work.

Some of the potential hazard associated with Dam Rehabilitation work is indicated at Table below for guidance purposes. The contractors shall follow these for developing site specific OHSMP.

Hazards like fire and exposure to dust etc which may affect community shall also be identified and measures shall be defined for community awareness and protection

Potential Hazard & Risk	Sources/causes
Collapse	<ul style="list-style-type: none"> ▪ Scaffoldings ▪ Civil structures ▪ Earthwork/excavation
Fall, Suffocation , Slips (man and Material)	<ul style="list-style-type: none"> ▪ Working in confine area ▪ Work at Height (Roof Work, Steel Erection, Scaffold, Repair & Maintenance, Erection of equipment, Excavation etc.) ▪ Slips (Watery surfaces due to rain) ▪ Lifting tools & Tackles (Electric Hoist & Forklifts)
Bulk spillage	<ul style="list-style-type: none"> ▪ Hazardous substance / inflammable liquid storage ▪ Vehicular movement on highway
Fire and explosion	<ul style="list-style-type: none"> ▪ Inflammable Storage Areas ▪ Gas Cylinder Storage Areas ▪ Electrical Circuits ▪ Welding / Gas Cutting Activity ▪ Inappropriate handling of Oxy Acetylene gas cylinders (LPG/DA)
Electrical Shock	<ul style="list-style-type: none"> ▪ HT line ▪ LT distribution ▪ Electrically Operated Machines / Equipment / Hand Tools / Electrical Cables
Gaseous Leakage	<ul style="list-style-type: none"> ▪ Gas Cylinder Storage Areas ▪ Gas Cylinder used in Gas Cutting / Welding Purposes
Accidents due to use of heavy machinery and vehicle movement Vehicles	<ul style="list-style-type: none"> ▪ Heavy Earth Moving Machinery ▪ Cranes ▪ Fork Lifts ▪ Trucks ▪ Workman Transport Vehicles (cars / scooters / motor cycles / cycles) ▪ Collapse, toppling or collision of transport equipment
Collision with stationary/moving objects	<ul style="list-style-type: none"> ▪ Vehicular movement
Other Hazards	<ul style="list-style-type: none"> ▪ Cuts & Wounds ▪ Confined Space (under & inside machinery etc.) ▪ Hot Burns

Hazard Risk Management: Hazards identification shall be followed with defining measures for its effective management for the protection of workers and community. It should cover minimum the following aspects:

- **Work Zone Classification:** Classify the work zone depending on risk intensity into low and high risk areas. Define restriction for accessibility to high risk area. Only authorised

persons shall be permitted to move in the high risk area. Provision shall be made for adequate signage for notifying high risk areas with awareness signage about risk associated and preventive measures required. Responsibility shall also be defined for ensuring adherence to restriction and cautions required for working in high risk areas. (it should generally be allocated to safety officer to be appointed for the project)

- **Task Specific Hazard Prevention:** Procedure and guidelines shall be defined as per best industry practices and legislative requirement if any applicable, for task specific hazard prevention and safety such as precautions for working on height requiring which will require provision of safety belt/helmets and presence of rescuers.
- **Movement and Driving safety:** define speed restriction at different locations of work area
- **Injury Management:** define responsibility and action sequence including availability of first aid boxes and first aiders. Location and contents of first aid box shall also be well defined under OSHMP
- **Lightning:** Provision shall be made that illumination level at work place as per applicable norms.
- **PPE & Hand Tools:** detailed listing shall be made under OSHMP about nature of PPE and hand tools required and ensuring its availability. Method shall also be defined for ensuring use of PPE by the workers. Provision of helmet, boots, hand gloves shall be made for everyone.

ii. Staff Health & Fitness on duty:

Staff health plays major role for incident prevention. OHSMP shall have provisions for medical check-ups at the time of appointment with defined periodicity for follow up check-ups. OHSMP shall also list the measures for fatigue management, ergonomics, and alcohol and drugs use prevention

iii. Hygiene and Sanitation:

Adequate attention has to be given for workplace and Labour camp Hygiene. Provision shall be made under OHSMP for availability of clean and hygiene eating place with availability of safe drinking water at workplace and labour camp. Similarly, adequate provision shall be made for clean toilets with sewage treatment (provision of septic tanks), and segregated collection and safe disposal of domestic wastes.

iv. Incident Management and preparedness:

OHSMP shall define procedure for incident management including investigation of any accident. Preferably provision shall be made for Safety and Environment Committee which can undertake investigation and incident analysis and suggest appropriate corrective action.

Adequate provision shall be made for the availability of First Aid, Ambulance, Doctors, Safety and Health representative

v. Occupational Health and Safety Monitoring:

OHSMP shall also define frequency of periodic monitoring for assessing its implementation effectiveness. Monitoring analysis shall also include calculating accident and fatality rate as well. Parameters of monitoring including health surveillance shall form part of monitoring program.

vi. Communication and Consultation (Workers & community):

Awareness, consultation and communication is very effective tool for incident prevention and panic avoidance in emergency situation. OHSMP shall define programme for community consultation and communication and worker's training/awareness programme. It shall also list safety and health communication with key stakeholders. OHSMP shall also define extent of safety signage that shall be displayed at work place and project areas.

vii. Training and Records:

Training is integrated and essential component of effective OHSMP implementation . OHSMP shall define the programme of overall OHS and safety induction including site specific induction, driving safety and refreshing training.

All training records shall also be maintained. Records shall also be maintained for incident analysis, OHS monitoring, emergency preparedness plan with emergency contact numbers, Mock drill/emergency preparedness exercise and Corrective preventive actions undertaken

viii. Emergency Management

OHSMP shall have provision for preparation of emergency preparedness plan as well. It should have two major component "on site Emergency plan" and "emergency Control Center". The generic coverage under these two components are as follows:

Coverage 'On-Site Emergency Plan': The On-site emergency plan shall include the following:

- Name, Designation & Contact Numbers of the organization, nearby hospitals, fire agencies etc. and key personnel including their assigned responsibilities in case of an emergency.
- The roles and responsibilities of executing personnel
- Site Layout Diagram showing location of fire extinguishers, emergency collection area and fire alarm, assembly points
- Listing of Potential Emergencies Situations/ preventive measures / control & response measures
- Location of Emergency Control Centre (or designated area for emergency control / coordination) with requisite facilities.
- Medical services / first aid
- List of emergency equipment including fire extinguishers, fire suits etc.
- Mock drill provisions

Emergency Control Centre: The emergency control centre shall be equipped with following facilities

- Copy of current on-site emergency plan
- Display of the name of site emergency controller
- Two numbers of artificial respiratory sets
- Two numbers of Stretchers
- Vehicle for 24 hours (for large construction sites)
- Inter personnel/section telephone (2 numbers)
- Site layout diagram with entry and exit routes / Assembly points
- Directory of internal / external emergency phone Numbers

- A set of fire extinguishers (DCP type / Foam Type / CO2)
- List of fire extinguishers installed in the construction site including maintenance record
- A set of personal protective equipment (PPE)
- Two numbers of first-aid boxes with prescribed first-aid medicines
- List of competent first-aiders
- List of fire trained personnel
- Two numbers of blankets
- Drinking water
- Two numbers of rescue ropes
- Two numbers of high beam torches
- Two numbers of gas leak detectors
- Life boat & jackets (if working in or near water course)

ix. Reporting

Contractor will share the OHSMP monitoring reports SPMU, CWC and Bank on quarterly basis . Any fatal accident shall be reported to SPMU, CWC and Bank with its investigation report within 48 hours of its occurrence. Reporting of Fatal accident shall also be made to concerned Govt. Authorities. Corrective and preventive action compliance shall be reported in next quarterly monitoring report.

x. Responsibility

Prime responsibility of developing and implementation of OHSMP shall be of the Contractor. Contractor shall also ensure deployment of trained OHS officer to work site. All applicable legislation shall also be identified and compiled by contractor. SPMU in consultation with contractor will develop OHSMP on aspects detailed above and ensure its implementation from the contractor. Contractor will share the PPEQMP monitoring reports with SPMU on regular basis. SPMU in turn will share quarterly reports of progress of work including such plans to CWC, which in turn , will share consolidated compliance report in line with ESMP and ESCP to the World Bank. Corrective and preventive action where required for maintaining environment quality shall be reported in next quarterly monitoring report.

Annexure 7: Guidance Framework for Pollution Prevention and Environmental Quality Management Plan (ESS 3)

A. Background:

Any project activities can lead to generation of pollution to air, water, land and use large quantities of resources which can affect people, and eco system service. ESS3 set outs the requirement for resources efficiency and pollution prevention and sets out the following objectives:

1. To promote the sustainable use of resources including energy, water and raw materials
2. To avoid or minimise adverse impacts on human health and the environment by avoiding or minimizing pollution from project activities
3. To avoid or minimise project- related emissions of short and long lived climate pollutants
4. To avoid or minimise generation of hazardous and non-hazardous waste
5. To minimise and manage the risks and impacts associated with pesticide use.

Keeping above objectives and applicable aspects of ESS3 standard, this framework is developed.

Pollution Prevention (P2) is a scientifically proven technique for conservation of natural/input resources. It follows the principal that any waste is a resource misplaced and If a resource get released to environment than it results in affecting the environmental quality depending on nature of waste released to environment viz air, solid or liquid. The fundamental techniques applied for P2 is four ‘4Rs; (reduce, recycle, reuse, or recover). Dam rehabilitation/improvement project is also likely to use various resources (input material) such as construction material, paints, water, fuel, lubricating oils, electrical items, instrumentation systems/parts etc which can be conserved or optimally utilised. It is desirable to ensure optimal use of these resources and prevent pollution following 4R techniques. This Pollution Prevention and Environment Quality Management Plan (PPEQMP) framework is aimed to evolve guidelines which can result in conservation of resources and thus prevention of pollution.

B. Scope of PPEQMP:

The PPEQMP should meet the following requirements:

1. Inventory of all resources likely to be used during construction stage with its sources of supply, mode of transportation, and storage quantities.
2. Identification of sources of waste generation with reason and generation quantities during transportation, storage or operation stages.
3. Define Measures for waste (hazardous and non-hazardous) reduction at source, or possibilities for recycle, reuse, or recovery
4. Maintaining environment quality through periodic monitoring and initiate corrective preventive action where required

C. PPEQMP Preparation Responsibility and Approval

PPEQMP shall be prepared prior to start of construction which should be updated during implementation stage. It should meet the content listed at section ‘D’ below. It shall be prepared by contractor and finalised and approved by SPMU . The finalised version of PPEQMP shall also be shared with CWC and Bank.

D. Content of PPEQMP

The broad Table of content of Biodiversity plan to be developed by contractor for achieving above stated objectives can be on the following lines

a. Resource Identification, waste inventory and Pollution prevention

- Identify all resources to be used for proposed improvement areas with its source, mode of transportation and storage requirements.
- Identify all reason for waste generation with reasons and generation quantities during transportation, storage or operation stage. Example of such assessment as dust generation during transportation of earth or sand etc.. The waste generation assessment shall be for all type of waste viz air, liquid or solid state.
- Evolve strategies for prevention of pollution and detailed measures with responsibilities for implementation of these measures
- List potential method for implementation of P2 linked 4R techniques. Which includes simple measures such as use of treated sewage water for dust suppression. Use of waste oil for lubrication of low level application in heavy machineries.
- Develop consumption norms where feasible for benchmarking material consumption and better tracking the resource use.
- Maintain environment quality (air, water, Noise) meeting the applicable regulatory environment quality norms

b. Training and Records

Since Pollution prevention is generally not practices at most of the project sites, this concept is new to officers and workers. Thus, induction training is must for effective implementation of this plan.

Training shall be provided as part of induction training to all the employees and workers on their joining the project. Training records shall also be maintained. Records shall also be maintained for Environment Quality Monitoring which are used a reference material for planning an effective P2 programme.

c. Environment Quality Monitoring

The effectiveness of any Pollution prevention programme can only be assessed by periodically monitoring and analysing environmental quality data. Dam Rehabilitation/Improvement projects may have impact of Air Quality, Water Quality, Ambient Noise level, soil quality and biodiversity. Since a separate biodiversity conservation plan is prepared, it will not be covered under this plan. The PPEQM should parameters and frequency of monitoring and reporting. Considering that project may have impact on the environment following monitoring plan is suggested which shall be updated based on project activity.

Environment Component	Monitoring Parameters	Suggestive Monitoring Frequency
Air Quality	SOx, NOx, PM10 and PM2.5	24 hourly samples, Once in quarter during active construction period at least two monitoring location and minimum two monitoring per location per week.

		This frequency will vary depending on nature of work involved
Ambient Noise level	Day and night levels	At two location near sensitive receptors once in quarter
Water Quality	Drinking water	Only if any water source is likely to be silted or contaminated, once in a quarter
Soil Quality	General Parameters	If any land area is likely to be polluted around material storage locations., Once in a quarter

The above requirement are indicative and can be altered and modified as per project components and activities proposed.

d. Reporting

SPMU in consultation with contractor will develop PPEQMP on aspects detailed above and ensure its implementation from the contractor. Contractor will share the PPEQMP monitoring reports with SPMU on regular basis. SPMU in turn will share quarterly reports of progress of work including such plans to CWC, which in turn, will share consolidated compliance report in line with ESMP and ESCP to the World Bank. Corrective and preventive action where required for maintaining environment quality shall be reported in next quarterly monitoring report.

Annexure 8: Resettlement Policy Framework (ESS 5)

Need and Purpose of RPF

1. The Environment and Social Due Diligence Assessments have been completed for the first set of 10 dams and these would be finalized, approved and disclosed by project appraisal stage. However, there are many more sub-project Dams – their locations and activities therein are yet to be identified. As the preparation of ESDD/ESIA and required ESMP for such dams cannot commence at present, a Resettlement Policy Framework (RPF) has been prepared to guide the preparation of such required instruments once the final dams, locations and details of all activities are firmed up.

Principles and Scope of RPF

2. The Resettlement Policy Framework has been prepared based on: experiences from DRIP I, the ESDD assessment findings conducted thus far; anticipated impacts in components relating to tourism, water recreation sub-project activities and from the review of applicable legal and policy framework discussed above. The framework bridges the gaps identified between national and state legal framework and provisions and requirements laid down in ESS 5 It lays down the principles and procedures for management of social impacts caused by the project activities and guides the process of the social impact assessment and preparation of Resettlement Action Plans. It brings together and built upon the current good practices in terms of procedures to address more systematic and institutional issues; and establish institutional arrangements at project and state for the implementation of RAP.
3. Based on the analysis of Government statutes and the World Bank ESF presented in the chapter 2 on legal and regulatory framework, the following resettlement principles will be adopted to this project:
 - **Screen** the project early on to identify past, present, and future involuntary resettlement impacts and risks. Determine the scope of resettlement planning through a census and socio-economic survey of displaced persons, including a gender analysis, specifically related to resettlement impacts and risks. Take due precautions to minimize disturbance to human habitations, tribal areas and places of cultural significance. Adopt mitigation hierarchy i.e. approaches or measures to avoid and minimize involuntary resettlement impacts include the following: (i) explore alternative designs, to minimize impacts and (ii) ensure the appropriate technology is used to reduce land requirements.

Where displacement is unavoidable, improve, or at least restore, the livelihoods of all displaced persons through; (i) land-based resettlement strategies, where possible, when affected livelihoods are land based, and when loss of land is significant, or cash compensation at replacement cost for land when the loss of land does not undermine livelihoods, (ii) prompt replacement of assets with access to assets of equal or higher value, and (iii) prompt compensation at full replacement cost for assets that cannot be restored.

- **Ensure** that displaced persons without titles to land or any recognizable legal rights to land are eligible for resettlement assistance and compensation for loss of non-land assets at replacement value.
- **Improve** the standards of living of the displaced poor and other vulnerable groups, including women, to national minimum standards or standard before displacement whichever is higher.
- **Carry out** meaningful consultations with displaced persons, host communities, and concerned agencies/departments. Inform all displaced persons of their entitlements and resettlement options. Ensure their participation in planning, implementation, and monitoring and evaluation of resettlement programs. Pay attention to the needs of disadvantaged and vulnerable groups, especially those below the poverty line, the landless, the elderly, women and children, and

indigenous/tribal peoples, and those without legal title to land, and ensure their participation in consultations.

- **Prepare** a Social Impact Assessment (SIA) and Resettlement Action Plan (RAP) elaborating on the entitlements of displaced persons, the income and livelihood restoration strategy, institutional arrangements, monitoring and reporting framework, budget, and time-bound implementation schedule.
- **Identify vulnerable families** will be identified and provided additional support in their efforts to improve their living standards.
- **Disclose** a draft resettlement action plan, including documentation of the consultation process in a timely manner, in an accessible place and a form and language(s) understandable to displaced persons and other stakeholders. Disclose the final resettlement action plan and its updates to displaced persons and other stakeholders.
- **Pay compensation**
Payments in the names of both spouses or single heads of households as relevant, and other resettlement assistance, such as skills training, access to credit, and job opportunities, should be equally available to women and adapted to their needs.
- **Provide** all resettlement entitlements before physical or economic displacement and before commencement of civil works in that stretch of the sub-project. Implement the resettlement plan under close supervision throughout project implementation.
- **Establish** an accessible grievance redressal mechanism to receive and facilitate resolution of the concerns of displaced persons within stipulated time-frames.
- **Monitor** and assess resettlement outcomes, their impacts on the standard of living of displaced persons, and whether the objectives of the resettlement plan have been achieved by considering the baseline conditions and the results of resettlement monitoring.

Comparative Analysis of key national, state acts and policies versus Bank ESF

4. ESS 5 applies to permanent or temporary physical and economic displacement resulting from the following types of land acquisition or restrictions on land use undertaken or imposed in connection with project implementation.
 - a) Land rights or land use rights acquired or restricted through expropriation or other compulsory procedures in accordance with national law;
 - b) Land rights or land use rights acquired or restricted through negotiated settlements with property owners or those with legal rights to the land, if failure to reach settlement would have resulted in expropriation or other compulsory procedures.
 - c) Restrictions on land use and access to natural resources that cause a community or groups within a community to lose access to resource usage where they have traditional or customary tenure, or recognizable usage rights. This may include situations where legally designated protected areas, forests, biodiversity areas or buffer zones are established in connection with the project;
 - d) Relocation of people without formal, traditional, or recognizable usage rights, who are occupying or utilizing land prior to a project specific cut-off date;
 - e) Displacement of people as a result of project impacts that render their land unusable or inaccessible;

- f) Restriction on access to land or use of other resources including communal property and natural resources such as marine and aquatic resources, timber and non-timber forest products, fresh water, medicinal plants, hunting and gathering grounds and grazing and cropping areas;
 - g) Land rights or claims to land or resources relinquished by individuals or communities without full payment of compensation; and
 - h) Land acquisition or land use restrictions occurring prior to the project, but which were undertaken or initiated in anticipation of, or in preparation for, the project.
5. The above stated scope for application of ESS 5 covers varied approaches that are likely to be adopted by the different IAs for land taking , when necessary. However, land taking using the Land Acquisition Act is most likely approach that shall be followed under the project. comparison between RFCTLARR Act and World Bank's ESF is summarized here. Annexure 8.1 presents the details along with gap-filling measures reflected in the entitlement matrix of the RPF that is applicable to this project.
- The Act, like provisions of ESS, requires SIAs for projects involving land acquisition with elaborate process of consultation at every notification stage.
 - In determination of land value under the Act, computation provisions from Section 26-30 of Act are used. Besides, it provides for multiplication factor that ranges from 1.0 to 2.0¹ that varies by location/area and 100% solatium of computed amount.
 - Act in its computation of compensation for structures takes depreciation into account and is not explicit about providing replacement cost of structures, though presumably the provision of 100% solatium will help arrive at replacement cost of structures or higher. ESS 5 requires replacement compensation for structures without depreciation
 - The act requires that the value of trees, plants, or standing crops damaged to be compensated as determined under Section 29 of the Act. It also provides for 100 percent solatium on the amount computed for these assets.
 - The Act similar to World Bank requires compensation to be paid, prior to project taking possession of any land and provide R&R support including transitional support and moving allowances. All payments are required to be paid in one single instalment to the affected land owner prior to taking over land and its transfer to the project.
 - Cut-off date for determining the compensation and entitlements and assistance to all those who are affected by the project irrespective of the ownership of titles. According to the RFCTLARR Act, the cut-off date for assistance to those depending on affected private lands is three years preceding the acquisition and for the titleholders it is the date of notification under the said Act. To bring this RPF in line with World Bank requirements, RPF mandates that while in the case of land acquisition, the date of issue of public notice of intended acquisition under Section 4(1) under the Act will be treated as the cut-off date for title holders. In case of non-titleholders such as squatters and encroachers, cut-off date will be the start date of the census survey.
 - In case of all affected non-title holders, suitable compensation (ex-gratia payments) for loss of assets and R&R assistance is proposed in the entitlement matrix.
 - There shall be no income tax deductions in line with Sec 96 of the RFCTLARR Act. In the event any deductions are made toward taxes, such amounts will have to be reimbursed.

¹ based on the distance of project from urban area, as may be notified by the appropriate Government.

- Also similar to provisions laid down in RFCTLARR Act 2013, World Bank ESF (under ESS 5 & 7) requires consultation with PAPs during planning and implementation of resettlement action plan, Tribal Development Plan and public disclosure of drafts.
6. In the event of any conflict or inconsistency between the provisions of this GOI, RFCTLARR Act 2013, and the RPF and the provisions of World Bank's ESF, the provisions of the ESF, 2016 shall prevail.

Definitions

7. In this Resettlement Policy Framework, following terms shall mean as described below, unless the context requires otherwise,

- Affected family: As defined in RFCTLARR Act 2013 and also as identified from the Census-Socioeconomic survey carried for the specific corridor.
- Agricultural Land: land used for: (i) agriculture or horticulture; (ii) dairy farming, poultry farming, pisciculture, sericulture, seed farming, breeding of livestock or nursery growing medicinal herbs; (iii) raising of crops, trees, grass or garden produce; and (iv) land used for the grazing of cattle.
- Agricultural labourer: means a person primarily resident in the affected area for a period of not less than five years immediately before the declaration of the affected area, who does not hold any land in the affected area but who earns his livelihood mainly by manual labour on agricultural land therein immediately before such declaration and who has been deprived of his livelihood;
- Assistance: All support mechanisms such as monetary help (R&R assistances), services, trainings or assets given to Project Affected Persons/Project Affected Families constitute assistance in this project.
- Below poverty line (BPL) family: means below poverty line families as defined by the Planning Commission of India, from time to time and those included in the BPL list for the time-being in force;
- Commissioner means the Commissioner for Rehabilitation and Resettlement appointed under sub-section (l) of section 44 of RFCTLARR Act 2013;
- Compensation: Compensation refers to: i) amount negotiated with the land owner based on the private negotiations method (under Standing order No 28); ii) restitution made to property under Sec 26-30 as per provisions laid down in RFCTLARR Act 2013;
- Cut-off Date: For title holders, the date of first notification – Section 4 (1) under LA Act 2013 will be treated as the cut-off date, and for non-titleholders the start date of project census survey for that sub-project will be the cut-off date. In case of acquisition by Private negotiations, cut-off date is the first date of notification shall be Section 11 (1) for Title holders. Note: In case of longer alignments with possibilities of change in route alignment, project authorities may establish two cut-off dates for two different sections.
- Encroacher: Any person illegally occupying public property by extending their land boundary or a portion of their building onto the existing government land or RoW is an encroacher.
- Kiosk: A kiosk is a booth/stall/cabin/cubicle made of wood or iron or any other building material which could be shifted to another location as a single unit without much damage and is used for carrying out petty business/ commercial activities and has been in operation/existence prior to cut off date;
- Landowner: A person who is an allottee or a grantee of any land under any scheme of the Government under which such allotment or grant is to mature into ownership, who has mortgaged his land (or any portion thereof) or who has permanent rights and interest in land;
- Landless agricultural labourer: A person who does not hold any agricultural land and who has been deriving his main income by working on the lands of others as subtenant or as an agricultural labourer prior to the cut-off date.

- Livelihood losers: Persons losing their livelihood are individual members of the DHs, who are at least 18 years of age and are impacted by loss of primary occupation or source of income.
- Non-agricultural labourer: means a person who is not an agricultural labourer but is primarily residing in the affected area for a period of not less than five years immediately before the declaration of the affected area and who does not hold any land under the affected area but who earns his livelihood mainly by manual labour or as a rural artisan immediately before such declaration and who has been deprived of earning his livelihood mainly by manual labour or as such artisan in the affected area;
- Major Impact: The DPs suffering the following impacts and requiring relocating are categorized as Major Impacted DPs: (i) loss of place of dwelling, (ii) loss of place of business; (iii) loss of livelihood; (iv) loss of agricultural productive land of marginal farmers; those who become marginal farmers or landless after acquisition;
- Marginal Farmer: A cultivator with an un-irrigated land holding up to one hectare or irrigated land holding up to one-half hectare;
- Market value means the value of land determined in accordance with section 26 of RFCLARR Act 2013;
- Minor Impact: A PAP suffering minor impact is one who is affected to a lesser degree than the major impacts defined above.
- Minimum Wages means the minimum wage of a person for his/her services/labor by type of trade per day as stipulated by Department of Labor of the project state.
- Non-Perennial Crop: Any plant species, either grown naturally or through cultivation that lives for a season and perishes with harvesting of its yields has been considered as a non-perennial crop in the project.
- Non-titleholder: Non-titleholders include Affected persons/families/ households such as encroachers, squatters, etc.; with no legal title to the land, structures and other assets adversely affected by the project.
- Occupier: means a member of a Scheduled Tribes community in possession of forest land prior to the 13th day of December, 2005;
- Project: Project refers to the Second Dam Rehabilitation and Improvement Project
- Project Affected Area: Refers to the area of village or locality under a project for which land will be acquired under RFCLARR Act 2013 through declaration by Notification in the Official Gazette by the appropriate Government or for which land belonging to the Government will be cleared from obstructions;
- Project Affected Person (PAP): Any tenure holder, tenant, Government lessee or owner of other property, or non-titleholder who on account of the project has been affected from such land including plot in the *abadi* or other property in the affected area will be considered as PAP;
- Project Affected Household (PAH): A social unit consisting of a family and/or non-family members living together, and is affected by the project negatively and/or positively;
- Project Displaced Person (PDP): Any tenure holder, tenant, Government lessee or owner of other property, or non-titleholder who on account of the project has been involuntarily displaced from such land including plot in the abadi or other property will be considered as PDP. A displaced will always be a PAP but all PAP may not be PDP;
- Perennial Crop: Any plant species that live for years and yields its products after a certain age of maturity is a perennial crop. Generally, trees, either grown naturally or horticulturally and yield fruits or timber have been considered as perennial crop in the project. For example, tamarind, coconut, mango, teak, neem etc. are perennial crops.
- Permanent Buildings or Pucca Structure: Buildings of a permanent construction type with reinforced concrete.
- Replacement Cost: A replacement cost/value of any land or other asset is the cost/value equivalent to or sufficient to replace/purchase the same land or other asset; and has been provided in the Entitlements;
- Resettlement Area means an area where the affected families who have been displaced because of land acquisition, are resettled by the project authority/appropriate Government;

- Residual Land: Residual land can be defined as the remaining portion of land left with the owner of the holding after acquisition of land by the project.
- Sharecroppers: Persons who cultivate land of a titleholder on terms of sharing income there from with the titleholder.
- Small Farmer: A cultivator with an un-irrigated land holding up to two hectares or with an irrigated land holding up to one hectare, but more than the holding of a marginal farmer.
- Semi-Permanent Building or structure: Buildings of a semi-permanent type with tiled roof and walls not of concrete or permanent brickwork.
- Scheduled Areas means the Scheduled Areas as defined in the constitution; includes both Schedule V and VI areas in the country.
- Squatter: A person who has settled on public/government land, land belonging to institutions, trust, etc. and or someone else's land illegally for residential, business and or other purposes and/or has been occupying land and building/asset without authority;
- Tenant: A person who holds/occupies land-/structure of another person and (but for a special contract) would be liable to pay rent for that land/structure. This arrangement includes the predecessor and successor-in-interest of the tenant but does not include mortgage of the rights of a landowner or a person to whom holding has been transferred; or an estate/holding has been let in farm for the recovery of an arrear of land revenue; or of a sum recoverable as such an arrear or a person who takes from Government a lease of unoccupied land for the purpose of subletting it;
- Temporary Building/Kutcha structure: Temporary building or structure means a temporary type of structure, which includes buildings with roofs constructed of thatch, galvanized iron or asbestos.
- Women Headed Household (WHH): A household that is headed by a woman and does not have an adult male earning member is a Woman Headed Household. This woman may be a widowed, separated or deserted person.
- Vulnerable group: This includes Scheduled Caste, ST, family/household headed by women/female, disabled, handicapped, Below Poverty Line (BPL) families; widows; and persons above the age of 65 years irrespective of their status of title (ownership). Vulnerable groups would also include those farmers who (after acquisition of land) become small/marginal farmers. For such cases, total land holding of the landowner in that particular revenue village will be considered in which land has been acquired;
- Wage earner: Wage earners are those whose livelihood would be affected due to the displacement of the employer. The person must be in continuous employment for at least six months prior to the cut-off date with the said employer and must have reliable documentary evidence to prove his/her employment.

Entitlement Matrix

8. Under this RPF, adopted for the project, several categories of project affected persons are recognized with varying eligibility for compensation and assistance packages in the entitlement matrix below **Table 8.1**.
9. In accordance with the principles of this resettlement policy framework, all displaced households and persons will be entitled to a combination of compensation packages and resettlement assistance depending on the nature of ownership rights on lost assets and scope of the impacts including socio-economic vulnerability of the displaced persons and measures to support livelihood restoration. The affected persons will be entitled to the following five types of compensation and assistance packages:
 - a) Compensation for the loss of land, crops/ trees at their replacement cost;
 - b) Compensation for structures (residential/ commercial) and other immovable assets at their replacement cost;
 - c) Alternative housing in case of physical displacement;

- d) Assistance in lieu of the loss of business/ wage income, loss of agriculture livelihoods and income restoration assistance;
 - e) Assistance for shifting and provision for the relocation site (if required), and
 - f) Rebuilding and/ or restoration of community or common property resources/facilities.
10. In case where a State Government through any Act or Gazette Notification or as approved by any authority of State Government (duly authorized for the purpose) as per their approved procedure has fixed a rate for compensation of land and is higher than the provisions under the project, the same may be adopted by the Competent Authority in determining the compensation for land. Similarly, in case where a State Government through any Act or Gazette Notification or as approved by any authority of State Government (duly authorized for the purpose) as per their approved procedure has fixed a rate for resettlement and rehabilitation assistance and is higher than the provisions under the project, the same may be adopted by the Project Authority.

Table 8.1: Entitlement Matrix

Sl. No.	Impact	Entitled Unit	Entitlement Details
A. Loss of Private Agricultural, Home-Stead & Commercial Land			
1	Loss of Land (agricultural, homestead, commercial or otherwise)	Affected family (Land owner/Titleholder family and families with traditional land right/occupiers)	<p>For all land acquired through RFCTL&RR Act,2013; or land taken through Private Negotiation,</p> <ul style="list-style-type: none"> i. Compensation/lease amount shall be calculated and payable in accordance with Sections 26 to 30 and Schedule I² of RFCTLARR Act 2013³ ii. Partial Impact on Land: In case only part of any land plot is affected, and its owner desires the whole plot be acquired on grounds that the plot has become uneconomic or has been severed due to LA (under Section 94), the competent authority can award compensation for remaining part of the plot or award 25% of actual value upto of the remaining land holding as additional compensation, allowing the owner to retain the remaining land plot, if agreeable. iii. For all land acquired RFCTLARR Act, 2013 Rehabilitation and Resettlement Assistances shall be as per Schedule II of Act 2013 iv. Each affected family shall be given a one-time "Resettlement Allowance" of Rs. 50,000/- only. v. If as a result of land acquisition, the Affected family becomes landless⁴ or is reduced to the status of a "small" or "marginal" farmer, following shall be payable <ul style="list-style-type: none"> • assistance amount of Rs. 5.0 lakhs; OR • annuity policies that shall pay not less than two thousand rupees per month Per family for twenty years vi. Support for livelihood restoration/enhancement: Counselling, skill development/Training support shall be imparted through by RAP implementing agency, based on needs assessments This assistance includes cost of training and financial assistance for travel/conveyance and food. Project work opportunities too would be explored. vii. Refund of stamp duty and registration charges incurred for replacement land to be paid by the project; replacement land must be bought within a

² Schedule I comprises compensation at market value of the land, including valuation of all assets (structures, trees, crops) attached to the land; multiplication factor of 1 as applicable; plus, a "Solatium" equal to the amount of compensation (100%) for land including all attached assets

³ Schedule II provisions that would be relevant to this project are: i) sum of Rs. 5,00,000/-; ii) subsistence grant for displaced families; iii) transportation cost for displaced families; iv) one-time financial assistance for cattle shed; v) one-time financial assistance for artisans/small traders; vi) one time resettlement allowance; vii) waiver of stamp duty and registration charges; viii) Provision of housing units in case of displacement

⁴ Land Less defined as a particular land loser will be land less after acquisition of particular piece of land & no single unit of land is in his/her possession.

Sl. No.	Impact	Entitled Unit	Entitlement Details
			year from the date of payment of compensation to project affected persons
B. Loss of Private Structures (Residential/Commercial)			
2	Structure within the Corridor of Impact (CoI)	Title Holder/ Owner	<ul style="list-style-type: none"> i. Compensation in accordance with Sections 26 to 30 and Schedule I of RFCTLARR Act 2013 ii. Right to salvage material from affected structures iii. Three months advance notice to vacate structure iv. For those losing cattle shed, a one-time assistance of Rs. 25,000/-would be payable v. For each affected family of an artisan or self-employed or own non-agricultural land, that is displaced and must relocate, a one-time assistance of Rs. 25,000/- would be payable; and vi. One-time subsistence grant of Rs. 36,000/- for each affected family who are displaced and require to relocate; vii. One-time financial assistance of Rs. 50,000/-for each displaced family towards shifting/transportation cost for shifting of the family, building materials, belongings and cattle viii. Refund of stamp duty and registration charges for purchase of new alternative houses/shops at prevailing rates on the market value as determined. Alternative houses/shops must be bought within a year from the date of payment of compensation ix. In case of partial impact, 25% additional award to be paid on compensation award for the affected part of the structure to enable damage repair, where the owner/occupier of his/her own is interested to retain the remaining part of the structure, provided the unimpaired continuous use of such structure is possible without hazards x. For commercial PAPs, Support for livelihood restoration/enhancement: Counselling, skill development/Training support shall be imparted through by RAP implementing agency, based on needs assessments This assistance includes cost of training and financial assistance for travel/conveyance and food. Project work opportunities too would be explored.
3	Structure within the Corridor of Impact (CoI)	Tenants/ Lease Holders	<ul style="list-style-type: none"> i. Registered lessees will be entitled to an apportionment of the compensation payable to structure owner as per applicable local laws. ii. One-time financial assistance of Rs. 50,000/- as transportation and relocation cost. In case of tenants, three months written notice will be provided to vacate. In case three months' notice to vacate structures is not provided, then three months' rental allowance will be provided in lieu of notice.
C. Loss of Trees and Crops			
4	Standing Trees, Crops within the	Owners and beneficiaries (Registered/ Un-registered tenants, contract cultivators, leaseholders	<ul style="list-style-type: none"> i. Cash compensation as estimated under Section 29(3) of Act⁵ to be paid at the rate estimated by: <ul style="list-style-type: none"> • The Forest Department for timber trees

⁵ The collector for the purpose of the assessing the value of the standing crops damaged during the process of land acquisition may use the services of experienced persons in the field of agriculture as may be considered necessary by him.

Sl. No.	Impact	Entitled Unit	Entitlement Details
	Corridor of Impact (CoI)	& sharecroppers	<ul style="list-style-type: none"> • The State Agriculture Extension Department for crops • The Horticulture Department for fruit/flower bearing trees. <p>ii. Three months advance notice to project affected persons to harvest fruits, standing crops and removal of trees, or compensation in lieu as determined above.</p> <p>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.</p> <p>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</p>
D. Loss of Residential/ Commercial Structures to Non-Title Holders			
5	Structures within the Corridor of Impact (CoI) or Govt. land	Owners of Structures or Occupants of structures (Encroachers, Squatters) identified as per Project Census Survey	<p>For loss of House</p> <ul style="list-style-type: none"> i. Compensation at PWD BSR without depreciation for structure ii. One-time subsistence grant of Rs. 36,000 (Rs. 3000 x 12) or Rs. 36,000/- payable over a period of 12 months/ one year iii. Shifting/transportation assistance of Rs.50,000/- iv. Encroachers shall be given three months' notice to vacate occupied land. v. Right to salvage the affected materials <p>For loss of shop⁶/cattle shed or work shed</p> <ul style="list-style-type: none"> vi. Compensation at PWD BSR without depreciation for structure vii. One-time subsistence grant of Rs. 36,000 (Rs. 3000 x 12) or Rs. 36,000/- payable over a period of 12 months/ one year viii. One-time rehabilitation grant of Rs. 25,000/- for reconstruction of affected shop given to artisans ix. Shifting/transportation assistance of Rs.50,000/- x. Encroachers /Squatters shall be given three months' notice to vacate occupied land xi. Right to salvage the affected materials xii. Support for livelihood restoration/enhancement: Counselling, skill development/Training support shall be imparted through by RAP implementing agency, based on needs assessments This assistance includes cost of training and financial assistance for travel/conveyance and food. Project work opportunities too would be explored.
E. Loss of Livelihood			
6	Loss of employment in	Livelihood loser	Subsistence allowance equivalent to Minimum Wages/Minimum Agricultural Wages ⁷ for 3 months

⁶ Small shop includes commercial kiosks and shanties where business is carried out

⁷ As per rates issued by Department of Labor, Government of project state for different skills and trades

Sl. No.	Impact	Entitled Unit	Entitlement Details
	non-agricultural activities or daily agricultural wages or other wage earners		Only agricultural labourers who are in fulltime / permanent employment of the land owner, or those affected full time employees of the business, will be eligible for this assistance. <i>Seasonal agricultural labourers will not be entitled for this assistance.</i>
7	Temporary loss of business	Business owners	Compensation for temporary loss of income due to loss of access shall be determined as per data on income collected during SIA, and paid commensurate to the period of loss of income
F. Additional Support to Vulnerable Group			
8	Families within the Corridor of Impact (CoI)	Vulnerable affected families	<ul style="list-style-type: none"> i. One-time Resettlement Allowance of Rs. 50,000/- ii. Support for livelihood restoration/enhancement: Counselling, skill development/Training support shall be imparted through by RAP implementing agency, based on needs assessments This assistance includes cost of training and financial assistance for travel/conveyance and food. Project work opportunities too would be explored. iii. Additional Subsistence Grant of Rs. 50,000/- for displaced families belonging to Scheduled Caste and Scheduled Tribe category iv. Displaced vulnerable households will be linked to the government welfare schemes, if found eligible and not having availed the scheme benefit till date.
G. Loss of Community Infrastructure/Common Property Resources			
8	Structures & other resources (e.g. land, water, access to structures etc.) within the Corridor of Impact (CoI)	Affected communities and groups	Reconstruction of community structure and common property resources, will be done in consultation with community
I. Temporary Impact During Construction			
12	Land and assets temporarily impacted during construction	Owners of land and assets	<p>Temporary losses incurred during construction will be paid by the contractor as determined below:</p> <ul style="list-style-type: none"> i. Damaged structure: Compensation will be estimated as per latest Basic Schedule of Rates (BSR) of Public Works Department, without depreciation ii. Crops and Trees: Compensation for crops & tree damages will be estimated as per Section 29(3) of RFCLARR Act⁸. <p>All temporary use of land outside ROW, would be done based on written / prior approval of landowner and contractor</p>
J. Provisions at Resettlement Sites/Vendor Markets			
12	Loss of residential and commercial structures	Displaced titleholders and non-titleholders	<ul style="list-style-type: none"> i. Appropriate permanent housing with minimum specified floor area at resettlement sites providing basic services and other provisions laid down in Schedule III (that details the type of infrastructure

⁸ The collector for the purpose of the assessing the value of the standing crops damaged during the process of land acquisition may use the services of experienced persons in the field of agriculture as may be considered necessary by him.

Sl. No.	Impact	Entitled Unit	Entitlement Details
			<p style="text-align: center;">amenities at resettlement colonies) of RFCLTARR Act, 2013</p> <p>ii. For a house is lost in rural areas, a constructed house shall be provided as per the Pradhan Mantri Awas Yojana specifications or equivalent cost of the constructed house in lieu, shall be payable, but not less than Rs. 1.3 Lakh⁹.</p> <p>for a house lost in urban areas, a constructed house shall be provided, which will be not less than 50 sq mts in plinth area, OR if the family opts not to take the house offered, shall get a one-time financial assistance for house construction, which shall not be less than Rs. 1.5 lakhs.</p> <p>iii. This provision in lieu of provision of alternative house shall be provided to all displaced families without discrimination including resident owners, occupant land assignees, long term lessees and displaced squatters</p> <p>iv. 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 as identified during Census survey</p> <p>v. One displaced family will be eligible for only one land plot at resettlement site and only one shop in the vendor market</p> <p>vi. Vulnerable PAPs will be given preference in allotment of shops in vendor market.</p> <p>vii. The provision shall be extendable to mixed use structures fulfilling residential and commercial purposes in owner as well as untitled categories.</p>

Note: All unit costs will be updated to 2020 prices or revised to the year of payment, prior to payment

11. Besides the provisions listed above to address construction stage impacts, mitigation measures with specific responsibilities will be provided in the corridor specific ESMPs for mitigating construction stage impacts.

Updated Resettlement unit costs

12. The project has adopted the unit costs for R&R assistance as available in LARR Act, 2013. All these unit have been updated based on the Consumer Price Index for Agricultural labourer's (CPIAL)¹⁰ for India during the period between January 2014 to March 2020 and are presented in **Table 8.2.**

Table 8.2: Unit rates and revised as of December 2019			
No	Entitlement	Unit rates as of January 2014 (in INR)	Revised as of December 2019 (rounded off to nearest INR)
1	Livelihood assistance (Lump sum)	5,00,000	670000

⁹ PMAY- Pradhan Mandri Awas Yojana stipulates a central Assistance of Rs.1.3 Lakh for Beneficiary Led Individual House Construction.

¹⁰ January 2014: 757 CPIAL Index e sourced from - source: <https://pib.gov.in/newsite/mbErel.aspx?relid=104657> and December 2019: (source http://labourbureau.gov.in/LBO_indnum.htm) – only available till December 2019

Table 8.2: Unit rates and revised as of December 2019

No	Entitlement	Unit rates as of January 2014 (in INR)	Revised as of December 2019 (rounded off to nearest INR)
2	Livelihood assistance (Annuity)	2,000/per month for 12 months x 20 years	2,000/per month for 12 months x 20 years (to be adjusted every year as per CPIAL index)
3	One-time assistance for loss of Cattle shed/petty shop	25,000	33250
4	One-time assistance for displaced artisan/small traders/small shops	25,000	33250
5	Cash in lieu of house, if opted (as per indexed and updated figures at time of payment)		0
	Rural	1.3 lakhs	Amounts to be updated as per PMAY guidelines as prevalent at the time of implementation
	Urban	1.5 lakhs	
6	Transportation / Shifting assistance for displaced	50,000	66500
7	Subsistence allowance for displaced @ INR 3000 per month for 1 year	36,000	47880
8	One-time Resettlement Allowance	50,000	66500

Any other monetary allowance other than those listed above will be indexed to year of payment prior to payment

Valuation of Lost and Affected Assets

13. Compensation for Land and Assets attached to the Land: Land will be acquired either through LA Act 2013 or Private Negotiations method:
 - a. All compensation and R&R assistances will be processed as per RFCTLARR Act 2013.
 - b. Compensation of the land to be acquired in urban and rural area: (market value x 1) plus value of assets attached to land or building) plus (100% solatium) = Land Compensation Price in case of acquisition by Act or amount determined as per mutual consent/ negotiations basis.
14. Compensation for Structures: The replacement value of houses, buildings and other immovable properties will be determined based on latest PWD Basic Schedule of Rates for valuation purpose as on date without depreciation. While considering the PWD rate, IA will ensure that it uses the latest rates for the structures. Wherever the SR for current financial year is not available, the Competent Authority will update the BSR to current prices based on approved previous year escalations. 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 in accordance with the modalities determined by such bodies to ensure correct use of the amount of compensation.
15. Compensation for Trees: Compensation for trees will be based on their market value. Loss of timber bearing trees will be compensated at their replacement cost and compensation for the loss of crops, fruit bearing trees will be decided in consultation with the Departments of Forest, Agriculture and Horticulture. In line with the provision of RFCTLARR Act 2013, 100% solatium will be added to the assessed value of the trees. Prior to taking possession of the land or properties, the compensation

will be fully paid and affected persons will have the opportunity to harvest crops/trees within 15 days from the date of payment of compensation.

16. If the residual land, remaining after acquisition, is unviable, the owner of such land/property will have the right to seek acquisition of his entire contiguous holding/property provided the residual land is less than the minimal land holding of the district/State. Owner's choice in this regard should be obtained either prior to payment in case of direct purchase or prior to declaration of award.
17. Further, all compensation and assistance will be paid to PAPs at least 1 month prior to displacement or dispossession of assets. In case of compensation payable following acquisition through private negotiations, direct payment transfer of single instalment payment will be done to beneficiary bank account. The IA will assist beneficiaries to open a Bank account, in case they do not have Bank Account and in special cases, provide the payment through cheque.
18. Even after payment of compensation, displaced PAPs 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. A notice to that effect will be issued intimating that PAPs can take away the materials so salvaged within 15 days of their demolition; otherwise, the same will be disposed by the project authority without giving any further notice. Trees standing on the land owned by the government will be disposed of through open auction by the concerned Revenue Department/ Forest Department.
19. There shall be no income tax deductions in line with Sec 96 of the RFCLARR Act. In the event any deductions are made toward taxes, such amounts will have reimbursed.
20. Livelihood Restoration/Enhancement: Each PAPs whose income or livelihood is affected by a subproject will be assisted to improve or at least restore it to pre-project level. Income restoration schemes will be designed in consultation with affected persons and considering their resource base and existing skills. IA will identify the number of eligible PAPs/DPs and will conduct training need assessment in consultations with the affected persons so as to develop appropriate income restoration schemes.
21. The IA with support of specialised agency will examine local employment opportunities and produce a list of possible income restoration options. Suitable trainers or local resources will be identified by IA in consultation with local training institutes. Disadvantaged and vulnerable households will get special assistance in this regard. The IA will also facilitate affected person access to Government schemes that could help them to restore income and livelihood. In addition, the entitlement matrix provides for one-time income restoration allowance.
22. It is the responsibility of the IA to ensure that the RAP is successfully implemented in a timely manner. The implementation schedule needs to be updated periodically and monitored judiciously. The objectives of the RAP shall be deemed achieved only when the following criteria are met:
 - All legal compensation both for land and structure and other assets (trees, crops, etc.) are be paid;
 - All eligible PAPs must have received their due R&R entitlements;
 - Any relocation or resettlement and economic rehabilitation required is fully completed.
 - All project affected common property resources must be replaced/restored re-established or suitably augmented

Estimation of land requirement and Preparation of Land Acquisition Plans

23. The existing right-of-way (RoW) or ownership shall be established based on revenue maps and field measurement books (FMB), which will be the basis for detailed design and wherever possible the proposed land taking or proposed RoW shall be minimized to reduce land acquisition and resettlement impacts. Land Plan Schedule present details of the land parcels to be acquired for the

project and will be used for issuing notifications as per land acquisition act or for private negotiation by District Administration from PAPs.

24. The preparation process of LAP includes:

- Collection of Village map, jamabandi etc., and record of rights from the Tehsil Office
- Based on the final designs and spot inspection sketches for LA are made
- Calculation of land acquisition requirement in a particular survey number is arrived based on the jamabandi;
- Field verification of available project land is done from revenue department;
- Identify and Stakeout on ground of the areas project authority land where private land needs to be acquired as per approved proposed alignment designs;
- Measurement of land proposed to be acquired to be done along with the Revenue Department. After field verification land are transferred to each survey sketch;
- The LA plans have to be finally signed by the concerned authorities

25. Census Survey Updating: If the PAPs are not displaced and affected within two years from the census surveys key census socio-economic surveys will be updated once in two years, in order to keep the baseline date for measuring the living standards of the affected people.

Co-ordination with civil works

26. The land acquisition and resettlement implementation will be co-coordinated with the timing of procurement and commencement of civil works. The required co-ordination has contractual implications, and will be linked to procurement and bidding schedules, award of contracts, and release of encumbrance free land ions to the contractors. The project will provide adequate notification, counselling and assistance to affected people so that they are able to move or give up their assets without undue hardship before commencement of civil works and after receiving the compensation. The bid documents will specify the extent of unencumbered land to be handed over at the time commencement of works and subsequent milestones and this will be strictly followed to ensure that land is provided on a timely basis to the contractors and also plan implementation of land acquisition and resettlement in line with procurement and civil work time table.

27. **Table 8.3** lists the actions to be completed by different stages:

Table 8.3 – List of actions linked to civil works	
Stage of civil works	Activities
Before issuance of civil work bids	Preparation of Land Acquisition Plan and Strip Plan
	Preparation of RAP based on Social Impact Assessment comprising Census & Socio-Economic survey of affected persons and its disclosure
	List of encumbrance free area available for construction
	Issuance of draft Notification of the 11 Land Acquisition
	Appointment of Arbitrator
	Formation of Price Fixation Committees and Negotiation Committees
Before award of civil works contract	Appointment of RAP implementation agency/NGO
	Private Negotiations with Titleholders by Price Fixation Committees and Negotiation Committees & Award
	Identification & Verification of PAPs by NGO
	Valuation of structures
	Preparation of Micro Plans for Rehabilitation & Resettlement by the NGO

Table 8.3 – List of actions linked to civil works	
Stage of civil works	Activities
	Issuance of ID Cards
	Update draft Resettlement Plan to reflect surveys, consultations, design changes, and due diligence results
	Consultations disclosure, & awareness generation
	R&R Award for Titleholders & Non-Titleholders
	Preparation and Approval of Micro Plans
	Disbursement of R&R assistance amounts
Before handover of land to contractor	List of encumbrance free stretches available for construction by first & second milestone by dates
	Handover of land to contractors first & second milestone

28. Support Agency/NGOs: The Project activities if leading to physical or economic relocation disturbs the present activities of PAPs and therefore there is a need to establish and stabilise their livelihood. While all tasks relating to Land Acquisition are taken care by the Land Acquisition Officer and his staff, the implementation of RAP is the responsibility of the ESMU. The NGO or any other implementing agencies will help in implementing various components of the RAP, particularly the use of compensation and rehabilitation assistance for more productive purposes like purchase of land, self-employment, etc. The NGO(s) selected will have to work directly under the social development officer, who will oversee implementation of RAP. With regards to the above, the NGO shall,

- Co-ordinate (and impart wherever required) the training and capacity building of the PAPs, for upgrading their skills for income restoration. This will include the training to be given by the NGO to women self-help-group members in accounting, record maintenance, skill acquisition in the chosen enterprise, and marketing, etc.
- Help the PAPs in realizing and optimizing the indigenous technology knowledge (ITK) through use of local resources.
- Define, evolve, and explore alternative methods of livelihood using the local skill and resources.
- Contact financial institutions like NABARD, SIDBI, RMK and the Lead Bank of the area in accessing the credit required by the individual as well as groups of PAPs and the women's groups from the PAFS. The NGO shall maintain a detailed record of such facilitation, and plan for each PAF to repay the loan.
- Establish linkages with the District administration for ensuring that the PAPs are benefited from the schemes available and those they are entitled to. The focus for this component of the NGOs work shall be the vulnerable PAPs for their income restoration. The NGO shall maintain a detailed record of such facilitation. ToR for hiring of NGOs shall be submitted by IA and approved by Bank.

Resettlement Budget

29. The resettlement budget will comprise itemized estimate of compensation for land, structures, trees, crops, various resettlement assistances, rehabilitation or replacement of CPRs including land, if government land is not available, institutional cost, contingency, additional studies if required, cost towards implementation, engagement of RAP implementation agency, evaluation consultants, etc. Based on the initial estimates provided by the RAP preparation consultants and later by the RAP implementation agency, the SPMU shall update and prepare final estimates for compensation and assistances payable. They shall jointly review the compensation for land with the Revenue department and with Public Works Department for cost of structures and CPRs. Based on these estimates the SPMU shall prepare a request for funds and submit the same through the Project

Director to the Government of Project State for release of funds for disbursal. Each sub-project specific RAP shall provide for contingency costs to meet any unforeseen expenditure.

30. The cost of LA and R&R has been budgeted as part of the overall project costs and shall be met with State Government funds. The World Bank's loan will be available for costs such as works, purchase of goods and NGO consultancy, M&E services, if required.

S.No	Environment and Social Framework 2016	Provisions in RFCTLARR Act, 2013	Measures to bridge the Gap between Policy/Acts and ESF, 2016 of World Bank
1	Avoid involuntary resettlement wherever feasible	Social Impact assessment (SIA) should include: (i) whether the extent of land proposed for acquisition is the absolute bare minimum extent needed for the project; (ii) whether land acquisition at an alternate place has been considered and found not feasible [Ref: Section 4 sub-section 4(d) and 4(e)]	ESDD will be conducted for all sub-project Dams under DRIP 2 and for all High an Substantial Risk projects ESIA will be carried out.
2	If unavoidable, minimize involuntary resettlement by exploring project and design alternatives	None	Usage of principle of mitigation hierarchy to analyse alternatives to avoid/minimize/compensate or offset
3	To enhance, or at least restore, the livelihoods of all displaced persons in real terms relative to pre-project levels	None	Would be ensured through suitable provisions in the RAP
4	To improve the standards of living of the displaced poor and other vulnerable groups.	None	Would be ensured through suitable provisions in the RAP
5	Screen the project early on to identify past, present, and future involuntary resettlement impacts and risks.	While the policy does not specify any requirement for screening of the project at an early stage for resettlement impacts and risks, it requires carrying out social impact assessment before any proposal for land acquisition (section-16).	Screening of all sub-projects towards enabling identification of the potential resettlement impacts and associated risks will be carried out.
6	Determine the scope of resettlement planning through a survey and/or census of displaced persons, including a gender analysis, specifically related to resettlement impacts and risks (ESS-1)	Carry out census of affected people and their assets to be affected, livelihood loss and common property to be affected; R&R scheme including timeline for implementation. (Section: 16. (1) and (2)).	The ESS-1 requirements will be followed based on which census and socio-economic has been carried out
7	Carryout consultations with displaced persons, host communities and concerned NGOs.	<ul style="list-style-type: none"> • Consultation with Panchayat, Municipality, to carry out SIA. (<i>Section: 4. (1)</i>) <ul style="list-style-type: none"> • Public hearing for Social Impact Assessment. <i>Section: 5.</i> 	All impacted persons – land owners and users of land (non-titleholders such as squatters and encroachers) would be consulted. The ESS-10 requirements will be followed

S.No	Environment and Social Framework 2016	Provisions in RFCTLARR Act, 2013	Measures to bridge the Gap between Policy/Acts and ESF, 2016 of World Bank
	Inform all displaced persons of their entitlements and resettlement options (ESS-10)	<ul style="list-style-type: none"> Discussion on and Public hearing for Draft Rehabilitation and Resettlement Scheme <i>Section: 16. (4). and (5).</i> 	
8	Establish grievance redressal mechanism (ESS-1 and ESS-5)	<ul style="list-style-type: none"> Establishment of Land Acquisition, Rehabilitation and Resettlement Authority for disposal of disputes relating to land acquisition, compensation, rehabilitation and resettlement. <i>Section: 51. (1). and Section: 64.</i> The Requiring Body or any person aggrieved by the Award passed by an Authority under section 69 may file an appeal to the High Court within sixty days from the date of award. <i>Section: 74. (1). and (2).</i> 	A project level GRM will be included in the RAP and RPF/ESMF.
9	Where involuntary resettlement impacts and risks are highly complex and sensitive, compensation and resettlement decisions should be preceded by a social preparation phase. (ESS-1 and ESS-5)	Social Impact Assessment is must before taking final decision on acquisition of land followed by preparation of R&R Scheme	Social Impact Assessment, consultations with relevant stakeholders – affected and interested parties will be done
10	Improve or restore the livelihoods of all displaced persons through <ol style="list-style-type: none"> land-based resettlement strategies prompt replacement of assets with access to assets of equal or higher value, prompt compensation at full replacement cost for assets that cannot be restored, and 	<ul style="list-style-type: none"> Land for land in case of irrigation projects to the landowners losing agricultural land. Land for land in every project to landowners belong to SC and ST community up to 2.5 acres of land. <i>Section: 31 and The Second Schedule</i> <ul style="list-style-type: none"> Provision of housing units in case of displacement. Offer for developed land. <i>Section: 31 and The Second Schedule</i> Recognizes 3 methods and whichever is higher will be considered which will be multiplied by a factor given in The First Schedule. Compensation given earlier will not be considered. If rates 	Structure to be compensated at replacement cost without depreciation, besides commensurate provisions to address livelihood issues. Specific provisions to address impacts on non-titleholders need to be incorporated

S.No	Environment and Social Framework 2016	Provisions in RFCTLARR Act, 2013	Measures to bridge the Gap between Policy/Acts and ESF, 2016 of World Bank
	(iv) additional revenues and services through benefit sharing schemes where possible. (ESS-5)	not available floor price can be set; Steps to be taken to update the market value. (<i>Section 26 and The First Schedule Provision</i> for employment, fishing rights, annuity policy etc (<i>Section: 31 and The Second Schedule</i>))	
11	If there is relocation, secured tenure to relocation land, better housing at resettlement sites with comparable access to employment and production opportunities, integration of resettled persons economically and socially into their host communities, and extension of project benefits to host communities; provide transitional support and development assistance, such as land development, credit facilities, training, or employment opportunities; and (iii) civic infrastructure and community services, as required. (ESS-5)	<ul style="list-style-type: none"> A family as a unit will receive R&R grant over and above the compensation and those who are not entitled to compensation. <i>Section: 31</i> 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 prices equal to compensation' jobs or one time payment or annuity for 20 years' subsistence grant, transportation, land and house registered on joint name husband and wife, etc. <i>Second Schedule</i> Provision for infrastructural amenities in resettlement areas. Section: 32 and Third Schedule 	Relocation is not envisaged under the proposed sub-project as designs are avoiding full impact on structures
12	Improve the standards of living of the displaced poor and other vulnerable groups, including women, to at least national minimum standards. (ESS-5)	<ul style="list-style-type: none"> Landless people are considered and eligible for R&R grants. <i>Section: 16(2).</i> Widows, divorcees, abandoned women will be considered as separate family and entitled to R&R provisions <i>Section: 3. (m)</i> Homeless entitled to constructed house and landless entitled to land in irrigation project. <i>Second Schedule</i> 	Commensurate measures would be provided for in the RAP

S.No	Environment and Social Framework 2016	Provisions in RFCTLARR Act, 2013	Measures to bridge the Gap between Policy/Acts and ESF, 2016 of World Bank
		<ul style="list-style-type: none"> Special provision for Scheduled Caste/Scheduled Tribe; <i>Section: 4I.</i> Additional provisions for SC&ST for land for land in irrigation projects, additional sum over and above the subsistence grant. <i>Second Schedule</i> 	
13	If land acquisition is through negotiated settlement, ensure that those people who enter into negotiated settlements will maintain the same or better income and livelihood status. (ESS-5)	R&R entitlements apply in case of land acquired/purchased for PPP projects and for Private Companies. <i>Section: 2. (2), and 46.</i>	Provisions as applied in the RFCTLARR Act will be used and additional measures where required will be used for vulnerable and disadvantaged persons.
14	Ensure that displaced persons without titles to land or any recognizable legal rights to land are eligible for resettlement assistance and compensation for loss of non-land assets. (ESS-5)	The Act recognizes: <i>Section: 3(c)</i> <ul style="list-style-type: none"> a family which does not own any land but belong to the family of an agricultural labourer, tenant, sharecroppers, or artisans or working in affected area for three years prior to the acquisition of the land the Scheduled Tribes and other traditional forest dweller who have lost any of their forest rights 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 a family residing or earning livelihoods on any land in the urban areas for preceding three years or more prior to the acquisition of the land 	Under this project, provision would be made to that in the case of land acquisition, the date of publication of preliminary notification for acquisition under Section 4.1 of the LAA will be treated as the cut-off date for title holders, and for non-titleholders such as squatters the start date of the project census survey.
15	Prepare a resettlement plan / indigenous peoples plan elaborating on displaced persons' entitlements, the income and livelihood restoration strategy, institutional arrangements, monitoring and reporting	<ul style="list-style-type: none"> Preparation of Rehabilitation and Resettlement Scheme including timeline for implementation. <i>Section: 16. (1) and (2).</i> Separate development plans to be prepared. <i>Section 4I</i> 	Where required, RAP will be prepared. IPDP or TDP is not required.

S.No	Environment and Social Framework 2016	Provisions in RFCLARR Act, 2013	Measures to bridge the Gap between Policy/Acts and ESF, 2016 of World Bank
	framework, budget, and time-bound implementation schedule. (ESS-5 and ESS-7)		
16	Disclose a draft resettlement plan, including documentation of the consultation process in a timely manner, before project appraisal, in an accessible place and a form and language(s) understandable to displaced persons and other stakeholders. Disclose the final resettlement plan and its updates to displaced persons and other stakeholders. (ESS-10)	<ul style="list-style-type: none"> The draft Rehabilitation and Resettlement Scheme prepared shall be made known locally by wide publicity in the affected area and discussed in the concerned Gram Sabhas or Municipalities and in website. <i>Section: 16. (4)</i> The approved Rehabilitation and Resettlement Scheme to be made available in the local language to the Panchayat, Municipality or Municipal Corporation and in website. <i>Section: 18.</i> 	In addition to the publishing of the approved resettlement plan, the RAP and RPF includes provision for disclosure of the various documents pertaining to RAP implementation in accordance with Stakeholder Engagement Framework (SEF)
17	Include the full costs of measures proposed in the resettlement plan and indigenous peoples plan as part of project's costs and benefits. For a project with significant involuntary resettlement impacts and / or indigenous peoples plan, consider implementing the involuntary resettlement component of the project as a stand-alone operation. (ESS-5)	The requiring body shall bear the cost of acquisition covering compensation and R&R cost. <i>Section: 19. (2) and Section 95. (1)</i>	None
18	Pay compensation and provide other resettlement entitlements before physical or economic displacement. Implement the resettlement plan under close supervision throughout project implementation. (ESS-5)	<ul style="list-style-type: none"> The Collector shall take possession of land after ensuring that full payment of compensation as well as rehabilitation and resettlement entitlements are paid within three months for the compensation and a period of six months for the monetary part of rehabilitation and resettlement entitlements. <i>Section: 38. (1)</i> The Collector shall be responsible for ensuring that the rehabilitation and resettlement process is completed in all its aspects before displacing the affected families. <i>Section: 38. (2)</i> 	

S.No	Environment and Social Framework 2016	Provisions in RFCTLARR Act, 2013	Measures to bridge the Gap between Policy/Acts and ESF, 2016 of World Bank
19	Monitor and assess resettlement outcomes, their impacts on the standards of living of displaced persons, and whether the objectives of the resettlement plan have been achieved by taking into account the baseline conditions and the results of resettlement monitoring. Disclose monitoring reports. (ESS-5)	<ul style="list-style-type: none"> The Rehabilitation and Resettlement Committee, to monitor and review the progress of implementation of the Rehabilitation and Resettlement scheme and to carry out post-implementation social audits in consultation with the Gram Sabha in rural areas and municipality in urban areas. <i>Section: 45. (1)</i> Setup National and State level Monitoring Committee to review and monitor progress. <i>Section 48-50</i> 	The ESS-5 requirements will be followed.

Annexure 8.2 – Monitoring and evaluation indicators

Table 8.2.1 – Indicative monitoring Indicators for Physical Progress

Monitoring Indicators	Implementation Target	Revised Implementation Target	Progress this Month	% against Revised Implementation Target
Compensation for Structures, other assets (cattle sheds)				
Preparation and dissemination of leaflets to various stakeholders				
Preparation and approval of micro plans				
Number of joint bank accounts opened				
Issuance of identity cards				
Submission of monthly progress reports				
One time rehabilitation grant provided				
Livelihood Restoration Allowance for affected Categories				
Allowances paid to Vulnerable groups				
Community Assets rehabilitated/ restored				
No. of PAPs who have received training for livelihood restoration/enhancement				

Table 8.2.2 – Indicative monitoring indicators for financial Progress

Category	Estimated Cost (INR)	Progress this month
R&R Assistance		
RAP Implementation NGO Services		
M&E Services		

Table 8.2.3 - Monitoring of Grievances received and redressed

Particulars	Quarters			
	Q1	Q2	Q3	Q4 & Cumulative Total
No. of cases referred to GRC				
No. of cases settled by GRC				
No. of cases pending with GRC				
Average time taken for settlement of cases				
No. of GRC meetings				
No. of PAPs moved court				

No. of pending cases with the court				
No. of cases settled by the court				

Table 8.2.4 - Indicative Impact Evaluation Indicators

Parameter	Breakup of parameter	Baseline (%)	Mid-Term (%)	End - Term (%)
Occupation of HH*	Agriculture			
	Trade/Business			
	Petty shop keeping			
	Agri labour			
	Non-Agri labour			
	Service			
Annual Income*	<75000			
	75001 - 1lakh			
	1lakh - 2.5lakh			
	2.5lakh - 5lakh			
Possession of Assets*	TV			
	Fridge			
	Cycle			
	Motor Cycle			
	Car			

Annexure 9: Guidance Framework for Biodiversity Conservation and Management Plan (ESS 6)

A. Background:

India is bestowed with distinctive floral and faunal biodiversity having aesthetic, cultural, commercial and genetic values. India has an extensive network of protected areas and wildlife sanctuaries for the protection of biodiversity, as well as internationally recognised sites of biodiversity such as RAMSAR wetlands, a UNESCO Natural World Heritage Site and Endemic Bird Areas and Important Bird Areas. The objectives of ESS 6 are particularly significant in the project and aim:

- a) To protect and conserve biodiversity and habitats.
- b) To apply the mitigation hierarchy and the precautionary approach in the design and implementation of projects that could have an impact on biodiversity.
- c) To promote the sustainable management of living natural resources.
- d) To support livelihoods of local communities, including Indigenous Peoples, and inclusive economic development, through the adoption of practices that integrate conservation needs and development priorities.

Keeping in view the above objectives, the very purpose of developing the Biodiversity Conservation and Management Plan (BCMP) is to have net loss to ecology from project activities to be net negative. The plan development would involve two category of areas:

1. Location of project close to or within a conservation areas or protected areas.
2. Location of project not located close to or within a conservation areas or protected areas.

The detailed biodiversity conservation plan shall be developed only for the project located close to or within a conservation area/protected area, as per guidelines given hereunder.

The projects located close to or within a conservation / protected area shall require to prepare biodiversity conservation plan, if there is likely impact on bio- diversity. If any cutting of trees or diversion of green area or forested area is involved then compensatory tree plantation provision has to be made @ minimum five trees be planted for each tree loss. Adequate budget allocation shall be made for the same under Environmental Social Management plan (ESMP). Provision shall also be made for tracking survivability of the tree planted with minimum survivability rate of 70%. Additional tree shall be planted if required.

B. Need of a BCMP

The (BCMP) is to be prepared with key strategies for biodiversity conservation and its management. The ESMF thus includes screening and eligibility checklists to ensure exclusion of activities that would adversely affect biodiversity such as felling of trees, activities causing irreversible impacts to critical and natural habitats, activities causing forest fires, felling of trees without a permit, and activities that are inconsistent with forest working plans or Catchment area treatment plans.

The project construction activities close to biodiversity rich areas may have impact on valuable ecological resources/habitats and thus project activities are required to be screened for conservation and management, these could be:

1. Loss of vegetation
2. Disruption to faunal movement
3. Disruption to Avi Fauna

4. Threat to rare, endangered and threatened species.

There is a need to protect rich biodiversity of the area and steps need to be taken to conserve biodiversity of the area through effective planning and conservation measures.

C. Objectives:

The biodiversity conservation plan should meet the following stated objectives:

1. Outline requisite biodiversity protection and enhancement measures with stage of project activity viz planning stage, construction stage and operation stage
2. Defined responsibilities with allocated budget for responsibility for action
3. Ensure compliance to applicable legislation

D. Scope of BCP:

The biodiversity management plan shall be prepared before start of construction work and all the required resources must be planned in advance. The biodiversity management plan should meet the following requirements:

5. Identification of activities based on ESIA or site specific studies which is likely to interface with terrestrial or aquatic ecology and document nature of interface likely to happen with the conservation/protected areas ecological aspects.
6. Inventory terrestrial and aquatic flora and fauna in and around the dam area and project activity areas. The details of presence of RET species. Habitat type, movement of the mammals and other fauna of the area shall also be documented. It should be supported based on forests or wildlife management plans and other authenticated sources and filed studies
7. Legal status of biodiversity areas and legislative requirements and restriction for undertaking any construction activity in and around the biodiversity areas. Details of permission required with procedure and time required for the same.
8. Detailed protection/conservation measures with resources required, stages of action (viz planning, construction and operation stages) with responsibilities and resources required. It should have provision of compensatory tree plantation with a minimum ratio of 1:5 means five tree plantation for each tree cut.
9. Restriction of operation noise generating or dust generating activities having direct impact on fauna of the conservation areas shall also be identified and measures defined.
10. Detailing of implementation monitoring and reporting. Tree survivability rate shall be fixed minimum as 70%. Provision of monitoring and report against the defined measures and performance indicator shall be made with a frequency of twice in a year.
11. Training aspects for workers for prevention of poaching or defining movement restriction areas etc shall also be well defined in the plan.

E. Responsibility and Approval of BCP

For all such sub projects where bio-Diversity conservation and Management Plan will be prepared or required to be prepared, SPMU will prepare the biodiversity plan and get it approved from CWC. ESMP of such sub projects where these plans will be developed for implementation will also be shared with the World Bank.

F. Content of BCP

The broad Table of content of Biodiversity plan to be developed by contractor for achieving above stated objectives can be on the following lines

1. Background
2. Sub Project Description: (with specific detailing of duration of construction, labour forced to be employed, need of labour camp and likely location and its distance from conservation/protected areas)
3. Inventory of Terrestrial and Aquatic Flora Fauna (Description of biodiversity of dam area and protected/conversation areas. Details of Rare, endangered and threatened species. Habitat Type etc Population and movement route of schedule I species.)
4. likely Impact of Project Activities on Biodiversity areas. (Details of sub activities which likely to interface with flora/fauna such as generation of high noise, transportation of raw material etc)
5. Regulatory Applicability and requirements (Legal status of biodiversity areas and compliance requirements)
6. Conservation and Management plan: (Measures for biodiversity conservation, and its enhancement for preconstruction, construction and post construction stage.) including general guidelines for workers for prevention of poaching and protection areas as a whole,
7. Monitoring, Compliance reporting and budget

G. Reporting

Contractor will share the BCMP monitoring reports with SPMU on regular basis. SPMU in turn will share quarterly reports of progress of work including such plans to CWC, which in turn, will share consolidated compliance report in line with ESMP and ESCP to the World Bank. Corrective and preventive action compliance shall be reported in next quarterly monitoring report. Any man animal conflict incident shall also be reported in the quarterly report.

Annexure 10: Tribal Development Framework (ESS 7)

Background

Many of the likely project states have tribal population -- Andhra Pradesh (5.3%), Chhattisgarh (30.6%), Goa (10.2%), Gujarat (14.8%), Karnataka (7%), Kerala (1.4%), Madhya Pradesh (21.1%), Maharashtra (9.4%), Manipur (40.9%), Meghalaya (86.1%), Odisha (22.8%), Rajasthan (13.8%), Tamil Nadu (1.1%), Telangana (9.3%), Uttarakhand (3.2%), Uttar Pradesh (0.6%), and West Bengal (5.6%). States namely Andhra Pradesh, Chhattisgarh, Gujarat, Madhya Pradesh, Maharashtra, Odisha, Rajasthan and Telangana have Fifth Schedule Area, while the state of Meghalaya has Schedule VI areas.

Legal and Institutional Framework

Constitutional Safeguards

The Constitution of India has made the provisions for Scheduled Tribes in the country considering the challenges faced by them and lack of access to development facilities in the geographic regions where they reside. The main safeguards include promotion of educational and economic interests and their protection from injustices and all forms of exploitation. The constitution also safeguards the indigenous communities from the general rights of all Indian citizens to move freely, settle anywhere and acquire property by posing certain restrictions on it, largely to conserve the customs and traditions of these communities. It also permits the States to make reservation in public services in case of inadequate representation and requiring them to consider their claims in appointments to public services.

The constitution provides setting up of separate departments in the States and National Commission at the Centre to promote tribal welfare and safeguard their interests (Art. 224, fifth and Sixth Schedules) and grant-in-aid are provided to the States to meet the cost of such development schemes to be undertaken for prompting the welfare of Schedule Tribes or raising the level of development in the Schedule Areas (Art. 275 (1)). The constitutional safeguards related to tribals are:

- i. Article 14, related to equal rights and opportunities;
- ii. Article 15, prohibits discrimination on grounds of sex, religion, race, caste etc.;
- iii. Article 15 (4), enjoins upon the state to make special provisions for the STs;
- iv. Article 16 (3), empowers states to make special provisions for reservation in appointments or posts in favour of STs;
- v. Article 46, enjoins upon states to promote with special care educational and economic interests of STs, protection from social injustice and exploitation;
- vi. Article 275 (I), grant-in-aid for promoting the welfare of STs;
- vii. Article 330, 332, 335, related to the reservation of seats for STs in Lok Sabha and State Assemblies; and
- viii. Article 339, 340, related to Control of the Union over the Welfare of STs and powers to investigations thereof. One of the important Acts which ensures Social Safeguards of the STs is "Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989".

These provisions create safeguards for the protection of tribal communities while creating an environment for affirmative action to support the mainstreaming of tribal communities and for bringing them at par with the other social communities. Through these provisions the constitution also creates a separate institutional set-up and parallel budgetary arrangements (through a tribal sub-plan) for ensuring availability of adequate finances (in proportion to the tribal population) and dedicated cadres for implementing certain programs for tribal development and providing oversight/ monitoring of schemes and programs implemented by other departments.

The Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006

This Act recognizes and vests forest rights and occupation on forest land in forest dwellings to scheduled tribes and other traditional forest dwellers who have been residing in such forests for generations but whose rights could not be recorded. The Act provides for a framework for recording the forest rights so vested and the nature of evidence required for such recognition and vesting in respect of forest land.

The Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forests) Act, 2006 also known as the Forest Rights Act recognizes the 'rights' of the forest dwellers (mainly scheduled tribes) to access and use the forest and its resources by providing legal sanctity to those rights and also vests these forest dependent communities with the responsibility to sustainably use, conserve and manage these forest resources and contribute towards strengthening the conservation of these vital natural resources. . The Act recognizes the following rights of the ST and Other Traditional Forest Dwellers (OTFDs):

- i. Right to hold and live on the forest land under individual or collective occupation for habitation or for self-cultivation for livelihood by ST or OTFD member or members;
- ii. Community rights over forest resources
- iii. Right of ownership, access to collect, use, and dispose of minor forest produce which has been traditionally collected within or outside village boundaries;
- iv. Other community rights of uses or entitlements such as fish and other products of water bodies, grazing (both settled or transhumant) and traditional seasonal resource access of nomadic or pastoralist communities;
- v. Rights, including community tenures of habitat and habitation for primitive tribal groups agricultural communities;
- vi. Right of access to biodiversity and community right to intellectual property and traditional knowledge related to biodiversity and cultural diversity;
- vii. Any other traditional right customarily enjoyed by the forest dwelling Scheduled Tribes or other traditional forest dwellers

Forest Rights Act, 2006 (FRA) gives the right of ownership, access to collect; use and dispose of minor forest produce which has been traditionally collected within or outside village boundaries. The Act also recognizes the development rights of communities residing within the forests or on forest fringe by providing smooth, encumbrance free access to development facilities in their habitations.

The social impact screening checklist for the project will ensure that the project will not be implemented in areas where community forest rights claims have been filed but not settled.

The Scheduled Castes and Scheduled Tribes: (Prevention of Atrocities) Rules, 1995

This Act provides for specific provisions to prevent atrocities on the Scheduled Castes and the Scheduled Tribes and suggests State Governments to frame rules for the same. These include identification of areas where atrocity may take place or there is an apprehension of re-occurrence of an offence under the Act. The State Government is required to set up a "Scheduled Castes and the Scheduled Tribes Protection Cell" at the state headquarters headed by the Director of Police, Inspector-General of Police. This Cell is responsible for:

- conducting survey of the identified area;
- maintaining public order and tranquility in the identified area;
- recommending deployment of special police or establishment of special police post in the identified area; and
- Restoring the feeling of security amongst the members of the Scheduled Castes and the Scheduled Tribes.

The protective provisions safeguard tribal people from social injustices and all forms of exploitation, while the developmental provisions promote special care for the educational and economic interests of the weaker sections like the STs and SCs. Further, administrative provisions under the Fifth and Sixth Schedules give special powers to the state for the protection and governance of tribal areas and the reservation provisions ensure due representation in legislative bodies and government jobs.

Provision of Scheduled Areas under Fifth Schedule of Constitution

In order to protect the interests of the Scheduled tribes, the provision of "Fifth Schedule" is enshrined in the Constitution under article 244 (2) which identifies certain areas with predominant tribal population that require special protection and measures for conserving their population and culture and provides an administrative arrangement to implement development programs in those areas. The criteria for declaring any area as a "Scheduled Area" under the Fifth Schedule are:

- Preponderance of tribal population,
- Compactness and reasonable size of the area,
- Available administrative entity such as district, block or taluk, and
- Economic backwardness of the area as compared to neighboring areas.

Scheduled Areas have certain distinct provisions meant to protect and benefit tribal people in a State:

- The Governor of a State which has Scheduled Areas is empowered to make regulations in respect of
 - prohibit or restrict transfer of land from tribals;
 - regulate the business of money lending to the members of STs.
- In making any such regulation, the Governor may repeal or amend any Act of Parliament or of the Legislature of the State, which is applicable to the area in question.
- The Governor may by public notification direct that any Act of Parliament or Legislature of the State shall not apply to a Scheduled Area or any part thereof in the State or shall apply to such area subject to such expectations and modifications as may be specified.
- Tribes Advisory Council [TAC] shall be established in States having Scheduled Areas. The TAC may also be established in any State having Scheduled Tribes but not Scheduled Areas on the direction of the President of India.

Panchayat Extension to Scheduled Areas (PESA) Act

The Act was promulgated to protect the customs, rights and livelihoods of tribal communities through people-centric governance, planning & implementation, and control over resources. With the strength and support of PESA Act, 1996 the PRI bodies at the district and village level have been vested special functional powers and responsibilities to ensure effective participation of tribal people in their own development and to preserve and conserve their traditional rights over natural resources. The Act recognizes the customary institutions and practices of the indigenous communities and vests in the Gram Sabha (village assembly) the power to be consulted and sought consent for any development project proposed for the area, consultation before any land acquisition or resettlement, power to manage village markets, restrict operations of money lenders, own and manage minor forest produce and also prepare plans, at an appropriate level, for their development. A brief summary of powers given to PRIs under PESA Act is given below

Table 10.1: Powers given to Gram Sabha under PESA Act

Gram Sabha	Gram Panchayat	Block Panchayat	Zilla Parishad
▪ Listing of development projects for execution through GP.	▪ Enforcement of prohibition of regulation or restriction of the	▪ The powers of control and supervision of activities of	▪ Approval to obtain concession for raising minor minerals, lease

Gram Sabha	Gram Panchayat	Block Panchayat	Zilla Parishad
<ul style="list-style-type: none"> ▪ Identification and recommendation of beneficiaries under poverty alleviation programs. ▪ Any proposal/plan presented by the GP needs prior consultation and approval with the Gram Sabha. ▪ Prior approval for collection of taxes. Wherever necessary asking for information from GP. ▪ Intervene in conflict resolution through traditional and customary traditional methods if required. ▪ Gram Sabha has power to safeguard the cultural identity, community resources and dispute resolution per traditional customs and regulations. ▪ Control and supervision of functions and powers of GP. 	<ul style="list-style-type: none"> ▪ sale and consumption of any intoxicant. ▪ The ownership of Minor Forest Produce. Prevention of alienation of land and restoration of any unlawful land of a Scheduled Tribe. ▪ Control over the money lending to the Scheduled Tribe. 	<ul style="list-style-type: none"> ▪ various organizations and individuals and their office bearers engaged in social work ▪ Consulting the Gram Sabha wherever necessary. 	<ul style="list-style-type: none"> and licenses for mining activities or auctioning of minor mineral products. ▪ Prior approval of Zilla Parishad, for land acquisition or rehabilitation of affected people with or without consultation with the Gram Sabha. ▪ Planning and management of minor water bodies.

Applicability of ESS7

In ESS 7, the term “Indigenous Peoples/Sub- Saharan African Historically Underserved Traditional Local Communities” (or Scheduled Tribes) refer exclusively to a distinct social and cultural group possessing the following characteristics in varying degrees:

- f) Self-identification as members of a distinct indigenous social and cultural group and recognition of this identity by others; and
- g) Collective attachment to geographically distinct habitats, ancestral territories, or areas of seasonal use or occupation, as well as to the natural resources in these areas; and
- i) Customary cultural, economic, social, or political institutions that are distinct or separate from those of the mainstream society or culture; and
- j) A distinct language or dialect, often different from the official language or languages of the country or region in which they reside.

The project is likely to be take up in many states of which many have significant amount of tribal population such as Odisha, Chhattisgarh, Madhya Pradesh, Meghalaya, West Bengal, etc. Many of these same states also have areas that are declared as Schedule V and VI areas as defined by the Constitution. E.g. some of the dams that are taken up for funding at appraisal i.e. Mahi Bajaj Sagar and Som Kamla Amba dams in the state of Rajasthan are in Schedule V areas i.e. areas that have a preponderance of tribal population as declared by the constitution. In Indian context all such Schedule Area locations automatically make this standard relevant and require preparation of a TDP. In addition, tribal groups in other locations within the project area, need to be assessed whether such group (s) meet the aforementioned characteristics and if they meet, then too, project needs to fulfil the requirement of this ESS 7 i.e. needs to develop a TDP.

Potential Impacts on Tribal Communities

Positive Impacts: Even though some of the dams are located in Schedule V areas and also many others are likely to be having communities in the vicinity that may be characterized as Indigenous persons¹ The proposed structural rehabilitation works are being carried out on the existing dam structure and

¹ As per the characteristics outlined in ESS 7

within dam premises and not leading to any new infrastructure. The non-structural interventions such as early flood warning system and EAP, would be taken up in midst of tribal population groups. The tribal households will be indirectly and positively benefited by the dam safety interventions proposed for each sub-project Dam as these will help improve the overall safety of the dams. In addition, under Component 2 – Additional Revenue Generation, Tribal households may also benefit from the work/income generation opportunities relating to tourism works, water recreation activities, motor boats, fishing, solar power/floating solar etc.

Potential adverse impacts: Structural interventions under Component 3 of the project largely are rehabilitation works that are being carried out on the dam structure or within the dam premises and on land available with the dam authorities. In case of the 10 dams that are ready at appraisal, none of the proposed activities/interventions, involve acquisition of private land and/or private assets. These activities in no way cause restriction on access to land or use of resources by local communities and there is no economic displacement envisaged due to the sub-project. However, there are many dams that would be taken up under the project– locations of which and activities proposed therein, are not known at present and will be known only during project implementation. Besides, these dams too would have tourism, water recreation activities proposed and might result in adverse impacts on tribal households and in a few cases, possibly involve adverse impacts on land and natural resources, cause relocation, and/or have significant impacts on their cultural heritage, resulting in the obtain Free Prior and Informed Consent (FPIC). Non-structural interventions such as preparation and implementation of EAP and early flood warning systems will involve consultation with variety of stakeholders including tribal groups, living in the vicinity of the dam and would need to be consulted and informed in culturally appropriate approach – language, techniques that are familiar to them.

Tribal Development Framework: Purpose, Objectives and Principles

Given that all project's structural interventions are mostly rehabilitation in nature and these will be carried out either on dam structure or within dam premises, interventions leading to afore-mentioned impacts are likely to be few if any. However, such impacts cannot be fully ruled out as many of the dams shall have tourism, water recreation activities development etc. Therefore, three types of activities are likely to require participation and involvement of tribal groups, as given below:

- i. Major structural intervention e.g. Spillway impacting land and assets in the vicinity: likely in very few dams, if at all
- ii. Preparation and implementation of EAP in all dams and
- iii. Tourism, water recreation activities, if any

Hence a Tribal Development Framework has been developed that will guide the preparation of TDPs where necessary.

Given the potential for positive and negative impacts on tribal groups, the World Bank's Environment and Social Standard ESS7 on Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities is applicable. The main objective of the ESS 7 is to:

- ensure that the development process fosters full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of Tribal groups.
- avoid adverse impacts of projects on tribals or when avoidance is not possible, to minimize, mitigate and/or compensate for such impacts.
- promote sustainable development benefits and opportunities for tribals in a manner that is accessible, culturally appropriate and inclusive
- improve project design and promote local support by establishing and maintaining an ongoing relationship based on meaningful consultation with the affected by a project throughout the project's life cycle.
- obtain the Free, Prior, and Informed Consent (FPIC) of affected tribals households in the three circumstances described in this ESS.

- recognize, respect and preserve the culture, knowledge, and practices of tribal groups and to provide them with an opportunity to adapt to changing conditions in a manner and in a timeframe acceptable to them.

Hence, the TDF – based on ESS7 and all applicable national and state levels relating to tribals has been prepared to guide the preparation of Tribal Development Plans wherein either dams are located in Schedule V or VI areas or wherein tribal groups which meet the characteristics outlined in ESS 7 may be present in the project area. Specifically, the TDF shall:

- i. provide guidance and establish requirements for screening, consultations and preparation of TDPs.
- ii. provides guidance on avoiding or minimizing and/or mitigating any potential adverse impacts on tribal households and their livelihoods.
- iii. ensure that project benefits are accessible to the tribal communities living in the project area;
- iv. establish appropriate strategies for information sharing, communication and capacity building of tribal stakeholders at all stages of the project and proposes additional interventions/ investments that may be required to enhance project benefits and their outreach/ access to the tribal communities.
- v. ensure that the project obtains Free, Prior and Informed Consent (FPIC) with tribal people in the entire process of planning, implementation and monitoring of project;
- vi. ensure that a grievance mechanism is established as described in Stakeholder Engagement Framework for this project and that it is culturally appropriate and accessible to affected tribal groups and takes into account the availability of judicial recourse and customary dispute settlement mechanisms such tribal groups.

Framework for Meaningful Consultations, and Free, Prior and Informed Consent (FPIC), when necessary

ESS7 requires the IAs to obtain Free, Prior and Informed Consent (FPIC) for any project interventions that are likely to cause:

- a) adverse impacts on land and natural resources subject to traditional ownership or under customary use or occupation;
- b) cause physical relocation of tribal communities from their land and natural resources subject to traditional ownership or under customary use or occupation; or
- c) significant impacts on the cultural, spiritual, natural and or religious heritage of the tribal communities;

For this purpose, the SPMU/IA will undertake a participatory process led by the E&S Cell of the IA and will involve: Gram Panchayats; community groups (fishing community, Village Pradhans (Headman), and which will ensure the active inclusion of tribal communities, including their farmers and leaders and other disadvantaged groups. Tribal communities will be involved in the planning, implementation and monitoring process. Identification of these stakeholders will be undertaken in accordance with the Stakeholder Engagement Framework based on the type and nature of project intervention i.e. structural measure, tourism related or EAP related, etc.

A Stakeholder Engagement Framework (SEF) has been prepared with the objectives of i) systematic approach to stakeholder engagement and information disclosure; ii) maintenance of positive relationships with them; iii) monitoring of stakeholder interests and feedback. Dam site authorities will be supported by E&S specialists at the SPMU level to effectively engage with primary stakeholders throughout project implementation. The Stakeholder Engagement Plan (SEP) – to be prepared for each dam based on the SEF, will ensure that the tribal groups are able to engage with the project in socially and culturally meaningful way/language on queries, information disclosure, and grievances. Other project-related information will be shared with the primary stakeholders in locally understood languages where necessary. All ESS plans and documents will be disclosed locally. ESMF and all project interventions specific safeguard documents will be disclosed in country as well as on Bank's website in English and local language.

Table 10.2– Application of Tribal Development Framework to sub-projects

Stage	Actions for Social Assessment, Meaningful Consultations and Tribal Plan preparation and implementation in Tribal Area
Due Diligence stage (ESDD)	<ul style="list-style-type: none"> ▪ Screen for presence of tribal communities in project village (using screening checklist) <ul style="list-style-type: none"> ◆ Name(s) of IP community group(s) in the area; ◆ Total number of IP community groups in the area; ◆ Percentage of IP community population in the area compared with the total population; and ◆ Number and percentage of IP households to be affected by the sub-project ◆ List nature of potential activities relating to structural, non-structural and tourism/water recreation related interventions likely to be undertaken in presence and/or tribal groups ▪ List the nature of tribal groups present or likely to be affected by the interventions ▪ Conclude on the need for: <ul style="list-style-type: none"> ◆ a Tribal Development Plan and its likely content depending on whether it is only for: <ul style="list-style-type: none"> • non-structural measures such as EAP, EWS • involves structural measures, • involves tourism ◆ for obtaining FPIC (indicate type of impact i.e. on land, requiring relocation, cultural heritage) <p>The scope and scale of consultation, as well as subsequent planning/documentation and TDP preparation processes, will be proportionate to the scope and scale of potential project risks and impacts as they may affect such tribal groups</p>
Preparation stage	<ul style="list-style-type: none"> ▪ Identify stakeholder – tribal groups, areas and households ▪ Engage Social experts to support the PMU with relevant knowledge of the area Capacity building of SDS and other dam personnel on TDF; ▪ Develop culturally appropriate IEC materials for dissemination in the project areas with ST population ▪ Orient tribal communities on project objectives, interventions and implementation processes through use of culturally appropriate IEC materials; ▪ Disclose of interventions and approach under TDF ▪ Mobilise tribal households for proposed interventions ▪ Prepare of socio-economic baseline of the tribal groups including profiling of tribal communities in GPs; ▪ Hold regular, periodic consultations with affected and benefitted tribal communities during planning by involving: <ul style="list-style-type: none"> ◆ representative bodies and organizations (e.g., councils of elders or village councils, or Heads/Sarpanch) other community members; ◆ Provide sufficient time for decision-making processes; and ◆ allow for effective participation in the design of project activities or mitigation measures that could potentially affect them either positively or negatively. ▪ Identify existing Grievance resolution mechanisms and processes respected and used by the locals ▪ Identify schemes that promote social and economic empowerment of tribal communities with which project activities can be converged ▪ Hold consultations with other departments and facilitate convergence through support from the project.

Stage	Actions for Social Assessment, Meaningful Consultations and Tribal Plan preparation and implementation in Tribal Area
Preparation of TDP (within ESMP or a stand-alone document)	<p>Depending on the presence of tribal people and their socioeconomic vulnerability and cultural distinctiveness the, prepare dam specific TDPs as per outline presented below</p> <ul style="list-style-type: none"> ▪ A summary of Targeted Social Assessment, including the applicable legal and institutional framework; ▪ baseline socioeconomics data that profiles occupations, land-holdings, household incomes, existing customary usufruct rights over forest resources, participation in project operations as well as community institutions to assess impact ▪ A summary of the results of the meaningful consultation; and FPIC where necessary ▪ formal, written community endorsement/signoff of the subproject/activity (locations, design etc.) by elected representatives and customary tribal leaders; PESA resolution, etc. where necessary (As is required under the legislations governing Schedule areas) ▪ Specific Measures to avoid, minimize, mitigate, or compensate for any potential adverse impacts identified. ▪ Specific Measures for ensuring culturally appropriate social and economic benefits for tribal communities; e.g. preference in provision of benefits from tourism development, water recreation activities, ▪ Details of cost estimates, financing plan, schedule, and implementation arrangements; ▪ Accessible and culturally appropriate grievance redressal procedures ▪ Project Monitoring and Evaluation arrangements including monitoring indicators and evaluation parameters ▪ Disclosure arrangements
Implementation	<ul style="list-style-type: none"> ▪ Continue holding consultations as per TDP and SEP using IEC materials developed ▪ Administer and monitor mitigation measures stated in the TDP. Key monitoring indicators would be <ul style="list-style-type: none"> ◆ Coverage of tribal households in different activities implemented under the project ◆ Benefits rendered to and accessed by the tribal households ◆ Number of tribal families selected under capacity building activities ◆ Number of tribal family members having engaged in civil work, tourism, EAP ▪ Liasise with other relevant departments involved in convergence ▪ Progress Reporting including reporting on functioning of grievance redressal

Implementation Arrangements of TDP

The TDP implementation responsibility will be in sync with the overall implementation strategy of the project, with the Social Specialist at the IA being responsible for its implementation under the overall guidance provided by the Head of the IA, Project Director. The Social Specialists will also be responsible for coordinating with other line departments, provide requisite support from the state level to the External Consultant-TDF for organizing community consultations, data collection and provide oversight on the process of preparation and quality of the TDF. The role and responsibilities of the Social Specialists are as follows:

1. Support the implementing entities in preparation and finalization of tribal plans for their greater inclusion.
2. Over all planning, designing, guiding, implementing and coordinating institutional development and capacity building strategies proposed for tribals and institutions existing in scheduled areas.
3. Identify resource agencies, partners for the project for capacity building;
4. Identifying stakeholders and ensuring their participation;
5. Monitoring implementation of the framework by different implementing entities as per TDF;
6. Designing the community manual and guidelines for the support organization and developing training modules / manuals / IEC materials;
7. Monitoring the activities of the unit;
8. Ensuring timely implementation of capacity building measures, taking in to account specific needs of the tribals.

The Social Specialists will be the responsible person to guide the overall process related to tribal inclusion and their greater participation in the development process. She/he will monitor the processes followed in execution of the planned activities and realization of the tribal inclusion parameters. In addition, an external consultant will be hired for preparation of the tribal development plans

Implementation Costs and budget: Implementation of the TDP would need to factor in the following:

Item	Unit	Rate	No.	Amount
Additional resource persons (Tribal experts, etc.)				
Conducting FPICs (vehicle, fuel, photography, videography)				
Training				
Budget for any identified special community needs				

Annexure 11: Guidance Framework for Cultural Heritage Protection Plan (ESS 8)

A. Background

India is rich in its cultural heritage. People are very attached to its traditions, custom, and physical community resources. India has notified many archeologically important buildings as well. Dam improvement may have interface with cultural heritage of the area and needs to plan for heritage protection during project implementation.

ESS8 recognises that cultural heritage provides continuity in tangible and intangible forms between the past, present, and future. This ESS defines the following objectives for the same:

1. To protect cultural heritage from the adverse impacts of project activities and support its preservation
2. To address cultural heritage as an integral aspects of sustainable development
3. To promote meaningful consultation with stakeholders regarding cultural heritage
4. To promote equitable sharing of benefits from the use of cultural heritage

Though Dam rehabilitation work is unlikely to have interface with cultural heritage of the area, however considering its importance this framework is defined:

B. Scope of Cultural Heritage Protection Plan (CHPP):

CHPP shall meet the following aspects:

1. Identify the presence of Archaeological protected monuments, present in dam or close vicinity of the dam
2. Identify applicable legislative restriction and comply with them.
3. Identify physical, cultural or any religious heritage of importance to communities in the area close to or in the vicinity of dam and is/ are likely to have impact
4. Define procedure for minimising the impact if any on cultural heritage of the areas.
5. To define procedure for dealing with chance find

C. CHPP Preparation and Approval

CHPP shall be prepared prior to start of construction, conforming to all requirements listed at section ‘D’ below. It shall be prepared by Contractor in consultation with SPMU, finalised and approved by SPMU. The finalised version of CHPP shall also be shared with CWC and Bank.

D. Content of Site Specific CHPP

i. Identification of cultural resources and likely impact from the project

Identify all agroecologically protect monument and physical cultural resources of the community. List the risk and impact on these resources. Plan for prior legislative permit if applicable. Also identify the likely impacts on these heritage due to the project activities

ii. Undertake community consultation and other stake holders so that Community consultation and protection measure planning

Undertake consultation with community for evolving sustainable protection measures.

iii. Identification and Protection of Chance Find:

Any chance find of historical or archeological importance shall be informed to authority concern it shall be preserved under secure conditions.

iv. Reporting

Contractor will share the CHPP monitoring reports with SPMU on regular basis. SPMU in turn will share quarterly reports of progress of work including such plans to CWC, which in turn, will share consolidated compliance report in line with ESMP and ESCP to the World Bank.

v. Responsibility

Prime responsibility of developing and implementation of OHSMP shall be of the contractor. However, SPMU will ensure its preparation and implementation in consultation with the Contractor. The contractor shall also ensure deployment of trained OHS officer to work site. All applicable legislation shall also be identified and compiled by contractor.

Annexure 12: Indicative Table of Contents for Various Assessments and Plan Reports

12.1: Guiding Framework for Construction Debris and Solid Waste Management Plan

A. Background

Dam rehabilitation activities may generate various type of waste depending on nature of rehabilitation work involved such as debris and construction waste, empty paints containers, waste lubricants, electrical waste, and municipal waste from labour camps. Some of these wastes are bio-degradable, some are reusable/saleable and some are non-biodegradable and non-reusable. Many of these wastes attract provision of law for its disposal and require controlled handling and disposal. Construction Debris and Solid Waste Management Plan (CSWMP) is aimed to fulfil the requirement of safe handling and controlled disposal of these wastes.

B. Scope

CSWMP shall meet the following aspects

1. Identification of all the waste generation with likely quantity and source
2. Defining applicable provisions applicable laws. Some of the applicable legislations are: Construction and Demolition Waste Management Rules 2016 Solid Waste Management Rules 2016 amended 2019 and Hazardous Waste (Management and Transboundary movement) Rules 2000
3. Define transportation, storage and disposal measures for all category of waste with provision of reuse where feasible.

C. CSWMP Preparation and Approval

CSWMP shall be prepared prior to start of construction, conforming to all requirements listed at section ‘D’ below. It shall be prepared by contractor and finalised and approved by SPMU . The finalised version of CSWMP shall also be shared with CWC and Bank.

D. Content of CSWMP

i. Identification of waste with Quantity and source

CSWMP will document all potential waste generation with likely quantity and characteristics. It will also define location for storage of waste and its disposal methodologies. It will also define caution for its transportation and safe disposal. Example: (a) The construction and demolition waste can be reused for constructional related filling purposes. (b) Similarly, biodegradable municipal solid waste can be converted into compost using small portable composters (c) Saleable waste (paper, packaging material) can be sold off, (d) The waste oil can be given to oil recyclers .

ii. Handling guidelines for various wastes

The handling methodologies for some of the waste shall be documented under CSWMP. Methodology may consider the following waste specific guidelines as well:

Excavated Soil: Topsoil needs to be preserved wherever soil is to be excavated. Top soil shall be considered up to the depth of 15 cm which shall be stripped and stored separately under covered sheds. This soil shall be used for plantation or land scaping purposes. Lower layers of excavated soil shall be re-used within the site for filling purpose, or other construction activities. If any extra soil is left , then that should be disposed of to the approved debris disposal site.

Construction: Construction waste will comprise of broken bricks, dry cement, discarded timber, metal piece, cement bag, dry asphalt/bitumen, glass, paint/varnishes box, electrical waste, instrumentation waste, waste oil etc. These wastes should be segregated into recyclable and non-recyclable waste. Recyclable waste shall be stored in the covered area and shall be sold to authorized vendors regularly. Non-recyclable waste shall be disposed at approved debris site in covered vehicles or reuse for land filling purposes. These waste must comply with the construction and demolition waste management Rules 2016 requirement for its disposal. Waste oil shall be sent for reuse through waste oil recyclers.

Solid Waste (Municipal and other Waste): Municipal waste will be generated from labour camp. Dustbins for recyclable and non-recyclable waste shall be provided in labour camp area. Recyclable waste shall be sold to authorized vendors. Biodegradable waste shall preferably be composted in portable mechanical waste composters. Concept of reduce, re-use and recycle shall be followed at site. The non-recyclable, nonsalable and nonbiodegradable wastes shall preferably be disposed at a marked site at project area itself where this waste should be buried underground. Provision of liner shall also be made at this burial site.

Guidelines for selection of Disposal Site: The disposal site shall be selected such that it conforms to the following criteria:

- Disposal sites are located at least 500 m away from sensitive locations like settlements, water body, notified forest areas, conservation areas.
- Disposal sites shall not contaminate any water sources so the site should be located away from water body and disposal site should be lined properly to prevent infiltration of water.
- Public perception about the location of debris disposal site has to be obtained before finalizing the location.
- SPMU shall approved the plan for the disposal site.

Suggested Precaution for safe disposal of waste: The following caution can be followed for safe disposal of waste at disposal site

- During the site clearance and disposal of debris, the Contractor will take full care to ensure that public or private properties are not affected, there is no dwellings around the dumpsite and that the traffic is not interrupted.
- The Contractor will dispose debris only to the identified places .
- In the event of any spoil or debris from the sites being deposited on any adjacent land, the Contractor will immediately remove all such spoil debris and restore the affected area to its original state .
- Contractor will adopt dust suppression methods while transporting the waste.
- Materials having the potential to produce dust will not be loaded to a level higher than the side and tail boards and will be covered with a tarpaulin in good condition.

- Any diversion required for traffic during disposal of debris shall be provided with traffic control signals and barriers after the discussion with local people.
- During the debris disposal, Contractor will take care of surrounding features and avoid any damage to it. The debris should not be disposed along the bridges & culverts and near the water bodies.
- While disposing debris / waste material, the Contractor will take into account the wind direction and location of settlements to ensure against any dust problems.
- Contractor should display the board at disposal site stating the name of project, usage of the site and type of debris being disposed.
- Material should be disposed through covered vehicles only
- No contaminated/hazardous/e-waste shall be disposed at the debris disposal site
- The dump sites once filled shall have to be suitably rehabilitated by planting local species of shrubs and other plants. Local species of trees has also to be planted so that the landscape is coherent and is in harmony with its various components.

iii. Record Keeping & Reporting

CSWMP shall have provision of monitoring and keeping record of disposal site in terms of its area, capacity and type & quantity of material disposed daily.

Contractor will share the CSWMP monitoring reports with SPMU, CWC and Bank on quarterly basis. Any deviation or receipt of complain from community regarding waste disposal, shall also be documented and reported in quarterly report. Corrective and preventive action compliance shall also be reported in next quarterly monitoring report.

iv. Penalties

CSWMP shall have provision of stringent action & penalties which shall be imposed on contractor/sub-contractor for dumping of materials in locations other than the pre-identified locations. Grievance Redressal Mechanism should be in place for taking note on such complaints.

i. Responsibility

Prime responsibility of developing and implementation of CSWMP shall be of the Contractor. However, SPMU will ensure that plan is implemented in letter and spirit. All applicable legislation shall also be identified and compiled by contractor.

12.2: Indicative Outline of ESIA

- a) Executive Summary
 - Introduction
 - Project Description
 - Baseline Environment
 - Anticipated Environmental Impacts and Mitigation Measures
 - Alternatives
 - Public Consultation and Information disclosure
 - Consultation to Date
 - Disclosure of documents
 - Environmental Management Plan
 - Conclusion and Recommendations
- b) Introduction
 - Background/Overview
 - Purpose of the document/ESIA
- c) Legal and Institutional Framework
 - Government Policy
 - World Bank ESF
 - International Treaties
 - Policies Applicable to the Project
- d) Project Description
 - Location
 - Key Project Components
 - Description of Sub project
 - Project Design
 - Volume of Civil Works
 - Quarries and Borrow Sites
 - Construction Camps
 - Construction Process
 - Project Costs
 - Implementation Schedule
- e) Baseline Data
 - Physical Resources
 - Climate
 - Topography and Landscape
 - Geomorphology
 - Geodynamics process along the project
 - Geological hazards of the project area
 - Hydrology
 - Hydrogeology
 - Ecological Resources
 - Flora
 - Fauna
 - Protected Areas
 - Bird migration
 - Environment Quality
 - Social Economic and Cultural Resources
- f) Environmental and Social Risks and Impacts
 - Approach to Screening of Environmental Impacts
 - Preconstruction

- Construction
 - Operation
- Spill Contingency Plan
- Safety Measures
- Preliminary assessment of climate change impact
- Induced cumulative impacts
- g) Mitigation Measures: Impact Specific ECoPs
- h) Analysis of alternatives
- Overview
- Without Project Alternatives
- Alternative Analysis in Feasibility Study
- Alternative Analysis during Detailed Design
- Improvement of Project Route of Feasibility Study Stage
 - Study of Alternative Alignment
- Selection of Design and Construction Standard
- i) Grievance Redress Mechanism
- j) Information on Disclosure
- k) Environmental and Social Management Plan
- a. Objective of ESMP
 - b. Methodology for ESMP preparation
 - c. Environmental and social risk and impacts
 - d. Mitigation Measures
 - e. Monitoring timing and performance indicator
 - f. Capacity Building and Training
 - g. Implementation Schedules and cost estimates
 - h. Integration of ESMP with Project
 - i. Emergency Response Plans
 - j. Pollution Prevention and resource Conservation Plan
 - k. Biodiversity conservation and sustainable management plan
 - l. Community health and safety management plan
 - m. Reporting responsibility
 - n. Cost and Estimate
 - o. Special Clause for the BoQ/Bid Document
- l) Measures and Actions for the Environmental and Social Commitment Plan (ESCP)
- m) Key Appendices

12.3: Outline of a Resettlement Action Plan

Resettlement Action Plan will be prepared if involuntary resettlement impacts are found in the ESDD study. The RAP will include the census of PAPs, and their entitlements to restore losses, institutional mechanisms and schedules, budgets, assessment of feasible income restoration mechanisms, grievance redress mechanisms, and participatory results monitoring mechanisms. The RAP should be broadly structured in the following manner:

- (i) General description of the project,
- (ii) Scope of Land Acquisition and Resettlement
- (iii) Socio-economic Information
- (iv) Objectives, Policy Framework, and Entitlements
- (v) Gender Impact and Mitigative Measures
- (vi) Information Dissemination, Consultation, Participatory Approaches, and Disclosure Requirements
- (vii) Grievance Redress Mechanisms
- (viii) Relocation of Housing and Settlements
- (ix) Compensation, Relocation, and Income Restoration
- (x) Institutional Framework
- (xi) Resettlement Budget and Financing
- (xii) Implementation Schedule
- (xiii) Monitoring and Reporting
- (xiv) Arrangements for adaptive management

12.4: Outline of Tribal Development Plan (TDP)/ Indigenous Peoples Development Plan (IPDP)

TDP shall be prepared as guided by TDF.

1. Summary of the Targeted Social Assessment, including the applicable legal and institutional framework and baseline data;
2. A summary of the results of the meaningful consultation tailored to Indigenous Peoples/Tribals and if the project involves the three circumstances¹, then the outcome of the process of FPIC carried out with the affected Indigenous Peoples/Tribals during project preparation;
3. A framework for meaningful consultation tailored to Indigenous Peoples/Tribals during project implementation;
4. Measures for ensuring Indigenous Peoples/Tribals receive social and economic benefits that are culturally appropriate and gender sensitive and steps for implementing them;
5. Measures to avoid, minimize, mitigate, or compensate Indigenous Peoples/Tribals for any potential adverse impacts that were identified in the social assessment, and steps for implementing them;
6. The cost estimates, financing plan, schedule, and roles and responsibilities or implementing the Indigenous Peoples/Tribals Plan;
7. Accessible procedures appropriate to the project to address grievances by the affected Indigenous Peoples/Tribals arising from project implementation; and
8. Mechanisms and benchmarks appropriate to the project for monitoring, evaluating, and reporting

¹ Refer to ESS 7 for details

on the implementation of the Indigenous Peoples/Tribals Plan, including ways to consider input from project-affected Indigenous Peoples/Tribals in such mechanisms

12.5: Outline of Stakeholder Engagement Plan

SEP shall be guided by Project SEF

1. Project Description
2. Nature of the proposed project interventions
 - a. Structural interventions
 - b. Non-structural interventions
 - c. Revenue generation (Tourism, Water recreation, floating solar)
3. Purpose of the Stakeholder Engagement Plan
4. Applicable legal and regulatory framework and World Bank ESF
5. Brief Summary of previous stakeholder Engagement activities
6. Stakeholder identification in X dam
7. Stakeholder Engagement and Project cycle
8. Timelines for Information disclosure and Feedback
9. Future phases of project
10. Implementation arrangements
11. Grievance redressal mechanism
12. Budget for implementation
13. Monitoring and Reporting (including Annual reporting back)
14. Training

12.6: Outline of Labor Management Procedure

1. Background
2. Summary of proposed interventions
3. Overview of Labor use in the project
4. Assessment of key potential labor risks
5. Brief overview of labor legislation – Terms and conditions
6. Brief overview of labor legislation – Occupational Health and Safety
7. Responsible Staff
8. Policies and Procedures
9. Occupational health and Safety
10. Age of Employment
11. Terms and Conditions
12. Grievance Mechanisms
13. Contractor Management
14. Community Workers
15. Primary Supply Workers

12.7: Outline of a Biodiversity Conservation plan

The biodiversity conservation plan should meet following stated objectives:

4. Document of Status of biodiversity in and around the dam supported by facts, figures and pictures, maps
5. Availability of analysis of legal status of protected /conservation areas and compliance requirements

6. Availability of information on likely interface of sub project activities and need of protection of flora and fauna
7. Detailing of measures for protection and conservation of bio- diversity of the area

The broad Table of content of Biodiversity plan to be developed by contractor for achieving above stated objectives can be on the following lines

8. Introduction
9. Sub Project Description with specific detailing of duration of construction, labour forced to be employed, need of labour camp and likely location and its distance from conservation/protected areas
10. Description of biodiversity of dam area and protected/conversation areas. Details of Rare, endangered and threatened species. Population and movement route of schedule I species.
11. Details of sub activities which likely to interface with flora/fauna such as generation of high noise, transportation of raw material
12. Legal status of biodiversity areas and compliance requirements
13. Measures for bio security, and its enhancement for preconstruction, construction and post construction stage.
14. General guidelines for workers for prevention of pouching and protection areas as a whole,
15. Compliance reporting

Annexure 13: Suggestive ToR for the position of Social Development Specialist in CPMU/SPMU

A. Project Description:

DRIP-2 will focus on: (a) upgrading and modernizing dam operation and maintenance, with accompanying institutional reforms and strengthening of regulatory measures for safe and financially sustainable dam operations; and (b) physical and technical dam rehabilitation and improvement. The project will have four components: (i) strengthening the capacities and institutional framework for dam safety; (ii) risk-informed asset management and sustainable financing; (iii) reducing the likelihood and consequences of dam failures by improving dam safety through structural and non-structural measures including rehabilitation of dam structures and appurtenances; (iv) project monitoring and management. The proposed interventions will initially be implemented in the States of Manipur, Rajasthan, Chhattisgarh, Gujarat, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Meghalaya, Orissa, and Tamil Nadu, and at the national level through the Central Water Commission and BBMB. Other States/agencies may be added during project implementation. The expected number of dams by implementing agency is summarized below.¹ It is possible that during project implementation a few dams will be substituted by dams that are found to be of higher priority for rehabilitation and improvement.

B. Scope of work

The project envisages varied social issues and impacts across the many dams that are proposed to be taken up. As such project's infrastructure interventions would trigger Bank Environment and Social Framework (policy and standards), therefore these need to be factored into the preparation of necessary mitigation instruments (action plans and frameworks), besides ensuring compliance to existing and relevant national and state legislations. In this regard, PMU needs to hire an experienced Social Development Specialist in its unit to effectively coordinate necessary studies as part of project preparation and implementation. Specific tasks by preparation and implementation/monitoring stages are as follows:

Preparation stage

1. Overall responsibility for overseeing the preparation of key plan documents including: Land Acquisition Plan, Social Impact Assessment (SIA), Resettlement Policy Framework, Resettlement Action Plan(s), Tribal Development Plan (if required), Stakeholder Engagement Plan, Labor Management Procedure and Gender Based Violence Risk Mitigation Plan and Labor Influx Management Plan by coordinating with ESIA consultant agency, DPR consultant, Revenue Department. In this respect, s/he will liaise with and facilitate interaction with necessary institutional stakeholders, communities, organizing of community level consultations, facilitating data collection for socio-economic surveys and impact assessments,
2. Manage Consultants responsible for the preparation of the afore-mentioned plan documents.
3. Review draft outputs of the contracted agencies for conducting ESIA, provide timely feedback, observations and comments
4. Facilitate preparation computerized data base related to the Land acquisition, resettlement impacts.
5. Ensure integration of ESIA/ESMP findings related to social aspects in investment plans, engineering designs and bidding documents
6. Co-ordinate with State Revenue Departments and concerned SEs/EEs for land acquisition
7. Ensure time bound preparation of Action Plans for the Land Acquisition Units.

¹ Note that some of the dams (e.g., in Kerala) are in fact dam complexes with more than one dam structure. For the purposes of DRIP-2, these are considered as one dam.

8. Liaise with counterpart (Social Development Specialist) at the World Bank to obtain comments and feedback on these draft outputs towards finalization and approval of the reports (Social Impact Assessment (SIA), Resettlement Policy Framework, Resettlement Action Plan(s), Tribal Development Plan (if required), Stakeholder Engagement Plan, Labor Management Procedure and Gender Based Violence Risk Mitigation Plan and Labor Influx Management Plan)
9. Assist and guide IAs for information dissemination, stakeholder consultations, and proper disclosure of documents and ensure disclosure of these outputs including translation of the executive summaries into local language of the prepared mitigation instruments.
10. Facilitate establishment of Grievance redressal committees
11. Undertaken any other activities as may be assigned for the efficient and smooth execution of the project in accordance with the Environment and Social Commitment Plan of the project.

Implementation/Monitoring stage

1. Support the IA in implementation of the above mitigation plans (Social Impact Assessment (SIA), Resettlement Policy Framework, Resettlement Action Plan(s), Tribal Development Plan (if required), Stakeholder Engagement Plan, Labor Management Procedure and Gender Based Violence Risk Mitigation Plan and Labor Influx Management Plan).
2. Maintain and continuously update the computerized data base related to the delivery of Resettlement Entitlements and generation of periodical progress reports.
3. During implementation, s/he will also be responsible for internal monitoring of the implementation of mitigation plans, besides facilitating and contributing to the periodic external impact evaluation studies that would be undertaken at specified intervals during implementation stage of the project
4. Contribute to the continued implementation of the citizen engagement and feedback system during implementation stage.
5. Support IAs in responding to queries from stakeholders.
6. Undertake other tasks as required for satisfactory completion of the above-mentioned tasks
7. Work with contractors (and other consultants), and others as applicable to organize and facilitate consultations and workshops with stakeholders.
8. Coordinate the meetings of various committees established for the implementation of Resettlement Action plans.
9. Ensure compliance to all labor laws such as prohibition of child labour, HIV/AIDS and gender issues by conducting necessary training/orientation programs
10. Prepare Annual Action plan for implementation of these plans including stakeholder engagement
11. Undertake periodic field visits as appropriate to review the progress at ground level.
12. Track, document, and ensure follow up to stakeholders on all grievances and provide reporting data for progress reports.
13. Undertake capacity building activities for PIU personnel on provisions and actions listed in the safeguard documents and process to be adopted
14. Prepare monthly or quarterly status reports for CWC and the World Bank on social management aspects (grievance management, implementation progress on management plans, etc.) based on site visits, inputs from contractors and construction supervision consultants.
15. Any other duties as may be assigned for the efficient and smooth execution of the project by IA

C. Qualifications

Masters/ Post Graduate degree in Social Sciences relevant discipline e.g. Social work / Sociology / Anthropology.

D. Experience

Candidate must have /possess

1. Minimum seven to ten years' experience in the area of social impact assessment, including facilitating land acquisition processes, undertaking stakeholder consultation, conducting/facilitating socio-economic surveys, undertaking social impact assessments and preparation of Resettlement Action Plans, Indigenous Peoples Development Plans in accordance with World Bank's ESF. S/he should have worked on at least three (3) infrastructure projects preferably of similar nature, of which at least one should have been funded by multilateral agencies.
2. Knowledge of legal/regulatory requirements of GoI on land acquisition, resettlement and rehabilitation and existing government welfare/rehabilitation schemes.
3. Experience of working as Social Development Expert/Officer for major Infrastructure projects.
4. Familiarity with the working with Donor (World Bank, ADB, etc.) funded projects and other donor development agencies;
5. Proficiency in use of Computers to manage data base and generation of reports, with overall good communication skills (in English, Hindi)
6. Prior experience of implementation and monitoring of such safeguard activities would be considered as an added advantage.
7. The applicant must be physically fit for extensive touring with age of less than 55 years.

E. Duration of Assignment

The duration shall be for minimum period of 1 year, to be reviewed and renewed based on performance and work requirement. The consultant shall be based full time at the X project office in X and must be willing to travel extensively to different project sites.

F. Travel Requirements

The Social Specialist will be required to undertake field-visits and tours as per the project requirements.

G. Reporting and Performance Review

The Social Specialist will report to the Project Director of CWC. The work and performance of the Environmental Specialist shall be reviewed by the project director on a periodic basis.

H. Facilities to be Provided by the Client

- i. The client will provide office accommodation in the PIU office at X
- ii. The Client will provide pooled vehicle for field visits outside X only.
- iii. The Social Expert shall be paid TA & DA for field visits as per the applicable relevant X Govt. Rules.

Annexure 14: Suggestive ToR for the position of Environmental Specialist in CPMU/ SPMU

A. Project Description

DRIP-2 will focus on: (a) upgrading and modernizing dam operation and maintenance, with accompanying institutional reforms and strengthening of regulatory measures for safe and financially sustainable dam operations; and (b) physical and technical dam rehabilitation and improvement. The project will have four components: (i) strengthening the capacities and institutional framework for dam safety; (ii) risk-informed asset management and sustainable financing; (iii) reducing the likelihood and consequences of dam failures by improving dam safety through structural and non-structural measures including rehabilitation of dam structures and appurtenances; (iv) project monitoring and management. The proposed interventions will initially be implemented in the States of Manipur, Rajasthan, Chhattisgarh, Gujarat, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Meghalaya, Orissa, and Tamil Nadu, and at the national level through the Central Water Commission and BBMB. Other States/agencies may be added during project implementation. The expected number of dams by implementing agency is summarized below.¹ It is possible that during project implementation a few dams will be substituted by dams that are found to be of higher priority for rehabilitation and improvement.

B. Scope of Work

The project envisages upgradation and maintenance of dams and some of which may lead to adverse environmental impacts and risks on environmental sensitive receptors, communities close to dams, slope stability, habitat, forest etc. during pre-construction and construction stages, requiring impact assessment studies and also multi-stakeholder consultations. As such project is prepared as per the World Bank's new ESF Policy and infrastructure interventions would trigger Environmental and Social Standards in the policy, therefore these need to be factored into the preparation of necessary mitigation instruments (action plans and frameworks), besides ensuring compliance to existing and relevant national and state legislations. In this regard, PMU needs to hire an experienced Environmental Specialist in its unit to effectively coordinate necessary studies as part of project preparation and implementation. Specific tasks by preparation and implementation/monitoring stages are as follows:

- (i) Assist Central Water commission (CWC) in Environment Studies, ESDDs, ESIA and ESMP for all dam sub projects in reviewing the preparation and its successful execution at the respective states levels in line with Environmental and Social Management Framework (ESMF)of the Project.
- (ii) Familiarize self with World Bank's new ESF policy and advise on CWC actions to meet with ES standard during project implementation. In addition, will monitor and advise on actions for project to comply with Environmental and Social Commitment Plan, part of loan agreement.
- (iii) Understand scopes of ESIA and management in consultancies procured or being procured for project planning and implementation under the project and ensure timely and quality deliverable.
- (iv) Preparation or support to modify ToR and Bidding/contractual documents for Hiring of Consultant firms for EIA, EMP, Biodiversity assessment, and any studies, if required
- (v) Facilitate co-ordination with DPR technical design and ESIA team as well as other relevant governmental officials/departments.
- (vi) Provide all necessary support and facilitation on behalf of CWC to ESIA consultants and to

¹ Note that some of the dams (e.g., in Kerala) are in fact dam complexes with more than one dam structure. For the purposes of DRIP-2, these are considered as one dam.

- investment planning and design teams on environment related aspects during site assessments, stakeholder consultations, field surveys, maintenance, consultation etc.
- (vii) Will help states to co-ordinate with Revenue, PWD and Forest authorities in preparing and processing the forest diversion aspects, monitor and submit quarterly progress reports.
 - (viii) Undertake critical review of DPR reports and provide design inputs in agreement with CWC official for avoiding/minimizing/mitigating project's design induced environmental risk and impact
 - (ix) Review all draft and final deliverable submitted by the ESIA team and provide detailed comments. Provide overall evaluation, oversight and co-ordination during preparation of Environmental Screening/Scoping, ESIA, EMP reports including various other reports, formats, checklists and guidelines.
 - (x) Ensure integration of ESIA/ESMP findings in investment plans, engineering designs and bidding documents
 - (xi) Facilitate environmental, MoEFCC, GoI, CPCB/ SPCB, and forest related regulatory clearances as required
 - (xii) Assist in assessment of impacts to physical, biological, cultural and social environment, and identification of effective mitigation and management measures, as required
 - (xiii) Look for opportunities and propose / plan proactive measures to enhance sustainability of the project activities, as applicable
 - (xiv) Compilation of pollution monitoring data, reports preparation and co-ordination with the monitoring agencies.
 - (xv) Prepare plan for stakeholder engagement and communication with affected communities, relevant government agencies, and other stakeholders about the project
 - (xvi) Assist and guide CWC for information dissemination, stakeholder consultations, and proper disclosure of documents
 - (xvii) Capacity building activities for CWC and participating DRIP- 2 states / implementing agencies (IA), including general training of CWC/State WRD/ other IAs officers and Contractors on environmental aspects of dam construction, management and on-site (including preparation of training material); intensive training to selected/designated field Officials of the State Government and Environmental Officers of the Contractors
 - (xviii) Preparation of checklists/guidelines for sustainability of practices/ long term usage by CWC/ State WRD/ IAs
 - (xix) Supervision and monitoring to ensure compliance of environmental aspects with particular reference to preparation of status/monthly/quarterly reports for CWC and the World Bank on environmental aspects (such as regulatory clearances and reporting, tree cutting / forest clearance, EMP implementation, afforestation programme etc.); preparation of compliance reports for the Environment and Forests of State Governments/ Ministry of Environment and Forests (Govt. of India) (as required); preparation of compliance/completion reports of each phase; and review and follow up on reports submitted by the Contractors and/or Supervision Consultants.
 - (xx) Co-ordination with other departments and agencies with particular reference to preparation (as needed with regard to project scope) of applications and follow-up on Environmental Clearances; SPCB NOC; forestry clearances, tree cutting permissions, NOC for construction activities near area of physical cultural resources, associated facilities, wild life sanctuary, demarcated/non-demarcated forest etc.
 - (xxi) Any other duties as may be assigned for the efficient and smooth execution of the project by CWC
 - (xxii) The consultant shall be based full time at the CWC project office, with frequent field travel to

different state project sites to monitor and evaluate implementation of ESMP measures are as per planned schedule and in agreement ESCP and also to take corrective measures within limit of project agreement.

C. Qualifications:

The candidate with Bachelor of Civil Engineering/ Environmental Engineering with Master's Degree in Environmental Science/Engineering or Equivalent from a recognized University.

D. Experience:

- (1) Minimum 10 years in the area of conducting ESIA, environment modelling & preparing Environmental Social Management plans for infrastructure projects including dams project.
- (2) Essentially, preference will be given to candidate having experience of design review, integrating environmental requirements in design, preparing BOQ and budget for EMP, implementation of EMP in at least 2 externally aided/FIDIC based major highway projects in hilly and biodiversity rich area.
- (3) He should have adequate experience in implementing EMPs and organizing training to Contractor's and Employer's staff. Experience in advisory position on procedures involved in obtaining Environmental & Forest clearances for project roads passing through protected forest, reserve forests, national parks or sanctuaries, etc is preferred.
- (4) Field experience in assessing project site issues, vulnerabilities/risks, as well as supervising/inspecting/monitoring projects during implementation to mitigate and monitor environmental impacts.
- (5) Strong understanding and past experience of implementing World Bank Environmental Safeguard policies and ESHS guidelines. Candidate's familiarity with objectives and requirements of Bank's new Environmental Social Framework will be an added advantage. He should have also thorough knowledge about dam construction and improvement aspects.
- (6) Experience/familiarity with non-structural / ecologically focused management measures to prevent and minimize erosion issues and stabilization of hill slopes.
- (7) Proficiency in use of Computers to manage data base and generation of reports, with overall good communication skills (in English and Hindi/local language).
- (8) The applicant must be physically fit for extensive touring with age of less than 65 years.

E. Duration of assignment

The duration shall be for minimum period of 3 years, to be reviewed and renewed based on performance and work requirement. The consultant shall be based full time at the CWC project office in New Delhi and must be willing to undertake field visits and tours as per the project requirements.

Annexure 15: Consultations on ESMF